

aktivlearn plus

# Virtual Assessment Report

Avinash Kandalum

Assessed on Fri Sep 20 2019

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# 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 Avinash Kandalum,

## **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	✓	✓	✓

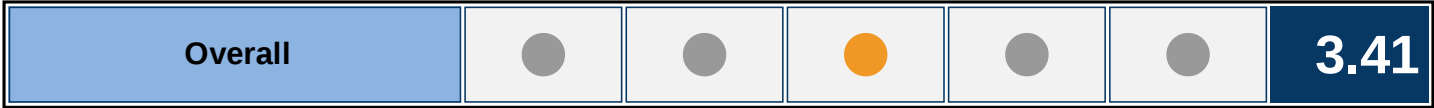
# 4. Scores Snapshot

● 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	●	●	●	●	●
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

**3.44**

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

**3.17**

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

**3.27**

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.



# Ownership & Accountability

*Measured with Psychometric Assessment, iLead, Inbox*

Your score

**3.76**

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

You are:

**Proficient**

You works on the circle of influence to solve problems and involves the team to codefine team purpose. You receive negative feedback without becoming defensive and are organized in handling multiple tasks and projects. You demonstrate the ability to effectively take ownership and accountability for your tasks and have a clear understanding of what's at stake and how to ensure that performance does not suffer even in the face of unexpected situations.

Your High Scores	Your Low Scores
<p>Ownership &amp; Accountability</p> <p><b>3.76</b></p> <p>Proficient</p> <p>Coaching &amp; Strengths-based development</p> <p><b>3.44</b></p> <p>Competent</p>	<p>Time Management &amp; Productivity</p> <p><b>3.17</b></p> <p>Competent</p> <p>Relationship Building &amp; Business Development</p> <p><b>3.27</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.

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