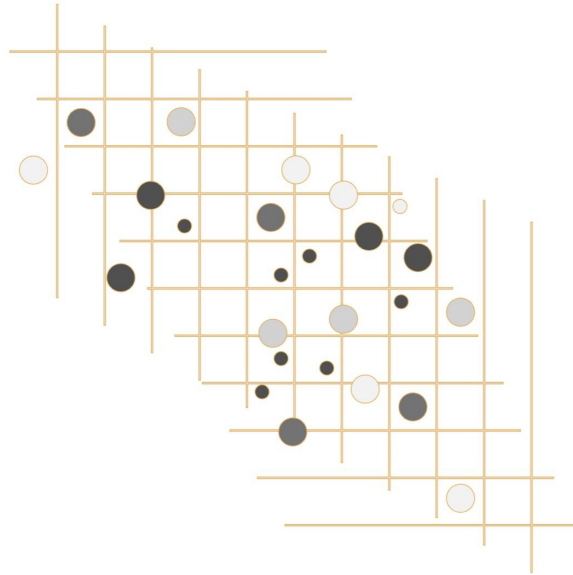


EdMyst

Transforming talent



ASSESSMENT REPORT

GWEN ATHAIDE

ADD COMPANY NAME

2023-Jul-08



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INTRODUCTION

This Leadership Report has been specifically crafted to assist you in navigating the development planning process. Its purpose is to help you integrate the outcomes from the EdMyst Assessment process into a comprehensive development plan. Whether used independently or alongside a formal coaching process, this report will prove effective.

Focused on your workplace performance, the Leadership Report examines both strengths and improvement opportunities. The strengths encompass the qualities that shape your impression on others and enable you to function optimally. On the other hand, the improvement opportunities refer to behavioral tendencies that could undermine your performance, impeding your effectiveness and eroding the quality of your relationships with customers, colleagues, and friends.

The primary goal of this report is to facilitate an understanding of your performance potential and identify any barriers that may hinder your achievements. As you review the information, it is important to consider three key points. First, only some statements may accurately reflect your self-perception. Second, everyone has inherent strengths and weaknesses, and any score can have positive and negative implications on performance. Lastly, focus on the overall themes presented in the report rather than getting caught up in individual details.

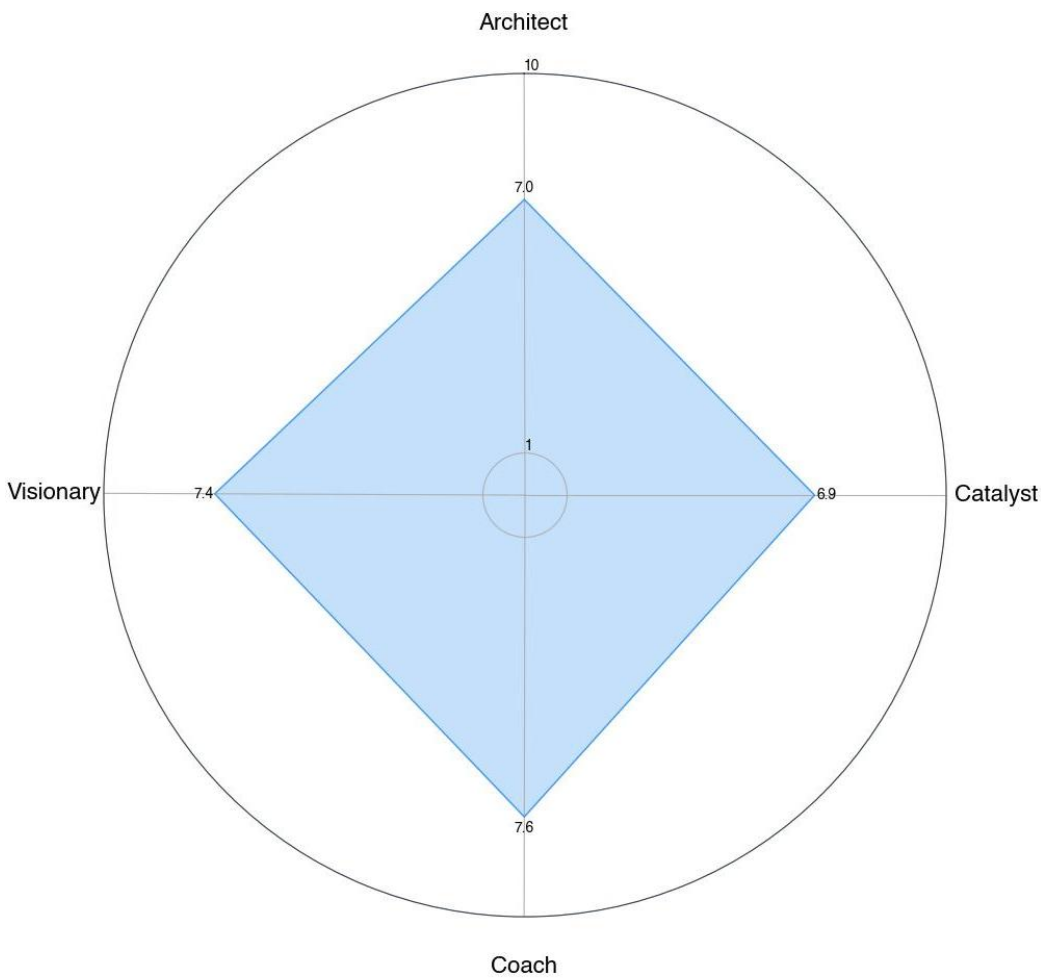
There are three ways in which this report can be utilized. Firstly, it provides a snapshot of your interpersonal performance within the workplace. Secondly, it serves as a tool to evaluate the alignment between your skills and the organization's expectations. Finally, it acts as a guide for contemplating performance improvement. When interpreting the results, it is essential to consider your own aspirations and goals, rather than assessing them in absolute terms.

