IGROW CAREER STRENGTH ASSESSMENT · PERSONAL REPORT

Sample Student

B.Com (General) · Final year UG · Commerce · 6 October 2026

CAREER CAPABILITY INDEX

63 /100

Developing

INTEREST CODE

ICS

Investigative · Conventional · Social

DECISION READINESS

Level 3 /5

Direction Identified

EMPLOYABILITY READINESS

47 /100

Priority Development

1 Executive Summary

Your profile at a glance

Your results suggest that you are at the **Direction Identified** stage of career decision-making. Your relative strengths appear to be **Attention to Detail, Problem Solving and Teamwork & Collaboration**, and your interests lean toward **Investigative, Conventional and Social** activities. You place the most weight on **Financial security, Learning and Achievement**. Taken together, the directions most worth exploring are **Data & Analytics, Finance, Banking & Accounting and Research & Academia**. Over the next 90 days, focus on building **Relationship Building and Communication Expression** and creating real evidence of your skills through projects, practice and conversations with professionals.

Top strengths

- Attention to Detail
- Problem Solving
- Teamwork & Collaboration

Directions to explore

- 📊 Data & Analytics
- 🏦 Finance, Banking & Accounting
- 🔬 Research & Academia

Develop next

- Relationship Building
- Communication Expression
- Initiative & Enterprise

2 Candidate Profile

Name	**Sample Student**	Current focus	**Higher studies**
Stage	**Final year UG**	Degree–goal match	**Somewhat**
Field of study	**Commerce**	Assessment date	**6 October 2026**
Degree / specialisation	**B.Com (General)**	Questions answered	**176 of 176**
		Assessment version	**v2.4 (beta)**

3 Career Capability Profile

10 capability dimensions summarised from the 12 assessed domains · provisional criterion-referenced scores (0–100) · Career Capability Index = equal-weight average of the 10 dimensions



Execution & Organisation	82	Very Strong
Leadership & Influence	70	Strong
Career Adaptability	64	Developing
Employability Skills	58	Developing
Decision Readiness	53	Developing
Thinking & Problem Solving	72	Strong
Emotional & Interpersonal	69	Strong
Growth Orientation	64	Developing
Initiative & Enterprise	54	Developing
Communication Readiness	48	Growth Opportunity

Two communication scores: Communication Readiness on this chart uses 7 questions (speaking, writing, listening, presenting and confidence). The Communication Expression strength in sections 4–5 uses 4 questions about expressing your ideas. They measure related but different things, so the numbers can differ.
Bands: 80–100 Very Strong · 65–79 Strong · 50–64 Developing · 35–49 Growth Opportunity · 0–34 Priority Development. Your interests, values, work style and learning style are preferences rather than capabilities, so they are reported separately in sections 6–9 instead of on this chart. Differences of under about 8 points are within normal variation for self-report scores, so don't over-read them.

4 Your Top 5 Strengths

Relative strengths in your profile, in practical career language

1 Attention to Detail — 100 · Very Strong

You seem to notice errors and check your work carefully — valuable in finance, quality, compliance, data, healthcare and engineering.

Lead with it: make this the headline of your resume summary and LinkedIn "About" section.

2 Problem Solving — 88 · Very Strong

You appear to stay with difficult problems and look for alternative routes when the first one fails — a quality employers consistently rate highly.

Prove it: prepare one STAR interview story that shows this strength in action, with a measurable result.

3 Teamwork & Collaboration — 88 · Very Strong

You appear to work well with others, share credit and listen — qualities recruiters probe heavily in group discussions and interviews.

Use it weekly: choose projects, roles and responsibilities that let you use this strength regularly.

4 Analytical Thinking — 83 · Very Strong

You tend to break problems down and look for evidence before deciding. At work this shows up as sound judgement in analysis, research, finance and technical roles.

Take it further: push this strength to an advanced level through a certification, competition or stretch project.

5

Organisation & Planning 83 · Very Strong

You appear to plan ahead and keep your work in order — the backbone of operations, project management and any deadline-driven role.

Combine it: pair this strength with one of your development areas, e.g. use it to lead a project that builds a weaker skill.

5 Your Top 5 Development Areas

Not weaknesses: these are the skills that will add the most value to your profile next

1

Relationship Building 50 · Developing

This area appears relatively less developed than the rest of your profile right now. It's a skill you can build, not a fixed trait.

How to build it: Have one meaningful conversation a week with someone outside your usual circle — a senior, alumnus or professional in your target field.

2

Communication Expression 50 · Developing

This area appears relatively less developed than the rest of your profile right now. It's a skill you can build, not a fixed trait.

