



PERSONAL GROWTH ASSESSMENT

Prepared For -

Sample Report

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matrix

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SCALES



Locus of Control
Scale

Type A vs
Type B Scale

Anxiety
Scale

Bravery
Scale

Optimism
Scale

Thinking vs
Doing Scale

Intuition
Scale

Health &
Stability Scale

Extroversion
Scale

Self-Monitoring
Scale

Grit
Scale



What does this test Assess?

The Personal Strength Assessment – PSA is a robust way of understanding more about the behavioural factors that determine our core personality, to get a roadmap to personal and professional success.

In this assessment you will go through 11 personality scales, which are designed to evaluate your trait strengths, preferences & thereby interpersonal relations.



Target Group

PSA is intended for professionals of all industries & roles, as well as students and non-working audience - to build self-awareness & get better insight into their strengths so as to create new opportunities & improve their interpersonal relations.



Locus of Control

What do you attribute your success & failure to?



Anxiety

What is your coping style?



Optimism

To what extent do you look at the bright side?



Intuition

Are you more sensing or feeling?



Bravery

How cautious vs reckless are you in challenges?



Extroversion

What is your social preference?



Mental Health

How aware are you of your mental health?



Type A vs Type B

Do you like to control results or allow?



Thinking vs Doing

What do you put first, thought or action?



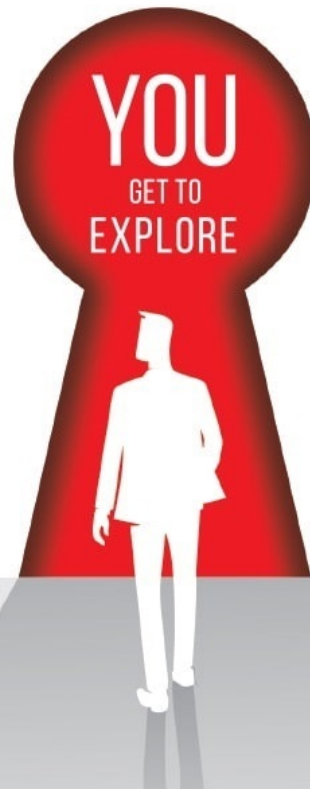
Grit

Are you persistent in the face of setbacks?



Self-Monitoring

Are you more diplomatic or blunt in interactions?





Concept



Objective



Benefits

Locus of Control

orientation to life outcomes; whether you attribute your successes & failures to things you have control over or forces outside your influence. It helps you develop an understanding of your current thought process.

Based on Julian Rotter's principle of Locus of Control, the degree to which people believe they have control over the outcome of events as opposed to external forces beyond their control - decides who takes control. Your locus can be internal, external or between the two. The position will affect your personality and relationships.

The knowledge of differentiating between factors to exercise control over factors to let go of control, is key to live a balanced life. One's success orientation and balanced view of internal possibilities is the belief-shift that will create more opportunities and achieve positive outcomes.

Anxiety

Anxiety Scale predicts the degree to which you experience unease and heightened reactions in anticipation to threatening situations & therefore your extent of responses to the situation. The scale helps you measure these reactions and take adequate steps.

Anxiety is a feeling of nervousness or worry that occurs in the absence of a threat. It differs from fear. Anxiety is part of the body's natural reaction to stress, so it can be helpful at times, making you more alert and ready for action. The degree of anxiety needs to be measured.

Understanding the distinction between a cognitive appraisal of threat, in order to respond effectively v/s the conditioning to respond with worry in the anticipation of threatening situations is vital to mental stability. Embracing change & showing resilience in circumstances is vital to lower anxiety in day-to-day functioning.

Optimism

This scale reveals how positive one's general thinking & orientation to life is and how confidently one moves towards attaining life goals. The scale is useful to identify the levels of optimism displayed to understand results created in life.

Optimism and Pessimism constructs showcase generalised expectancies concerning future events – i.e. anticipating good vs anticipating bad; either confidence or doubt about attaining the goal. Optimism is a mental attitude reflecting a belief that the outcome of an effort, will be positive, favourable, and desirable, which then expects adversity also to be handled successfully.

Pessimistic & optimistic perceptions bring in their share of different results. It is the key to look at a mid-way perspective of optimistic realism to get ahead in life. By being self-aware, one displays accountability to adjust as per situation with a sense of hope. Adaptation of a positive approach leads to better outcomes in life.

