



Psychometric Testing (CPT)

Students, while in their academic phase, are usually inclined to learning and gathering knowledge about the world in general and their subject in particular. What is often missed out is gathering self-awareness.

While the experiences that happen along one's life do help in shaping one's personality and preferences, real wisdom lies in being able to harness this knowledge towards making one's future.

Each one of us may have 'self knowledge' about ourselves. Only when this knowledge is used to make decisions and predict one's behavior in various contexts, can we call it real 'self awareness'. **Self awareness plays an important role in ensuring that students make all the correct choices for their career.**

Self Awareness is also about knowing your personal SWOT. Awareness of one's strengths and weaknesses helps you use or work upon them to continuously grow and improve.

Self Awareness is a continuous and never ending process. However in this module we would aim to unravel those aspects of your personality that would help you make informed career decisions.

Moving towards achieving self awareness can help us take career decisions. This move starts with knowledge about self- What type am I?

People in this world belong to one of these 6 personality types. An example to see this difference in personality type is taking a closer look at any two people who may be in the same profession and similar profile like Laloo Prasad Yadav and Manmohan Singh. Both are almost similar age, in same profession-politics- and have both been successful in their roles. But both are different personality types.

Then we move on to understanding what are the different roles and jobs that go with different personality types. People usually should pick up roles that best suit their personality. We would classify all roles / job available into 4 types.

Psychometrics is the field of study concerned with the theory and technique of educational and psychological measurement, which includes the measurement of knowledge, abilities, attitudes, and **Personality** traits.

CPT is a psychometric testing based on the famous John Hollands theory of Careers, which identifies your personality type and the roles suitable to your personality.

CPT Description: This test is based on John Holland's Theory of Careers that provides an insight on how personality can influence one's career fitment. Based on your personality type find out your career preferences. The test consists of a table where there are 25 rows, each containing six adjectives. You have to go through each row and allocate 10 points among the TOP THREE ADJECTIVES that describe you as a person. Of course, the word that describes you better will be awarded higher points with the next best word receiving the second highest point, and so on. Please divide your points into whole number only (e.g. 1,2,4 etc..) and not into decimals (e.g. 1.5, 2.5 etc.)



John Hollands theory of CPT helps us in finding what kind of personality we are and helps in finding what roles suit our personality. **CPT is based on the theory Birds of the same Feather FLOCK together.**

There are 6 different personalities in this world shortly known as RIASEC. Please find below the description:

RIASEC Description:

Realistic : (R)

- Enjoys working with animals, tools, or machines.
- Generally avoids social activities such as teaching, healing, and informing others.
- Is skillful when working with tools, mechanical or electrical drawings, machines, or plants and animals.
- Values practical things you can see, touch, and use, such as plants and animals, tools, equipment, or machines.
- Sees self as practical, mechanical, and realistic.

Investigative : (I)

- Enjoys studying and solving math or science problems.
- Generally avoids leading, selling, or persuading people.
- Is good at understanding and solving science and math problems.
- Values science.
- Sees self as precise, scientific, and intellectual.

Artistic : (A)

- Enjoys creative activities such as art, drama, crafts, dance, music, or creative writing
- Generally avoids highly ordered or repetitive activities
- Has good artistic abilities in creative writing, drama, crafts, music, or art
- Values creative arts like drama, music, art, or the works of creative writers
- Sees self as expressive, original, and independent.

Social : (S)

- Enjoys doing things to help people such as teaching, nursing, giving first aid, or providing information.
- Generally avoids using machines, tools, or animals to achieve a goal.
- Is good at teaching, counseling, nursing, or giving information.
- Values helping people and solving social problems.
- Sees self as helpful, friendly, and trustworthy.



Enterprising : (E)

- Enjoys leading and persuading people, and selling products and ideas.
- Generally avoids activities that require careful observation and scientific, analytical thinking.
- Is good at leading people and selling things or ideas.
- Values success in politics, leadership, or business.
- Sees self as energetic, ambitious, and sociable.

Conventional : (C)

- Enjoys working with numbers, records, or machines in a set, orderly way.
- Generally avoids ambiguous, unstructured activities.
- Is good at working with written records and numbers in a systematic, orderly way.
- Values success in business.

Everyone has different personalities and therefore different likes-dislikes and different things that make them happy. In the same context everyone depending on their personality have different roles that suit their type.

This theory goes a step ahead from describing personality types and links it to career choices.

- People of the same personality tend to "flock together". People of the same personality type working together in a job create a work environment that fits their type.
- Similar to personality types there are six basic types of work environments: Realistic, Investigative, Artistic, Social, Enterprising, Conventional
- People who choose to work in an environment similar to their personality type are more likely to be successful and satisfied.
- How you act and feel at work depends to a large extent on your workplace environment.
- It means that you probably should choose an occupation whose type is the same as, or similar to, your personality type.

Also you will reach your potential if you choose a role / job that suit your personality type

Types of Roles in the Industry:

- **Sales**
- **Support**
- **Process**
- **Development/Creative**



Choose your role based on your personality type

Description: **Support: Best Suited for Social and Conventional Personalities**

The people with Support personality type are the people oriented people who value helping others and solving social problems. They are extremely reliable. They act as motivators for others. They see themselves as helpful, friendly & trustworthy. They make good counselors & trainers.

Description: **Sales Best Suited for Enterprising and Social personalities**

People with Sales personality type are Intelligent, Committed & Flexible. They are very Hard working & are good planners. They believe in building & maintaining relationships. They are extremely patient & confident. They are always enthusiastic. They believe in being consistent & are assertive

Description: **Process Best Suited for Realistic and Conventioanl Personalities**

The people with Process personality type are extremely process oriented. They abide by the rules & regulations. They are quite skillful when working with process tools. Such people are very practical & data oriented. They value practical things & are not very open to changes. They are happy doing the repetitive work.

Description: **Developer/ Creative Best Suited for Artistic, Investigative, Enterprising Personalities.**

As the name suggests this type of people are the creative ones. They are unconventional & inventive. They are highly intuitive & are the risk takers. Such personality types are quite visionary. They hate repetitions. They would always try & think out of the box & they love experimenting.

People who choose to work in an environment similar to their personality type are more likely to be successful and satisfied:

For example, Artistic persons are more likely to be successful and satisfied if they choose a job that has an Artistic environment, like choosing to be a dance teacher in a dancing school -- an environment "dominated" by Artistic type people where creative abilities and expression are highly valued.

How you act and feel at work depends to a large extent on your workplace environment. If you are working with people who have a personality type like yours, you will be able to do many of the things they can do, and you will feel most comfortable with them.

How is this related to the scores you receive on the Career Key?

It means that you probably should choose an occupation whose type is the same as, or similar to, your personality type.

For example, imagine that your highest score on the Career Key is for the Realistic type. Looking at the table below, you can see that the most compatible job environment is Realistic.

This would suggest that you choose from the jobs/roles that are suitable for realistic people. In other words Process Oriented roles would suit Realistic Personalities the best.

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