



# Interpretive Report





**K.S. Vishwanath**

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Dear K.S. Vishwanath

We appreciate the trust you have placed on us to embark upon a journey of professional growth, your participation in the Zenith (Leadership Development Program) has truly left us in awe. Your willingness to engage shows your preparedness and dedication towards continuous improvement.

We are thrilled to share the valuable insights from the Personality Assessment you recently undertook. This report offers not only a comprehensive understanding of your strengths, preferences and areas of development but also provides an opportunity for growth, both individually and as a team.

We would appreciate if you can read and understand your report and in case of any understanding feel free to get in touch with my team members Mandvi, Mayank or Myself.

Thank you for embracing this opportunity and believing in yourselves. You are the driving force behind our shared mission of excellence, and we cannot wait to see what incredible things we can accomplish together.

Prateek Dubey

CHRO

*You  
of  
Best*  
#GoBetter



# *Interpretive Report* of **K.S. Vishwanath**

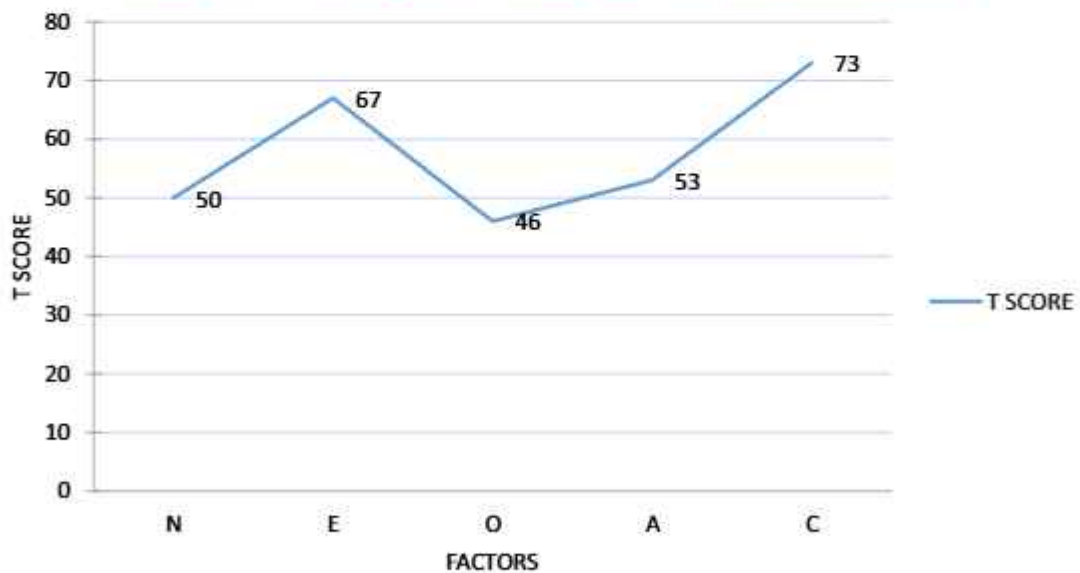
**Test Form :** What type of Personality You Possess  
**Test Date :** 21/05/2024

