APTITUDE

INTERESTS

LEADERSHIP

CAREER
SUCCESS

SKILLS

COGNITION

MOTIVATION

USED CASES – CAREERTESTS.IN

Date : 9 May 2025

List of Used Cases

EDUCATION / EDTECH / EDUCATOR

1. Generate Leads – Click To check which Career to take

2. Career Guidance and Screening for course fitment – for New students

3. Career Guidance and Placement Counseling– for Students near the end of the course

4. Student Hiring : Hiring Managers to have list of Pre-Tested Students for quick shortlisting

5. Self use – Please check Corporate

CORPORATE

1. Hiring – Long listing and Short listing

2. HiPo identification

3. Growth path for employees (including L&D initiatives)

4. Talent Analytics

CareerTests.in is a Decision Support System

CareerGraph

Data Input : Test Taker
(Student / Candidate)

1. **Pre-test**
   - ✓ Basic Info
   - ✓ Contact info

2. **Test**
   - ✓ Psychometric
   - ✓ Behavior
   - ✓ Skills
   - ✓ Custom questions

- Customized assessments in 3 days
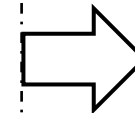- API for integration into website mobile app

Decision Box
(Cloud Server)

1. **Question scoring**
   - ✓ Mathematical Scoring
   - ✓ Aggregation
   - ✓ Benchmark Fitment comparison

2. **Advisory**
   - ✓ Comments
   - ✓ Comparison to Benchmark Fitment
   - ✓ Advisory of Fitment
      1. Job roles
      2. Industries
      3. Streams of Study

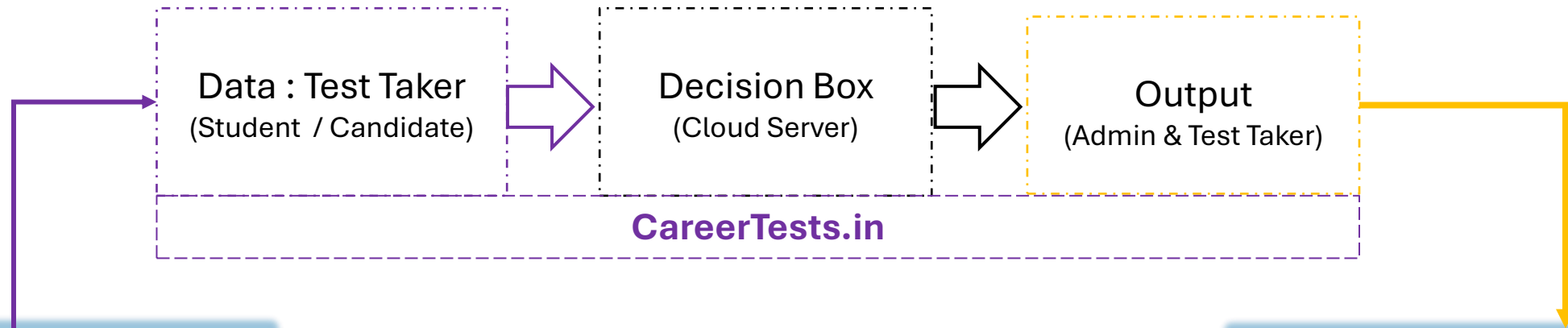## Output
(Admin & Test Taker)

1. **Report :** html link & print pdf
2. **Dashboard :**
   - ✓ Interactive Admin Dashboard with MIS reach thru WhatsApp
   - ✓ Download to Excel – with color enabled fitment for easy to interpret
   - ✓ Revise Fitment – to change Report and Excel recommendations

- Realtime outputs
- Co=branded reports

1. Generate Leads 2. Course Fitment

CareerGraph


```
Data : Test Taker      Decision Box        Output
(Student / Candidate)  (Cloud Server)      (Admin & Test Taker)
```

