

INTERPERSONAL SKILLS INVENTORY (IPSI)

Dr. Luba Jakubowska, Dr. Pooja Sharma & Ms.
Shivangi Nigam

Interpretive Report

VIVEK PATIL
12 Mar 2024



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Particulars

Name **VIVEK PATIL**

Age **22**

Gender **MALE**

ID **1234**

Reason for Referral **--**

Assessor **VIVEK PATIL**

Disclaimer

This profile arises from self-report questionnaires which may have alterations/variation due to individual's actual level of motivation, interests, experience, values, abilities, skills, mood state etc. than the analysis in the report captured basis the responses shared at the time of testing. The report must be interpreted in the light of corroborating evidence gained during the clinical interview. The findings of this report should be professionally interpreted in the light of other information about the individual. This report may include sensitive information that is likely to be misinterpreted by those without the required training. Authorization for use of this report is limited to the examinee and their designated consultants. Any further use requires the authorization of the examinee or their legal guardian.

Introduction

This report is based on the subject's responses to the Interpersonal Skills Inventory (IPSI). The report is presented in 2 sections; the first section provides comprehensive information about the respondent's composite Interpersonal Skills and its interpretation and the second section provides the subject's detailed profile on each of the 5 dimensions/sub-facets of personality and score interpretation.

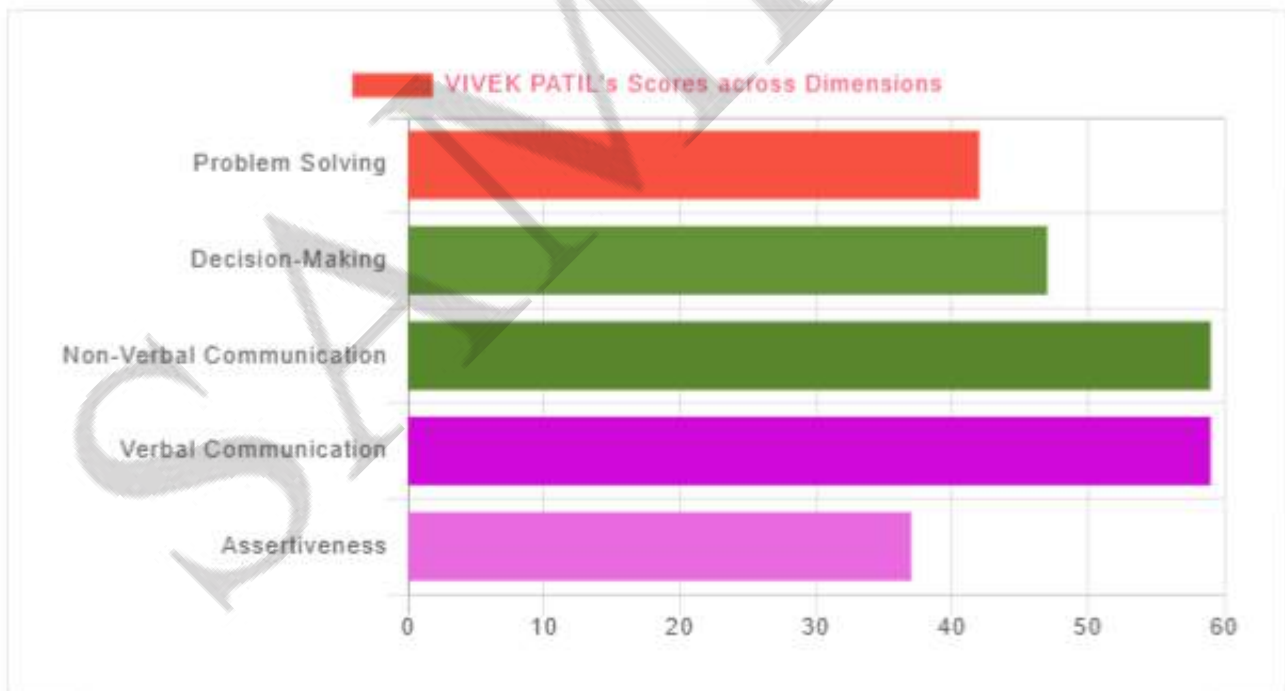
Overview of the test

The Interpersonal Skills Inventory (IPSI) is a 66-item self-report instrument that measures the respondent's interpersonal skills- comprehensively and across five dimensions. It has five subscales, Verbal communication, Non-Verbal communication, Assertiveness, Decision Making, and Problem Solving. It has been specially developed to meet the requirements of Organizations/ Institutions where humans are considered as an asset and the individuals need to work together in harmony in order to achieve the goals of the organization.

Results

| TOTAL SCORE | QUALITATIVE DESCRIPTOR |
|-------------|------------------------|
| 244 | Average |

| SUBSCALE | RAW SCORE | QUALITATIVE DESCRIPTOR |
|--------------------------|-----------|------------------------|
| Problem Solving | 42 | Low |
| Decision-Making | 47 | Average |
| Non-Verbal Communication | 59 | Average |
| Verbal Communication | 59 | Average |
| Assertiveness | 37 | Low |



Interpersonal Skills are the traits and behaviors one displays during interaction with others. The ability to perform well in an organization depends greatly on one's interpersonal skills. People with excellent interpersonal skills possess a positive outlook, are active listeners and clear communicators, remain cognizant of non-verbal communication, maintain cordial relations with their colleagues and acknowledge their expertise. They are respectful of their colleagues and are assertive at the same time. Therefore, interpersonal skills: 1) Help the employees build up and cultivate coherent working relations with each other and their clients. 2) Enhance the overall productivity of the organization. 3) Help in maintaining an optimistic and upbeat work atmosphere.