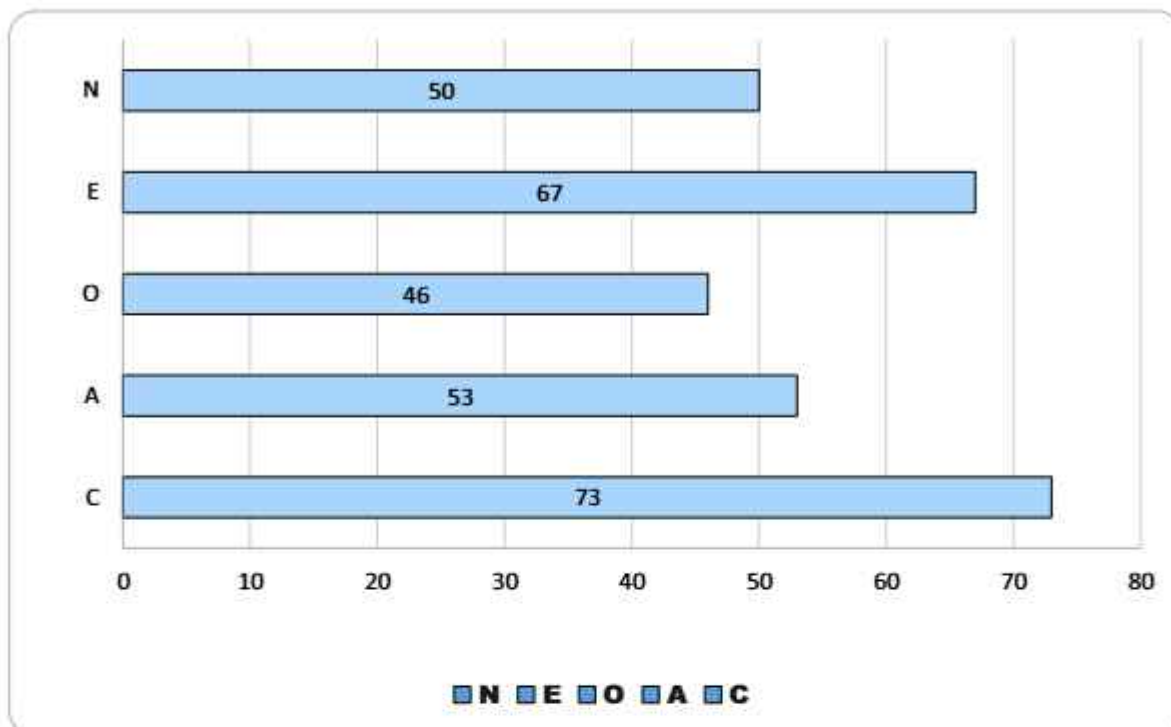
The following report is based on research using normal adult samples and is intended to provide information on the basic dimensions of personality. The interpretive information contained in this report should be viewed as only one source of hypotheses about the individual being evaluated. This material should be integrated with all other sources of information in reaching professional decisions about this individual. This report is confidential and intended for use by qualified professionals only; it should not be released to the individual being evaluated. However, "Summary" report outcome may be appropriate to be given as feedback to the client for improvisation.

## SCORE TABLE

Respondent: K S Viswanath																										
MANKIND PHARMA																										
1	SD				2			A		3	SD				4				SA	5					SA	
6				A	7			A		8				A	9				N		10					SA
11	SD				12					13				A	14				D		15	SD				
16					17					18					19						20					SA
21					22					23	SD				24				D		25					SA
26					27					28					29				D		30				D	
31	SD				32					33					34						35					SA
36					37					38					39						40					SA
41					42					43					44						45				D	
46					47					48					49						50					SA
51	SD				52					53					54						55	SD				
56	SD				57					58					59						60					SA

### NEO FFI - T SCORE PROFILE - KS VISWANATH





**DATA TABLE**

FACTORS	RAW SCORE	T SCORE	RANGE
N	21	50	AVERAGE
E	39	67	VERY HIGH
O	26	46	AVERAGE
A	34	53	AVERAGE
C	46	73	VERY HIGH

**Validity Indices**

Validity indices (i.e. N, E, O, A, C, all questions, total number of items missing, and response set) are within normal limits.

Because the Standard Scale Scored Data Entry option was used, no checks for missing items, acquiescence, nay-saying, or random responding could be made.

### **Detailed Interpretation: of N, E, O, A, and C**

Each of the five factors encompasses a number of more specific traits. An examination of these five factors scores provides a more detailed picture of the distinctive way that these factors are seen in this person.

#### **Neuroticism (N):**

Neuroticism or maladjustment is the contrast of emotional stability or adjustment. The core of this pervasive domain is the general tendency to experience negative feelings such as fear, sadness, embarrassment, anger, guilt, and disgust. Since this individual possesses Average scores, his readings are as follows: Emotionally not very stable, reasonably calm, and averagely adaptable to stressful situations.

#### **Extraversion (E):**

Extraversion is a measure of sociability. Since this person have very high scores thus shows tendency to strongly work in large groups, prefer gatherings, very active, and is talkative. He is also very energetic, cheerful and optimistic.

#### **Openness (O):**

Openness is a measure of "active imagination, aesthetic sensitivity, attentiveness to inner feelings, preference for variety, intellectual curiosity, and independence of judgment". Openness is not equivalent to intelligence but rather related to some aspects of intelligence that contribute to creativity. This individual has average score thus he tends to be reasonably conservative and have reasonable scope of interests towards major measures of openness such as "active imagination, aesthetic sensitivity, attentiveness to inner feelings, preference for variety, intellectual curiosity, and independence of judgment".

