

aktivlearn plus

Virtual Assessment Report

Avinash Godbole

Assessed on Thu Sep 26 2019

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1. Introduction

Dear Avinash Godbole,

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

Psychometric Assessment	A comprehensive questionnaire-based assessment to better understand your own unique combination of workplace personality traits, behavioral preferences, values and interests.
iLead	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.
Inbox	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	✓	✓	✓

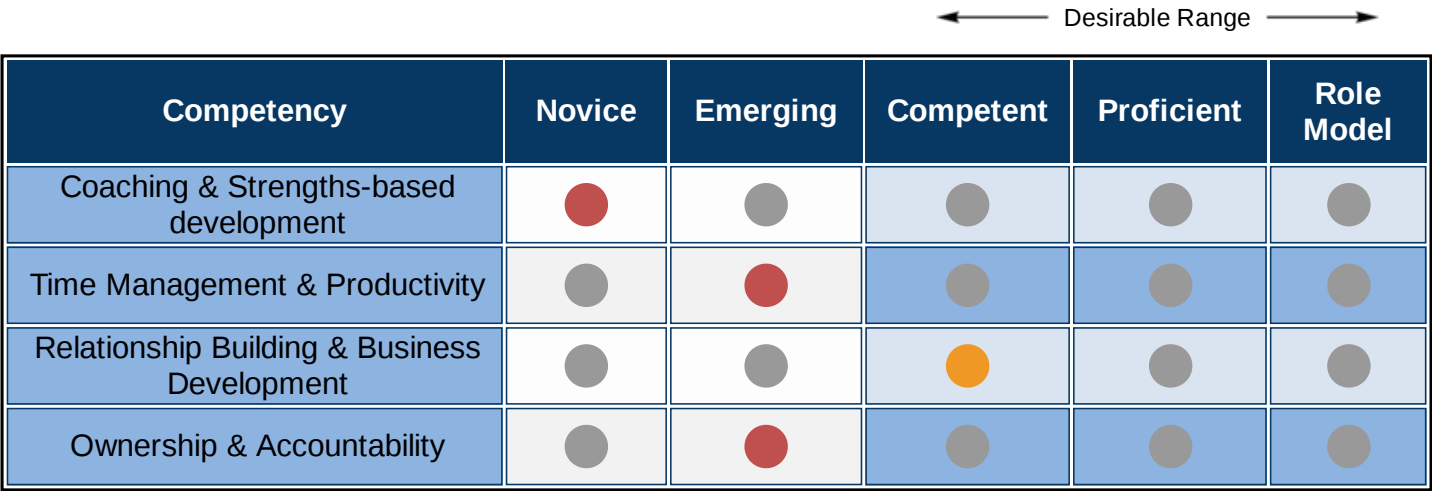
4. Scores Snapshot



Overall VAC Scores



Competency Scores



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

1.49

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

1.76

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

2.82

You are:

Competent

You network with people outside your work group. You also rarely, if ever, talk about people behind their back and refrain from undermining others for personal gain. You demonstrate a clear ability to produce high quality work and understand most service lines within the organization and how to engage various stakeholders. You are effective as building relationships by focusing on others and demonstrating emotional intelligence. You also demonstrate the ability to effectively develop business by focusing on the right opportunities. It is recommended that you further build these skills in order to be a role-model to others in the future.

Your score

2.25

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:

Emerging

You are willing to accept responsibility but may at times seek support from others for problem resolution. You display having some sense of direction in the current work role and occasionally review work output. You try to prioritize work and adhere to timelines. You are encouraged to work on your ability to take ownership and accountability so as to be more consistent in demonstrating these behaviors at work more effectively.

Your High Scores	Your Low Scores
<div>Relationship Building & Business Development</div> <div>2.82</div> <div>Competent</div>	<div>Coaching & Strengths-based development</div> <div>1.49</div> <div>Novice</div>
<div>Ownership & Accountability</div> <div>2.25</div> <div>Emerging</div>	<div>Time Management & Productivity</div> <div>1.76</div> <div>Emerging</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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