

aktivlearn plus

# Virtual Assessment Report

Sourabh Ilead

Assessed on Mon Mar 23 2020

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 Sourabh Ilead,

## **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

### Test sim

Test sim enables us to test integration of any simulation with KONSOLE seamlessly. Test

### 3. Tool Mapping

Competency	Test sim
TestC1..sh	✓
TestC2..sh	✓
TestC3..sh	✓

# 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
TestC1..sh	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
TestC2..sh	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>
TestC3..sh	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>

# 5. Detailed Competency Finding

Your score  
**1.00**

## TestC1..sh

Measured with Test sim

Articulates ideas effectively & convincingly in individual and group situations over written and oral forms; uses appropriate non-verbal communication. Listens effectively; adjusts language and communication modes to the needs of the target audience; Makes an impact; convinces and persuades others; promotes plans and ideas successfully...sh

You are:  
**Novice**

May struggle to communicate in either the spoken or written form, or both

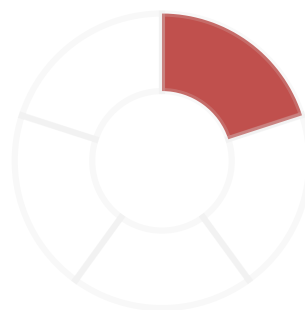
### Sub Competency Assessed:



a) TestSubC11..sh  
*Test sim*



b) TestSubC12..sh  
*Test sim*



c) TestSubC13..sh



- a. Adequate in either verbal or written form
- b. May struggle to communicate in either the spoken or written form, or both
- c. May struggle to communicate in either the spoken or written form, or both

Client's Behaviours	
Behaviour	Description
TestSubC11..sh	Versatile in both verbal & written form..raga
TestSubC12..sh	Is able to break down a complex problem into multiple dimensions..raga
TestSubC13..sh	Is able to break down a complex problem into multiple dimensions..raga



# TestC2..sh

Measured with Test sim

Your score

1.00

Develops people through delegation, empowerment and coaching; promotes career and self development. Creates an institutional climate which resonates with the inclusive organizational culture...sh

You are:

**Novice**

May struggle to communicate in either the spoken or written form, or both

## Sub Competency Assessed:



a) TestSubC21..sh

Test sim



b) TestSubC22..sh

Test sim



c) TestSubC23..sh



d) TestSubC24..sh

● Areas of Improvement (0-2.50) ● Areas of Growth (2.51-3.50) ● Areas of Strength (3.51-5)

- a. Versatile in both verbal & written form
- b. Adequate in either verbal or written form
- c. May struggle to communicate in either the spoken or written form, or both
- d. May struggle to communicate in either the spoken or written form, or both

## Client's Behaviours

Behaviour	Description
TestSubC21..sh	Versatile in both verbal & written form..raga
TestSubC22..sh	Is able to analyze and present all necessary information around the same. Is able to communicate alternative options for solutions...raga
TestSubC23..sh	Is able to analyze and present all necessary information around the same. Is able to communicate alternative options for solutions...raga
TestSubC24..sh	Versatile in both verbal & written form..raga

# TestC3..sh

Measured with Test sim

Your score

1.00

Owens the results not just the execution of plans with commitment and determination; achieves superior results, while adhering to company rules and procedures...sh

You are:

**Novice**

May struggle to communicate in either the spoken or written form, or both

## Sub Competency Assessed:



a) TestSubC31..sh

Test sim



b) TestSubC32..sh

Test sim



c) TestSubC33..sh

● Areas of Improvement (0-2.50) ● Areas of Growth (2.51-3.50) ● Areas of Strength (3.51-5)

- a. May struggle to communicate in either the spoken or written form, or both
- b. Adequate in either verbal or written form
- c. May struggle to communicate in either the spoken or written form, or both

## Client's Behaviours

Behaviour	Description
TestSubC31..sh	Is able to analyze and present all necessary information around the same. Is able to communicate alternative options for solutions...raga
TestSubC32..sh	Is able to analyze and present all necessary information around the same. Is able to communicate alternative options for solutions...raga
TestSubC33..sh	Is able to analyze and present all necessary information around the same. Is able to communicate alternative options for solutions...raga

Your High Scores	Your Low Scores
<div>TestC3..sh</div> <div>1.00</div> <div>Novice</div>	<div>TestC1..sh</div> <div>1.00</div> <div>Novice</div> <div>TestC2..sh</div> <div>1.00</div> <div>Novice</div>

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.