

aktivlearn plus

Virtual Assessment Report

Kishan Lohia

Assessed on Thu Sep 26 2019

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1. Introduction

Dear Kishan Lohia,

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.

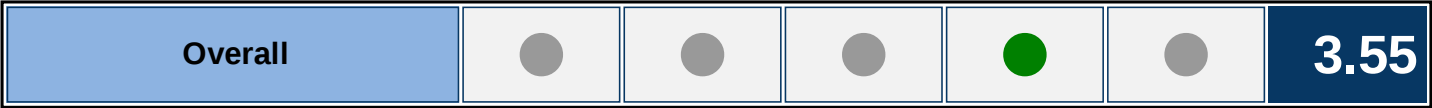
3. Tool Mapping

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

← 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

3.87

You are:

Proficient

You take initiative to identify strengths and areas for development and are disciplined in carrying out action plans to work on team's strengths and opportunity areas. You follow through on the action point outcomes basis the feedback provided and aligns teams to the purpose of your unit. You demonstrate the ability to coach and develop others basis their individual strengths and areas of development and can develop others to build these skillsets as well.

Time Management & Productivity

Measured with Psychometric Assessment, iLead, Inbox

Is able to prioritize the most important things.

Your score

3.66

You are:

Proficient

You plan ahead to reduce risks of crises in the future and seek out the strengths of others to get things done. You are disciplined in carrying out weekly check-ins with the team and work to solve problems rather than avoiding them. You have good understanding of issues outside your immediate work group and try to provide them with some support as and when needed. You demonstrate the ability to manage your time effectively and be productive by planning ahead. You could coach others so that they can build these skills and be more productive too.

Relationship Building & Business Development

Measured with Psychometric Assessment

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

Your score

3.10

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

3.57

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>Coaching & Strengths-based development</p> <p>3.87</p> <p>Proficient</p>	<p>Relationship Building & Business Development</p> <p>3.10</p> <p>Competent</p>
<p>Time Management & Productivity</p> <p>3.66</p> <p>Proficient</p>	<p>Ownership & Accountability</p> <p>3.57</p> <p>Proficient</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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