

aktivlearn plus

Virtual Assessment Report

Niraj Agarwal

Assessed on Thu Sep 26 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 Niraj Agarwal,

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 | ✓ | ✓ | ✓ |

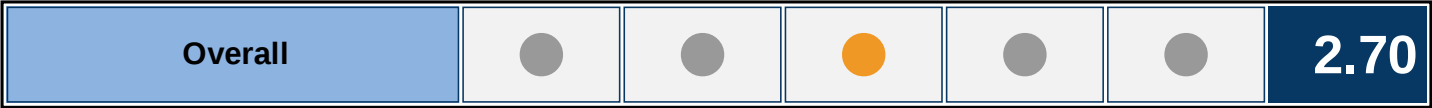
4. Scores Snapshot

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 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> |
| Time Management & Productivity | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> |
| Relationship Building & Business Development | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> |
| Ownership & Accountability | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> |

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

2.00

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

2.62

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

3.85

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

2.34

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

You are:

Emerging

You are willing to accept responsibility but may at times seek support from others for problem resolution. You display having some sense of direction in the current work role and occasionally review work output. You try to prioritize work and adhere to timelines. You are encouraged to work on your ability to take ownership and accountability so as to be more consistent in demonstrating these behaviors at work more effectively.

| Your High Scores | Your Low Scores |
|---|---|
| <p>Relationship Building & Business Development</p> <p>3.85</p> <p>Proficient</p> | <p>Coaching & Strengths-based development</p> <p>2.00</p> <p>Emerging</p> |
| <p>Time Management & Productivity</p> <p>2.62</p> <p>Competent</p> | <p>Ownership & Accountability</p> <p>2.34</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.

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.



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