

aktivlearn plus

# Virtual Assessment Report

Justin Lukose

Assessed on Fri Sep 20 2019

Powered by:



# **Document Confidentiality Statement**

The information in this document is confidential to the person to whom it is addressed and should not be disclosed to any other person. It may not be reproduced in whole, or in part, nor may any of the information contained therein be disclosed without the prior consent of the directors of “Alight Solutions”. (‘the Company’). A recipient may not solicit, directly or indirectly (whether through an agent or otherwise) the participation of another institution or person without the prior approval of the directors of the Company. The contents of this document have not been independently verified and they do not purport to be comprehensive, or to contain all the information that a prospective investor may need. No representation, warranty or undertaking, expressed or implied is or will be made or given and no responsibility or liability is or will be accepted by the Company or by any of its directors, employees or advisors in relation to the accuracy or completeness of this document or any other written or oral information made available in connection with the Company. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and or publication of this material is strictly prohibited.

# Table of Contents

1	Introduction	4
2	Instruments	5
3	Tool Mapping	6
4	Scores Snapshot	7
5	Detailed Competency Finding	8

# 1. Introduction

Dear Justin Lukose,

## **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.

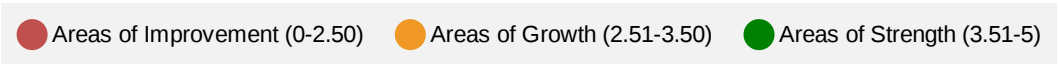
## 2. Instruments

<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.

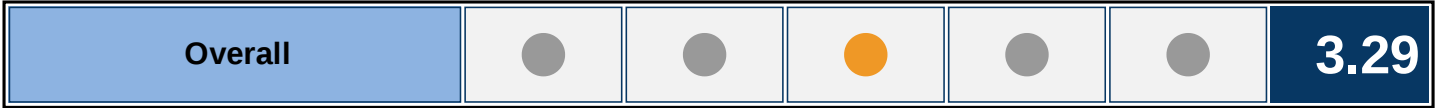
### 3. Tool Mapping

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

# 4. Scores Snapshot



## Overall VAC Scores



## Competency Scores

← Desirable Range →

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

## 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

**3.12**

You are:

**Competent**

You demonstrate the ability to influence others to be productive and appreciate them for their positive performance. You provides regular feedback on how people are performing their jobs and ensures that individuals in your group have a clear sense of direction. While you are able to coach and develop others effectively, it is recommended that you continue to develop these skills further to be able to become a role-model to others in the future.

### Time Management & Productivity

*Measured with Psychometric Assessment, iLead, Inbox*

Is able to prioritize the most important things.

Your score

**2.81**

You are:

**Competent**

You are able to decipher the difference between urgent and important and build teamwork by maximizing the talents of your workgroup. You do your weekly and daily planning and ensure that you listen to others' concerns without interrupting them. You ensure that you informs your stakeholders regarding important matters and keep them updated. While you demonstrate the ability to manage your time well and be productive while juggling multiple priorities, it is recommended that you continue to develop these skills further in order to be a role-model for others in the future.

### Relationship Building & Business Development

*Measured with Psychometric Assessment*

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

Your score

**3.86**

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

3.38

# 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>3.86</b></p> <p>Proficient</p>	<p><b>Time Management &amp; Productivity</b></p> <p><b>2.81</b></p> <p>Competent</p>
<p><b>Ownership &amp; Accountability</b></p> <p><b>3.38</b></p> <p>Competent</p>	<p><b>Coaching &amp; Strengths-based development</b></p> <p><b>3.12</b></p> <p>Competent</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.

# About Us



**KNOLSKAPE** ( <http://www.knolskape.com> ) is a Modern Workplace Learning company that uses experiential technologies to accelerate learning, transform employee experience and boost productivity across four key areas: Leadership Development, Sales Effectiveness, Digital Transformation and Frontline Development. More than 200 clients in 17 countries have benefited from KNOLSKAPE's award-winning experiential solutions. Using business simulations, gamification, mobile, social, artificial intelligence, virtual reality and machine learning, KNOLSKAPE delivers transformative learning experiences for the modern learner, rich analytics for the HR teams and improved performance for the organization.



**Harrison Assessments** ( <http://www.harrisonassessments.com/> ) award winning solutions exceed the results of other talent management methods and personality tests by aligning people's qualifications and passions with company-specific jobs. Our unique Paradox Technology™ identifies employees and applicants who are three times more likely to achieve business results. Save up to 70% administration time with our talent acquisition and succession planning solutions. Engage and retain top talent and build high performing teams with our unique employee development and employee engagement tools.