

## 1. ALL ABOUT PERSONALITY TEST-INTERVIEW

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- Interview is one of the skills of communication. In ordinary day to day exchange of information we do not take recourse to the mode of interview, but use what we commonly say, we communicate, we speak to, or we address someone.
- An interview normally takes place between two persons of uneven status, age, seniority or levels of experience. A person of varied experience will take an interview of someone with less experience.
- **In our long careers in life we are regularly subject to the routine of being interviewed knowingly and unknowingly.** It is possible that the right two parties involved in the mode of interview may be using the wrong skills, but there is always a drill in human social order to test status and personality.
- **We can say the process of interview has evolved from Nature itself.** In the animal world, it is in the process of smelling between two animals of the same species that determine their status, acceptability and future contact within a social circle. In the world of ants, the interview drill adds identification of the other member of the same species, but here it is deadlier, as an unknown ant identified leads to either enslavement or death on the spot of first contact. Humans do not kill or enslave another human if they discover or identify an inferior member. They simply reject future contact. The interview amongst us, does that without hurt.
- **The formal drill of interviews has a hoary history and for our matter, it is linked to the gurushishya parampara.** If a youth was keen to undertake a course of studies, he did not enroll himself into a class or in an ashram; he instead subjected himself to a process of interaction with a person of superior skills and knowledge who first made an assessment of the youth whether the young person was in fact fit to be inducted into the circle of instructions. The proposed transfer of information and skills was an important factor in the preservation of social groups, safety of tribes, and promotion of and protection of knowledge. Guru Dronacharya had sought the sacrifice of Eklavya's thumb when the Guru realized that the outcast child who had acquired skills of archery without a formal teacher and by just watching the Guru's students, had decided that he had to cause a reduction in the skills found in the unauthorized person, so to save the further spread of knowledge outside the authorized circle of the class.
- In conducting interviews we attempt to find out if a potential person seeking the company of civil servant is actually having skills which are suitable to make the youth a potential good civil servant in our society.
- The title of this essay conveys in itself the stern dual challenge that lies ahead for INTERVIEWEE while seated in front of a high powered interview board set up by the Union Public Service Commission (UPSC). Even as I congratulate you for reaching the critical stage of the final selection, do consider yourself lucky as well for being there. But as it is said, "fortune favours the brave", whereby I would tend to agree that you have been also brave and diligent, as well so far! But, you have to go much further ahead to realize your ambition.
- That is where a natural & synthetic synergy, between a calm mind and confidence in composure, to put it succinctly, between 'body and mind' could help or assist you measurably to cross barriers, you seek to cross, including the interview process conducted by the UPSC Board. This entity you would soon be interfacing with, as an aspirant, can actually make all the difference; Between Success and Failure!
- As utilitarian guiding posts, as it were, please remember the following criticalities, among many others whilst you prepare to "confront or coalesce" with the Board:
  - (1) The interview is the first point of official contact for you with Government of India (GOI) officials unless you have been there before,
  - (2) The Board is high-powered but rarely overbearing or overawing.

- (3) The Members of the Board (MOB) are all very senior, experienced bureaucrats, officers from uniformed services, technocrats, scientists, academicians or doctors, but the 'majority' often lies with GOI bureaucrats,
  - (4) It is Chairperson, UPSC, who can actually call the shots and determines the final selection when there is lack of unanimity in views among or within the MOB,
  - (5) While your "conversation" with the MOB is on, there could be a psychologist among them watching over you for Calmness, Composure, Demeanor, Hand Movements, Sitting Posture, Eyelid Movement and Voice Flow to detect Personality Positives and Personality Flaws, if any,
  - (6) Depending on your "manifest" capacity to engage the MOB, the "conversation" could invariably last just over 20 minutes and possibly less than 45 minutes,
  - (7) MOB is essentially there to test
    - ✓ YOUR AWARENESS LEVEL or YAL,
    - ✓ PERSONALITY QUOTIENT or PQ,
    - ✓ SUBJECT KNOWLEDGE FACTOR or SKF,
    - ✓ HUMAN SENSITIVITY INDEX or HIS,
    - ✓ FLUENCY/ PRECISION OF RESPONSE to
    - ✓ QUESTIONS or FORQ and last but not the least,
    - ✓ SUITABILITY FOR NATIONAL ASSIGNMENTS or SFNA, among other social and personal attributes, eventually for responsible tenure postings in the States or GOI assignments in India or abroad.
- Thus the main aim of your presence in front of the MOB under the Chairman, UPSC is to 'facilitate a broad assessment of your credentials for official assignments, broadly under the purview of the Government of India'.
  - As you all would be aware this 'penultimate' stage of the selection process for the All India Services, Central Services etc is the most crucial. The 'final' formal stage for you would be the clearance by a Medical Board.
  - Your performance in the interview or the viva voce shall actually determine your placement in the List of Candidates (LOC) and thereby whether you make it to 'the preferred zone' as per your choice, or not.

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