

SWAYAM ANALYTICS PVT. LTD.

स्वायाम



PERSONALITY DECODED

Psychometric Personality Assessment Platform for Recruitment & HR Development

14.08.2023

Deshpande Startups

A Case Study



INTRODUCTION

Deshpande Foundation, founded by Jaishree and Gururaj 'Desh' Deshpande, has supported sustainable, scalable social and economic impact through innovation and entrepreneurship in the United States, Canada, and India.

Deshpande Foundation brings together deep innovation with understanding the relevance of the idea for the intended audience to create economic or social impact.

Deshpande Startups envisions an environment where anyone can realize their **entrepreneurial aspiration**, with free and full access to their start-up ecosystem, regardless of one's socio-cultural, geographic, education or financial background or venture domain one that will meet the realities of real India.

They see a wide spectrum of **start-ups** emerging in India to meet the heterogeneous structure of the Indian economy and society. Venture-funded technology start-ups, whilst important, is just one such form and even there, the model still needs to evolve for India.

REQUIREMENTS FROM DESHPANDE STARTUPS

- Understand the Physiological Nature and Psychological Attributes of Leaders and Managers
- Identify the stress levels of both Leaders and managers, if any
- Identify Leadership styles of Leaders
- Assess leader Competencies (Business, People and self-Competency Analysis)
- Assess Manager Competencies (Business, People and self-Competency Analysis)
- Assess employees (Leader and Manager) at risk of attrition, High-Potential employees, key motivators for employees, other areas they have good performance potential in, along with strategies to retain High-Potential employees.

SWAYAM'S METHODOLOGY

- The employees were administered the Leadership and Manager Growth Report based on the number of years of experience.
- Each Employee received their individual personalized report after completion of assessments
- The reports included analysis of their personality, competencies, and stress levels.
- An analyses of all employees who took the assessments were conducted and this group analysis was submitted to the head of the institution along with discussions for an in-depth understanding of all aspects of the analyses.

RESULTS DELIVERED – TO EMPLOYEES

- In-depth analysis of employee's personality—physiological, psychological and stress levels.
- Honesty/manipulation/confusion while answering the assessments is displayed in the report.
- The different competencies People, Self and Business were analysed and their levels were provided.
- This includes mentions of caution and growth areas and possibilities for improvement.
- Curated resources—videos, books, papers and podcasts are provided to help employees overcome their weak traits and competencies.

RESULTS DELIVERED – TO EMPLOYERS

- While each employee was provided with individual reports, the management was provided with group analyses of employees.
- These were provided for high-level understanding of employees which would help them in L&D suggestions, training.
- Distribution of age, gender, name, employees who answered honestly / not and stress levels are displayed.
- Competency analyses of all employees, on different categories-People, Self and Business were provided.
- Employees with specific learning & training needs were provided.

RESULTS DELIVERED – TO EMPLOYERS

- An analysis of employees at risk of attrition was provided, along with identifying high-potential employees, key motivators for employees, other areas they have good performance potential in, along with strategies to retain employees.
- These analyses helped the Deshpande Startups identify Leaders and Managers who could take on higher levels of leadership roles or head the organization in the future. The different training needs were identified. Key motivators for each employee were provided which informed the management of policies that could be instituted to retain high performing employees as well to ensure a more engaged workforce.
- This helped Deshpande Startups to identify which of the Leaders and Managers could be nurtured and trained to take on higher roles within the organization.

<https://youtu.be/cgcJ70Tlab4>

Getting this analyses within the first month of joining Deshpande Startups as the CEO would have saved me 6-9 months of time spent in understanding my team!

–Dr. Aravind Chinchure, CEO Deshpande Startups

ABOUT SWAYAM

Swayam is the outcome of 22+ years of experience and 12 + years of pre and post-doctoral research by our Founder-Director, Dr Shilpa Datar. These tests have been used by national and international Universities as part of their research in people behaviour and analysis, and have been presented at various international forums like Bank of America Merrill Lynch, and are accredited by Indian Institute of Business Psychology.

The tests are Swayam are the only ones in the world analysing physiological, psychological & ethical aspects of behaviour making it holistic, in-depth, and comprehensive while offering unparalleled accuracy in decoding behaviour. This results in detailed, multi-layered interpretations without the need to take multiple tests.

Swayam reports have a min. accuracy of 80% which organizations can depend on as it is backed by science and data to help them take critical decisions that save money, time and effort with confidence.

THANK YOU!

Swayam

Contact us for more details

Cell: +91-8792450545

Email: Enquiry@swayamanalytics.com

URL: <https://swayamanalytics.com/people/>