

ROBINS BEGG CONSULTING LIMITED

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MiGenius®

Robins

Confidential Report

Surname

for

First Name

Bull

Helen

Conducted By:

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Introduction

The dictionary defines a genius as somebody with exceptional ability, and whose intellectual achievements gain wide recognition in a specific area of endeavor. Achieving the genius status had been wrongly thought of as exclusive preserve of only very few people who are anointed by nature to demonstrate such attribute.

Modern research in psychology has however proved that while, only a few people ever discover and demonstrate their genius over a life time period; every man was endowed with the potential for being a genius from birth. No one individual is excellently endowed with all the variety of intelligences; neither is any one disadvantaged in all of them. Every child has specific areas of dominant intelligence which if well developed will lead to the status of a genius.

How do People Become Geniuses

Thomas Edison said "*genius is one percent inspiration, ninety-nine percent perspiration*". The question is: perspiration on what, and in what area of life? Research work in achievement psychology and the making of a genius identified five intricately woven factors common to all worlds' acclaimed genius (5T factors): *Talents, Thirst, Training, Tenacity, and Time*. The first and most important factor described as the "*nucleus-t*" factor is **Talent**. Once talent is absent, genius is impossible, irrespective of the quality and quantity of the other remaining four factors.

According to Marcus Buckingham, one reason why most children never discover their genius is the inability of parents to distinguish between the two key variables that culminate in genius: **Talents & Training**. Genius is produced by a strategic combination of natural core talents and consistent training & practice congruent with core talents. While a person can be trained for average performance in virtually any profession, it is impossible for a person to become a genius in an area of endeavor for which he does not possess dominant intelligence or core natural talents.

What Is Migenius Test?

Migenius test is internet-based software that is utilized by experts to identify adolescents' natural talents, bring such talents to their awareness and guide them to careers and professions in which they can quickly excel with such talents.

Migenius test is a detailed talent inventory test specially designed for adolescents to help them discover their natural talents and inherent potential. It is based on internationally tested and widely accepted psychological concepts and techniques currently utilized by leading organizations in the world.

What are the Benefits of Migenius Test?

The report of the Migenius test will significantly improve the adolescents and their parents in the following ways:

1. Improves the ability of the adolescent to discover and pursue the path of genius and greatness as early as possible in his career, thereby saving a lot of time that could have been wasted in trial and error search approach
2. Enhance their ability to select careers and professions in which their natural talents and gift will be fully utilized, thus guaranteeing excellence and leadership in such profession.
3. Improves their self-esteem by giving them conscious awareness of their unique natural strengths thus eliminating tendency for inferiority complex or unhealthy competition.
4. Improves parent-child relationship by serving as a basis for better understanding and appreciation of the behaviors of their adolescents.
5. Improves Teacher-Student relationship by providing information about learning preferences of different adolescents and teaching techniques that will appeal to those preferences.

BRIEF DESCRIPTION OF UNIQUE NATURAL TALENTS

Verbal Expression and Social Attitude

Helen is a naturally expressive person with a tendency to socialise and interact with people easily. Her expressive personality makes her depend more upon, and utilize her verbal intelligence frequently, thus improving her communication skills. She is therefore a persuasive person who will be able to sell her ideas to individuals or groups if given the opportunity. She may however not be a good listener since she has a greater tendency to talk than to listen.

Understanding and Managing People's Feelings

Helen is a naturally friendly, sympathetic and emotional person. She possesses the ability to quickly identify, understand and manage the emotions and feelings of people. As a person, she will seek out opportunities to avoid conflicts and actively seek compromise in any situation or environment. She naturally shows compassion to other people and possesses the ability to motivate other people to achieve desired results without using force or logical arguments.

Imagination and Creativity

Helen is an imaginative and creative person, who possesses the ability to develop new ideas, concepts or solutions from seemingly unconnected individual components. She possesses the natural ability to see the whole picture or interconnecting relationships among different entities. Helen has a tendency to want to create innovative ideas and solutions to problems anywhere she finds herself. She will be happy when given opportunities to express her creativity, uniqueness and innovation.

Planning and Schedule Handling

Helen possesses the natural ability to cope with and handle details, accuracy, schedules, plans, standards and procedures. She is naturally inclined to detect errors or variations from established standards, specifications and agreements. She is more attracted to certainty and definite plans than flexibility and uncertainty. She may therefore avoid risky decisions as much as possible, until they become unavoidable.

Dominant Intelligent Component

Helen's dominant Intelligence Component is **Diplomatic Intelligence**. This means that she possesses the natural, mental and psychological abilities to understand and deal with people and get them to do what she wants without any conflict, leaving everybody happy and motivated in the process.