#### **Agreeableness (A):**

Like Extraversion, Agreeableness is a dimension of interpersonal tendencies. It is a measure of altruism, sympathy to others, and eagerness to help them. This individual possesses the average scores thus tend to be less self-centered and disbelieving of others.

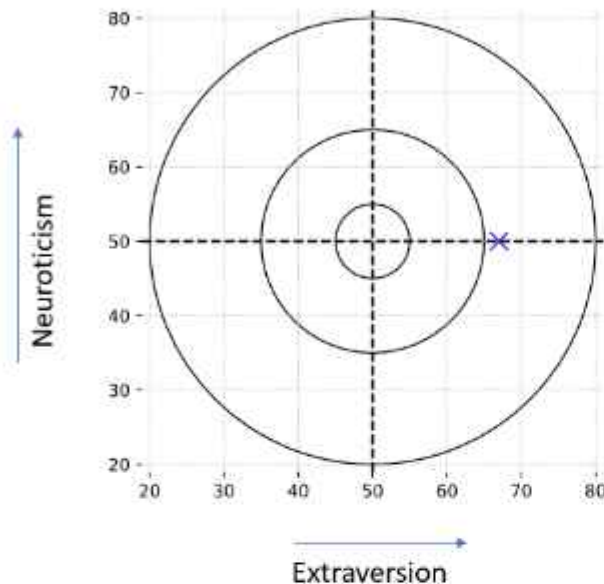
#### **Conscientiousness (C):**

Conscientiousness is the control of impulses. It is a measure of purposefulness, strong will, and determination. This person has very high scores thus can be extremely good in organizing skills, focused at task in hand, strong determination and strong achievement orientation. It is also a measure of purposefulness & strong will. Very High scorers are usually individuals with both academic and occupational achievements, very meticulous, very punctual, highly ethical and reliable.



## Style of Well Being EN Graph

Vertical Axis: Neuroticism=50 T, Horizontal Axis: Extraversion=67 T

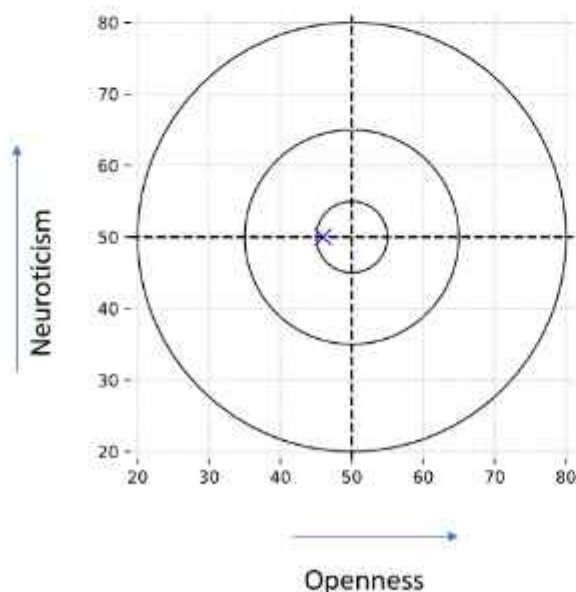


### N+ E+ Strongly Emotional

These Individuals experience both positive & negative emotions fully & may swing rapidly from one mood to another. Their interpersonal interactions may be tumultuous because they are so easily influenced by their feelings. However they may feel that their lives are full of excitement.

## Style of Defense ON Graph

Vertical Axis: Neuroticism=50 T, Horizontal Axis: Openness=46 T

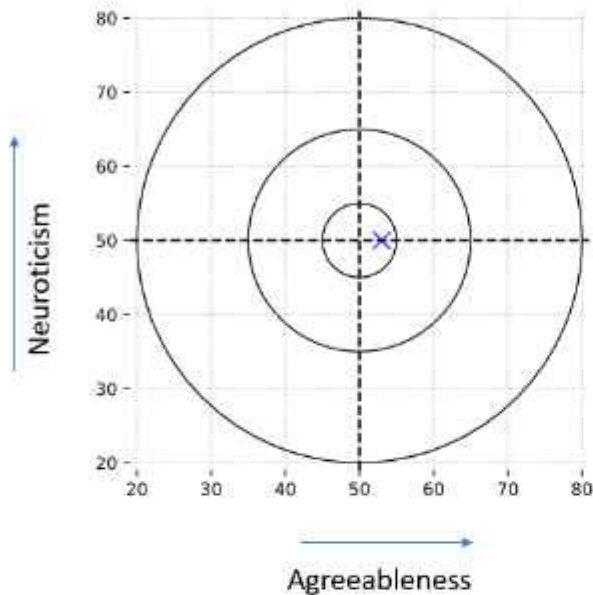


### N+ O- Maladaptive

These Individuals tend to use ineffective defenses (e.g., repression, denial, reaction formation.) They prefer not to think about disturbing ideas & they may refuse to acknowledge possible dangers. They do not understand the distressing emotions they experience & they can not verbalize their feelings.