OVERVIEW

You are proactive in identifying and pursuing opportunities for growth and improvement. You take the initiatives to explore new ideas, seek out challenges, and drive positive change within your team and organizations. You are able to provide continuous guidance, feedback, and support to help your team members develop their skills, expand their knowledge, and enhance their performance. You connect with your team members on a deeper level. By understanding and acknowledging their emotions and experiences, you are able to build trust, foster strong relationships, and create a supportive work environment.

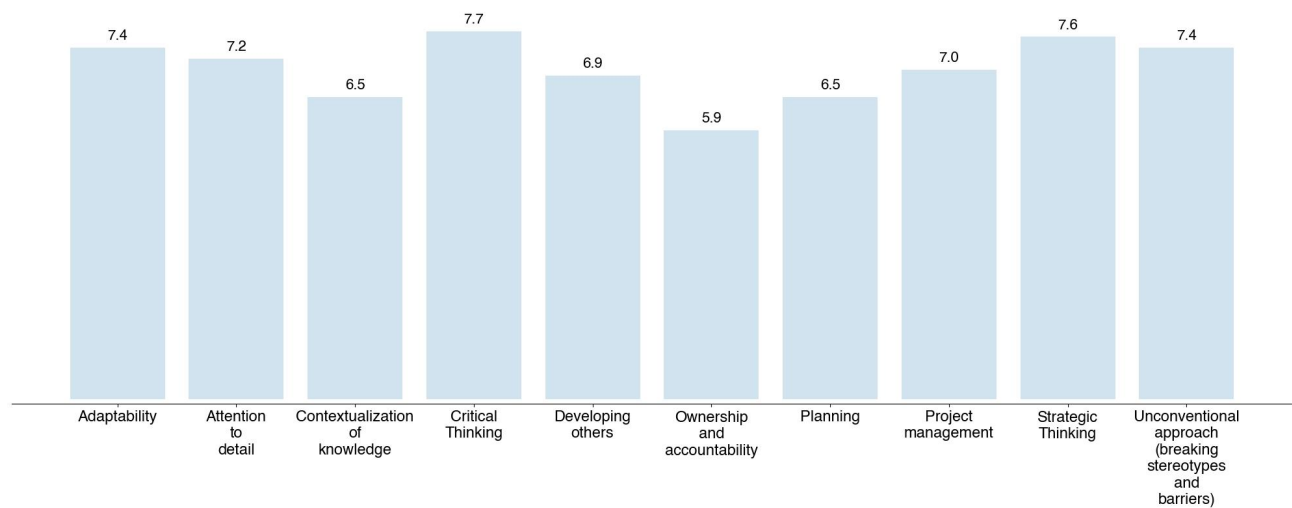
However, you need to instill trust in your team members as they may often perceive a lack of transparency in decision-making processes and information sharing. This can result in rumors, misinterpretations, and a breakdown in communication, hindering effective collaboration and teamwork. You find it difficult to admit mistakes or accept ownership for failures. You tend to shift blame onto others or make excuses, which can negatively impact team morale and trust. You are sometimes likely to make impulsive decisions without thoroughly considering the potential consequences. This can lead to poor judgment, hasty actions, and negative outcomes for the organization and team. Leadership development programs, mentorship, and coaching can provide valuable guidance and resources to overcome these challenges and further develop these essential leadership skills.

