

Aptitude Testing and Career Guidance

In today's competitive world, selection of an appropriate career is very important for future success and satisfaction. This decision often hinges on many important aspects – the education one has completed, what type of work one wishes to do, and the strengths and weaknesses in terms of abilities and personality. During formal education abilities are most important, but when it comes to perform on job, personality factors play key roles. These factors are very important for future success and satisfaction. Psychological tests can give a clear picture of one's abilities and liking as well as one's personality. And career guidance based on this will obviously help for decision of correct career path. JPIP have constructed Aptitude test batteries for different age groups :

IAM : is a tool for '**Intelligence and Aptitude Measurement**' this consists of eight abilities and Five orientations. Ability tests measure your actual ability / capacity and orientations measure your orientation towards specific job / kind of work. It measures your Cognitive ability, Reasoning ability, Spatial ability, Verbal ability, Social ability, Numerical ability, Figural Memory and Numerical Memory, as well as your orientation towards Knowledge, Practical, Artistic, Social, and Power.

SWAYAM : Is a tool which helps at or after a graduation. At this level many students face the dilemma regarding choice of a profession, because they are doing one thing and they actually like the other. To resolve this situation SWAYAM - '**Studies and Work-related Abilities in Youth - Advance Measurement**' is constructed. This is a test battery measuring similar abilities and orientations like IAM. Additionally it includes a questionnaire including four dimensions of personality. These dimensions play important role in deciding whether the chosen career suits you or not. These dimensions are : 1. Orientation towards Emotionality vs. Orientation towards Achievement. 2. Concern for Human Being vs. Concern for Task. 3. Behaviour - oriented vs. Systems and Method oriented and 4. Conservative vs. Adventurous.

Through this psychometric assessment, the individual will get a clear picture of their abilities and personality traits, as well as their strengths and weaknesses.