Natural Strength

Helen possesses the extraordinary ability to deal with people and carry them along in whatever she tries to achieve. She is therefore a valuable asset in any

position or organisation where important decisions about people are made or where people will be a major resource or object of management.

Likely Weakness

Helen's being a naturally emotional person and her usual pursuit for co-operation among parties in most situations, may sometimes becloud the accuracy of her decisions and her sense of objectivity. This weakness may however be overcome by exposure to adequate and relevant knowledge, information and skills.

Preferred Learning Style

Helen responds better to teachers who, in her perception, regard her as valuable, important or who show interest in her personal life and concerns, than to those who treat her like any other student.

Helen learns better in an atmosphere where interaction and discussion are encouraged. This means that she enjoys and prefers activities that involve group work and opportunities to communicate freely with other students, where she learns to share her feelings. Teaching techniques that emphasize small group studies, group discussions, role-play, experimental learning, dramatic presentations, creative stories and games naturally improve her level of understanding and ultimate performance.

Helen naturally prefers tests and examinations where she can express herself fully, such as essay answers or oral examinations. Short-answer tests that require multiple choice or true-or-false answers may not give her the opportunity to express herself as she would desire.

Robins Books Sample

JOB TALENT FIT MAP

INTERPRETATION

The Job-Talent fit is not a substitute for possessing skills or competence in the specific jobs / professions for which she is best suited. Therefore, the fact that she possesses a high fit for a job does not mean that she will perform well in the function if she lacks the skills or training which are required for that function.

However, if she possesses training and skills in a job for which she has a high Job-Talent fit, she has a greater likelihood of performing better and experiencing more motivation and fulfillment than others who possess similar skills or training, but have lower Job-Talent fits.

Colour Code	Interpretation	Description
	Excellent	Will enjoy and most likely excel in such job/profession
	Very Good	Can perform effectively in the job/profession with little or no stress
	Good	Can cope effectively with the demands of the job/profession
	Fair	May cope with such job/profession if no option is available, but will have to put in extra effort to perform well
	Poor	May cope with such job/profession, but will possibly be stressed, and may quit with any available option or continue to perform in a mediocre/ inferior capacity

JOBS / PROFESSIONS	Job-Talent-Fit	Fit Interpretation	Color Code
Human Resources Manager	100	Excellent	
Customer Relations Officer	100	Excellent	
Names of other Professions	95	Excellent	
Names of other Professions	95	Excellent	
Names of other Professions	90	Excellent	
Names of other Professions	90	Excellent	
Names of other Professions	90	Excellent	
Names of other Professions	85	Excellent	
Names of other Professions	85	Excellent	
Names of other Professions	85	Excellent	
Names of other Professions	85	Excellent	
Names of other Professions	85	Excellent	
Names of other Professions	85	Excellent	
Names of other Professions	85	Excellent	
Names of other Professions	85	Excellent	
Veterinarian	80	Very Good	

Names of other Professions	50	Fair
Names of other Professions	50	Fair
Names of other Professions	50	Fair
Names of other Professions	50	Fair
Names of other Professions	45	Fair
Names of other Professions	45	Fair
Names of other Professions	45	Fair
Names of other Professions	45	Fair
Radiology Technologist	40	Poor
Quantity Control Manager	40	Poor
Names of other Professions	40	Poor
Names of other Professions	40	Poor
Names of other Professions	40	Poor
Names of other Professions	40	Poor
Names of other Professions	40	Poor
Names of other Professions	40	Poor
Names of other Professions	40	Poor
Names of other Professions	35	Poor
Names of other Professions	35	Poor
Names of other Professions	35	Poor
Names of other Professions	30	Poor
Names of other Professions	30	Poor
Names of other Professions	25	Poor
Names of other Professions	25	Poor
Pilot	10	Poor



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SUBJECT SELECTION GUIDE AND COGNITIVE ADVANTAGE INDEX MAP

Cognition refers to mental processes such as attention, thinking, information, and memory management utilized by students in the learning of different subjects. Different subjects requires different cognitive configuration. Cognitive Advantage Index (CAI) is the extent of congruence between a student's cognitive configuration and the subject's cognitive requirements.






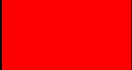
Although Cognitive Advantage Index (CAI) is measured in percentage, it is not a result of a graded subject examination, but rather a measure of the extent of pre-developed cognitive advantage possessed by the student in relation to the cognitive requirements of a specific academic subject.

All students can pass any subject irrespective of their cognitive advantage index in the subject, provided they are given effective cognitive supports by relevant subject teachers, and they are personally motivated to achieve good grades in such subjects. It may however not be advisable for a student to select compulsory or core subjects from subjects in which they have poor or very poor Cognitive Advantage Index (CAI).