FOCUS AREAS

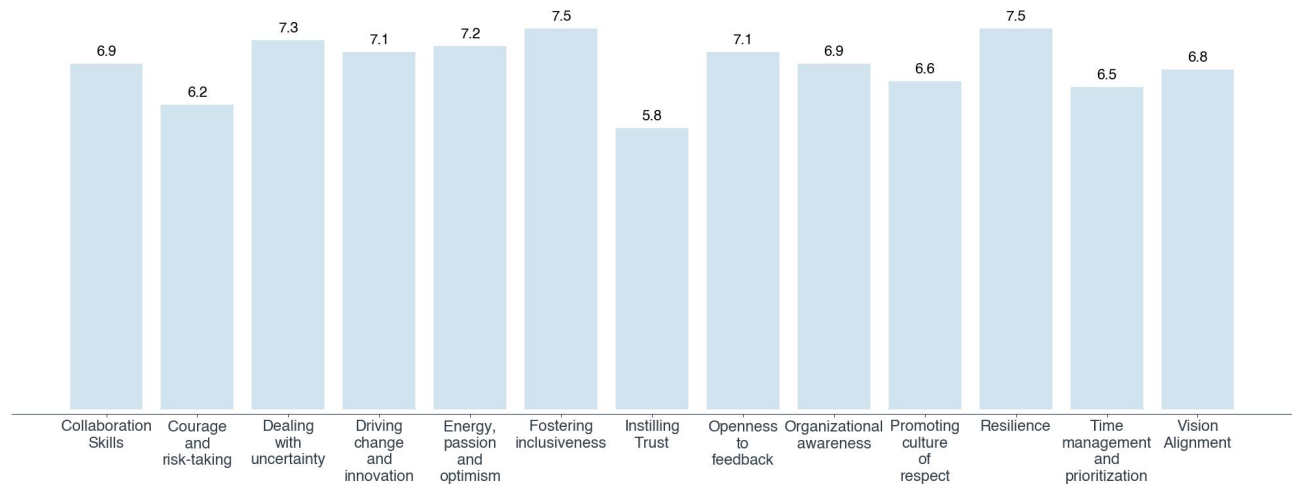


SKILLS

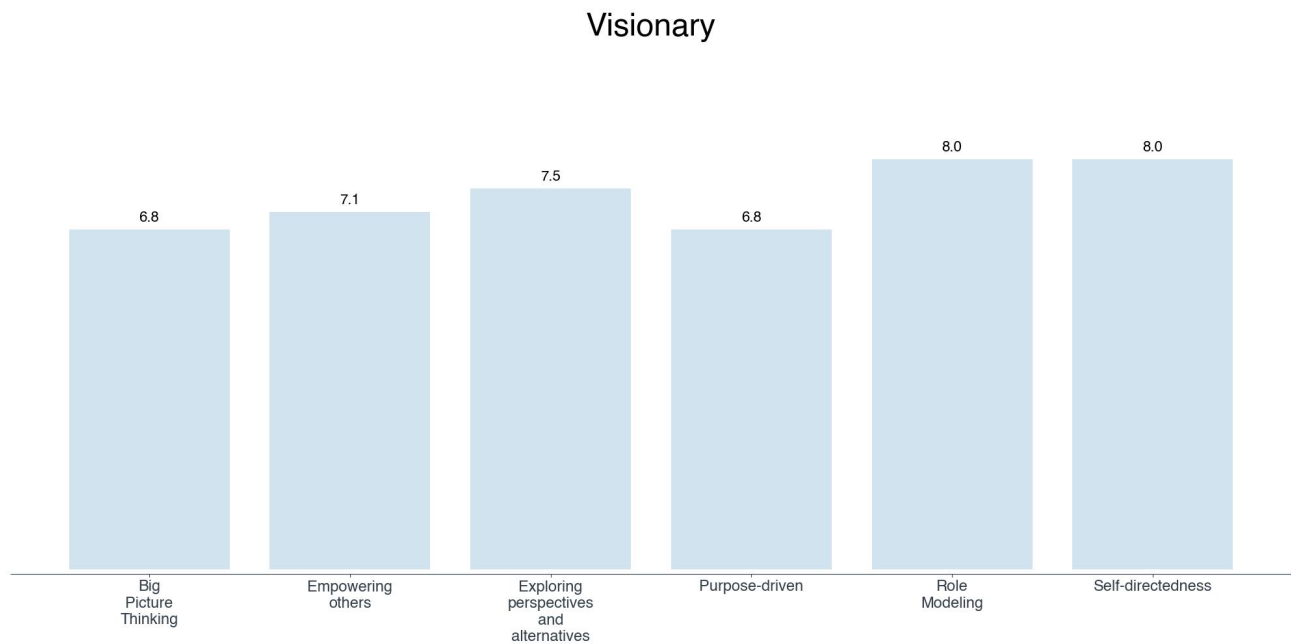
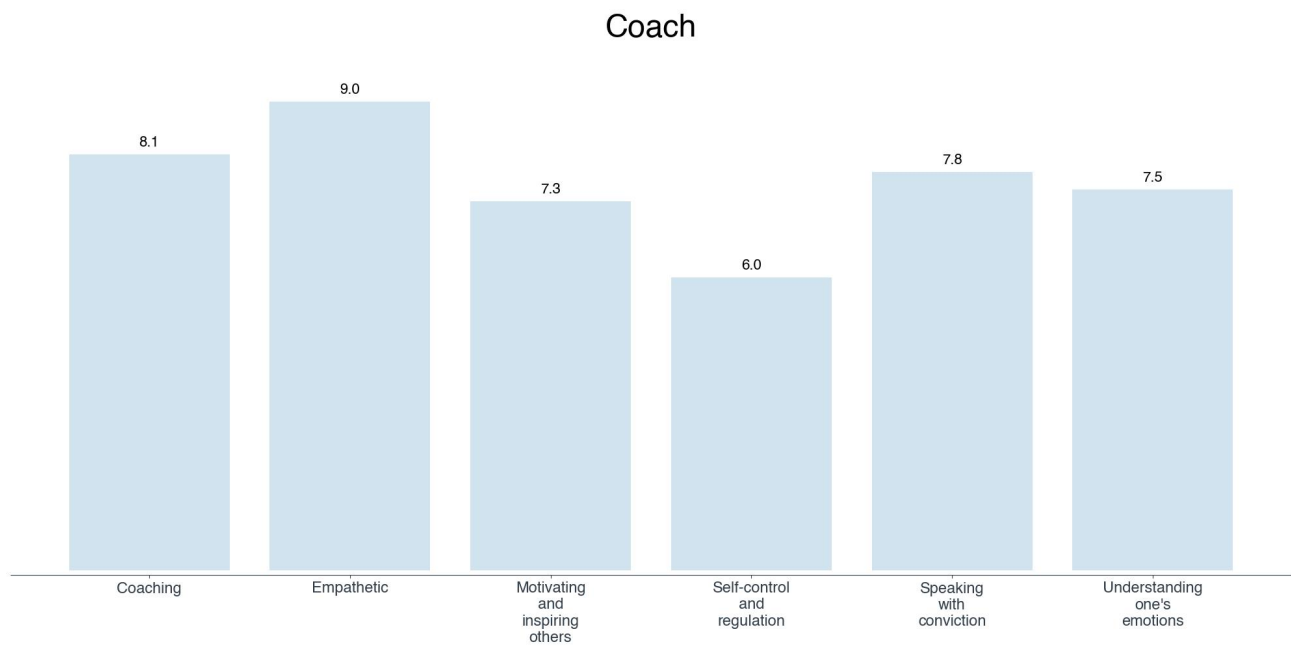
Architect



Catalyst



SKILLS



LEADERSHIP SKILLS

Leadership skills are the abilities and qualities that enable individuals to guide, inspire, and influence others towards achieving a common goal or vision. These skills are essential for effective leadership and can be developed and honed through experience, training, and self-reflection.