How to build it: Record a 2-minute talk on a topic three times a week, and get one piece of writing reviewed weekly by a mentor or peer.

3

Initiative & Enterprise 54 · Developing

This area appears relatively less developed than the rest of your profile right now. It's a skill you can build, not a fixed trait.

How to build it: Pick one real problem on campus or in your community and test a small solution within 30 days.

4

Strategic Thinking 54 · Developing

This area appears relatively less developed than the rest of your profile right now. It's a skill you can build, not a fixed trait.

How to build it: For each major decision, write down the 1-year and 3-year consequences. Read one business strategy case a fortnight.

5

Execution & Follow-through 61 · Developing

This area appears relatively less developed than the rest of your profile right now. It's a skill you can build, not a fixed trait.

How to build it: Break each goal into tasks of under two hours and track completion daily. Finish one small project end-to-end before starting the next.

6

Career Interests

Holland-type (RIASEC) interest themes, adapted for modern careers

I C S

Your interest code is **ICS**: Investigative (Thinker), Conventional (Organiser) and Social (Helper). You may feel most engaged in work that involves research, analysis and solving complex problems with ideas, data and evidence.

Interest differentiation: **Differentiated** (spread of 71 points between your highest and lowest theme) · Your third theme is tied with Enterprising, so either could complete your code.



R	I	A	S	E	C
Realistic	Investigative	Artistic	Social	Enterprising	Conventional

Investigative · Thinker

Research, analysis and solving complex problems with ideas, data and evidence.

Conventional · Organiser

Organising data, processes and systems with accuracy and structure.

Social · Helper

Teaching, helping, guiding and serving people and communities.

7 Work Values

What you want your career to give you

Your Top 5 Career Values (your own choice, ordered by your importance ratings)

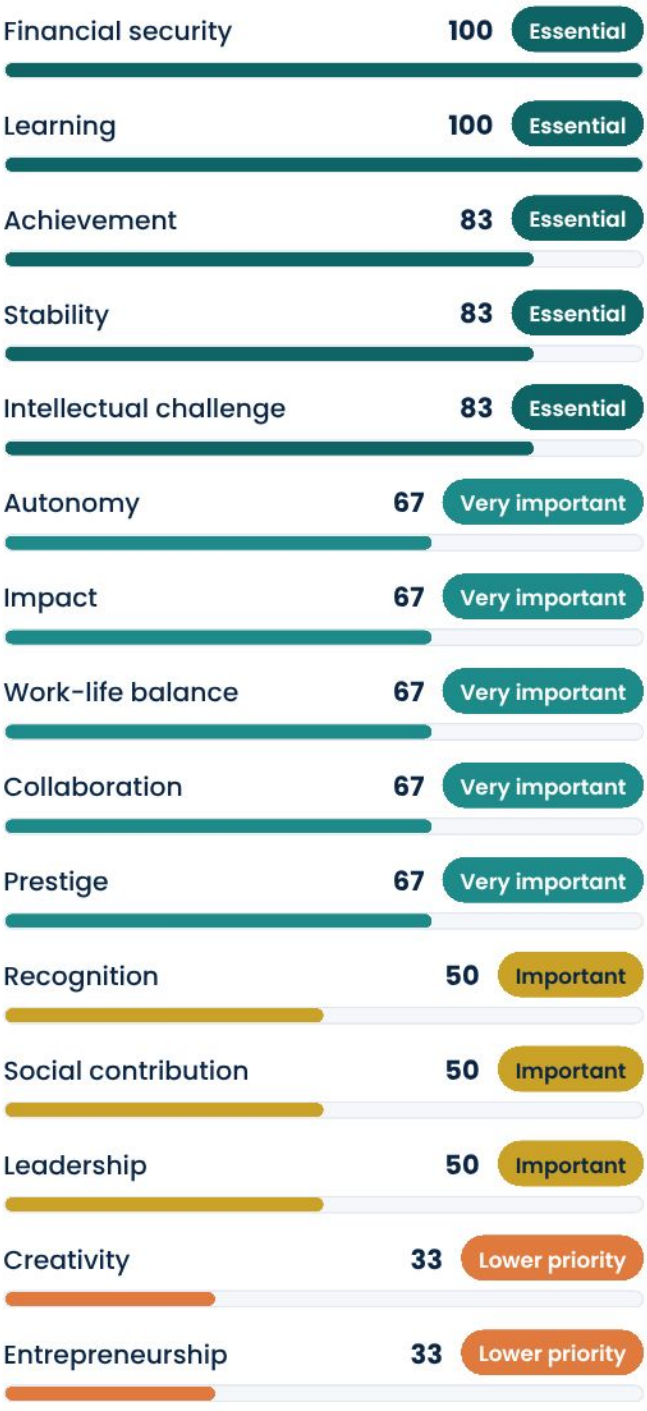
1. Financial security
2. Learning
3. Achievement
4. Stability
5. Intellectual challenge

Financial security: You want your career to provide reliable financial footing — look closely at salary growth, stability of pay and long-term earning potential when comparing options.