CareerTests.in

EdTech, Online Portal, LMS

1. Customized, Basic test
2. Website / App embeds 'Take a Test'

- Maintains Branding
- UI UX for test taker suited to Gen Z and Millennials

Expected Results : 1000 tests @ 10% conversion
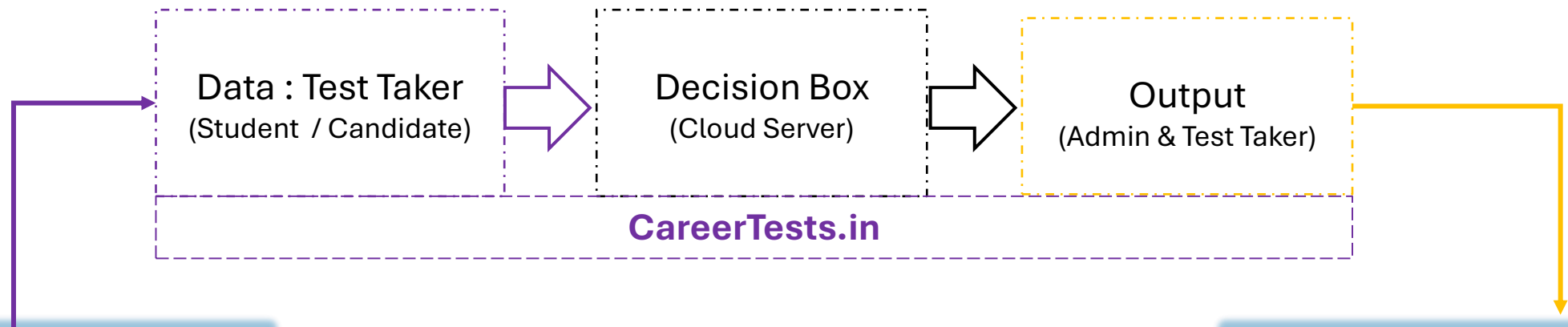
Cost impact:
- One time INR 1 lac for customization (build course fitment)
- INR 50 k amount to be dispensed against Usage
- Usage pricing INR 50/- per test (1000 tests)
- Valid test : Test Taker finished Basic information (contact info) and above

EdTech, Online Portal, LMS

1. Sales team gets Contact details and basic information to for targeted sales
2. Co-branded Report with Test Taker for longer recall

- Maintains Branding
- API to sales system if requested

3. Career & Placement counselling 4. Student Hiring

CareerGraph

Data : Test Taker
(Student / Candidate)

Decision Box
(Cloud Server)

Output
(Admin & Test Taker)

CareerTests.in

EdTech, Online Portal, LMS

1. Use Existing Tests
2. Counselling and discussion with students
3. Website / App embeds 'Take a Test' with specific email linked links for each student
4. Admin questions to check for Hiring Manager

Expected Results : 100 tests @ 80 placements @ 20 additional courses
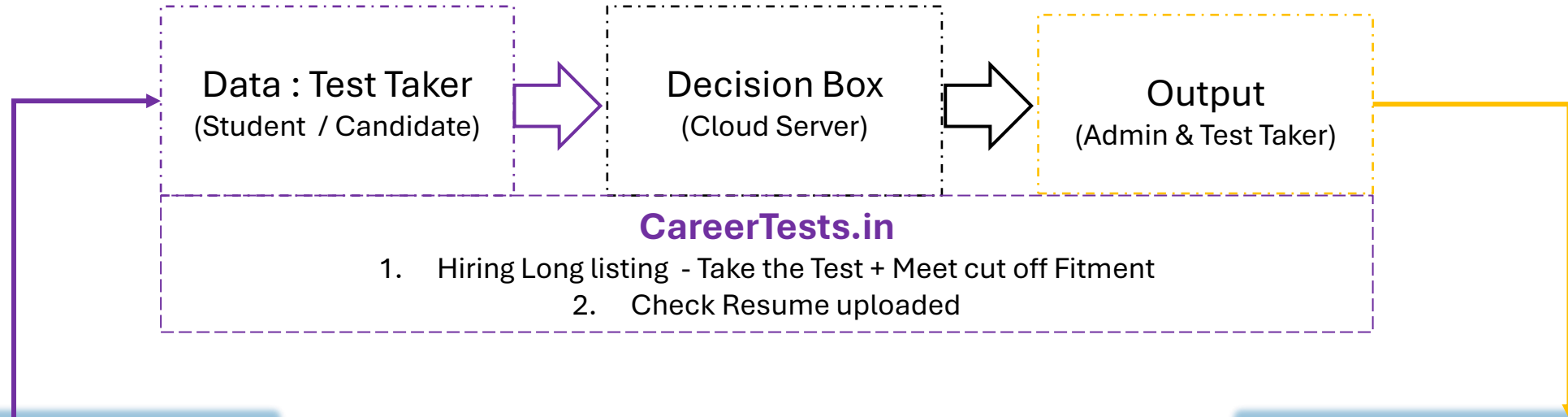
Cost impact: Pay – as – you go
- INR 999/- per test
- Valid test : Test Taker's report is generated. Incomplete tests not considered.