## Style of Anger Control AN Graph

Vertical Axis: Neuroticism=50 T, Horizontal Axis: Agreeableness=53 T

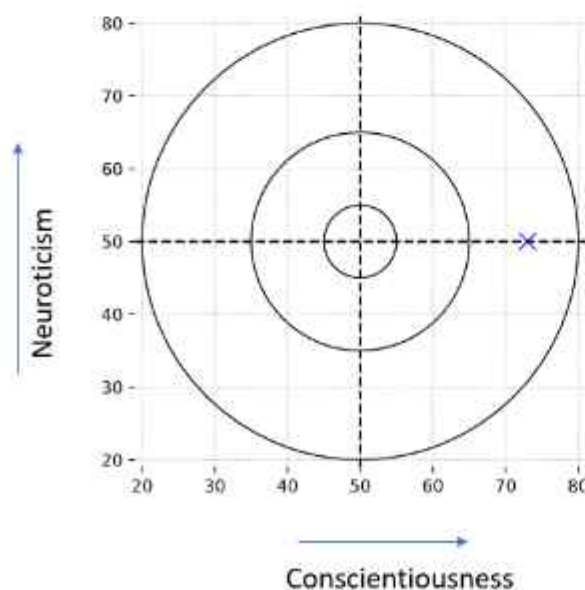


### N+A+ Timid

Timid individuals are heavily conflicted over anger. On the one hand, their feelings are readily hurt and they often feel victimized. On the other hand, they are reluctant to express anger because they do not want to offend others. Their anger may be directed inward against themselves.

## Style of Impulse Control CN Graph

Vertical Axis: Neuroticism=50 T, Horizontal Axis: Conscientiousness=73 T

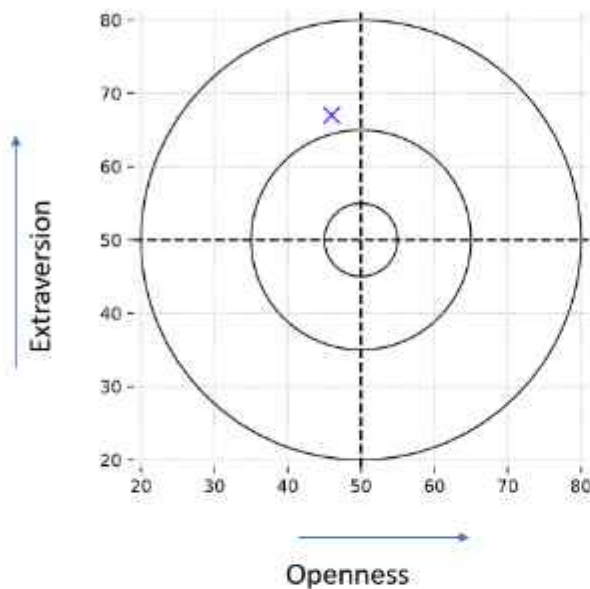


### N+ C+ Overcontrolled

These individuals combine distress-proneness with a strong need to control their behaviour. They have perfectionistic strivings & will not allow themselves to fail even in the smallest detail. Because their goals are often unrealistic & unattainable, they are prone to guilt & self-recrimination. They may be somewhat compulsive.