Learning: Continuous learning matters to you. Prioritise employers known for training, mentoring and varied projects in your first years.

Achievement: Meeting challenging goals drives you. Roles with clear targets, measurable outcomes and visible progress are likely to feel rewarding.

No major value tensions detected.
Your top values appear to pull in a similar direction. That makes career choices easier to align.



8

Work Style

How you naturally prefer to work. Neither end is better, and the centre of each line means balanced or "it depends"

Independent — **Collaborative**



You may do your best work with focused, uninterrupted time and clear individual ownership — roles with independent deliverables (analysis, development, research, writing) may suit you.

Structured — **Flexible**



You may be most comfortable where expectations, processes and roles are clear — large organisations, regulated sectors and process-driven teams.

Steady — **Fast-paced**



You can handle both busy and calmer periods.

Planned — **Spontaneous**



You likely prefer to plan ahead in detail — a strength in project management, finance, engineering and operations.

Detail-focused — **Big-picture**



You naturally focus on precision — valuable in quality, data, audit, coding and healthcare.

Cooperative — **Competitive**



You are motivated by both team success and personal performance.

Task-oriented — **People-oriented**



You may prefer working with tasks, data, ideas or things — technical, analytical and creative production roles may fit.

Risk-averse — **Risk-taking**



You prefer safe, proven options — you may value stable employers and well-trodden career paths.

Routine — **Variety**



You enjoy some routine with some variety.

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Learning & Development Style

How you can upskill most effectively

Practical application	100	Strong preference
Learning by doing	83	Strong preference
Learning by reading	83	Strong preference
Learning by observation	83	Strong preference
Structured learning	83	Strong preference
Self-directed learning	83	Strong preference
Learning by experimenting	67	Preferred
Conceptual learning	50	Works for you
Learning through discussion	33	Less preferred

Your upskilling formula

1

Practical application

Prioritise case studies, internships and live projects that connect learning to real jobs.

2

Learning by doing

Choose project-based courses and labs; build something in week one rather than finishing all the theory first.

3

Learning by reading

Use books, documentation and written courses; summarise each chapter in your own notes.

10 Leadership & Interpersonal Profile

Leadership is measured as behaviour, not extroversion

Leadership & Influence · 70

Initiative	50	Developing
Ownership & accountability	100	Very Strong
Decision making	33	Priority Development
Persuasion	67	Strong
Coaching others	67	Strong
Influence without authority	67	Strong
Team coordination (scenario)	100	Very Strong
Conflict handling (scenario)	100	Very Strong

Emotional & Interpersonal · 69

Self-awareness	67	Strong
Emotional regulation	67	Strong
Empathy	67	Strong
Active listening	67	Strong
Feedback receptiveness	50	Developing
Resilience	67	Strong
Relationship management	67	Strong
Professional composure (scenario)	100	Very Strong

These describe career-relevant behaviours only. They aren't psychological or clinical assessments.

11 Career Readiness & Communication

Self-perceived employability today: Strength · Developing · Priority Development

Employability skills

Teamwork	100	Strength
Professionalism	100	Strength
Digital skills	83	Strength
Networking behaviour	17	Priority Development
Time management	67	Strength
Technical / functional skills	50	Developing
Industry awareness	67	Strength
Problem solving	83	Strength

Professional Communication Profile (Communication Readiness) · 48

Verbal communication	33	Priority Development
Written communication	67	Strength
Listening	67	Strength
Presentation	50	Developing
Public speaking	50	Developing
Professional vocabulary	33	Priority Development
Professional confidence	50	Developing

Workplace adaptability	50	Developing
Learning agility	67	Strength
Presentation	50	Developing
Interview readiness	38	Priority Development
Resume readiness	43	Priority Development
Interpersonal communication	67	Strength

Practice exercises for you

- **Verbal communication:** Record a 2-minute talk on a daily topic three times a week; replay it and note fillers, pace and clarity.
- **Professional vocabulary:** Learn five workplace phrases a week from industry articles and use each one in a real conversation or email.
- **Presentation:** Prepare one 5-slide, 5-minute presentation every two weeks and present it to friends, a club or your class.