EdTech, Online Portal, LMS

1. Counselling team gets access to report to set expectations of prospects and any soft skill courses required for success.
2. Placement team give curated 'Download into Excel' dump to hiring managers

CORPORATE

1a. Hiring – Long listing for Skills First Talent Management

Data : Test Taker
(Student / Candidate)

Decision Box
(Cloud Server)

Output
(Admin & Test Taker)

CareerTests.in

1. Hiring Long listing - Take the Test + Meet cut off Fitment
2. Check Resume uploaded

Corporate

1. Use Existing Tests
2. Admin questions to check for additional questions
3. Video Proctoring to prevent fraud
4. Copy paste and Screen shot capture to prevent fraud

• Customized assessments

Expected Results : 100 tests
@ 25 meets Psychometric + Behavior + Skills required
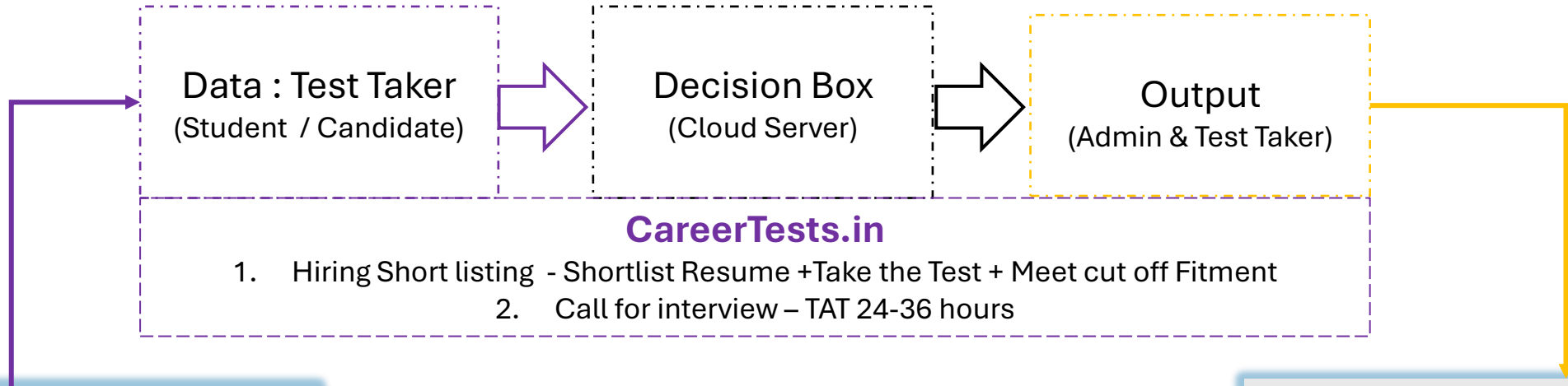@Check Resume of 25 only

Cost impact: Pay – as – you go
• INR 99/- - INR 1499/- per test
o Valid test : Test Taker's report is generated. Incomplete tests not considered.

Corporate

1. **Saves 75% time** in resume screening
2. Improve **Quality of Hire**
3. Focus on your Target Audience

• Skills First Talent Management

CORPORATE

1b. Hiring – Short listing for Skills First Talent Management

| Data : Test Taker (Student / Candidate) | → | Decision Box (Cloud Server) | → | Output (Admin & Test Taker) |

CareerTests.in
1. Hiring Short listing - Shortlist Resume +Take the Test + Meet cut off Fitment
2. Call for interview – TAT 24-36 hours

Corporate

1. Shortlist Resumes
2. Use Existing Tests only for shortlisted resumes
3. Admin questions to check for additional questions
4. Video Proctoring to prevent fraud
5. Copy paste and Screen shot capture to prevent fraud

• Customized assessments

Expected Results : 100 tests
@ 75 meets Psychometric + Behavior + Skills required
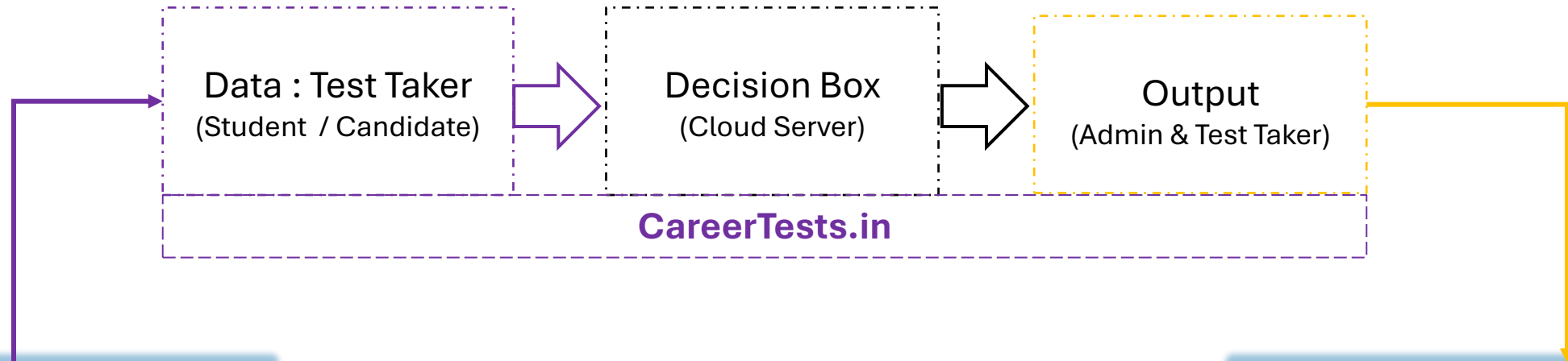@ Call for interview for 75 within 1 day TAT

Cost impact: Pay – as – you go
• INR 99/- - INR 1499/- per test
o Valid test : Test Taker's report is generated. Incomplete tests not considered.

