

aktivlearn plus

Virtual Assessment Report

Piyush Chhibber
Assessed on Fri Oct 11 2019

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1. Introduction

Dear Piyush Chhibber,

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	✓	✓	✓

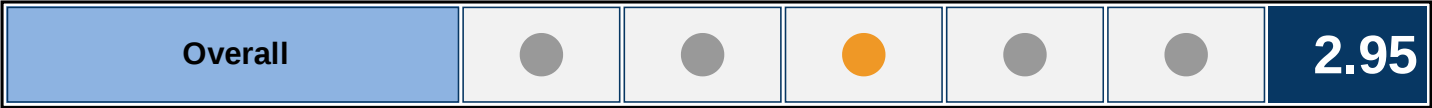
4. Scores Snapshot

● 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

2.96

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

1.51

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

3.72

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.

Ownership & Accountability

Measured with Psychometric Assessment, iLead, Inbox

Your score

3.61

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>Relationship Building & Business Development</p> <p>3.72</p> <p>Proficient</p>	<p>Time Management & Productivity</p> <p>1.51</p> <p>Emerging</p>
<p>Ownership & Accountability</p> <p>3.61</p> <p>Proficient</p>	<p>Coaching & Strengths-based development</p> <p>2.96</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



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