



# FINAL REPORT

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## Your ASI Snapshot

Your focus on the three levers across the two rounds

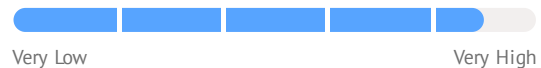
### Act

The extent to which you promptly took decisions without waiting or hesitating



### Solve

The extent to which you looked beyond the problems to identify and implement solutions



### Involve

The extent to which you sought inputs, provided visibility, and mobilized resources







## Your Ownership Snapshot

How much ownership you took across the two rounds\*



Note\* - This depends on the levels of act, solve, and involve you demonstrated during the two rounds

## Four Levels of Initiative

LEVELS			Act	Solve	Involve
04 Act and report		Let me do it because I have not been told I can't do it	High	High	Medium
03 Recommend and act		Let me do it because I have been told I can do it	High	Medium	High
02 Ask what to do		Let me check with others if they want me to do anything	Medium	Low	Medium
01 Wait until told		Let me not do anything unless someone tells me to do something	Low	Low	Low



**Level 1:** Not advisable under any circumstances



**Level 2:** Helps you get clarity on expectations and the next steps



**Level 3:** Helps you get buy-in and proceed with direct permission



**Level 4:** Helps you move ahead with implied permission



## Developing an owner's mindset

- Focus on the **three levers**

### Act

- Identify and challenge self-limiting beliefs which might hold you back
- Get comfortable in making and committing to decisions

### Solve

- Understand the big picture and be thorough while evaluating options
- Get comfortable in voicing your inputs or suggestions
- Ensure rigorous execution to complete things end to end

### Involve

- Get comfortable in leveraging others' expertise whenever needed
- Provide visibility and updates to others when acting on your own

- Avoid the mindset of **BED** - blame, excuse, and denial at work
- Remember, you are the owner of results but just a **steward of resources** - you don't own them but only use them to achieve your results

## Moving up the levels of initiative

Understand at which level you tend to be and what you can do to move up. The journey of moving up involves going through the below steps:

- Getting motivated and confident to **take more initiatives**
- Getting clarity by focusing on 'what', 'when', 'why', and 'how' to **ensure alignment**
- **Recommending** and **getting buy-in** from the manager/stakeholders
- **Executing rigorously** to ensure results