

Individual Development Plan (IDP)

This report is just a guide based on your responses. Your journey is yours to shape — with passion, effort, and choices, you can achieve the path you truly aspire to.

Assessee Details

Name	
Email	
Phone	
Age	N/A
Gender	Female
Location	
Institution	InfoBeans
Specialization	
Career Preferences	Not provided

Your Individual Development Plan (IDP) begins with a holistic assessment framework designed for corporate professionals. It evaluates aptitude strengths and core employability capabilities that influence how you communicate, collaborate, manage challenges, and grow in dynamic work environments. Together, these insights provide a clear understanding of strengths and development priorities, supporting informed career and capability-building decisions.

Aptitude Profile

Aptitude Area	Level	Behaviour	Environment
Quantitative Aptitude	Medium	Comfortable with basic calculations and standard formats; accuracy drops when questions combine concepts or require smart shortcuts; benefits from step-by-step scaffolding.	Process-oriented, supportive workplaces with tools/templates, peer review, and predictable task cycles (service ops, coordination, entry-level analyst support).
Logical Aptitude	Very Low	Significant difficulty in reasoning tasks, pattern spotting, and multi-condition problems; high dependence on structured prompts and supervision.	Highly routine, low-complexity environments with simple decisions, strong supervision, and minimal exception handling.
Business English	High	Strong professional English; minor errors that don't affect meaning; can write clear emails/reports; understands most business contexts and instructions.	Professional corporate settings with regular written communication (operations, HR, customer success, coordination).
Business Communication	Low	Struggles with articulation, confidence, or clarity; may avoid conversations; misinterpretation risk is high; needs scripts and guided practice.	Low-interaction or scripted environments with defined communication flows (call scripts, chat templates, supervised service roles).

Employability Capability Framework

Employability Trait	Score Band	Behaviour	Suitable Environment
Customer Centricity	High	Understands expectations, responds professionally, and owns resolution; may miss some proactive value-add.	Structured customer-facing roles with defined processes and moderate autonomy.
Empathy & Perspective-Taking	Medium	Understands obvious emotions but responses can be generic; needs practice in active listening.	Structured team settings with guidance on communication and feedback.
Conflict Resolution and Relationship Repair	Very High	Resolves conflicts calmly, repairs trust, and prevents recurrence through mature conversations.	Leadership, negotiation-heavy, stakeholder management, or escalation-handling environments.
Stress Management and Resilience	Very High	Performs consistently under pressure and recovers quickly using healthy coping strategies.	High-pressure, fast-paced, change-driven environments.
Interpersonal Communication	Very High	Communicates clearly, listens actively, adapts tone, and strengthens collaboration.	Cross-functional teams, leadership roles, client interaction, facilitation-heavy settings.
Influencing and Negotiation	Very High	Influences ethically, negotiates win-win outcomes, and builds long-term alignment.	Sales, leadership, partnerships, stakeholder negotiation environments.
Service Orientation	High	Provides strong service with good follow-through.	Structured service roles with defined service standards.

Employability Trait	Score Band	Behaviour	Suitable Environment
Learning Orientation	Very High	Seeks feedback, learns fast, applies learning immediately, and self-drives improvement.	Dynamic, learning-rich, innovation-driven environments.



Career Preferences:

Goals and Career Direction:

Short term goals:

To expert my skills in Salesforce as a beginner and contribute effectively to the organization

Long term goals:

To be Technical Architect and help students like me to achieve their dream through mentorship



Profile Gap Analysis and Action Plan

Profile Particulars	Observations	Recommended Action Items
Academic Performance	Consistent academic record with 64% in 10th, 75% in 12th, and strong 89% in bachelor's degree.	Maintain focus on technical skill enhancement and consider higher studies or certifications to complement strong bachelor's performance.
Industry Certifications	No industry certifications obtained yet.	Pursue certifications such as Salesforce Certified Administrator and Salesforce Platform Developer to validate skills and improve employability.
Practical Exposure	Completed internship and trainee software engineer role at Infobeans Cloud PVT LTD, gaining relevant industry experience.	Seek additional real-time projects or internships focusing on Apex programming and Salesforce administration to deepen practical knowledge.
Career Objectives and Goals	Career objectives not explicitly defined.	Develop clear short-term and long-term professional goals to guide career progression and skill development effectively.
Professional Branding / Networking	Has an active LinkedIn profile.	Regularly update LinkedIn profile with new skills, certifications, and project work; actively engage in industry groups and webinars.
Awards and Honours	No awards or honors reported.	Participate in competitions or contribute to projects that could lead to recognition and enhance professional profile.

Assessor's Comments

demonstrates a solid foundation in technical skills, particularly in Java and Apex, complemented by practical experience gained through internships and a trainee role. Her academic record reflects steady progress with a commendable bachelor's score. The EmpQ parameters highlight strong interpersonal communication, conflict resolution, and stress management abilities, indicating excellent soft skills vital for workplace success. However, the absence of industry certifications and explicitly defined career goals suggests areas for development to enhance employability. Strengthening these aspects through targeted certifications and goal setting will leverage her high learning orientation and customer-centric approach, positioning her well for advanced roles within the Salesforce ecosystem. Active professional networking and continued practical exposure will further augment her career trajectory.



Assessee's Reflections

Question	Response
What are your two key learnings from the Development Plan?	
Which skill do you want to develop first and why?	
How will you act on the development plan shared above?	

Summary

Bhakti possesses a strong academic background and practical experience, supported by proficiency in Java and Apex programming. Her consistent academic performance, particularly at the bachelor's level, combined with relevant internships, provides a robust foundation for her career in Salesforce administration and development. While her interpersonal and employability skills are notably strong, particularly in conflict resolution and stress management, the lack of formal industry certifications and clearly articulated career objectives represent critical areas for growth. By pursuing recognized certifications and defining her professional goals, Bhakti can strategically enhance her profile and employability. Engaging more actively in professional networking and gaining additional hands-on experience through projects will further solidify her position in the competitive technology sector. With these improvements, Bhakti is well-positioned to advance her career and achieve her aspirations within the Salesforce domain.

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These reports have been prepared based on the information, responses, and inputs provided by the individual. The insights, recommendations, and pathways outlined are indicative in nature and are intended only as a guidance tool.

They should not be considered as final, binding, or definitive for career decisions. Career interests, skills, and opportunities may evolve over time, and individuals are encouraged to explore, learn, and pursue areas of their own choice and passion.

These reports serve as a reference framework to support informed decision-making, but the ultimate responsibility for career choices lies with the individual, and their guardian/s in the case of minors. Continuous effort, learning, and self-improvement can enable them to achieve success in any path they aspire to.

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