12 Career Decision Readiness

Where you are on the path from exploring to acting

1	2	3	4	5
Exploration	Emerging Clarity	Direction Identified	Decision Ready	Action Ready

Career clarity	67	Strong
Decision confidence	67	Strong
Self-knowledge	50	Developing
Information-seeking	50	Developing
Freedom from fear of wrong choice	67	Strong
Testing & planning behaviour	17	Priority Development

You have **identified a likely direction**. Now check it against reality: speak to professionals, review job descriptions, and look honestly at the skill gaps.

Influence from family & peers
Family and peers play a moderate role in your choices. That's a healthy balance for most students.

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Recommended Career Clusters

Career Exploration Fit Indicator = 50% interests + 30% strengths + 20% values (a value in your top 5 picks counts 15 points higher, up to 100)

How to read these numbers: this is an exploration indicator, not a probability of career success. It reflects alignment between your reported interests, strengths and values. A score of 70 does not mean a 70% chance of success.

Data & Analytics	86	Strong alignment
Finance, Banking & Accounting	82	Strong alignment
Research & Academia	76	Strong alignment
Technology & Digital	75	Strong alignment
Consulting & Advisory	72	Strong alignment
Law & Compliance	72	Strong alignment
Engineering & Core Industries	69	Good alignment
Operations & Project Management	68	Good alignment

Other clusters: Healthcare & Life Sciences (67) · Public Service & Government (64) · Management & Strategy (62) · Human Resources & People (62) · Education & Training (59) · Sales & Marketing (56) · Entrepreneurship & Startups (56) · Media & Communication (49) · Design & Creative (48)

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Career Fit Analysis & Pathways

Your top three directions in detail, mapped to the Indian job market

Data & Analytics

86

Career Exploration Fit Indicator · Strong alignment

Exploration indicator, not a probability of success.

WHY IT MAY FIT

Your results suggest interest in **Investigative and Conventional** activities, relative strengths in **Analytical Thinking, Attention to Detail, Problem Solving and Digital Fluency**, and you value **Intellectual challenge, Learning and Financial security**. These are commonly important in this field.

RELEVANT STRENGTHS

Analytical Thinking 83 | Attention to Detail 100 | Problem Solving 88 | Digital Fluency 71

IMPORTANT WORK VALUES

Intellectual challenge | Learning | Financial security

TYPICAL WORK STYLE

Analytical, evidence-driven work; independent analysis combined with presenting insights to business teams.

POTENTIAL DEVELOPMENT AREAS

No major gaps among the core strengths for this cluster. Focus on building evidence and domain skills.

SKILLS TO DEVELOP

- Advanced Excel
- SQL
- Power BI or Tableau
- Python for data
- Statistics & data storytelling

EXPLORATION ACTIVITIES (NEXT 30 DAYS)

- Analyse a public dataset and present 3 insights
- Read 10 data analyst job descriptions and list common skills
- Talk to an analyst about their tools

CAREER PATHWAY · DATA & ANALYTICS

POSSIBLE ROLES
Data Analyst, Business Analyst, MIS Analyst

KEY SKILLS
Advanced Excel, SQL, Power BI or Tableau

CERTIFICATIONS / EXAMS / PATHWAYS
Google Data Analytics certificate; Microsoft PL-300 (Power BI)

PORTFOLIO
3 analysis or dashboard projects using public Indian datasets (e.g., data.gov.in)

INTERNSHIPS
Analytics internships at startups, KPOs, consulting firms; research assistantships

ENTRY-LEVEL
Data Analyst, MIS Executive or Business Analyst Trainee

LONG-TERM GROWTH
Senior Analyst → Analytics Manager / Data Scientist → Head of Analytics

Finance, Banking & Accounting

82
Career Exploration Fit Indicator · Strong alignment

Exploration indicator, not a probability of success.

WHY IT MAY FIT

Your results suggest interest in **Conventional and Investigative** activities, relative strengths in **Analytical Thinking, Attention to Detail, Organisation & Planning and Professional Discipline**, and you value **Financial security, Stability and Achievement**. These are commonly important in this field.

RELEVANT STRENGTHS

Analytical Thinking 83 · Attention to Detail 100 · Organisation & Planning 83 · Professional Discipline 79

IMPORTANT WORK VALUES

Financial security · Stability · Achievement

TYPICAL WORK STYLE

Structured, accuracy-focused and deadline-driven environments; regulated and process-heavy.

