

## **Personality Development Program for IAS Interview**

### **Online-Distance Learning / Classroom Aspirants**

#### **1. Pre-Interview Questionnaire**

Objective of Pre-interview questionnaire is to get the revealing details of one's personality that's not obviously visible to oneself and others both. This part of personality, buried in unconscious, consists of unresolved complexes guiding one's behaviors involuntarily, not often on the desirable side and could potentially be jeopardizing one's prospects in IAS Interview. Interview board will be looking for students much closer to ideal bureaucratic persona in coherence with the existing administrative culture. Your response to the pre-interview questionnaire will help us assess how closer or distant you are to the desired profile they would be expecting out of your performance there. We have built up a dedicated team of professional psychologists and analysts having years of experience in personality profiling for this specific purpose. We expect you to be candid with your response to the questions framed in this draft.

#### **2. Pre-Interview Counseling**

Pre-interview counseling is a stage where students will have a free-wheeling interpersonal interactive session with our counselor before appearing for the first mock interview. Here students should feel free to discuss any of their issues or apprehensions relating to their performance in personality test by UPSC interview board. This discussion may involve students strengths, weaknesses, fears or any other complexes that they wish to overcome for a well composed sense of self while interacting with the interview board. Further, with the help of some standard projective techniques, TAT (Thematic Apperception Test) one of them, a comprehensive personality assessment of every student will be done. Our goal with this interpersonal counseling session is to get a deeper understanding you that would help us identify areas which needs to be worked upon.

#### **3. First Mock Interview**

Your performance in first mock interview will get us the idea, how well prepared you are for the final round. Your strengths, weaknesses and overall impression of your persona will be put under keen observation for further assessment. Your score in this test won't matter much but how naturally you express yourself. We would like to see the real you.

#### **4. Post Interview Counseling**

Once you have passed through above three stages, our team of psychologists and analysts will sit for a discussion over your performance and pick up those personality traits that needs attention for further improvement. Assisted with these comprehensive details, our counselor will have another round of session with the student where all these issues will be discussed and will suggest ways to overcome them for a better performance in the interview.

#### **5. Communication Skills Training and Personality Development Workshop**

After this second round of counseling, a sizeable group of students (10-15) will be formed for communication skills training and personality development workshop which will be conducted by experienced professional trainers. This will be an interactive session where you will learn the bits and nuances of effective interpersonal communication and how to keep yourself calm and composed before the interview board so that the best of you comes out.

## **6. Interactive Sessions with Previous Years' Toppers**

We will organize seminars, more along the lines of interactive sessions with our previous years' toppers so that you could benefit from their enriching experiences. You will be notified time to time whenever these seminars will be organized. You all are expected to attend these seminars with utmost sincerity.

## **7. Final Mock Interview**

This is the last stage of your performance evaluation where your personality will be assessed and scored over the stringent parameters in a closely simulated UPSC interview environment.

## **8. Performance Evaluation and Feedback**

Our team of experts will sit again and discuss your performance. We will generate feedback and suggestions for further improvement and all these details along with score card will be communicated to you.