

# Skills Assessment Frameworks for McKinsey & Company Forward Program (1/2)

Please read each question carefully and score yourself on a scale of 1-5, to most accurately describe your current behavior.

Forward Program Module	Focus area	#	Question	1	3	5
<b>Lead Yourself &amp; Others</b>	Offering and receiving feedback from others	1	With regards to helping other people grow, I tend to...	Often focus on own performance and spend less time or energy to help others improve their performance	Notice when others need help and approach them to explain and share experience	Both offer and seek feedback and coaching from others to grow together
	Managing emotions and habits that may interfere negatively with performance and energy during difficult situations	2	When it comes to managing my emotions and habits in difficult situations, I tend to...	Let them take over and potentially negatively affect performance and energy	Use some tools and techniques when noticing that performance or energy is being negatively affected	Proactively apply daily practices to make sure performance and energy are not negatively affected
	Intentionally seeking learning opportunities by trying new things	3	When there's an opportunity to try new things, I tend to...	Hesitate to try new things if not confident that it will be successful	Sometimes make an effort to try new things with the objective of learning	Intentionally explore situations where new things can be learnt in order to grow, even if it means making mistakes
	Striving to build trust in relationships	4	When working in a team environment or nurturing relationships, I tend to...	Let relationships naturally evolve without actively thinking about trust and its various elements	Intentionally try to understand what building trust with others means	Take concrete actions to increase trust within the team based on an understanding of all elements of trust
	Practicing balance between listening and asserting	5	When having a conversation about a topic I feel strongly about, I tend to...	List all arguments in order to "win" the debate, paying limited attention to other people's opinions	Try to form a dialogue and build a connection with counterparts, but rarely change the original opinion	Effectively balance listening and asserting to build a deep collaboration and show openness to new ideas and concepts
<b>Conquer Business Challenges</b>	Using structured thinking to clearly define a business problem	6	When faced with a complex business problem, I tend to...	Require a lot of guidance for solving it, given it is not a familiar problem	Define it well and break it into parts to be able to solve it	Confidently break it down, analyze the root causes and develop alternatives

# Skills Assessment Frameworks for McKinsey & Company Forward Program (2/2)

Please read each question carefully and score yourself on a scale of 1-5, to most accurately describe your current behavior.

Forward Program Module	Focus area	#	Question	1	3	5
<b>Conquer Business Challenges</b> (Cont'd)	Using structured thinking to move from analyzing a problem to providing convincing recommendations	7	When providing a recommendation to solve a business problem, I tend to...	Identify issues but struggle to reach and articulate a recommendation	Derive recommendations from relevant analyses, but struggle with presenting them and convincing stakeholders of the path forward	Provide insights derived from various analyses, articulate clear and actionable recommendations to key stakeholders
	Communicating a large amount of information in a brief and insightful way	8	When communicating a large amount of information, I tend to...	Include all details in verbal/written communication to make sure the audience understands the full picture	Summarize complex information in a brief way while making sure the audience understands the key points	Integrate information into a storyline that gives the audience insights and helps them make decisions
	Tailoring a message to the needs and priorities of the audience	9	When preparing a presentation or report, I tend to...	Use a similar method and message regardless of the audience	Define who the audience is and think about how to adapt some parts of the content	Analyze the needs of the audience to tailor the message and delivery mode to my audience
<b>Navigate the Digital World</b>	Leveraging the power of data and identify opportunities to use analytics	10	When it comes to analyzing data sets to derive insights, I tend to...	Not use or use very basic data analysis	Often explore how to better utilize different sources of data	Identify opportunities to use advanced analytics for generating insights and making informed decisions in the organization
	Taking into account the experience of users when working on a product, service or process	11	When working on a new product, service or process, I tend to...	Depend on previous experience or knowledge	Consider the preferences of users and explore multiple scenarios	Actively seek to understand the experience of different users and test multiple scenarios
	Working with an agile mindset	12	When it comes to how I prefer to work...	Work best when tasks are well defined and plans do not change	Be open to changes of plan and ways of work if considerable evidence points to a better approach	Be comfortable testing imperfect concepts and continually iterate solutions and adapt to changing circumstances