## Style of Interests OE Graph

Vertical Axis: Extraversion=67 T, Horizontal Axis: Openness=46 T

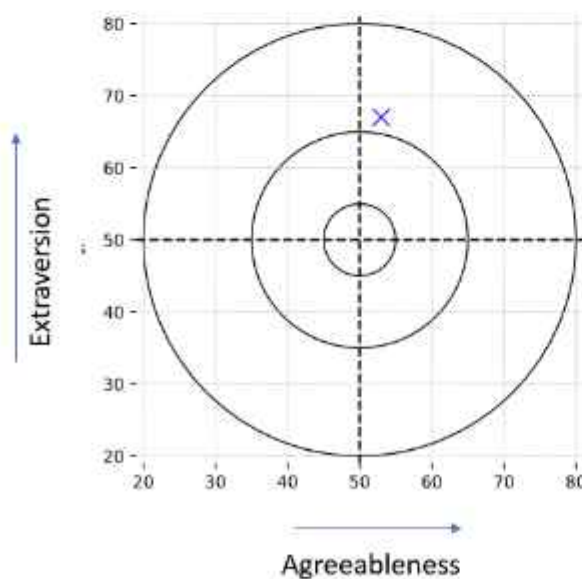


### E+ O- Mainstream Consumers

The interests of these individuals reflect popular favourites like parties, sports, shopping, blockbuster movies –events where they can enjoy themselves with others. They are attracted to businesses & jobs that let them work with others on simple projects.

## Style of Interactions AE Graph

Vertical Axis: Extraversion=67 T, Horizontal Axis: Agreeableness=53 T

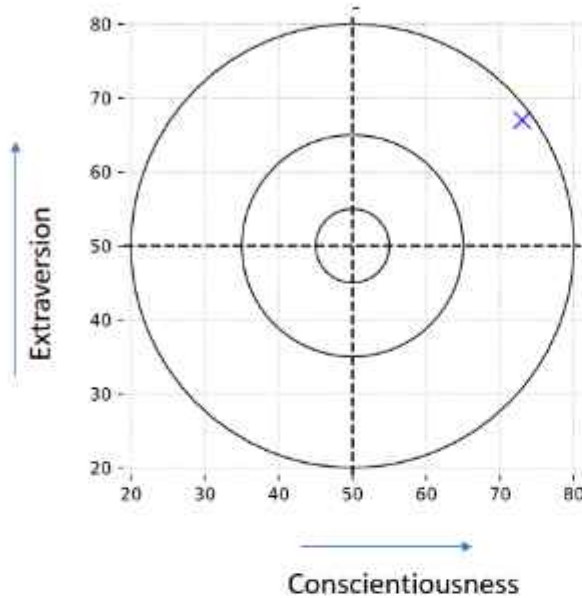


### E+A+ Welcomers

These individuals sincerely enjoy the company of others. They are deeply attached to their old friends and reach out freely to new ones. They are good-natured and sympathetic, willing to lend an ear and happy to chat about their own ideas. They are easy to get along with and popular.

## Style of Activity CE Graph

Vertical Axis: Extraversion=67 T, Horizontal Axis: Conscientiousness=73 T

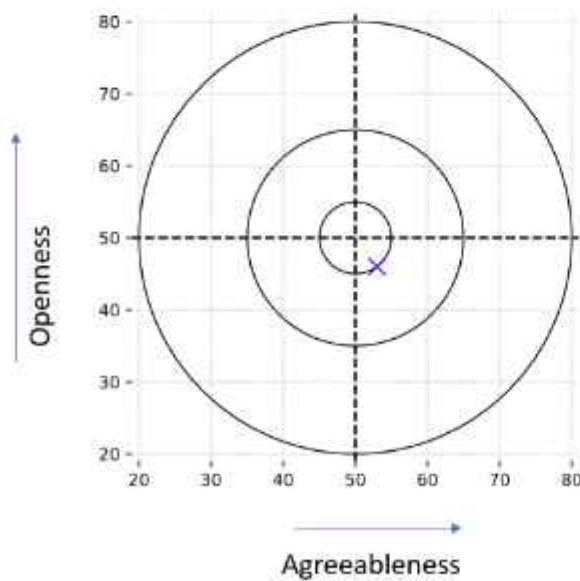


### E+ C+ Go-Getters

These individuals are productive & efficient at work if they work with rapid tempo. They know what need to be done & are eager to pitch in. They might design their own self-improvement program & follow it with zeal. They may seem pushy if they try to impose their style on others.