POTENTIAL DEVELOPMENT AREAS

No major gaps among the core strengths for this cluster. Focus on building evidence and domain skills.

SKILLS TO DEVELOP

- Accounting fundamentals
- Financial modelling in Excel
- GST & taxation basics
- Financial statement analysis
- Regulatory awareness

EXPLORATION ACTIVITIES (NEXT 30 DAYS)

- Read an annual report and summarise it
- Talk to a CA or banker about their work
- Track markets for a month and note learnings

CAREER PATHWAY · FINANCE, BANKING & ACCOUNTING

POSSIBLE ROLES
Financial Analyst, Accounts Executive, Credit / Risk Analyst

KEY SKILLS
Accounting fundamentals, Financial modelling in Excel, GST & taxation basics

CERTIFICATIONS / EXAMS / PATHWAYS
CA / CMA / CS; CFA Level 1

PORTFOLIO
An equity research report on a listed company

INTERNSHIPS
CA articleship, internships at banks, NBFCs, audit firms and fintechs

ENTRY-LEVEL
Analyst roles in BFSI and KPOs; bank PO / clerk via IBPS & SBI exams

LONG-TERM GROWTH
Senior Analyst → Finance Manager → CFO, or Branch → Regional Head

Research & Academia

76
Career Exploration Fit Indicator · Strong alignment

Exploration indicator, not a probability of success.

WHY IT MAY FIT

Your results suggest interest in **Investigative** activities, relative strengths in **Analytical Thinking, Learning Agility and Attention to Detail**, and you value **Intellectual challenge and Learning**. These are commonly important in this field.

RELEVANT STRENGTHS

Analytical Thinking 83 · Learning Agility 63 · Attention to Detail 100

IMPORTANT WORK VALUES

Intellectual challenge · Learning · Autonomy

TYPICAL WORK STYLE

Independent, deep-focus work with long timelines, curiosity and rigour; academic or R&D settings.

POTENTIAL DEVELOPMENT AREAS

Core skills for this direction that are still developing (below 60):

Strategic Thinking 54

Building these will make this direction more realistic.

SKILLS TO DEVELOP

- Research methods
- Statistics (R or Python)
- Academic writing
- Literature review
- Domain depth

EXPLORATION ACTIVITIES (NEXT 30 DAYS)

- Read three recent papers in your field
- Email a professor about their research
- Apply for a summer research fellowship

CAREER PATHWAY · RESEARCH & ACADEMIA

POSSIBLE ROLES
Research Assistant / JRF, Lab or Project Associate, Policy Research Associate

KEY SKILLS
Research methods, Statistics (R or Python), Academic writing

CERTIFICATIONS / EXAMS / PATHWAYS
NPTEL research and subject courses; UGC-NET /CSIR-NET

PORTFOLIO
A paper or conference poster

INTERNSHIPS
Summer research fellowships at IISc, IITs, IISERs and national labs; university research projects

ENTRY-LEVEL
Junior Research Fellow or Project Associate

LONG-TERM GROWTH
PhD → Postdoc → Scientist / Professor / R&D Lead

Career exploration toolkit: read 10 real job descriptions for each direction and highlight the skills that keep repeating. Have three 20-minute informational conversations with professionals (LinkedIn alumni search works well). Try a free virtual job simulation or short online project. Attend one industry webinar or meetup. Then write down what energised you and what didn't.

15 Certifications (Recommended)

Suggestions to explore for your top three directions, from starter courses to longer-term qualifications

How to use these: pick **one** "Start now" option for your top direction and finish it before adding more. A certificate counts most when it comes with a project you can show. These are suggestions, not requirements, and iGrow is not affiliated with these providers. Fees, eligibility and syllabus change, so check the provider's official website before you enrol.

Data & Analytics

Exploration fit 86

START NOW · NEXT 1–2 MONTHS

Suggested first step

Google Data Analytics Professional Certificate
Google · Coursera
Paid · aid available
Spreadsheets, SQL, visualisation and a capstone you can show

NPTEL Python for Data Science
IIT Madras via NPTEL
Free to learn · exam fee
Python foundations for analysis

BUILD NEXT · 3–6 MONTHS

Microsoft Power BI Data Analyst (PL-300)
Microsoft Paid exam
Dashboards and data storytelling, asked for in many analyst roles

IBM Data Science Professional Certificate
IBM · Coursera Paid · aid available
Python, SQL and machine-learning basics with projects

Microsoft Office Specialist: Excel Associate (MO-210)
Microsoft · Certiport Paid exam
Proves advanced Excel, still the most-used tool in business roles