Architect

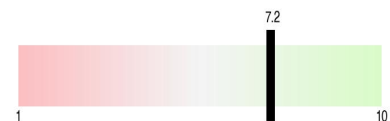
adaptability

Making appropriate responses to changing situations, adapting one's behavior to manage changing circumstances or different people



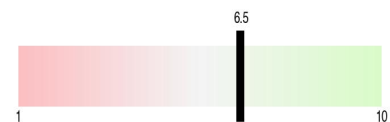
attention to detail

Noticing and focusing on the smallest aspects of a task or project, ensuring accuracy, precision, and quality



contextualization of knowledge

Understanding and applying knowledge within a specific context or situation



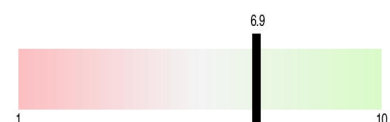
critical thinking

Solving a problem by recognizing assumptions, evaluating the arguments, and then drawing conclusions about the problem



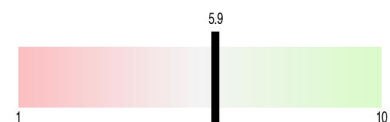
developing others

Sharing one's knowledge, skills, or expertise with others, and encouraging and reinforcing individual and professional development



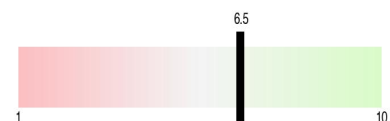
ownership and accountability

Taking responsibility for one's and teams actions, decisions, and outcomes



planning

Defining clear and specific goals, understanding the desired outcomes, identifying measurable objectives, and establishing realistic timelines for achieving them



project management

Planning, organizing, and executing projects to achieve specific goals within defined constraints, such as time, budget, and resources



strategic thinking

Formulating objectives and priorities, and implementing plans consistent with the long-term interests of the organization in a global environment



unconventional approach (breaking stereotypes and barriers)

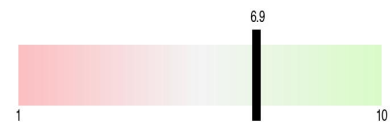
Working beyond the stereotypes of gender or creed and openly accepting differing perspectives



Catalyst

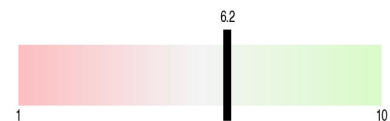
collaboration skills

Working effectively and productively with others toward a common goal



courage and risk-taking

Facing one's fears and trying something different by stretching one's mindset and embracing challenges



dealing with uncertainty

Adapting and coping constructively with unprecedented situations or events



driving change and innovation

Bringing in radical or incremental shifts or improvements and introducing and implementing new ideas



energy, passion and optimism

Shifting one's perspective with a sense of passion and hope that the outcome of some specific endeavor would be favorable



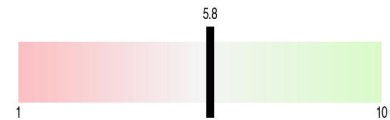
fostering inclusiveness

Promoting diversity, equity, and equality and creating a welcoming and supportive environment where everyone feels valued, respected, and included



instilling trust

Gaining the confidence and trust of others through honesty, integrity, and authenticity



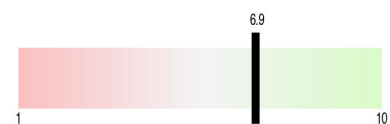
openness to feedback

Being receptive and willing to receive input, suggestions, and criticism from others



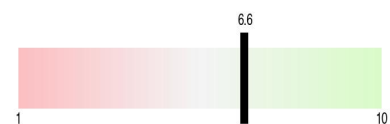
organizational awareness

Appreciating and using the formal and informal relationships and structures for the benefit of the organization



promoting culture of respect

Creating and promoting a culture where diversity is valued, and where individuals feel that their contributions are recognized and acknowledged



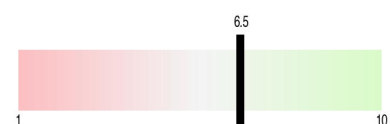
resilience

Withstanding adversity and bouncing back from difficult life situations with courage and emotional strength



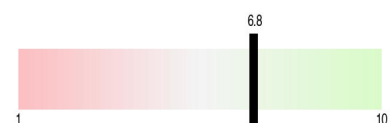
time management and prioritization

Using ones time effectively and productively, and prioritizing tasks efficiently in order to manage one's time



vision alignment

Ensuring that everyone involved understands and is committed to the same overarching objectives and values



Coach

coaching

Effectively enabling individuals or teams to help them achieve their goals and maximize their potential



empathetic

Being sensitive to the emotions of others, showing compassion, and actively listening to their concerns



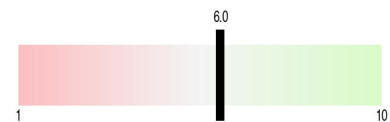
motivating and inspiring others

Motivating and guiding the team to get the job done, and to bring out their best



self-control and regulation

Regulating one's emotions, thoughts, and behavior while inhibiting or giving in to temptations and impulses



speaking with conviction

Expressing ones ideas, opinions, and beliefs with confidence, clarity, and passion that inspires others to believe in and support ones message



understanding one's emotions

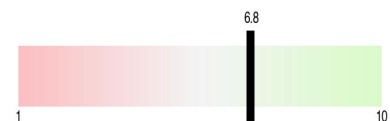
Recognizing, interpreting, and effectively managing one's own emotional experiences