## Style of Attitudes AO Graph

Vertical Axis: Openness=46 T, Horizontal Axis: Agreeableness=53 T

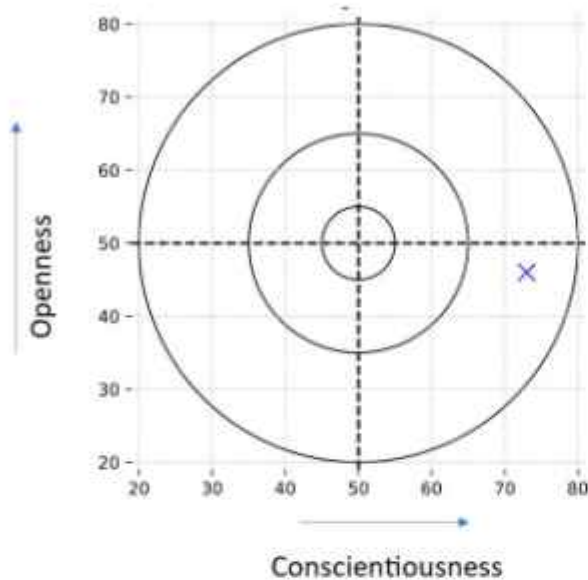


### O-A+ Traditionalists

These individuals rely on the values and beliefs of their family and heritage in seeking the best way for people to live. They feel that following the established rules without question is the best way to ensure peace and prosperity for everyone.

## Style of Learning CO Graph

Vertical Axis: Openness=46 T, Horizontal Axis: = Conscientiousness=73 T

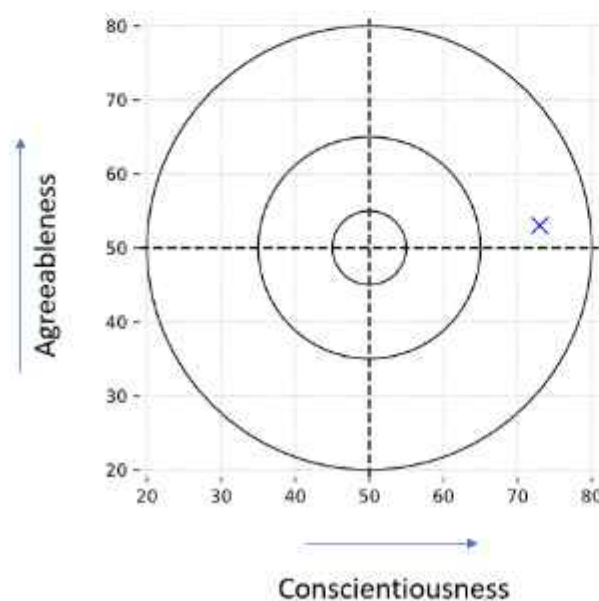


### O-C+ By-the Bookers

These Individuals are diligent, methodical & organised . They abide by all rules. However, they lack imagination & prefer step-by-step instructions. They excel at rote learning but have difficulties with questions that have more than one right answers. They have a need for structure & closure.

## Style of Character CA Graph

Vertical Axis: Agreeableness=53 T, Horizontal Axis: = Conscientiousness=73 T



### A+C+ Effective Altruists

These individuals work diligently for the benefit of the group. They are high in self-discipline and endurance, and they channel their efforts to the service of others. As volunteers, they are willing to take on difficult or thankless tasks and will stick to them until they get the job done.

## Final Report

### KS Vishwanath :

(N=50, E=67, O=46, A=53, C=73)

#### Interpretation:

The profile suggests a combination of average neuroticism, very high extraversion, average openness, average agreeableness, and very high conscientiousness.

#### Observations:

- ▶ Their very high conscientiousness indicates that they are likely to excel in roles that require attention to detail, reliability, and organizational skills. They must Consider leadership or managerial positions where their diligence and focus can be assets for the organisation.
- ▶ Very high conscientiousness and very high extraversion can sometimes lead to perfectionistic tendencies, where individuals set unrealistically high standards for themselves and others, potentially leading to stress and dissatisfaction.
- ▶ While their very high extraversion can be advantageous in networking and social settings, be mindful of balancing that with periods of reflection and introspection to avoid burnout because of moderate scores of Neuroticism.
- ▶ Moderate scores in openness and very high scores in conscientiousness indicates their less adaptability to change and also their struggle with flexibility.
- ▶ Because of average agreeableness score they possess assertiveness which might create challenges in teamwork settings, as they may be less willing to compromise or consider others' perspectives.
- ▶ Their moderate level of neuroticism indicates a decent level of emotional stability.
- ▶ Their moderate levels of Neuroticism can sometimes lead to overconfidence or complacency. These individuals might take on too many risks or fail to prepare adequately for challenges because they are overly optimistic.