Intuition

Intuition Scale measures the extent to which an individual pays attention to interpreting & drawing meaning to aspects which go beyond facts, v/s the extent of your tendency to analyse with data & logic.

Intuition is an important function of the mind, to assess information about physical reality that is over & above the information you get through your 5 senses or Sensing. The chasm between Feeling and Sensing, i.e., Intuitive vs Analytical individuals, determines how one sees the world and what kind of information one focuses on.

Having an open mind and believing in patterns & significance to communicate at a broader level is a skill and a trait that develops with practice and careful tuning. Going with the gut - that is built on thought patterns & solutions from life experience, can bring a deeper perspective while bridging the gap between instinct and reasoning.



Concept



Objective



Benefits

Extroversion

This scale is designed to evaluate your individual tendency towards the outer world (extroversion) or the inner world (introversion), or somewhere between, which can have a significant influence on your career choice, relationships and overall lifestyle.

Extroversion is one of the five personality traits of the Big Five personality theory. It indicates how outgoing and socially inclined an individual is. A person low in extroversion or high in introversion tends to have a preference of being less engaged with the external world and more comfortable working by themselves.

Consciously being an ambivert who comfortably draws energy from social situations and can also relish alone time with self, is instrumental to independence, acceptance and goal-orientation. Ambiverts display a balanced approach with traits from extroverts and introverts. This works to create better results in professional and personal life.

Type A vs Type B

The AB Scale evaluates traits specific to A also known as the Driven Personality type v/s the Type B also known as the Laid-back personality type. The scale is designed to check levels of being driven or being relaxed.

Type A personalities are schedule-committed & can get easily provoked for being high-strung; whereas Type B or C have low time or display less task urgency and have a relaxed approach towards things in life. The types and its levels can have a direct impact of creating an imbalance in life when extreme behaviour is visible.

Type A personalities may be prone to health risk and hypersensitive to time. Type B loves to enjoy the journey but may lose focus on goals. Having moderate A & B tendencies can help set clear boundaries and goal expectations, which in turn creates more life balance & fewer health risks in life.

Grit

This Scale measures your Tenacity or Grit which is an understanding of what you do when things get rough or tough. It is an important scale to understand to know how you can develop your personality further.

Grit is a positive, non-cognitive trait based on an individual's perseverance of effort, combined with the passion for a long-term end state; hence a good predictor of success and high achievement. The display of grit gives one the power to forge ahead in life.

Understanding the benefits of owning challenges & maintaining strenuous effort despite failure is reasonably positive. However the advantages of knowing when to flex and be practical, rather than being stubbornly persistent about low or mid-level goals in the long-term leads to improved results in life.

Bravery

This Scale predicts the extent to which you can rise to challenges when confronted, in agile and resilient ways. It displays levels of mental strength amidst situations of fear and danger.

Courage is not just about physical bravery, it is often about mental agility, resilience, and innovation. This strength tells you how you react when faced with danger or painful, difficult times and how you use your mental strength to swim against the tide. It displays your levels of courage and determination.

Awareness of situational needs and instinctive courageous acts is a powerful quality. Distinguishing between bravery and foolish behaviour is needed to approach situations with determined actions but some amount of self-preservation. Being composed & thinking about personal safety is as vital as being action-oriented and quick decisions.

Thinking vs Doing

This scale measures how you make decisions, whether you use a thorough thought & reasoning process or whether the decisions are based on practicality & actions. It gives a broader perspective to understand the decision-making process styles.

The motivation to think and the motivation to act strike us at different times, and generally we are capable of one behaviour type at a time. People can be grouped as thinkers or doers. It often describes how individuals make decisions; whether they put more weight on reasoning and objective thinking or on practicality and action-orientation.

Balancing thought and action may be a challenge for many people. Those who can achieve this balance, are said to be optimal thinkers and productive doers, who keep objective expectations and progress in life with certain caution. This eliminates the risks of excessive inaction & incomplete goals as well as errors & lapses judgment in impulsive action.

Mental Health

The Health and Emotional Scale displays your tendency for experiencing negative emotions and how well you regulate those. It gives an indication to your responses while giving you an opportunity to work around areas of improvement.

The objective is to measure the ability to which a person is able to be balanced and stable which is critical to their physical, mental and emotional health. A person high on neuroticism has the tendency to easily experience negative emotions and displays less resilience. This scale determines the mental health-level and overall functioning in life.