Visionary

big picture thinking

Coming up with progressive thoughts, seeing possibilities, and grabbing opportunities



empowering others

Fostering a sense of trust, accountability, and confidence among team members, enabling them to reach their full potential and contribute meaningfully to their roles



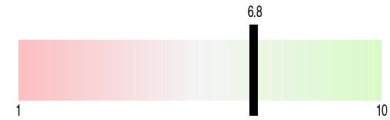
exploring perspectives and alternatives

Resolving problems with an open mind and consideration towards different perspectives and alternatives



purpose-driven

Intending to achieve a long-term goal that is both personally meaningful and makes a positive mark at the workplace



role modeling

Leading by example and serving as a positive role model for others to emulate



self-directedness

Regulating and adapting behavior to the demands of a situation for achieving personally chosen goals and values



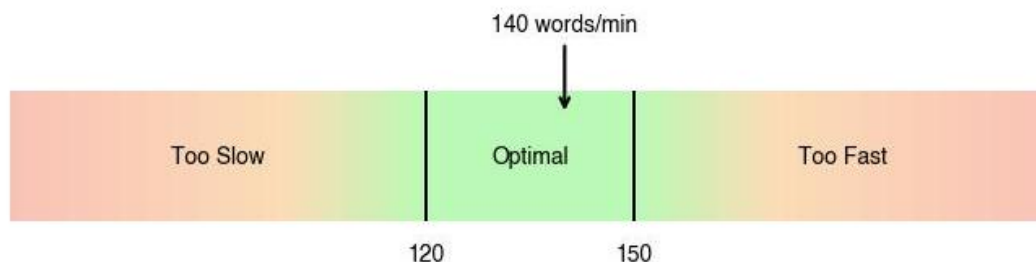
COMMUNICATION ATTRIBUTES

Attribute	Summary
Pace	140 words per minute
Pause	62 pauses
Fillers	11 repetitions
Repeated Words	34
Eye Contact	5% of the time
Smile	0% of the time
Sentiment	high
Volume	66 dB

Pace

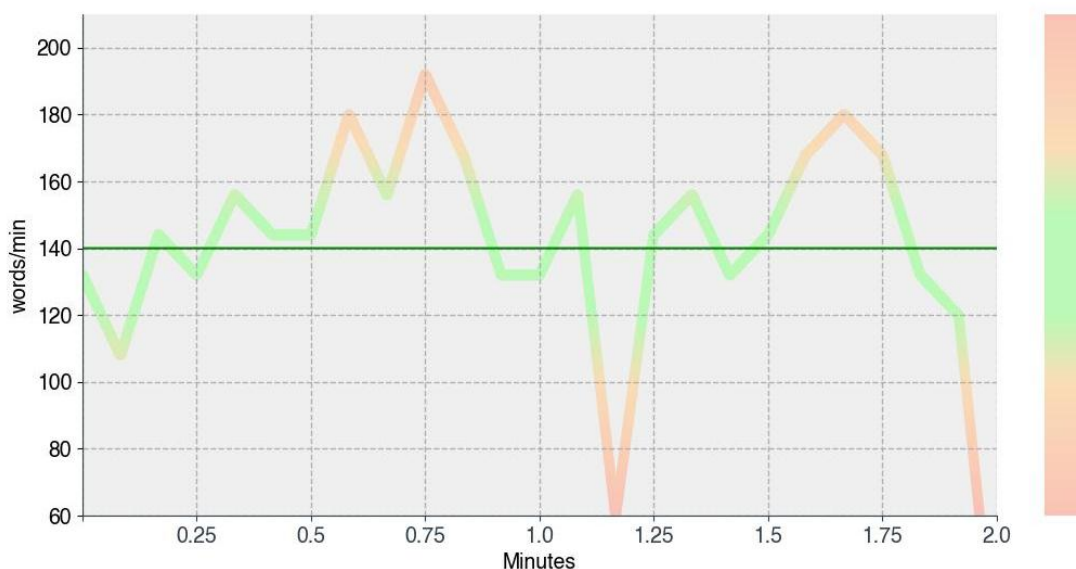
Result

You have varied your pace or speech rate in the video.



Detailed Analysis

Your average pace was 140 words per minute. The ideal pace is 120-150 words per minute in a professional conversation. Without adequate variation in pace, your conversation can appear to be monotonous.



