

Career Acceleration Readiness Report

For each dimension, the assessor should provide:

1. CSA Score (L1–L6)

Use the detailed level-wise criteria from the rubric to determine the most accurate score for the dimension based on the candidate's verbal/written responses. Consider not just what is said, but how it reflects habit, consistency, and maturity.

2. CSA Summary

Write a 2–4 line narrative describing the current state of the candidate in that dimension. Use behavioral language and observable patterns. Avoid jargon. (e.g., "Often notices emotions in hindsight but doesn't use them to change behavior. Hasn't yet built a routine for regular reflection.")

3. RCA (Root Cause Analysis)

Identify the cognitive, emotional, or structural bottlenecks that explain the current level. (e.g., "Avoids feedback due to fear of judgment" or "Overemphasizes external validation due to lack of internal performance metrics.")

4. Growth Nudge

Suggest one habit, practice, challenge, or mindset shift that would help the candidate progress to the next level. Make it specific, actionable, and related to DT processes where possible. (e.g., "Use the Growth Mirror weekly to document and respond to emotional triggers.")

5. Role Readiness Mapping

Map the candidate's level to a UBS-aligned role that they are currently fit to hold or transition into. Consider both current behavior and readiness to take on more structured, system-linked responsibility. (e.g., "L3 – Program Manager: can own a KPI and work across projects with defined structure.")

6. Suggested Milestone or Drill

Based on the growth nudge, suggest a milestone, reflective ritual, or system ownership challenge. This serves as a stretch experience that reveals growth under real-world conditions. (e.g., "Design and lead a team reflection drill that surfaces blockers and encourages feedback exchange.")



Sample CSA + RCA Report – Candidate: Aanya Rao

Dimension 1: Self-Awareness & Self-Esteem

- **CSA Score:** L3 – Reflective Operator (*UBS: Program Manager*)
- **CSA Summary:** Aanya demonstrates regular self-reflection. She shared examples of noticing recurring emotional triggers in team settings and how she uses weekly journaling to recalibrate. However, she still relies on emotional memory more than proactive pattern tracking.
- **RCA Insight:** Relies on reactive reflection rather than planned, structured feedback loops. Occasional discomfort with peer feedback.
- **Growth Nudge:** Use the DT Growth Mirror for 3 weeks to identify and decode weekly emotional patterns linked to team conflicts.
- **Role Readiness:** Ready for Program Manager responsibilities (KPI ownership + self-regulation in emotionally charged tasks).
- **Suggested Drill:** Lead a peer-feedback retrospective with 3 teammates and summarize insights in a weekly reflection.

Dimension 2: Observation & Input Streams

- **CSA Score:** L4 – Knowledge Architect (*UBS: Strategist*)
- **CSA Summary:** Aanya connects ideas across systems (e.g., links HBR on incentives to team dynamics at DT). She regularly revisits notes and uses the EagleBuilder framework. Demonstrates ability to translate inputs into structured frameworks.
- **RCA Insight:** Tends to over-consume without pruning; some risk of cognitive overload without synthesis prioritization.
- **Growth Nudge:** Practice weekly “Insight Spotter” reflections with one clear application per week.
- **Role Readiness:** Strategist track – capable of building internal knowledge frameworks.
Suggested Drill: Design a DT-style curated reading pack + insight map for onboarding fellows.