



## CAREER APTITUDE ANALYSIS REPORT

REPORT#: [REDACTED]

NAME: [REDACTED]

CLASS: 9

SCHOOL: [REDACTED]

# INTRODUCTION

***Choose a job you love, and you will never have to work a day in your life - Confucius.***

Large scale studies conducted by Gallup (2017) and others indicate that more than half of the people surveyed regretted their career choice and were so dissatisfied that they wanted to switch to a different career. Over 85% moreover were “emotionally disconnected from their workplace. While concerning, these results are hardly surprising and confirm a widely held belief among HR professionals. So, why is career dissatisfaction a persisting endemic in the workplace? How can one avoid this all-too-common pitfall? Research shows that one important factor is access to information. Most individuals are not equipped with enough life experience, self-knowledge, and information about suitable careers at the life stage when these decisions are often made. Added to this is the fact that the world around us is changing at breakneck speed. There is a plethora of new career options that did not exist even 5 years ago. On the other hand, many of the jobs that were in demand 10 years ago are getting eliminated either due to technology automation or due to the changed market landscape.

A systematic approach to career choice requires the marriage of two independent perspectives.

## Individual factors

Research shows that different careers value and reward different skills and personality traits. Given vast individual differences across key skills and personality traits, it is critically important to match individual skills and personality traits to the demands of a career to identify the right fit. Also, our life experiences shape our view of the world and predispose us to certain careers. Taking into account individual preferences ensures that individuals are passionate about the careers they end up choosing.

## Market Forces

Disruptive innovation is transforming the world around us, and it is doing so at a faster pace than ever witnessed in human history. While no one can be entirely sure of what the future holds, there are secular trends in the marketplace that can provide valuable insights. Future-proofing our career decisions is more important now than ever before and requires careful consideration of these trends.

# THE COGNOSIA FRAMEWORK

**This career aptitude analysis framework was developed to address the factors above and help parents / students make informed career choices:**

## Tests

Conducted over 3 hours, the tests assessed students on key cognitive and personality metrics:

### **Cognitive Abilities:**

Broad battery of tests covering general (Fluid Reasoning, Working Memory, Executive Functions) and specific skills (Verbal, Quantitative, Visual-Spatial, Algorithmic, Critical Thinking) relevant to a broad array of careers.

### **Personality Type:**

Loosely adapted from the RIASEC model proposed by John Holland, our personality inventory hones in on key personality traits (Structure vs. Autonomy, Independent vs. Collaborative and Big Picture vs. Specific expertise) that are important for career decisions. Career Preferences: Specific career interests that the student may have developed based on his or her life experience.

### **Career Preferences:**

Specific career interests that the student may have developed based on his or her life experience.

## Analysis and Interpretation

After detailed analysis of individual strengths, weaknesses, personality traits and preferences, our AI-based engine identifies the top 5 optimal-fit career options. These are then reviewed by our career analysis team that finetunes the recommendations based on careful review of current academic and industry trends. (This includes adding emerging fields of study/work, adjusting for changes in hiring practices, changes in academic courses covered by colleges, admission requirements and/or other eligibility criteria. insights. Future-proofing our career decisions is more important now than ever before and requires careful consideration of these trends.

# BRIEF SUMMARY REPORT

## Recommendations

Below are the top 5 careers that are best suited for you:

BA (Econ.)- - - > MBA from Tier 1 College - - - > Career in Marketing / Advertising

BA (Econ.)- - - > MBA from Tier 1 College - - - > Career in Banking / Financial Services

Any UG Degree- - - > State / Central Civil Services

Chartered Accountancy (Through CA Foundation after 12th or Direct Entry route after UG degree)

CLAT -----> LLB -----> Careers in Law

This is based on careful analysis of your cognitive areas of strength and weakness, your key career-related personality traits and after taking in to account your explicit references in the career interest questionnaire. Below is a summary of the key factors that resulted in the recommendations above:

# STRONGEST COGNITIVE SKILLS

## Working Memory



Individuals with high working memory are good at integrating new information with learned knowledge. They tend to grasp concepts quickly, are good readers and are articulate and spontaneous. This ability is relevant for a wide array of professions especially ones that are fast paced, require quick learning and spontaneity.

## Fluid Reasoning



Individuals with strong fluid reasoning have a deeper understanding of concepts. They can generalize ideas, apply them in new and unfamiliar settings. They excel at solving problems that are new and require original thinking. This ability is relevant for a wide variety of professions especially those that require complexity of thought and depth of understanding.