Recommendation

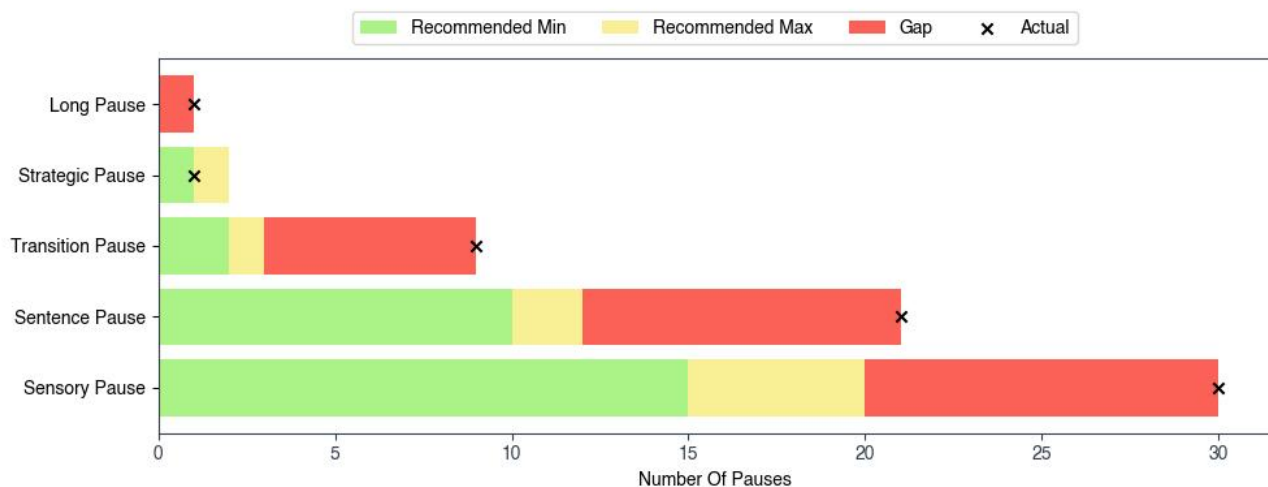
Keep going! Continue practicing how to vary your pace throughout the conversation. Varying your pace makes the content more interesting for the listeners and adds emotion to the content.

Pause

Result

You have taken 62 pause(s) in your 121 second(s) video recording.

Types of Pauses	Duration of Pause	Number of Pauses
Long Pauses	Greater than 3.5 sec	1
Strategic Pauses	Between 2.5 to 3 sec	1
Transition Pauses	Between 1 to 2 sec	9
Sentence Pauses	Between 0.5 to 1 sec	21
Sensory Pauses	Between 0.3 to 0.5 sec	30



Detailed Analysis

It's great that you have not taken any long pauses because they might indicate that you are hesitant or unfamiliar with your content.

Recommendation

To be a confident and effective speaker, you can use short pauses depending on the content or topic you are speaking on and the audience you are addressing. In addition, you can use some pauses to create an appropriate impression or convey an emotional appeal depending on the content you are presenting. You can consider using strategic (1-2 pauses if required), transition (2-3 pauses), sentence (10-12 pauses), and sensory (15-20 pauses) pauses. Using no pauses or fewer pauses indicates anxiety, less confidence, and impulsive behavior.

Fillers

Result

You have used 4 filler word(s) in your recording.

Most Used Fillers

Word	Repetitions
uh	3
um	3
so	3
very	2

Detailed Analysis

You can do better! You have used some filler words during the recording. For instance, you have used the following filler words- 'uh' 'um' 'so' 'very' .

Recommendation

Using too many fillers can distract your audience from the message and completely change their perception of you, making you seem less professional, unprepared, and less contextual. If a person uses more than two fillers every two minutes, they are likely to distract the listener. When you feel flustered while speaking, do not say anything instead of using a filler word. Videotape your speech and identify your crutch words. Be aware of their usage when you talk by consciously focusing on not using them.

Repeated Words

Result

You have repeated 9 word(s) at least 3 number of times in your recording.

Most Repeated Words

Word	Repetitions
decisions	6
able	6
way	4
picture	3
opportunity	3
money	3
future	3
big	3
better	3

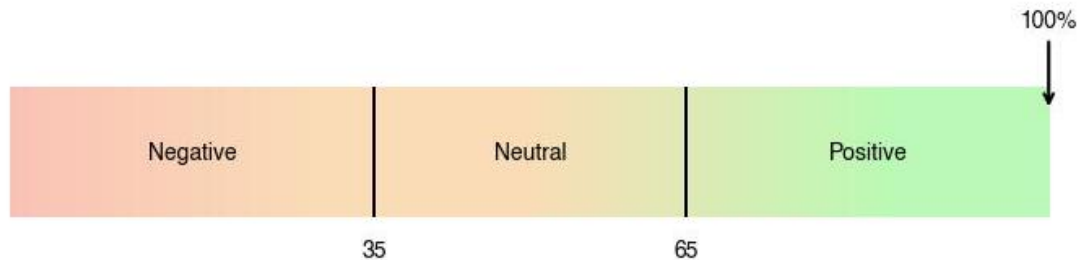
Detailed Analysis

You have repeated the word 'decisions' 6 times and word 'able' 6 times in the conversation. If it was intentional to emphasize the word to persuade or create an appeal, that's good. Otherwise, we recommend you be mindful that you use them as fillers in your conversation.

Sentiment

Result

Your overall sentiment analysis is positive based on your video.



Detailed Analysis

We detected positive sentiments for most the times.

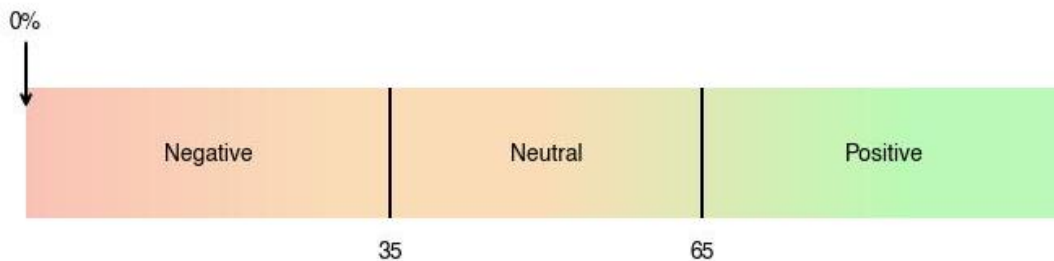
Recommendation

Continue using the positive words intentionally and more often as they are associated with positive feelings of happiness, joy, and excitement. In addition, it may undoubtedly evoke positive emotions in the listeners.