Awareness of how to flourish in all aspects of life determines mental and physical endurance. Having positive coping mechanisms towards stress, anger, and other strong emotions allow for self-awareness, problem-solving skills and better contribution to society. Cognitive & behavioural therapy, as well as practising mindfulness can significantly set things in a healthy direction.

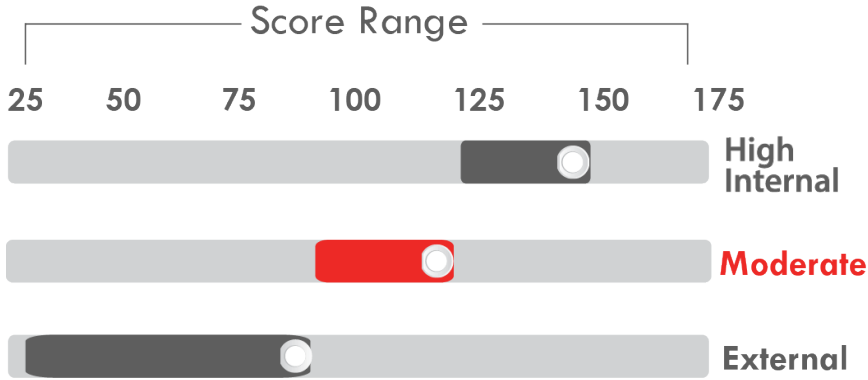
Self-Monitoring

This scale measures the extent which you can modify how you are perceived by others & choose your responses more deliberately. It gives you the opportunity to know your responses and levels to monitor your own behaviour.

Some people often say what they mean which can create friction. Self-monitoring people think before they speak, weigh the effect of their words on others, and, if necessary, alter it to have a soft impact. The behaviour can be considered as tactful and diplomatic; others may also describe it as insincere or inauthentic.

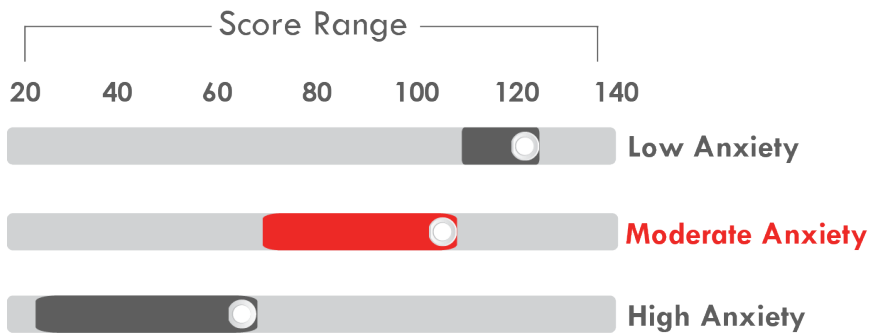
Understanding your social patterns is the key to finding an in-between strategy for being tactful v/s being truthful. Positive social connections built on authentic behaviour & trust are important. But, being brutally honest burns bridges. Adjusting behaviour to suit the demands is realized when you know where you fall in the self-monitoring

LOCUS OF CONTROL (LC) SCALE



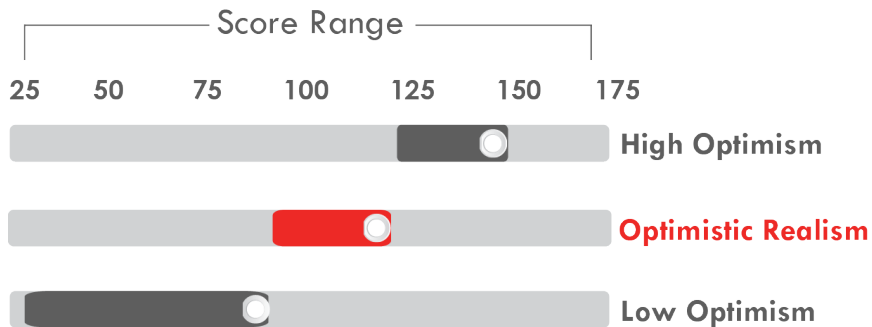
Moderate Internal Locus of Control would mean that you see your future as being in your own hands, while allowing for factors beyond one's control. You engage in activities that will improve your skills, knowledge and abilities and make note of information that will help create positive outcomes. Most people fall somewhere between the 2 ends of the spectrum of fully internal or external locus of control. Depending on the situations; personally or professionally, it may fluctuate. Having a moderate internal locus of control may make you more able to accept situations that you can't influence and manage them effectively when they arise.