# WEAKEST COGNITIVE SKILL

## Critical Thinking



Individuals weak in critical thinking struggle to synthesize individual pieces of information to form a meaningful whole. They tend to be gullible often not being able to identify inconsistencies and falsehoods in what they see, read or hear.

\*Strongest and Weakest skills are based on the student's performance across different skills. They must be used in conjunction with the scores on the individual skills. See how stars broadly translate to population percentiles below.



95 - 100



95 - 100



75 - 89



50 - 74



25 - 49



24 - 00

# DOMINANT CAREER RELATED PERSONALITY TRAITS

## Moderate Preference for Autonomy



Individuals with a preference for autonomy tend to prefer work environments that are fast paced and dynamic. They prefer flat organizations with an informal work culture value flexibility and autonomy in their roles.

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## Moderate Preference for Independent Work



Individuals with this trait like to work independently and look for intellectual stimulation in their job. They take accountability for their work and like to set their own pace. Often, they produce their best results when they work alone without constant supervision.

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## Moderate Preference for Big Picture



Big Picture Thinkers tend to be top-down in their thinking style and favor roles that require them to be strategic and imaginative. They are extremely goal-driven and tend to be good story tellers who can see all the important connections of the work that they are doing.

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# DETAILED REPORT

## Cognitive Skill Profile

### Fluid Reasoning



Fluid Reasoning, is the ability to detect patterns, understand concepts and generalize concepts to novel situations. Fluid reasoning is a key skill in a wide variety of professions but is most essential in roles that require an individual to understand complex ideas and solve new problems.

### Working Memory



Working Memory is similar to a mental text pad where we store and manipulate information while we are thinking. It is similar to the RAM in the computer and plays a critical role in learning. High Working Memory is essential for roles that are dynamic, fast paced and require spontaneity and the ability to learn quickly.

### Verbal Reasoning



Verbal Reasoning is the ability to comprehend and reason using concepts expressed through language. It is the ability to use learned knowledge and experience especially in relation to verbal constructs. It is critical in a variety of professions where learning happens through reading including Law, Philosophy, Journalism and others.



## Executive Functions



Executive functions are a set of supervisory processes that are involved in a wide range of cognitive functions including planning, focusing attention, goal directed persistence, flexibility, response inhibition and emotional self-regulation. Executive functions are important for a variety of professions that require planning, structured thinking and flexibility including research, consulting, and others.

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## Quantitative Aptitude



Quantitative aptitude is the application of mathematical concepts to solve problems, analyze and interpret real world information. Strong quantitative aptitude is essential for professions including banking, risk management, accounting, and others.

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## Critical Thinking



Critical Thinking refers to our ability to analyze information in a rational and disciplined fashion, understand key issues at hand, identify relevant assumptions and make decisions that are reasoned and well thought out. Critical Thinking is essential for a variety of professions including law, economics, management and analytics.

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## Visual Spatial Ability



Visual-Spatial abilities allow an individual to visualize and manipulate images mentally and apply mechanical principles to solve real world problems. Visual-Spatial skills are critical for Engineering, Architecture, design, and research in pure sciences.

# Career-Personality Fit

Here's a summary of what your responses indicate about the nature of jobs that are suitable for you on three dimensions (Low Preference for Structure vs. High Preference for Structure, Independent vs. Collaborative, and Preference for Developing Specific Expertise vs. Big Picture Thinkers.)

## Autonomy vs Structure

Individuals with a high preference for structure tend to prefer roles that are predictable, clear in scope and have a defined career path/hierarchy. Likewise, individuals with low preference for structure enjoy roles that offer greater flexibility, autonomy and dynamism.



## Independent vs Collaborative

Individuals who are collaborative tend to favor roles that are people-centric, high on social impact and that require teamwork and coordination. On the other end of this spectrum, individuals like to work independently and look for intellectual stimulation in their role.



## Specific Expertise vs Big Picture

Big Picture Thinkers tend to be top-down thinkers who favor roles that require them to be strategic and imaginative. Individuals who like to develop specific expertise are bottoms up in their thinking and prefer roles that are analytical and realistic.



The recommendations are based on cognitive assessments, personality traits and career preferences at a point in time. All of these continue to evolve throughout our lifetimes based on our experiences and behavior. It is therefore important to take these results in the context of our own life experiences. The list of career options provided is not exhaustive and should only be taken as indicative. Please research the careers carefully and diligently before you make your own decisions.

“Lastly, we wish you the very best in your academic and professional journey ahead.”

Cognosia Team

\*For any further queries or to schedule a counselling session, please call us at 040 - 4018 8220 or email us at [admin@cognosia.com](mailto:admin@cognosia.com)