

Principle: Are Right, A Lot

- Main LP Detected

Are Right, A Lot. The candidate is demonstrating this LP by seeking feedback from friends, building prototypes, and implementing on a small scale before scaling up. This reflects a process of validating ideas and decisions to ensure they are sound. It aligns with the declared LP.

- Secondary LPs Detected

- * Learn and Be Curious: The candidate seeks input from others with deeper knowledge, showing a willingness to learn.
- * Ownership: The candidate takes initiative to build a prototype and implement it, demonstrating ownership of their ideas.
- * Bias for Action: The candidate is inclined to quickly build a prototype and test the idea, rather than getting stuck in analysis paralysis.

- Score (out of 10)

6

Marks Deducted:

- * STAR Format clearly followed: 2 points. The candidate's responses lack specific details and concrete examples.
- * Story is precise and focused: 0 point. The stories are vague and lack a clear narrative.
- * Story is highly relevant to the initial question: 1 point. The relevance is present but superficial.

- Areas for Improvement

The candidate needs to improve their storytelling by using the STAR method more effectively. They should provide Specific details about the Situation, Task, Action, and Result. They also need to focus on presenting concise and clear narratives instead of rambling. The candidate should rehearse answering common behavioral questions with specific examples from their experience and practice articulating the impact of their actions. This will make their answers more compelling and demonstrate a deeper understanding of the Leadership Principles.

Principle: Bias for Action

- Main LP Detected

Bias for Action is weakly demonstrated. The candidate describes making a quick decision to use ChatGPT, but the story lacks depth in explaining the urgency or impact of the decision. It weakly aligns with the declared LP type.

- Secondary LPs Detected

- * Dive Deep (partially): The candidate mentions comparing summaries with original papers/abstracts.
- * Learn and Be Curious (partially): Using ChatGPT could demonstrate curiosity to use new tools.

- Score (out of 10)

- * 5/10
- * Deductions:
 - * STAR Format not clearly followed (1 point deducted): The situation is vaguely defined. The actions and results are not detailed enough.
 - * Story is not very precise and focused (0 points deducted): The candidate rambles a bit.
 - * Story is not highly relevant to the initial question (1 point deducted): The story is somewhat relevant, but it lacks demonstrating a high-stakes decision.
 - * Follow-up answers sound natural and realistic, not made up (1 point deducted): The method of checking ChatGPT's work sounds a little weak. The candidate also uses "uh" many times and repeats many words.
 - * Response is verbose or rambling (1 point deducted): Candidate should be more concise.

- Areas for Improvement

The candidate needs to work on structuring their responses using the STAR method. They should provide more concrete details about the situation, their specific actions, and the measurable results. The candidate should focus on impactful decisions, where there were high stakes and clear benefits from taking action. Practicing clear and concise communication is also crucial. It's important to be able to clearly and concisely communicate the reasoning behind their actions and the impact of their decisions. In addition, the candidate's method of verifying the accuracy of ChatGPT is a little vague and needs to be more solid.