



Test User

Test Report

ENT is a psychometric assessment intended to measure an individual's capacity for entrepreneurial success, taking into account the new demands being placed on today's entrepreneurs.



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Profile

Name Test User

Gender Male

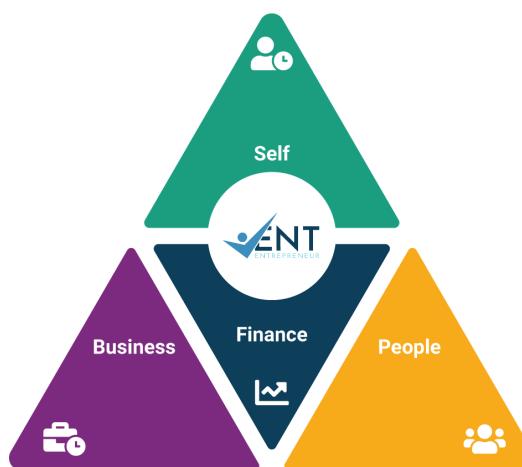
Ethnicity Bumiputera

ⓘ Introduction

The Fourth Industrial Revolution has opened up new opportunities and challenges to every nation and company. Business owners entering the revolution understand it is their duty to build certainty back into their companies, and to endure the inevitable, rapid changes brought by the industrial revolution. As the marketplace is changing, innovation and proactivity are what will bring new products to the marketplace. Entering the new era as a whole, companies are also required to harmoniously handle interests and cultural differences in business. Good virtues are what make entrepreneurial journey successful and worthwhile.

ENT is a psychometric assessment intended to measure an individual's capacity for entrepreneurial success, taking into account the new demands being placed on today's entrepreneurs. It is designed to give aspiring entrepreneurs insights into their own personalities so that they can identify personal strengths that may help them as they build their businesses, or weaknesses that may hinder them from doing so.

ENT assesses personality traits that predict an individual's success in four different areas as shown below:



Areas	Definition
 Self	Entrepreneurial competence — the traits needed to grow a business to profitability and sustain it for the long run
 Business	Entrepreneurial focus on getting great results when creating or growing businesses
 People	Demonstrating leadership by working with others in a team, contributing to the strategy and aspirations of the business organisation, and networking to improve business and services

Self

Grit

Passion, perseverance, and drive for entrepreneurial success.

Need for Achievement

Desire to strive for accomplishment, meet high standards, be in control, and master new skills.

Emotional Agility

Capacity to be open and flexible in thoughts and emotions, and to thrive through changes in work and life.

Locus of Control

Power to take charge and assume control.

Self-Efficacy

Confidence in one's ability to exert control over one's own motivations, behaviour, and social environment.

Business

Virtues

Quality of being morally good and having integrity.

Acumen

Creativity, innovation, and critical thinking in problem-solving and decision-making.

Innovation

Ability to think and act independently, and to make innovative ideas happen.

People

Collaboration

Ability to work jointly with people, network, communicate, and develop mutual trust and respect.

Vision

Ability to see the big picture and to recognise opportunities.

Finance

Saving

Tendency to keep track of purchases over time and to set money aside for the future.

Spending

Deliberation about spending money and effort to reduce expenses where possible.

Self-Regulation

Tendency to keep track of money and to deliberate about the purpose of spending.

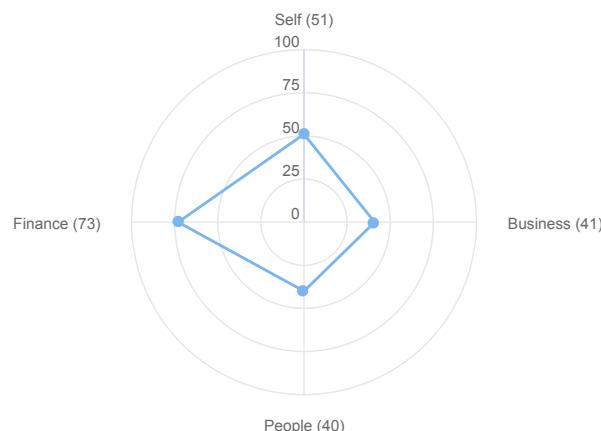
Budgeting

Tendency to keep sufficient funds on hand and to build up savings for emergencies.

Profile Summary

The spider chart summarises the individual's scores on each area underlying ENT.

The scaled scores given in this report range from 0 to 100.



Self

51

Moderate

Entrepreneurs need to show certain entrepreneurial competence or traits to grow a business to profitability and sustain it for the long run. This requires entrepreneurs to demonstrate competence in the areas of grit, emotional agility, self-efficacy, need for achievement, and locus of control. If you score high, do check that these are not overplayed strengths — a behavior that you over rely on and which might impact your performance. If you score moderate or low, you may wish to develop this area further.