LONGER TERM

Microsoft Fabric Analytics Engineer Associate (DP-600)
Microsoft Paid exam
The next step after Power BI: building analytics solutions on Microsoft Fabric

Google Cloud Professional Data Engineer
Google Cloud Paid exam
For moving into data-engineering roles

Entrance and competitive exams: GATE (Data Science & AI paper) or GRE for postgraduate study · relevant to your plans

Finance, Banking & Accounting

Exploration fit 82

START NOW · NEXT 1–2 MONTHS

NISM certifications (e.g., Series V-A: Mutual Fund Distributors)
National Institute of Securities Markets (set up by SEBI) Paid exam
Required for many securities-market and mutual-fund roles

TallyPrime certification
Tally Education Paid
Accounting and GST software used by most Indian small businesses

BUILD NEXT · 3–6 MONTHS

NSE Academy certifications (NCFM)
NSE Academy Paid exam
Modules on markets, derivatives and banking

Financial Modeling & Valuation Analyst (FMVA)
Corporate Finance Institute Paid
Excel modelling for analyst roles

LONGER TERM

CA, CMA or CS
ICAI, ICMAI or ICSI Paid · multi-year
Professional qualifications for accounting, costing and company-secretarial careers

CFA Program (Level I onwards)
CFA Institute Paid exam
Investment research and portfolio roles

ACCA
Association of Chartered Certified Accountants Paid · multi-year
Global accounting roles, including in global capability centres in India

Entrance and competitive exams: CAT or XAT for an MBA in Finance · relevant to your plans

Research & Academia

Exploration fit 76

START NOW · NEXT 1–2 MONTHS

NPTEL courses in your subject and in research methods
IITs / IISc via NPTEL
Free to learn · exam fee
Deepens subject knowledge and research basics

Python or R for data analysis
NPTEL, Coursera or similar
Free to learn / paid
Analysis skills almost every research group needs

BUILD NEXT · 3–6 MONTHS

Research ethics training
Through your university or institute
Varies
Often needed before working with human participants

LONGER TERM

Publications and conference presentations
With your research supervisor
For research careers, publications count far more than certificates

Entrance and competitive exams: UGC-NET or CSIR-NET (lectureship and JRF); GATE or GRE for postgraduate study · relevant to your plans

Be cautious with paid certificates from unknown providers that promise jobs. Recruiters value recognised providers and proof of skills, such as a project, a portfolio or an internship.

16 Job vs. Higher Studies vs. Career Switch

Decision support, so you can weigh the options with more information

OPTION A

Start Working Now



Employability Readiness

Priority Development

Building readiness first will make your applications far more effective. Combine targeted upskilling with internships or live projects while you start applying.

Suitable entry-level roles

- Data Analyst
- Business Analyst
- Financial Analyst

Strengthen before applying

- Networking behaviour
- Technical skills
- Communication confidence

Job-search strategy

- Target 15–20 roles a month in Data & Analytics and Finance, Banking & Accounting
- Use campus placements, LinkedIn, Naukri, Internshala and alumni referrals
- Tailor your resume to every job description

Interview priorities

- Professional presence
- Self-introduction

Portfolio

- 3 analysis or dashboard projects using public Indian datasets (e.g., data.gov.in)

YOUR FOCUS

OPTION B

Pursue Higher Studies



Higher Study Readiness

Strength

Improving job prospects is a valid reason. Check whether the specific programme actually improves outcomes in your target field, and compare it with 1–2 years of work experience first.

Explore scholarships, education loans and employer-sponsored programmes. Working for 1–2 years first can also strengthen MBA and MS applications.

Programmes worth investigating

- M.Sc / MS in Data Science or Statistics
- PG Diploma in Business Analytics
- M.Tech in AI / Data Science
- CA / CMA / CFA

This readiness looks at motivation, learning orientation, goal clarity and interest in deep study, not just academic ability. Higher education is worth it when it clearly serves your career goal.

OPTION C

Career Switch



Transition Readiness

Strength

Possible misalignment signals

No strong misalignment signals. Your current direction appears reasonably consistent with your profile.

Strengths that transfer

Attention to Detail | Problem Solving | Teamwork & Collaboration | Analytical Thinking

Skills to build for Data & Analytics

- Advanced Excel
- SQL
- Power BI or Tableau

Transition difficulty

Low to moderate: one of your top directions is adjacent to your current field

Suggested transition path

Explore (talk to 3 professionals) → Test (a project or short internship) → Build evidence (certification + portfolio) → Reposition (resume & LinkedIn) → Apply.

