

aktivlearn plus

# Virtual Assessment Report

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Assessed on Mon Sep 23 2019

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# 1. Introduction

Dear Manish 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                   | ✓                       | ✓     | ✓     |

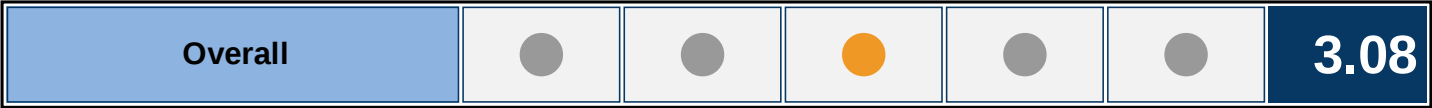
# 4. Scores Snapshot

Areas of Improvement (0-2.50)

Areas of Growth (2.51-3.50)

Areas of Strength (3.51-5)

## Overall VAC Scores



## 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

**2.33**

You are:

**Emerging**

You at times spend one-on-one time with some of the individuals in the work group and sometimes seek to understand their problems before attempting to solve them. You also come across as someone who is interested in understanding other's viewpoints and clearly states what is most important for the team. You however need to further improve your ability to coach and develop others based on a deeper understanding of their individual strengths.

### Time Management & Productivity

*Measured with Psychometric Assessment, iLead, Inbox*

Is able to prioritize the most important things.

Your score

**2.43**

You are:

**Emerging**

You at times work with a structured task list and build relationships outside the immediate work group. You may at times have trouble saying "No" to requests even when saying "no" might be appropriate. You try to maintain self control in concerning situations and are straightforward in your communication. You however, need to further improve your ability to manage your time more effectively by occasionally declining requests politely and communicating your priorities.

### Relationship Building & Business Development

*Measured with Psychometric Assessment*

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

Your score

**4.30**

You are:

**Proficient**

You build high trust relationships with people within your workgroup and ensure that you maintain confidentiality when dealing with people. You exercise opportunities in line with the dynamics of your workgroup and influence everyone to produce high quality work. You keep the organization's best interests in mind when working and demonstrate considerable capability to build and grow the business. You are also extremely effective at building and maintaining relationships as a result of your keen people-sense and emotional intelligence.



Your score

3.28

# Ownership & Accountability

*Measured with Psychometric Assessment, iLead, Inbox*

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

You are:

**Competent**

You accept and take complete responsibility for team actions and work towards resolution. You ensure that your work group has a clear sense of direction and frequently seek feedback on ways you could improve the work quality. You try to respond in a timely manner and keep the stakeholders posted. While you demonstrate the ability to take ownership and accountability, it is recommended that you continue to hone these skills to ensure flawless execution of work even when unexpected situations come up.

| Your High Scores  | Your Low Scores   |
|---|---|
| <p><b>Relationship Building &amp; Business Development</b></p> <p><b>4.30</b></p> <p>Proficient</p> | <p><b>Coaching &amp; Strengths-based development</b></p> <p><b>2.33</b></p> <p>Emerging</p> |
| <p><b>Ownership &amp; Accountability</b></p> <p><b>3.28</b></p> <p>Competent</p>                    | <p><b>Time Management &amp; Productivity</b></p> <p><b>2.43</b></p> <p>Emerging</p>         |

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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