Exceptions:

The Cognitive Advantage Map may not apply directly to less 5% of student population who fall under the following categories: exceptionally gifted children; children with learning disabilities; intellectual disabilities; students with sensory impairment, and students with significant behavioral disorders.

Cognitive Advantage Index Legend

Color Code	Interpretation	Description
	Excellent	Extremely high cognitive advantage. Will enjoy and most likely excel in subject
	Very Good	High Cognitive Advantage. Can perform effectively in the subject with little or no stress
	Good	Can cope effectively with the demands of the subject
	Fair	May cope with subject with personal motivation and cognitive support from subject teacher
	Poor	Significant level of personal motivation and cognitive support from teachers and school system may be required to perform well consistently in subject.
	Very Poor	High level of personal motivation, determination, and cognitive support from teachers, parents, and school system may be required to perform well consistently in subject.

Subjects	Subject Class	CAI (%)	Color Code	CAI = Cognitive Advantage Index
Biology	Biological Sciences	100	Dark Green	
Health Education	Biological Sciences	100		
Chemistry	Physical Sciences	100		
Agriculture	Biological Sciences	90		
Further Mathematics	Physical Sciences	80		
General Mathematics	Physical Sciences	80		
Physics	Physical Sciences	80		
Technical Drawing	Technical Vocational	75	Medium Green	
Economics	Humanities	70		
Basic Electricity	Technical Vocational	70	Bright Green	
Arabic	Humanities	65		
English Language	Humanities	65		
French	Humanities	65		
Hausa Language	Humanities	65		
Igbo language	Humanities	65		
Geography	Humanities	60		
Insurance	Quantitative Commercial	60		
Accounting	Quantitative Commercial	60		
Computer Studies/IT	Technical Vocational	60		

Commerce	Non-Quantitative Commercial	55
Civic Education	Humanities	50
Literature-in-English	Humanities	40
Office Practice	Non-Quantitative Commercial	40
Store Management	Quantitative Commercial	40
Auto-Mechanics	Technical Vocational	40
Electronics	Technical Vocational	40
Foods and Nutrition	Creative Vocational	30
Home Management	Creative Vocational	30
Music	Creative Vocational	30
Visual Arts	Creative Vocational	30
Christian Religious Studies	Humanities	30
History	Humanities	30
Islamic Studies	Humanities	30
Yoruba Language	Humanities	30
Clothing and Textiles	Creative Vocational	20
Government	Humanities	20
Building Construction	Technical Vocational	20
General Metal-work	Technical Vocational	20
Wood-work	Technical Vocational	20

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ABOUT ROBINS BEGG CONSULTING LIMITED

The Company

Robins Begg Consulting Limited was founded by a group of individuals with a critical blend of expertise in management, marketing and information technology. The company has successfully provided consulting services for several organizations in the Finance, Manufacturing, Services and Information Technology industries in Nigeria.

Our Mission

Our mission is to empower organizations and individuals to achieve success and significance in their areas of business. We continually expand the business opportunities and competitive potential of our clients by providing the right strategies, technologies and human resources skills required by them to achieve and sustain market leadership in their industry, while fulfilling the financial and developmental goals of other stakeholders.

Business Focus

To achieve our corporate mission we focus on three core components of our clients' businesses:

1. Strategy
2. People
3. Technology

Products

- Financial Success Index (FINDEX)
- MiGenius Test
- Business Compatibility Test (BCT)
- JobMatch Test
- WorkIQ Test

Consulting Services

- Manpower Planning and Strategy Development
- Development of Multi-Dimensional Staff Evaluation Systems
- Staff Recruitment and Selection
- Corporate Planning and Strategy Development
- Staff Performance Audit
- Job Analysis, Description and Design
- Development of Motivational Staff Compensation and Incentive Packages
- Corporate Positioning or Re-positioning Strategy
- Business Process Re-engineering
- Strategic Marketing Audit (SMA)
- Strategic Marketing Planning (SMP)
- Change Management Strategy Development

Some Available Training Titles

- § Mind Activation Programming
- § Effective Interpersonal Relationship Skills
- § Advanced Business Writing Skills
- § Effective Administrative Management Skills
- § Strategic Approach to Influencing and Winning Profitable Customers
- § Effective Customer Relationship Skills
- § Strategic Approach to Marketing Insurance Business
- § Effective Supervisory Management Skills
- § Strategic Marketing Management
- § Strategic Skills for Building your Dream Business
- § Understanding and Managing Organizational Conflicts and Politics
- § Effective Sales and Customer Relationship Skills
- § Understanding and Managing Staff Performance
- § Strategic Key Accounts Management Skills
- § Warehouse Management Skills
- § Fundamentals of Logistics Management: Inbound Logistics Skills
- § Advanced Logistics Management: Outbound Logistics Skills

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