## Recommendations:

- ▶ Focus on leveraging strengths in their very high conscientiousness to achieve the goals effectively. Set clear objectives and develop structured plans to accomplish them.
  - ▶ In order to overcome negative effects of very high conscientiousness they must attend programs on Empathy, Motivation & Leadership. They must explore opportunities to broaden experiences and increase their openness to new ideas and perspectives. For that it is advisable to engage in activities that challenge their existing beliefs and encourage creativity by attending programs on Stress Management, Change management & Cross -Cultural Management.
- ▶ They must Cultivate their interpersonal skills by actively listening to others, empathizing with their perspectives & foster positive relationships. This can be achieved by exposing them to the programs on Team Management. This can also help them in further enhancing their agreeableness and contribute to their overall well-being and success.
  - ▶ Remember, personality traits are not fixed and can be developed over time with conscious effort and practice. By understanding their strengths and areas for improvement, they can continue to grow and thrive personally and professionally.



## Interpretation of Graphs:

- ▶ **Style of Well Being: Strongly Emotional** (These individuals experience both positive and negative emotions fully and may swing rapidly from one mood to another. Their interpersonal interactions may be tumultuous because they are so easily influenced by their feelings. However, they may feel that their lives are full of excitement.)
- ▶ **Style of Defense: Maladaptive** (Maladaptive individuals tend to use ineffective defenses (e.g., repression, denial, reaction formation). They prefer not to think about disturbing ideas and they may refuse to acknowledge possible dangers (e.g., serious illness). They do not understand the distressing emotions they experience and they cannot verbalize their feelings.)



- ▶ **Style of Anger Control: Timid** (Timid individuals are heavily conflicted over anger. On the one hand, their feelings are readily hurt and they often feel victimized. On the other hand, they are reluctant to express anger because they do not want to offend others. Their anger may be directed inward against themselves.)
- ▶ **Style of Impulse control: Overcontrolled** (These individuals combine distress-proneness with a strong need to control their behaviour. They have perfectionistic strivings and will not allow themselves to fail even in the smallest detail. Because their goals are often unrealistic and unattainable, they are prone to guilt and self-recrimination. They may be somewhat compulsive.)



- ▶ **Style of Interests: Mainstream consumers** (The interests of these individuals reflect popular favourites: parties, sports, shopping, blockbuster movies -- events where they can enjoy themselves with others. They are attracted to businesses and jobs that let them work with others on simple projects.)
- ▶ **Style of Interactions: Welcomers** (These individuals sincerely enjoy the company of others. They are deeply attached to their old friends and reach out freely to new ones. They are good-natured and sympathetic, willing to lend an ear and happy to chat about their own ideas. They are easy to get along with and popular.)
- ▶ **Style of Activity: Go Getters** (These individuals are productive and efficient and work with a rapid tempo. They know exactly what needs to be done and are eager to pitch in. They might design their own self-improvement program and follow it with zeal. They may seem pushy if they try to impose their style on others.)
- ▶ **Style of Attitudes: Traditionalists** (These individuals rely on the values and beliefs of their family and heritage in seeking the best way for people to live. They feel that following the established rules without question is the best way to ensure peace and prosperity for everyone.)
- ▶ **Style of Learning: By the Bookers** (These individuals are diligent, methodical, and organized, and they abide by all the rules. However, they lack imagination and prefer step-by-step instructions. They excel at rote learning but have difficulties with questions that have no one right answer. They have a need for structure and closure.)
- ▶ **Style of Character: Effective Altruists** (These individuals work diligently for the benefit of the group. They are high in self-discipline and endurance, and they channel their efforts to the service of others. As volunteers, they are willing to take on difficult or thankless tasks and will stick to them until they get the job done.)



## Conclusion:

Your profile indicates a reasonably balanced personality but with a tendency towards very high extraversion and conscientiousness. This suggests that at one end you are likely to be sociable, dependable, and achievement-oriented. Your moderate levels of openness, agreeableness, and neuroticism suggest a well-rounded approach to life with a blend of stability.

On the other end, in order to overcome negative effects of very high conscientiousness & extraversion you must attend programs on Empathy, Motivation & Leadership. Also, because of your average scores on openness & agreeableness and to increase your receptivity towards new ideas & change, you need to attend programs on Team Management & Change management. You also need to strengthen your stress coping abilities in order to increase your effectiveness.



## Snapshots of Zenith





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**Interpretive Report**  
**Arun Sacher**



**Mankind** 

*Serving Life*