Grit	47	Moderate
Behavioural Indicators	<ul style="list-style-type: none"> You show perseverance when pursuing goals that are important to you. You display initiative in launching new projects, but for various reasons you sometimes do not follow through. 	
Suggestions for Development	<ul style="list-style-type: none"> Start by setting small but attainable goals. Every small win will ultimately help to strengthen your grit. Practise goal-setting frequently. Building strong daily habits will help you to stick to a schedule and overcome distractions more easily. 	
Training Suggestions	<ul style="list-style-type: none"> Perseverance and Resilience Training – Learn techniques to develop attitudes and patterns of behavior that will help you to persevere despite discouragements and failures. 	

Emotional Agility		35 Low
Behavioural Indicators	<ul style="list-style-type: none"> You are likely to get caught up in your inner experiences and may find it difficult to disengage yourself from self-defeating thoughts. Sometimes, you tend to misinterpret others' words or behaviour, and this may cause you unnecessary stress. 	
Suggestions for Development	<ul style="list-style-type: none"> Learn to acknowledge, accept, and gain control over your emotions, no matter positive or negative. Whenever you feel overwhelmed by negative emotions, take a short break to calm yourself down. It is important to avoid making decisions at such times. 	
Training Suggestions	<ul style="list-style-type: none"> Stress Management Workshop – Learn the types, causes, and symptoms of psychological stress as well as the steps to manage it effectively. 	

Self-Efficacy		39 Low
Behavioural Indicators	<ul style="list-style-type: none"> You tend to believe that difficult tasks and situations are well beyond your capabilities. You are likely to focus too much on problems and probable failings, influencing you to avoid challenging tasks. 	
Suggestions for Development	<ul style="list-style-type: none"> Set simple, reasonable goals and work on achieving them one at a time. Rejoice in every small success as over time this will help you perceive goals as more manageable and attainable. 	
Training Suggestions	<ul style="list-style-type: none"> SMART Goal Setting Training – Learn steps to set clear and specific goals, plan a schedule for achieving them, and define measurable indicators of success. 	

Need for Achievement		49 Moderate
Behavioural Indicators	<ul style="list-style-type: none"> You have a passion for achievement but are inclined to accept only minimal risks in your efforts to progress. You are aware of the importance of seizing opportunities and taking immediate actions. However, sometimes you are more comfortable operating at your own pace. 	
Suggestions for Development	<ul style="list-style-type: none"> Organise and structure your activities using checklists and schedules. Understand the requirements of your tasks, and based on your evaluation, set realistic and manageable timelines. This will help you to stay productive under deadline pressure. 	
Training Suggestions	<ul style="list-style-type: none"> Planning and Organising Skills Training – Learn principles and techniques to plan your projects and priorities effectively. 	

Locus of Control		59 High
Behavioural Indicators	<ul style="list-style-type: none">• You strongly believe that you have control over the experiences and situations you face in life.• You are likely to take responsibility for your actions and work hard for what you want.	
Suggestions for Development	<ul style="list-style-type: none">• Utilise your strengths and step up to explore new business ventures or projects.• Surround yourself with positive people who will help keep you energised and motivated.	
Training Suggestions	<ul style="list-style-type: none">• Business Development Training Programme – Learn strategies to broaden your competencies to reach business retention and expansion.	

Business

41

Low

Entrepreneurs focus on getting great results with their businesses. This requires entrepreneurs to demonstrate competence in the areas of virtues, acumen, and innovation. If you score high, do check that these are not overplayed strengths — a behavior that you over rely on and which might impact your performance. If you score moderate or low, you may wish to develop this area further.

Virtues	42 Low
Behavioural Indicators	<ul style="list-style-type: none"> • You are likely to doubt others' motives. • You tend to perceive any action as permissible if it helps you achieve your goals.
Suggestions for Development	<ul style="list-style-type: none"> • Avoid overcommitting and be honest if you are unable to meet an obligation. • Respect others, be open to listening to their views, and find ways to build mutual trust with them.
Training Suggestions	<ul style="list-style-type: none"> • Integrity Training – Learn the importance of practising professional integrity and ways of following accepted moral codes and principles in your everyday life.

Acumen	39 Low
Behavioural Indicators	<ul style="list-style-type: none"> • Because you tend not to look deeply into problems to fully understand them, you find it hard to come up with innovative solutions. • Your inclination towards practicality influences you to take shortcuts that seem intuitively appealing, or to stick to standard ways of addressing problems.
Suggestions for Development	<ul style="list-style-type: none"> • Consider examining problems from new angles to find new ways of solving them. • Always try to consult people whom you trust for input and advice before making any decision.
Training Suggestions	<ul style="list-style-type: none"> • Entrepreneurship Development Training – Learn to improve your strategies for exploring new horizons and for seeking and exploiting entrepreneurial opportunities.