Corporate

1. **Reduces TAT to 24 -36 hours** – from Resume shortlisting to Interview
2. Improve **Speed & Quality of Hire**

• Skills First Talent Management

2. HiPo identification 3. Growth &L&D

CareerGraph

```
Data : Test Taker          →    Decision Box        →    Output
(Student / Candidate)            (Cloud Server)            (Admin & Test Taker)
```

CareerTests.in

Corporate

1. Use **CUSTOMISED** Tests
2. Admin questions to check for additional questions
3. Video Proctoring to prevent fraud
4. Copy paste and Screen shot capture to prevent fraud

• Customized assessments

Expected Results : 100 tests
@ 25 meets Psychometric + Behavior + Skills required
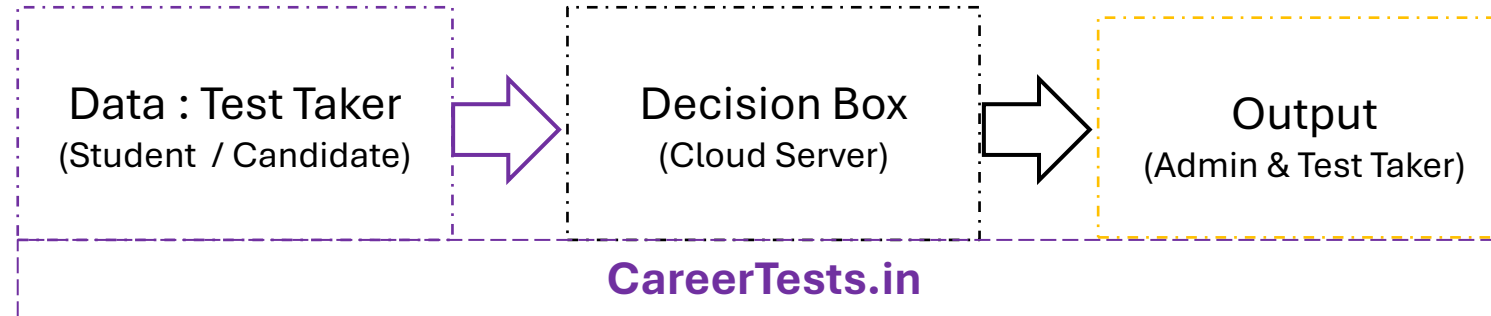@ Shortlist for Leadership training & Mentoring

Cost impact: Pay – as – you go
• INR 99/- - INR 1499/- per test
o Valid test : Test Taker's report is generated. Incomplete tests not considered.

Corporate

1. **Saves 75% time** in shortlisting
2. **Answers** WHY some people were shortlisted vs others - Diagnostics

• Skills First Talent Management

4. Talent Analytics

CareerGraph

| Data : Test Taker (Student / Candidate) | → | Decision Box (Cloud Server) | → | Output (Admin & Test Taker) |

CareerTests.in

1. System Smart Capabilities for Reliable Results
(Anti-Fraud & Test Integrity)

- ✓ **Video Image Proctoring:** Live camera monitoring ensures identity verification and prevents impersonation.
- ✓ **Screen Switch Detection:** Flags when users navigate away from the test window to deter cheating.
- ✓ **Behavioral Pattern Monitoring:** Detects irregular behaviors like rapid guessing or idle time.
- ✓ **Language & Regional Test Consistency:** Ensures assessment integrity across all language versions.

2. Data Analytics Capabilities
(Insights, Fitment & Benchmarking)

- ✓ **ML-Based Benchmarking:** AI generates role/stream/industry benchmarks from historical data.
- ✓ **Fitment Scoring Engine:** Matches individuals to jobs, courses, and industries based on their profile.
- ✓ **Negative Fitment Detection:** Identifies mismatches to help avoid poor role or study stream decisions.
- ✓ **Color-Coded Excel Report Downloads:** Visual summaries of scores and fitment for easy decision-making.

.

Reach

- ✓ Subhashini Sharma Tripathi
- ✓ +91 734966 2320
- ✓ subhashini@indiadecisionmanagement.com

Let's Discuss !