

aktivlearn plus

# Virtual Assessment Report

**Vikram Inumella**  
Assessed on Fri Sep 20 2019

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# 1. Introduction

Dear Vikram Inumella,

## **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	✓	✓	✓

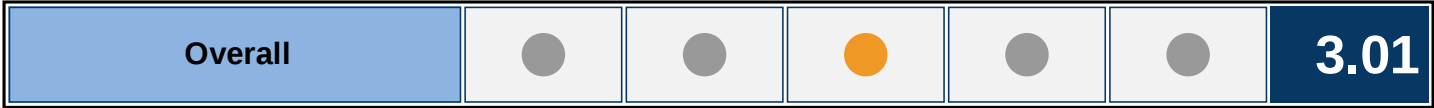
# 4. Scores Snapshot

● 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

**2.18**

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

**2.34**

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

**4.54**

You are:

**Role Model**

You build high trust relationships with people both within and outside of your workgroup. You try to be fair with all people and ensure that you have the complete picture before you plan the next steps. You review the work done by the team and provide them with constructive feedback. These aspects help you build strong relationships with all your stakeholders and further grow the business. You additionally understand and leverage the capability of the firm to produce best results for key stakeholders. You demonstrate the ability to develop business effectively and could enable these skillsets in others as well.



Your score

2.97

# 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>4.54</b></p> <p>Role Model</p>	<p><b>Coaching &amp; Strengths-based development</b></p> <p><b>2.18</b></p> <p>Emerging</p>
<p><b>Ownership &amp; Accountability</b></p> <p><b>2.97</b></p> <p>Competent</p>	<p><b>Time Management &amp; Productivity</b></p> <p><b>2.34</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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