Smile

Result

You have smiled 0% of the times in the video.



Detailed Analysis

In 120 second(s) of your recording, you smiled for 0 second(s).

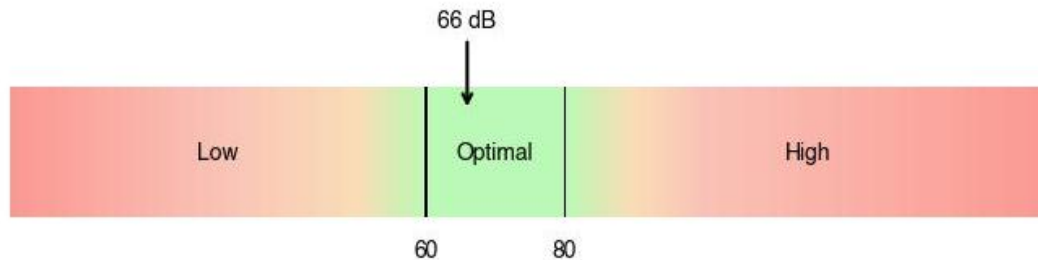
Recommendation

Smile occasionally if the content requires you to smile. Smile has enormous power to diffuse tense situations, smoothen conversations, raise the level of teamwork, and communicate friendliness. In addition, a genuine smile conveys pleasant emotions such as happiness, acceptance, and appreciation.

Volume

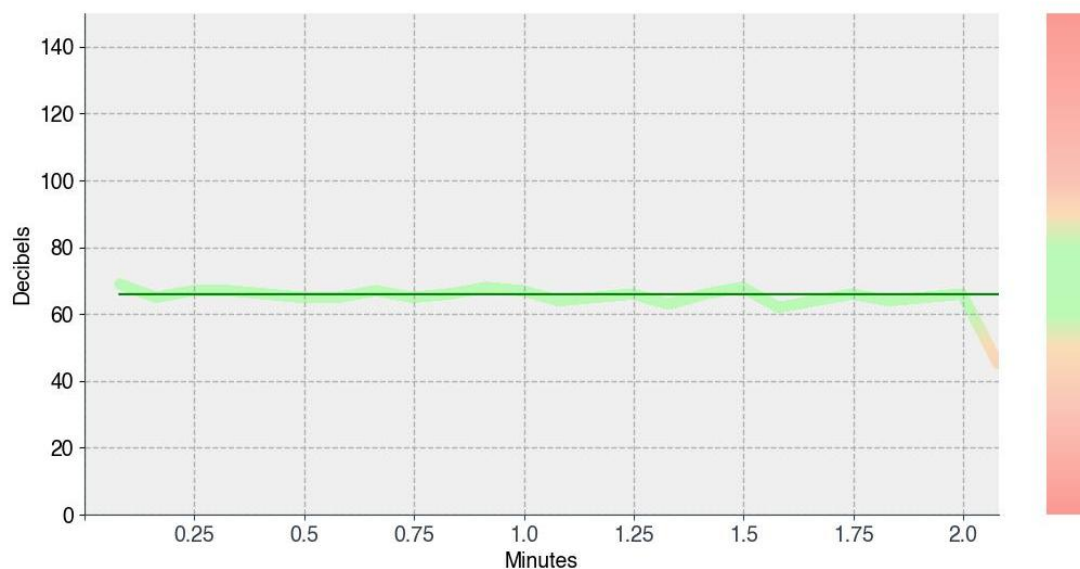
Result

Your volume during the presentation was within the optimal range most of the time.



Detailed Analysis

Your volume was <50 dB for 40% of the times, 50-90 dB for 60% of the times and > 90 dB for 0% of the times. You varied your volume in this recording. Change from soft to loud or loud to soft volume to emphasize the key thoughts during the presentation and create the desired attention. Also, while modulating your volume, be mindful of the size of the room and audience. Continue modulating your volume based on the emotional appeal that you are trying to convey through your presentation.



KEY PERFORMANCE STRENGTHS

Coaching

Inspires others to improve their performance by providing timely feedback based on close observation.

- Assists others in reaching their maximum potential by helping them pursue the right learning opportunities.
- Co-creates a development plan, evaluates the progress against established goals, and holds others accountable.
- Maintains and upholds the utmost levels of professionalism and confidentiality expectations.

To help you reflect on your strength, here are few self-reflection questions:

- How well do I listen and ask powerful questions during coaching sessions? Do I fully understand my team members' perspectives and challenge them to explore new possibilities?
- Am I skilled at tracking and assessing performance without personal judgment to give objective feedback?
- Can I effectively adapt my coaching approach to cater to individual needs? How do I know that?
- Have I been able to forge a trusting and supportive relationship with those I coach?
- Do I actively work on my coaching skills? What are some resources I could use to get better?

To help you leverage your strength, here are some suggestions:

- Clearly and precisely describe your observations or experiences. Focus on how their actions impact the desired results or objectives.
- Work with individuals to establish specific, realistic goals. Plan periodic progress reviews to gauge the individual's development. Hold them accountable and celebrate their successes.
- Ask the people you coach for feedback to learn about their experience. Recognize the recurring themes and determine the areas in which you can change to improve your coaching effectiveness.

Empathetic

Exhibits genuine care and concern for others' perspectives, emotions, and general well-being.

- Can effectively use both verbal and nonverbal clues to show support and understanding.
- Tends to use inclusive language and helps others to accomplish their assigned responsibilities.
- Asks queries to confirm one's understanding and responds appropriately.

