

# DfE Technical Assessment - Leadership and Management (Fundamentals)

Total points **7/8**

## Welcome DfE Students!

We're thrilled to have you here today. This assessment is designed to assess your skill level pre and post your participation in your chosen bootcamp.

Best of luck! 🚀 📖

## Your Task

In this assessment, you'll encounter eight diverse questions that test your knowledge of Leadership and Management concepts and skills. Each question offers a valuable opportunity to demonstrate either your expertise or opportunities for growth in these areas.

Good luck with the assessment! You've got this! 🧠 💻

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**Please enter your student number \***

Your student number looks like RX22040005898. You can find it on your student dashboard.  
BK24120016172

## Question 1

**Scenario:** You are a newly appointed team leader at a mid-sized tech company, responsible for guiding your team through a significant organisational change. The company is shifting its strategic focus towards developing AI-driven products, which requires your team to adapt quickly. You must establish a clear direction, ensure effective communication, and manage the associated risks.

**Question:** As a leader, which combination of actions would be most effective in navigating your team through this organisational change?

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1/1

Make autocratic decisions to maintain control, limit communication to reduce confusion, and avoid taking risks to ensure stability.

Set a compelling vision and mission, conduct a SWOT analysis to assess the internal and external environment, and use data-driven decision-making to inform your strategy.

Encourage laissez-faire decision-making to allow the team to self-manage, rely solely on intuition, and delegate all communication to avoid overwhelming the team.

Focus on consensus-building for every decision, avoid setting a clear vision to allow flexibility, and minimise feedback mechanisms to streamline processes.

## Question 2

**Scenario:** You are the Managing Director of a rapidly growing non-profit organisation dedicated to providing clean water solutions in underserved communities. Recently, the organisation adopted a new mission to expand its reach globally and aims to provide clean water access to 10 million people by 2030. However, there is a noticeable disconnect between the field operations and headquarters, with teams struggling to align their daily activities with the new strategic direction.

**Question:** How would you lead the organisation to realign its operations with its mission and vision while promoting innovation and resilience?

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Delegate the responsibility of aligning operations to a newly formed committee and focus on external partnerships.

Integrate the organisation's mission and vision into all decision-making processes and communicate these values clearly and consistently across all teams.

Implement a rewards system for teams that show progress towards the organisation's goals, without changing the current decision-making processes.

Focus solely on expanding the reach of clean water projects and leave the alignment of operations to individual team leaders.

## Question 3

**Scenario:** You are the leader of a newly formed team in a rapidly growing start-up. The team consists of members from diverse backgrounds, each bringing unique skills and perspectives. However, the team is currently in the "Storming" stage of development, where conflicts and differing opinions are becoming frequent, and team members are struggling to work collaboratively. You need to guide your team through this phase to achieve high performance.

**Question:** As the team leader, which of the following strategies would be most effective in navigating the "Storming" stage and guiding your team towards high performance?

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Assign additional tasks to keep team members occupied: Overwhelm the team with tasks to distract them from conflicts and keep them busy.

Facilitate open discussions and mediate conflicts: Encourage team members to express their concerns and opinions openly, and work towards resolving conflicts constructively

Avoid intervening and allow the team to resolve conflicts on their own: Let the team handle their issues independently to build resilience.

Emphasise individual contributions over team collaboration: Focus on each member's independent work to reduce conflicts and tensions.

## Question 4

**Scenario:** As a newly appointed manager at a healthcare startup, you notice that your team is struggling with low morale and innovation. The organisation is also facing significant challenges in adapting to a rapidly changing market.

**Question:** Which of the following strategies would be most effective in promoting team synergy and fostering a culture of innovation and adaptability?

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Implement strict guidelines and limit experimentation to reduce risks and maintain consistency. Maintain a top-down communication approach to ensure that all decisions are made by the leadership team without input from employees.

Encourage cross-functional collaboration and empower your team by delegating meaningful tasks that allow them to take ownership.

Focus on individual performance metrics to identify underperformers and address them privately.

### Question 5

**Scenario:** You are managing a project to develop a new software application for a large retail company. Midway through the project, the client requests significant changes to the application's features, which will require reallocating resources and adjusting the project timeline. Additionally, unexpected technical challenges have arisen, putting further pressure on the existing schedule.

**Question:** What should be your first course of action to ensure the project's successful completion while addressing the client's request and the emerging challenges?

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Reassess the project plan by conducting a detailed risk assessment and adjusting timelines, resources, and milestones to accommodate the client's requests and technical challenges.

Continue with the current plan to avoid further delays, and communicate to the client that changes will be implemented after the initial project delivery.

Request additional resources from the client to manage the increased workload, and delegate the reallocation of resources to your team members.

Reject the client's request for changes, citing the risks to the project's timeline and budget, and proceed with the original plan.

### Question 6

**Scenario:** You are the product manager at a healthcare technology company developing a new mobile application designed to help patients manage their medications. The app will feature reminders, dosage instructions, and a refill tracking system.

**Question:** As you move from the idea management phase to the specification phase, which of the following actions should you prioritise to ensure the app meets user needs and aligns with business goals?

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Develop a high-level marketing strategy that outlines how the app will be promoted to healthcare providers.

Collect and prioritise requirements from patients and healthcare professionals to define the core functionalities of the app.

Launch the app with basic features first, planning to add more functionalities based on early user feedback.

Focus on gathering detailed feedback from your engineering team on the technical feasibility of complex features.

## Question 7

**Scenario:** You are a manager at a mid-sized consultancy firm that has recently transitioned back to a hybrid work model. While some employees work from the office, others continue to work remotely. You notice that your team is struggling with communication issues and maintaining a work-life balance. There are signs of burnout among remote workers, and in-office employees are finding it difficult to manage expectations around availability and workload.

**Question:** As a manager, which strategy would be most effective in addressing both the communication challenges and work-life balance issues within your team?

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Mandate daily check-ins and extend working hours to ensure constant communication.

Implement flexible working hours and encourage employees to set clear boundaries between work and personal time.

Require all employees to work from the office to avoid communication issues caused by remote work.

Focus only on in-office team-building activities to strengthen communication.

## Question 8

**Scenario:** You are the team leader of a diverse group working on a critical project for a multinational organisation. During a recent meeting, you notice tension between team members from different cultural backgrounds, stemming from differences in communication styles.

**Question:** How should you approach resolving this issue to foster a more inclusive and effective team environment?

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Organise a cultural awareness workshop: Facilitate a session where team members can learn about each other's cultural norms and communication preferences, encouraging mutual respect and understanding.

Ignore the differences: Focus solely on project outcomes, expecting team members to adapt on their own.

Enforce a strict communication style: Mandate that all team members adopt a uniform communication approach, regardless of their cultural background.

Reassign team members: Separate the team members with different communication styles to minimise conflict.

This form was created inside Hyperion Development.