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Career Skill Gap Map

Mapped against your top direction: Data & Analytics · directional coaching indicators (3 to 9 items per area)

Skill area	Score	Status	Suggested focus
Technical skills	**50**	Priority Critical for Data & Analytics	Build: Advanced Excel; SQL.
Digital skills	**71**	Maintain Important to preserve	Keep using it and show evidence of it.
Communication readiness	**48**	Priority Needs focused effort	Weekly speaking and writing practice; join a speaking club.
Leadership	**70**	Maintain Important to preserve	Keep using it and show evidence of it.
Business skills	**56**	Develop Worth strengthening	Learn how businesses make money: read one company case or annual report a fortnight.
Analytical skills	**83**	Strong Already demonstrated	Keep using it and show evidence of it.
Domain knowledge	**61**	Develop Worth strengthening	Follow 2–3 industry newsletters for Data & Analytics and summarise one trend a week.
Networking capability	**28**	Priority Needs focused effort	Reach out to two alumni or professionals a month with one specific question, and keep a simple contact tracker.
Professional behaviours	**79**	Strong Already demonstrated	Keep using it and show evidence of it.

How to read this table: each score is the average of that area's questions, from 0 to 100. Status: **Strong** 75+ · **Maintain** 65–74 · **Develop** 50–64 · **Priority** below 50, or below 60 when the area is critical for Data & Analytics. Communication readiness is the same score as in sections 3 and 11. Networking capability combines three networking questions, so it can differ from the single Networking behaviour rating in section 11.

Future skills for long-term advancement

Machine learning basics · Generative AI for analytics · Data engineering · Fintech & digital payments · Risk analytics

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Resume Readiness

How ready your resume and profile are to get you shortlisted



Resume Readiness Score: 43/100

You have a base to build on. A few targeted fixes will noticeably improve your shortlisting chances.

Resume structure Partly ready	**Career positioning** Just begun
Professional summary Just begun	**Achievement orientation** Just begun
Skills evidence Partly ready	**Projects** Partly ready
Internships & experience Just begun	**Certifications** Partly ready
Keywords Not started	**LinkedIn alignment** Just begun

Your top resume fixes

- **Keywords:** Collect five job descriptions for your target role and honestly mirror their key skills and terms in your resume.
- **Career positioning:** Decide on 1–2 target roles and make the top third of your resume speak directly to them.
- **Professional summary:** Write a 2–3 line summary: who you are, your strongest skills and the role you are targeting.
- **Achievement orientation:** Rewrite each bullet as Action + Task + Result and add numbers wherever possible (e.g., "cut processing time by 20%").

19 Interview Readiness

Likely development needs before your next interview



Interview Readiness: 38/100

Focused practice over the next 4–6 weeks can make a big difference here.

Self-introduction	33	Priority Development
Structured answers	50	Developing
Storytelling & examples	33	Priority Development
Technical / domain preparation	33	Priority Development
Group discussions & situational questions	50	Developing
Professional presence	17	Priority Development
Confidence	50	Developing

Recommended practice

- **Professional presence:** Do three recorded mock interviews; review your eye contact, posture, pace, opening and closing.
- **Self-introduction:** Write a 60–90 second "Tell me about yourself" using Present → Past → Future, and practise until it sounds natural, not memorised.
- **Storytelling & examples:** Build a story bank of five real examples: a challenge, a team success, a failure, a leadership moment and an achievement.
- **Technical / domain preparation:** List the top 20 technical or domain questions for your target role and prepare short, clear answers.

20 90-Day Career Development Roadmap

Personalised to your top direction, development areas and learning style

DAYS 1–30

Foundation

SKILLS

Start learning **Advanced Excel**, matched to your preference for practical application

NETWORKING

Have 3 informational conversations with professionals in Data & Analytics and Finance, Banking & Accounting

PRACTICE

Begin weekly practice on **Relationship Building**: Have one meaningful conversation a week with someone outside your usual circle — a senior, alumnus or professional in your target field.

RESUME

Rebuild your resume structure; fix: Keywords and Career positioning

DAYS 31–60

Skill Development

COURSES

Enrol in and progress through: Google Data Analytics certificate

PROJECTS

Build your first portfolio piece: 3 analysis or dashboard projects using public Indian datasets (e.g., data.gov.in)

PRACTICE

Add a second focus area, **Communication Expression**: Record a 2-minute talk on a topic three times a week, and get one piece of writing reviewed weekly by a mentor or peer.

