

## FREQUENTLY ASKED QUESTIONS (FAQs)

For

### STUDENT-COMPLETE

**01. What are the Competencies used for rating individuals?**

Research by our team has found that there are a set of 7 Competencies which are critical to any job, more so the first job in particular. The first job is a litmus test for transition from a Student to a Professional.

The identified Competencies are critical for the first individual role that a person has to perform in the organizational context – typically dealing with himself/herself as well as with others.

**02. What is the Personality test that is a part of this?**

The Personality Test that is incorporated as a part of this assessment is based on Jung's personality theory which helps identify an individual's orientation to various internal and external stimuli. The psychological types that are generated through this process helps the individual understand himself/herself better and thereby enables them to make appropriate choices in terms of the career.

**03. What is Self-Assessment versus multi-rater assessment?**

There are two aspects to the behaviour of a person, one is the way he/she views their own behavior and the second is the way the others perceive it.

Self-assessment tools capture an individual's perception about themselves. Multi-rater assessments, commonly called 360 degree feedback, capture the perception of people who regularly interact with the individual about the latter.

**04. Is Multiple Raters a must?**

Many times, there is gap between this 'self-image' and that as seen by others. This differential is of great importance, since this in turn helps the individual to understand the perception gaps, and address the same. But in order to get to this information, it is first important to rate one-self (honestly) before initiating the inputs from others.

However for a variety of reasons – time, logistics etc, if one is not able to get the feedback from the others, the system will support the generation of the report, showing the information of the behavioral/personality instrument and the self-rating part.

**05. What if some of the raters don't give the feedback?**

The process is built where in after a set percentage of feedback givers provide their inputs, the report will be generated. Therefore it is not necessary that all the seekers to whom you had sent out request should be giving you the feedback.

**06. How does system ensure that I have not manipulated the feedback givers to give me a good feedback?**

The system actually does this through two ways.

One, you share a list of people who can give feedback on you as a person. Then the system will do a randomization and then send out a request to a few individuals from within the list. No one is aware of who, among your complete list, will receive this request for feedback.

Secondly, Student-Complete has something called a Consistency Index. This algorithm checks for the consistency between what the Personality type is 'saying' about you, your self-rating on the competencies and finally what others are saying about you. The moment one provides not so truthful information and/or manipulates the feedback, the Consistency Index will change, thereby highlighting the discrepancy.

**07. I am not really good at the identified competencies /abilities listed in Student Complete and this is showing in the report. Showing this to the prospective employers, will it not hurt my job opportunities?**

When you meet a prospective employer, and should have gaps, which are reflected in the report, there are actually three positive dimensions that emerge. One, the fact that you have gone through the process and found that you have gaps, tells the prospective employer about your proactive nature. Two, the fact are sharing the report, despite what you think are deficiencies, shows courage & honesty, which most employers value. Finally, once you know that there are gaps in the Competencies, we are sure that you are taking steps (either through this portal or elsewhere) to improve on it, which tells that you are on the path to improvement, which again is a positive quality.

So, no matter what the report has, you stand to gain by showing and working on the same.

**08. Does UniTol support my development process after the report is generated?**

Yes, UniTol is one of the largest aggregators Trainers and supplier of service in the training space. Also, we are developing custom E- Learning modules to help the student bridge the gaps. We partner with you in your development both through on-line and off-line methods. In case you want to reach us specifically for your development, please mail [info@student-coplete.com](mailto:info@student-coplete.com)

If you have any further questions, please feel to contact us at [info@Student-Complete.com](mailto:info@Student-Complete.com)