Innovation	62 High
Behavioural Indicators	<ul style="list-style-type: none">Motivated by a desire for improvement, you keep an open mind to help identify shortcomings in your environment.You embrace new ideas and are not afraid to put them to the test and risk failure.
Suggestions for Development	<ul style="list-style-type: none">Properly balance your schedule between time devoted to innovation and time spent accomplishing other attainable tasks.Keep in mind that innovation should go hand in hand with productivity.
Training Suggestions	<ul style="list-style-type: none">Design Thinking Workshop – Learn to incorporate human-centred approach to better understand users, develop solution-based innovations, and gain advantage over your competition.

People

40

Low

Entrepreneurs show leadership by working with others in a team, contributing to the strategy and aspirations of the business organisation, and networking to improve business and services. This requires entrepreneurs to demonstrate competence in the areas of collaboration and vision. If you score high, do check that these are not overplayed strengths - a behavior that you over rely on and which might impact your performance. If you score moderate or low, you may wish to develop this area further.

Collaboration

39 Low

Behavioural Indicators

- You enjoy working independently as it gives you a sense of comfort and autonomy.
- You find it easier when you do not have to justify your actions, words, or intentions to other people. However, this preference may affect your team spirit and cooperativeness when working in groups.

Suggestions for Development

- Balance your strength of being a good listener by building up the confidence to let yourself be heard by others.
- As an alternative, take advantage of social media to meet more people, exchange knowledge with them, and build a wide social and business network.

Training Suggestions

- Communication Skills Training – Learn to communicate effectively in diverse situations, including networking, negotiating with clients, and communicating with team members.

Vision

44 Moderate

Behavioural Indicators

- You show enthusiasm and take initiative but may lack the ability to reliably spot commercial opportunities.
- When you cannot clearly see the path ahead, you incline towards the safe approach.

Suggestions for Development

- When making plans, anticipate potential problems and find solutions beforehand.
- Connect with others to widen your horizons.

Training Suggestions

- Coaching and Mentoring Training – Learn tools and techniques to coach and develop others to fulfill their potential and contribute towards business' productivity.

⬅ Finance

73

High

The financial personality component predicts entrepreneurs' capacity in making sound business decisions. It covers aspects of saving, spending, budgeting, and self-regulations. If you score high, do check that these are not overplayed strengths - a behaviour that you over rely on and which might impact your performance. If you score moderate or low, you may wish to develop this area further.

Saving		70	High
Behavioural Indicators	<ul style="list-style-type: none"> Congratulations! You have good saving habits. 		
Suggestions for Development	<ul style="list-style-type: none"> Prioritise your saving goals so that you have a clear idea of where to start saving. 		
Training Suggestions	<ul style="list-style-type: none"> Saving and Investing Course – Get smart about money. Learn money management tips for saving and retirement planning. 		

Spending		73	High
Behavioural Indicators	<ul style="list-style-type: none"> Congratulations! You have good spending habits. 		
Suggestions for Development	<ul style="list-style-type: none"> Follow a spending plan so that you know how much you can reasonably spend. 		
Training Suggestions	<ul style="list-style-type: none"> Debt Management Course — Learn strategies for building financial security, with information on topics such as good versus bad debt and loan options. 		

Budgeting		14	Low
Behavioural Indicators	<ul style="list-style-type: none"> You do not have a proper budget and simply try to limit your spending. You are laid-back, or you may feel that you are too poor to budget, or perhaps you look at budgeting as too much work. You just hope that things will work out. 		
Suggestions for Development	<ul style="list-style-type: none"> Adjust your budget from time to time to reflect changes in your income, expenses, and priorities. 		
Training Suggestions	<ul style="list-style-type: none"> Budgeting Essentials Workshop — Learn the concepts, methods, and techniques used to develop a budget. 		

Self-Regulation	50 Moderate
Behavioural Indicators	<ul style="list-style-type: none">You may struggle a little through difficult times. Try to regain control and act in a way that aligns your financial goals with your means.
Suggestions for Development	<ul style="list-style-type: none">A good adviser will help you identify areas where you can make additional savings, and show you how to increase your financial discipline and thus to reach your financial goals as quickly and painlessly as possible.
Training Suggestions	<ul style="list-style-type: none">Mindful Self-Regulation Workshop — Learn to control your own behaviour, emotions, and thoughts in the pursuit of long-term financial goals.