ANXIETY (AX) SCALE



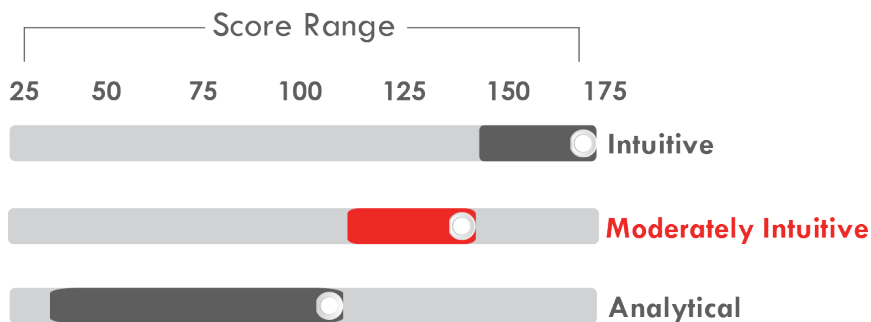
Most people with anxiety-related concerns tend to fall in the moderate range, however it is important to distinguish between circumstantial and chronic behavioural tendencies. While these individuals may force themselves to do mandatory tasks, some activities may be restrictive. You may frequently experience physiological or psychological symptoms like headaches, insomnia, irritability, restlessness, etc. In case of situational anxiety, one of the crucial strategies is to consider emotions are changing experiences that are fluctuating; inevitably they will plateau and pass if not enough attention is paid. For chronic anxiety symptoms personal counselling/therapy and self-help through the right channels is recommended for positive coping.

OPTIMISM (OP) SCALE



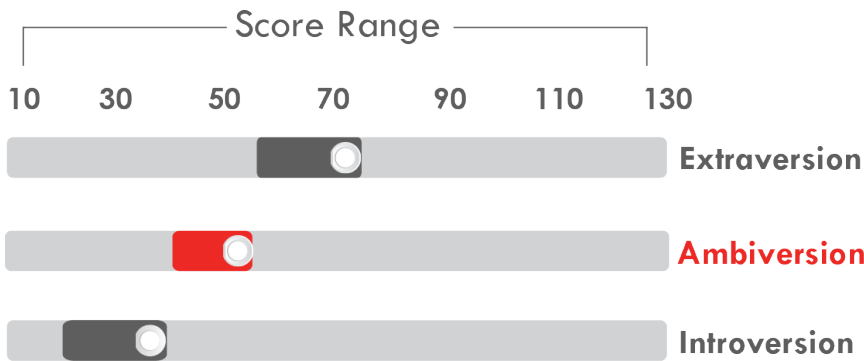
Optimism and pessimism operate on a continuum, of which the midpoint is realism. Optimistic realists are cautiously hopeful of favorable outcomes, but they do whatever they can to obtain desired results. People measured moderate on this range also tend to have other traits such as extroversion and cheerfulness, at the same time view negative emotions and thoughts as natural and comfortable. They are less likely to be emotionally unhealthy or falsely boost their self-esteem. They take responsibility when things go wrong or right and have a 'hope for the best, prepare for the worst' attitude towards life. This is often linked to wellbeing and progress.

INTUITION (IN) SCALE



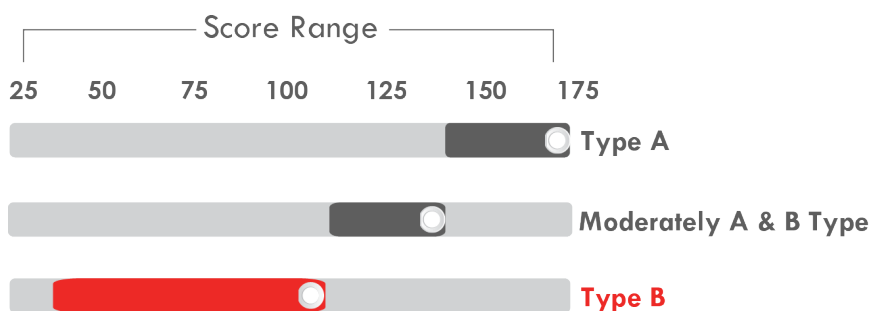
All individuals are capable of both intuitive and analytical modes of understanding and reasoning. A balance between the two, is where you situationally process and provide the right response. Excessive data analysis and fact exploration can lead to paralysis. Similarly going with the 'gut feeling' for all problems may not necessarily yield rational solutions or decisions. We are often conditioned towards certain thought patterns and beliefs early in our childhood, so people can sufficiently think both intuitively and analytically, depending on the circumstances. Striking a balance between the two can help overcome the rigidity and moral attitudes of analytical minds as well as the ambiguity and non-conformity of the intuitive minds.

