

aktivlearn plus

# Virtual Assessment Report

Monika Saini

Assessed on Thu Sep 19 2019

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# 1. Introduction

Dear Monika Saini,

## **Introduction:**

One of the most critical and an ongoing effort that a professional has to make is to develop competencies (knowledge, skills and attitude) that help not only in performing in the current role but also in building a career. In our ongoing effort to support you in developing in your current role, we are launching Development Centers. While these Centers are aimed at identifying your strengths and areas of improvement, their bigger purpose is to help you discover reflect and grow.

## **Report Content:**

The reports showcase score descriptions along with your strengths and areas of improvements on competencies identified for superior performance that are imperative for your success in future.

## 2. Instruments

<b>Psychometric Assessment</b>	A comprehensive questionnaire-based assessment to better understand your own unique combination of workplace personality traits, behavioral preferences, values and interests.
<b>iLead</b>	A simulation-based assessment where you'll have to manage a team. To succeed, you'll have to adapt your leadership style to cater to your team's needs.
<b>Inbox</b>	A simulation-based assessment that brings together real-life-like events and situations in the form of emails. To succeed, you'll have to prioritize & effectively respond to the emails.

### 3. Tool Mapping

Competency	Psychometric Assessment	iLead	Inbox
Coaching & Strengths-based development	✓	✓	
Time Management & Productivity	✓	✓	✓
Relationship Building & Business Development	✓		
Ownership & Accountability	✓	✓	✓

# 4. Scores Snapshot

Areas of Improvement (0-2.50)

Areas of Growth (2.51-3.50)

Areas of Strength (3.51-5)

## Overall VAC Scores

Overall	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	1.00
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## Competency Scores

Desirable Range

Competency	Novice	Emerging	Competent	Proficient	Role Model
Coaching & Strengths-based development	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Time Management & Productivity	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Relationship Building & Business Development	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
Ownership & Accountability	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

## 5. Detailed Competency Finding

### Coaching & Strengths-based development

*Measured with Psychometric Assessment, iLead*

Balances courage and consideration and expresses views with clarity and respect

Your score

**1.00**

You are:

**Novice**

You may be uncomfortable working with people who are different from you and may seldom show appreciation for positive performance. This may make you come across as being unapproachable and may lead to others feeling that you do not set clear expectations with individuals when assigning them tasks. It is strongly recommended that you work on coaching and developing others to ensure that your team can perform well and succeed under your leadership.

### Time Management & Productivity

*Measured with Psychometric Assessment, iLead, Inbox*

Is able to prioritize the most important things.

Your score

**1.00**

You are:

**Novice**

You often procrastinate and feel uncomfortable in trying new ideas. You rarely plan ahead and tend to dominate discussions. You at times do not communicate clearly and can make situations very ambiguous for others. You are strongly urged to build skills on managing your time better and becoming more productive.

### Relationship Building & Business Development

*Measured with Psychometric Assessment*

Is able to synergize to create 3rd alternatives rather than settling for compromise

Your score

**1.00**

You are:

**Novice**

You are generally inapproachable and find it hard to maintain control especially in emotional circumstances. While you at times listen to others before responding, you seldom think through your desired outcomes before starting work. You may at time understand the strengths and capability of the entire firm only in parts and therefore may be unable to leverage it effectively to develop business. You are strongly urged to build stronger relationships by focusing on others' needs and developing business effectively by identifying the right opportunities and playing to the organizations' strengths.



# Ownership & Accountability

*Measured with Psychometric Assessment, iLead, Inbox*

Your score

**1.00**

Takes decisions by making conscious value based choices aligned to principles, rather than based on feelings.

You are:

**Novice**

You often make excuses and do not accept responsibility for your actions. You maybe unable to determine what contribution you want to make in the current work role and may fail to regularly review work output. You also at times fail to adhere to timelines. You are strongly encouraged to work on your ability to take ownership and accountability for the tasks assigned to you to ensure there are no challenges to the execution of tasks and your performance at work.

Your High Scores	Your Low Scores
<div>Ownership &amp; Accountability</div> <div>1.00</div> <div>Novice</div>	<div>Coaching &amp; Strengths-based development</div> <div>1.00</div> <div>Novice</div>
<div>Relationship Building &amp; Business Development</div> <div>1.00</div> <div>Novice</div>	<div>Time Management &amp; Productivity</div> <div>1.00</div> <div>Novice</div>

This Assessment report is purely based on your performance in the Virtual Assessment/Development Centre conducted by KNOLSKAPE and does not come with any Developmental Tips.

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