

MEMC'S 16 STYLE

Psychometric Profiling

Product Benefits

- Provides easy, simple and reliable tools to assess an individual during recruitment or internal placement.
- Help you find and develop high-performance people for your organization's growth
- Offer real-time tools for training and development
- Develop leadership by helping people better understand themselves and how they interact with other team members .
- Complement your leadership development, performance improvement, succession planning, and selection programs.

MEMC's 16 Styles include the permutations and combinations of

Extraversion -- Introversion
Sensing -- Intuition
Thinking -- Feeling
Judging -- Perceiving



Responses Indicator	Type Description	Career Choice	Strengths and Weaknesses
Understand style of an individual (out of the available 16 styles). A brief description about each type.	It gives in-depth information about what kind of person you are. What are the general qualities you possess such as your attitude, likes dislikes.....	It gives a list of professions which will be especially suitable for an individual depending on his style.	It helps individuals to know what are their respective strengths and weaknesses

By describing individual as others see them, the ' Psychometric Profiling' assessments provide a detailed report of personal and work-related characteristics, motivations, and thinking styles as well as of how people manage themselves and deal with others. Built on an exceptional history of validity, and reliability the four pairs of dichotomies relating to human preferences was developed by Cal Jung, these psychometric assessments can provide you with time-tested answers to your most pressing challenges. And, because they are backed by the people at Middle Earth, you always have someone to talk for the information, guidance, and support you need.

PSYCHOMETRIC ASSESSMENT

Basically there are four pairs of preferences or dichotomies :

1. Extraversion or Introversion

These qualities talk about where a person focuses his attention.

Extraversion: People who prefer Extraversion tend to relate easily to the outer world of people and things.

Introversion: People who prefer Introversion tend to relate easily to the inner world of ideas and impressions.

2. Sensing or Intuition

These qualities talk about the way in which people take in information

Sensing: People who prefer Sensing tend to be interested in what the five senses show them- What exists in the present .

Intuition: People who prefer Intuition tend to use their imagination to see new possibilities and insights- Focusing on the future.

3. Thinking or Feeling

These qualities talk about the way in which people make decisions

Thinking: People who prefer Thinking tend to base decisions on objective analysis and logic.

Feeling: People who prefer feeling tend to base decisions on values and people-centered concerns.

4. Judging or Perceiving

These qualities talk about how people deal with the outer world

Judging: People who prefer Judging tend to like to have things decided; life is likely to be planned and orderly.

Perceiving: People who prefer Perceiving tend to not want to miss anything; life is likely to be spontaneous and flexible.

Product Features

- provide a portrait of both personal and work related characteristics
- Describe how people manage themselves and deals with other, as well as their motivations and psychological thinking styles
- Help you identify talent by measuring results relating to occupational issues, creativity, leadership, amicability and tough-mindedness
- Include highly intuitive reports helping to analyzing each individual to details

Tests Offered by MEMC

- 16 style Psychometric Profiling**
Personality Style profiling test allow to measuring individuals on their personality strengths.
- Comprehensive Knowledge Test**
This test is designed to measure the various sources of their Profession either Engineering or MBA
- 9 driver Motivational Analysis**
This test is designed to effectively measure the various sources of motivation
- General Knowledge Test**
This Knowledge test is designed to check user general knowledge and current affairs knowledge.
- 8 Ability Battery Test**
Ability tests are being used more and more as part of the recruitment process to select individuals for roles
- Computer Screening Test – Ms Office**
This test is designed to effectively measure the various MS Office tools knowledge.

Powered By



The MEMC - CAMI test center allows companies to assess potential and existing employees for a whole range of tests measuring individual on their abilities, motives, personality strengths for more details visit

[Http://www.magnait.com/HRExcellency](http://www.magnait.com/HRExcellency)

Middle Earth Consultants is India's Largest specialist training company for HR professionals and MAGNA IT - A 25 Million \$ Company with tremendous experience in the space of e-learning and IT come together with the purpose of building IT based solutions to help Human Resource Professionals.