EXTROVERSION (EX) SCALE



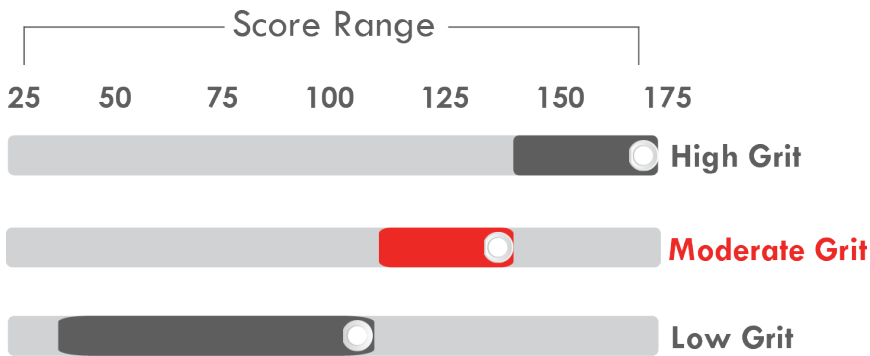
Ambiverts fall in the middle of the levels of extraversion/introversion continuum. They are comfortable with groups and social interaction but also relish their time alone and away from people. Their behaviour can flex according to the situational need or objective. In face of authority or presence of unknown people, they may be more introverted and in the presence of close friends or family the person may be highly energetic and extroverted. Usually their role expectations or goal accomplishments pushes them to go outward.

TYPE A VS TYPE B (AB) SCALE



People with higher Type B traits are more tolerant of others, more relaxed than Type A individuals. They reflect more, experience lower levels of anxiety and a higher level of imagination and creativity. They are flexible, expressive and often emotional. They have a generally laid-back attitude and can even prevent others from reaching the uppermost heights of their careers. They don't always play to win and prefer the idea of 'love for the game'. They are accepting of failure and allow themselves to experiment and even fail, for the sake of experience. They do not have a time urgency, can often procrastinate and only do one thing at a time. Excessive casual attitude can however sometimes border on passive behaviour styles or Type C personality.

GRIT (G) SCALE



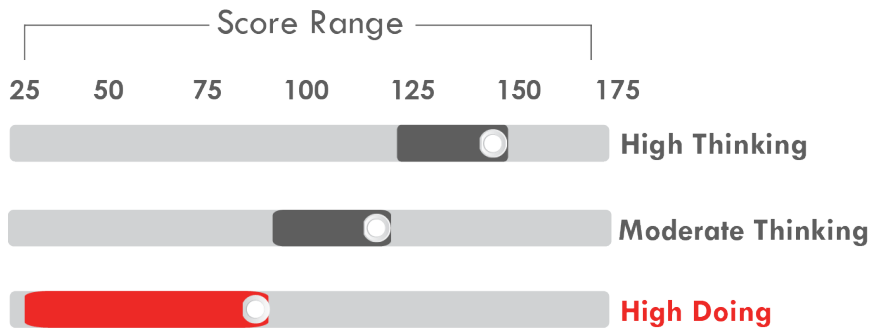
Moderately gritty individuals are not single-minded machines, but know to flex when persisting is not practical. They approach goals with determined focus, but always check whether the attitude is helping or hurting them in the long-run. They can be tenacious about some aspects of their life and not others. While it is useful to be stubborn about low-level or mid-level goals, they understand that it can be foolish to invest good money on bad or projects that would not yield results. They keep conscious of alternate possibilities and care about effort balanced with trade-offs.