NETWORKING

Connect with 20 professionals or alumni on LinkedIn, with a personalised note

DAYS 61–90

Application & Evidence

CERTIFICATION

Complete your certification and add it to your resume and LinkedIn

PORTFOLIO

Publish your project (GitHub / Behance / Drive / blog) with a one-page case study

INTERVIEW

Complete 3 mock interviews, focused on Professional presence and Self-introduction

APPLICATIONS

Shortlist 5 programmes, check entrance exam dates and start preparation

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Your Next 5 Actions

Specific, measurable and achievable in the next 90 days

1

Shortlist your top two directions

Choose between **Data & Analytics** and **Finance, Banking & Accounting**. Speak to at least 2 professionals in each within the next 14 days.

2

Build Relationship Building

Have one meaningful conversation a week with someone outside your usual circle — a senior, alumnus or professional in your target field. Track it for 4 weeks.

3

Create one portfolio project by Day 60

3 analysis or dashboard projects using public Indian datasets (e.g., data.gov.in).

4

Fix your resume & LinkedIn by Day 30

Start with keywords and career positioning. Then get it reviewed by a mentor.

5

Map your higher-study options by Day 30

List 5 programmes, their entrance exams, deadlines, costs and placement outcomes. Compare them with a 1–2 year work-first plan.

Sample, your career development summary: your strengths, interests and values point toward **Data & Analytics** and **Finance, Banking & Accounting** as directions worth exploring seriously. Your profile is a starting point, not a final verdict. The next 90 days of real experience will tell you more than any test can. Keep what energises you, adjust what doesn't, and come back to this report as you grow.

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Counsellor Dashboard

For the career counsellor reviewing this report

CAREER CAPABILITY INDEX	DECISION READINESS	EMPLOYABILITY READINESS	HIGHER STUDY READINESS
63 Developing	53 Developing	47 Growth Opportunity	73 Strong

TRANSITION READINESS	COMMUNICATION READINESS	LEADERSHIP POTENTIAL	LEARNING AGILITY
68 Strong	48 Growth Opportunity	70 Strong	63 Developing

Top clusters

- Data & Analytics (exploration fit: 86)
- Finance, Banking & Accounting (exploration fit: 82)
- Research & Academia (exploration fit: 76)
- Technology & Digital (exploration fit: 75)
- Consulting & Advisory (exploration fit: 72)

Interest code

- ICS · spread 71 · Differentiated · 3rd tied with E

Top strengths

- Attention to Detail (100)
- Problem Solving (88)
- Teamwork & Collaboration (88)
- Analytical Thinking (83)
- Organisation & Planning (83)

Development priorities

- Relationship Building (50)
- Communication Expression (50)
- Initiative & Enterprise (54)

Recommended counselling topics

- Resume building workshop
- Mock interview & storytelling practice
- Communication confidence (BTI / Communication Mastery)

Context

- Focus: Higher studies
- Degree–goal match: Somewhat
- HS motive: To improve my job prospects
- Funding: Possible with loan / scholarship

Response confidence: High confidence · Normal response pattern · Completion time: 38 min
Attention checks passed: 2/2 · Longest identical run: 4 · Response SD: 1.41 · Most-used answer: 29% · Avg within-part SD: 1.26
No validity flags.
Thresholds are provisional and should be recalibrated with pilot data.

About this assessment & its limitations

- This is a self-report career exploration tool. Results reflect how you described yourself on this day, and they can change as you gain experience.
- The assessment draws on established frameworks (Holland-type interests, work values, career adaptability, employability competencies). It is an original instrument and is not yet empirically validated. Each strength is measured by 3 to 9 items and each interest theme by 4 items; every question counts towards only one strength and one capability dimension. That is enough for exploration but not for high-stakes decisions.
- It doesn't identify a "perfect career", diagnose psychological conditions, or guarantee outcomes, and it doesn't consider gender, caste, religion, background or disability in any score.
- Scores are provisional and criterion-referenced (fixed bands), not percentiles. Norm-referenced scoring will follow once pilot data from Indian college students and graduates is analysed for reliability and validity.
- The Career Exploration Fit Indicator uses designer-selected weights (50% interests, 30% strengths, 20% values; a value in your top 5 picks counts 15 points higher, up to 100). The Career Capability Index is an equal-weight average of the 10 capability dimensions; those dimensions are built from different numbers of items (4 to 16), so their measurement precision is not equal. It is not a probability of success, and the weights should be refined with outcome data.
- Small score differences (under about 8 points) aren't meaningful. Look at the overall pattern, and discuss your results with a qualified career counsellor.

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