Total Score Interpretation

Overall_Average

The respondent's score indicates that they have moderate interpersonal skills. They possess a somewhat positive outlook, are active listeners and clear communicators to a fair extent. They usually make efforts to remain cognizant of non-verbal communication, maintain cordial relations with their colleagues and acknowledge their expertise. They possess decent decision making abilities as well as problem solving skills, this means that they are able to maintain clarity of thought and process available information in a fair and unbiased manner in most situations. Their ability to convey the context of their message through body language and facial expressions is usually effective. They are also usually able to interpret their interlocutor's message in terms of its non-verbal aspects. Overall, their interpersonal skills help them function well in their environment.

Dimension Wise Interpretations

Problem Solving

42

Problem Solving ability involves not only solving problems but also learning from mistakes and preventing problems from arising in the future.

Score Interpretation

Problem Solving_Low

The respondent's score corresponds to low problem-solving skills. They find it difficult to learn from their mistakes and prevent problems from arising in the future. They wait for "problems to solve themselves". They are reluctant to use the help of others, and they are unable to thoroughly analyze the problem situation. When experiencing problems they are unable to keep their calm and they see problems as threats, the solution of which seems impossible.

Decision-Making

47

Decision-Making abilities refer to making decisions that are guided by logic and consistency of choices because these are based on proper preparation.

Score Interpretation

Decision-Making_Average

The respondent's score corresponds to average decision-making abilities. They find it somewhat difficult to make decisions, however, they do try to verify their sources of information, assess risk and alternative courses of action. They utilise logic in a fair capacity when making decisions and show consistency in their choices because these are based on some preparation.

Non-Verbal Communication

59

Non-Verbal communication refers to communication between individuals that does not involve the content of spoken language. It relies instead on an unspoken language of facial expressions, eye contact, and body language.

Score Interpretation

Non-Verbal Communication_Average

The respondent's score indicates a moderate competence on the dimension of Non-Verbal Communication. They possess a decent ability to use facial expressions, gestures, clothes and environment to facilitate communication. They are usually able to maintain eye contact and assess the correctness of distance between them and the interlocutor with some efforts. Furthermore, they face little difficulty in

reading non-verbal signals from the interlocutor, which facilitates communication.

Verbal Communication

59

Verbal communication refers to the use of spoken language for production of a message to be received by a listener.

Score Interpretation

Verbal Communication_Average

The respondent's score indicates that they have moderate competence on the dimension of Verbal Communication. This means that they have a decent ability to code a coherent and lucid message. When conducting conversations they put in efforts to convey that which they wish to convey while allowing their interlocutors to speak. In most situations, they attempt to properly decode their interlocutor's messages while encouraging them to explain what they mean. They also try to reduce misunderstandings and not break up conversations.

Assertiveness

37

Assertiveness refers to a style of communication wherein individuals convey their needs and feelings directly, while maintaining dignity of others.

Score Interpretation

Assertiveness_Low

The respondent's score indicates a low level of assertiveness on their part. They are unable to justify their stance in conversations with other persons. They find it difficult to focus on a task when experiencing disapprobation of others and holding a discussion with persons having conflicting views. They may not respect diversity in views, opinions and arguments of other people and might defend their views in a way that offends their interlocutors.

Item Responses

| | | | | | | | |
|----|---|----|---|----|---|----|---|
| 1 | 5 | 2 | 4 | 3 | 1 | 4 | 5 |
| 5 | 4 | 6 | 5 | 7 | 5 | 8 | 2 |
| 9 | 4 | 10 | 5 | 11 | 5 | 12 | 4 |
| 13 | 5 | 14 | 5 | 15 | 4 | 16 | 1 |
| 17 | 5 | 18 | 2 | 19 | 4 | 20 | 5 |
| 21 | 5 | 22 | 2 | 23 | 5 | 24 | 5 |
| 25 | 5 | 26 | 5 | 27 | 2 | 28 | 4 |
| 29 | 5 | 30 | 5 | 31 | 5 | 32 | 1 |
| 33 | 2 | 34 | 4 | 35 | 3 | 36 | 5 |
| 37 | 4 | 38 | 1 | 39 | 3 | 40 | 2 |
| 41 | 2 | 42 | 5 | 43 | 5 | 44 | 4 |
| 45 | 3 | 46 | 1 | 47 | 5 | 48 | 5 |
| 49 | 3 | 50 | 4 | 51 | 5 | 52 | 5 |
| 53 | 2 | 54 | 4 | 55 | 1 | 56 | 2 |
| 57 | 5 | 58 | 1 | 59 | 4 | 60 | 5 |
| 61 | 2 | 62 | 3 | 63 | 5 | 64 | 5 |
| 65 | 1 | 66 | 4 | | | | |

Impressions / Suggestions

Assessor Suggestions for the Report

Graphical/visual

SAMPLE