BRAVERY (BR) SCALE



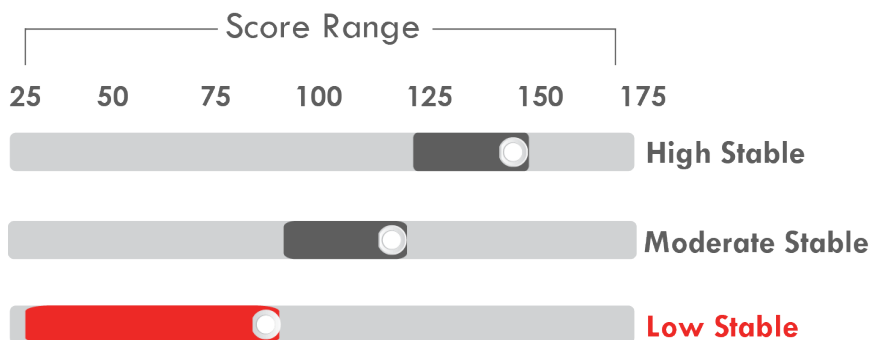
People scoring high on bravery are instinctively courageous as it comes naturally to them. They follow their impulse and override their fears to make a move. The ones that learn from failure and change tactics are far more resilient and productive than those who continue following the same strategies repeatedly. Sometimes they tend not to think things through and strike in the heat of the moment. They are impulsive and less discrete and respond without hesitation about consequences. Sometimes when others may not understand the intention, they may misunderstand the heightened emotion. They tend to ignore what others think or say as much. They like to take immediate decisions and give prompt feedback.

THINKING VS DOING (TD) SCALE



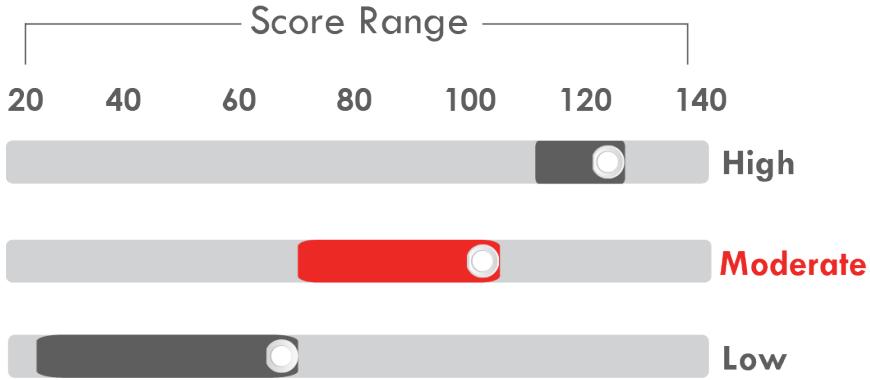
High doers tend to be action-oriented and fast on their feet. They can be brief and business-like, undermining the need for detailed discussion and careful thought. They are usually risk-taking and do well in pressures. They like to look at application and implementation, rather than facts and theory. However, being a doer without thinking can lead to errors and lapses in judgment. Continuous doing also requires excess discipline and commitment that come along with the involved risks.

HEALTH AND EMOTIONAL STABILITY (HS) SCALE



Low scorers tend to be tending towards neuroticism and are prone to emotional breakdowns. They frequently sweat the small stuff or get gripped by panic attacks when they encounter unexpected situations. They find it hard to change their perspective when they are gripped by strong negative emotions, often taking a toll on their health. They tend to fixate on the past or future, causing them to worry and feel unprepared to face the present. When gripped by a negative spiral, they imagine symptoms and illnesses and often expect the worst case scenarios. They hold themselves responsible for consequences and outcomes that are beyond their control, and are often selfcritical. This can lead to distraction from work by deadlines, personal situations and pressure.

SELF-MONITORING (SM) SCALE



Moderate scorers try to find a balance between being tactful and truthful. They try to find an in-between strategy for expressing their true expressions of thoughts, beliefs and behaviours; along with saying or doing what is acceptable in various social scenarios. They endeavour to have good social connections, while not straying too far from who they are or what believe in. They may occasionally state unwelcome truths and confront deception in others, however more often than not, they prefer to be courteous. They are perceptive and are good at detecting deception in others. They are direct when it comes to matters close to their heart or causes they strongly believe in, and may debate passionately. However they will appease the situation or affected party to ensure no bridges are burnt.

What Are 5 Things I Need To Start – Stop – Continue To Achieve My Goal

Start:

Stop:

Continue:



SELF-COACHING/ LIFE COACH

■ ■ What Is My Current Challenge? (at Work, Home, Social Life, Self)

■ ■ What Do I Want ?

■ ■ What Did I Observe About Myself From This Assessment ?

■ ■ What Are My Key Strengths I Learn From This Assessment ?

■ ■ Learning About Various Scales How It Impacts/ Influences My Current Role?

■ ■ What Can I Do Different ?

■ ■ What Actions I Need To Take Now ?