To help you reflect on your strength, here are few self-reflection questions:

- How can I express compassion towards others? Is my emotional connection and empathy genuine? Do I actively listen and understand their emotions and perspectives?
- How do I handle people's emotions and concerns? Do I express empathy by acknowledging, reassuring, or offering to help?
- Have I been able to regulate my emotions and work on my biases and prejudices to foster true empathy?
- Can I cultivate empathy? Do I need help in emotionally connecting with others?
- Do I actively encourage empathetic behavior in my team? How can I do that?

To help you leverage your strength, here are some suggestions:

- Demonstrate compassion through your words and actions. Help those who are struggling by providing encouragement and support.
- Create empathy maps and understand how people feel, do, think, and say in different situations. It will give you an insight into others' needs, wants, and motivations, which can then inform your empathetic responses.
- Provide a safe and inclusive space where individuals feel at ease sharing their feelings and apprehensions.

Self-Directedness

Takes full responsibility for achieving one's goals, regardless of external circumstances.

- Exhibits a keen awareness of the situation and uses it to guide one's behavior.
- Makes smart decisions based on analysis, research, and evaluation to reach one's goals.
- Adapts to situational demands and actively looks for ways to reach one's goals.

To help you reflect on your strength, here are few self-reflection questions:

- When my actions don't match my beliefs, do I change them?
- Do I use any approaches or strategies to maintain my motivation and concentration on the goals I have chosen?
- How independent and sure am I that I can make decisions without relying too much on the opinions or consensus of others?
- Do I take the initiative and actively look for ways to improve and grow?
- Do I keep track of my progress toward my goals and make changes to my plans and actions based on how I'm doing?

To help you leverage your strength, here are some suggestions:

- Use GROW model which stands for goal, options, reality, and will. It will help you to develop a plan for achieving your goals and to track your progress.
- The plan-monitor-evaluate-repeat cycle of self-management is another tool that will help you adapt to the demands of the situation to achieve your goals.
- To create structure and achieve your goals, use the Pomodoro technique, which entails working in focused intervals with short breaks.

KEY IMPROVEMENT OPPORTUNITIES

Instilling Trust

Often demonstrates a disregard for the perspectives of others and erodes trust in the process.

- Exhibits a disconnect between expressed values and actual behavior.
- Tends to be evasive, which in turn, invites others' skepticism.
- Struggles to deliver on one's promises and commitments on time.

To help you reflect on your development area, here are few self-reflection questions:

- Am I true to myself and others when I communicate with them?
- Do I act with care and discretion when handling sensitive information?
- Have I cultivated a culture of trust and psychological safety in my team?
- How well do I honor my commitments and deliver on my promises?
- Am I truthful about my motives, goals, and decision-making process?

To help you develop in this area, here are some suggestions:

- Be consistent in how you act and refrain from doing things that could impact trust, like taking part in deleterious conversations or taking credit for another person's idea.
- Openly and truthfully share information with your team. Make your objectives, preferences, and difficulties clear to the team.
- Take full responsibility for your actions and decisions. Admit your mistakes and work on finding solutions.

Ownership And Accountability

May hesitate to embrace personal responsibility for one's actions due to a lack of commitment.

- Rarely demonstrates a sense of urgency to complete tasks in a timely manner.
- Tends to be defensive and may try to place the responsibility on others instead of taking corrective action.
- May occasionally permit noncompliance due to a lack of understanding of its impact on the outcomes.

To help you reflect on your development area, here are few self-reflection questions:

- Do I accept responsibility for the outcomes and results of my team?
- Am I proactive in identifying and resolving the problems and obstacles faced by my team members?
- Do I provide the necessary resources and set explicit expectations for my team members to take on ownership of their roles?
- In what areas of my life do I struggle with taking ownership and being accountable? What might be the underlying reasons for this?

- Do I actively address team members who do not meet expectations or take ownership of their work?

To help you develop in this area, here are some suggestions:

- Clearly define your own and your team's goals. Make sure everyone is aware of their responsibilities by clearly outlining them.
- Take complete responsibility for your actions, decisions, and all their consequences. Focus on discovering solutions rather than placing blame on others.
- Get knowledge and insight from your setbacks by considering them to be learning opportunities. Take ownership of your growth and actively seek opportunities to learn.

Self-Control And Regulation

Has a tendency to act impulsively without fully considering the implications of one's actions.

- Has a basic understanding of how to deal with pent-up or unresolved emotions to avoid outbursts.
- Lacks the willingness to explore the root causes of emotional triggers to address one's emotional challenges.
- May struggle to understand the context of one's emotional experiences, making them harder to manage.

To help you reflect on your development area, here are few self-reflection questions:

- Am I able to control my reactions and responses in difficult situations?
- Do I stop and think before I respond to something hard or upsetting?
- How well do I control my urges and avoid making hasty or rash decisions?
- Can I recognize when I am feeling overwhelmed, stressed, or triggered, and take the right steps to get my feelings under control?
- Do I actively think about what I do and how I act?

To help you develop in this area, here are some suggestions:

- Employ a five-minute rule to exercise self-control. When faced with temptation, step away from it for five minutes. It will help you to stay on task and avoid procrastination.
- When faced with temptation or other overwhelming emotion which requires you to engage in self-control, focus on your body sensations from head to toe. It will help you control your physical reactions.
- Use a basic meditation technique like finger breathing, where you trace your fingers inhaling as you move up and exhaling as you go down, to promote attention and relaxation. It can help you regulate yourself and regain focus.

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