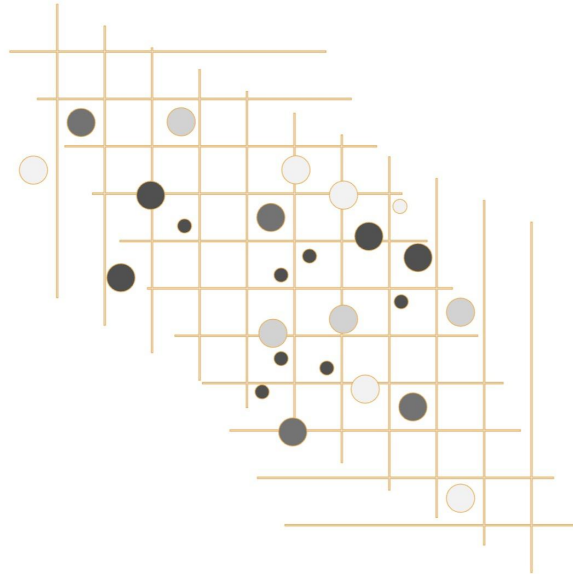


# EdMyst

*Transforming talent*



## LEADERSHIP ASSESSMENT REPORT

[EMPLOYEE NAME]

[COMPANY NAME]

2023-06-27



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## INTRODUCTION

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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.

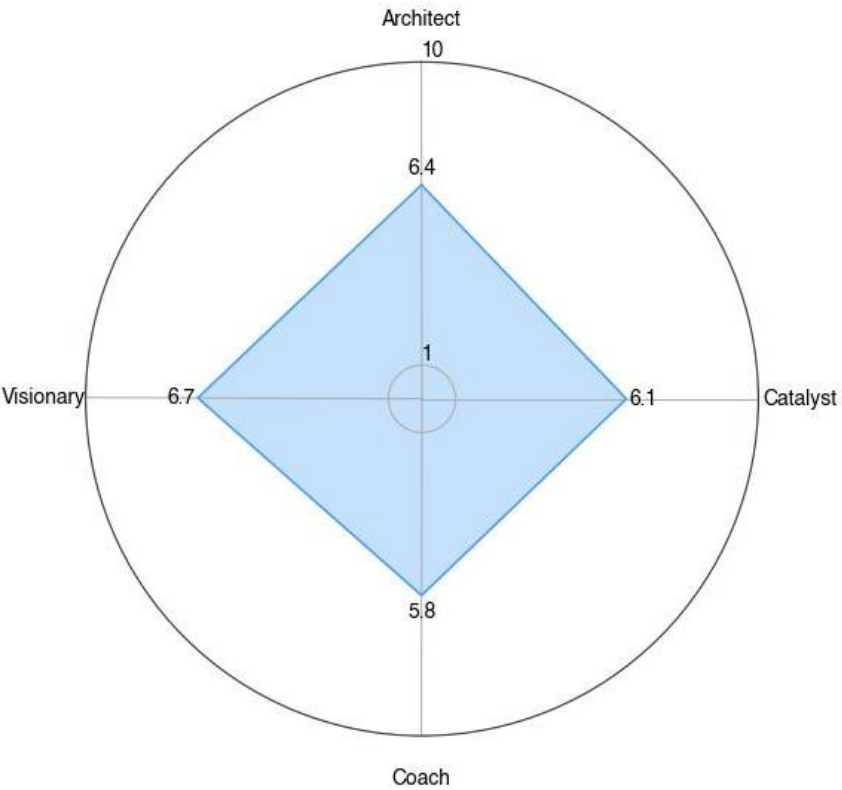
## OVERVIEW

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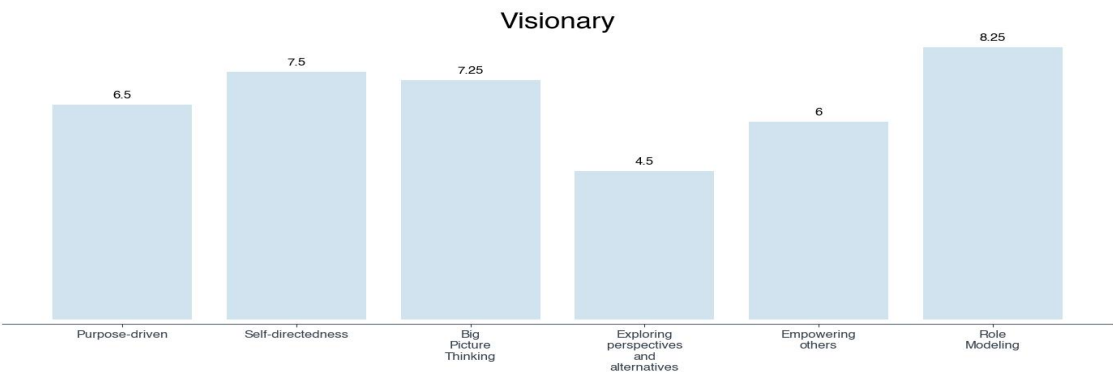
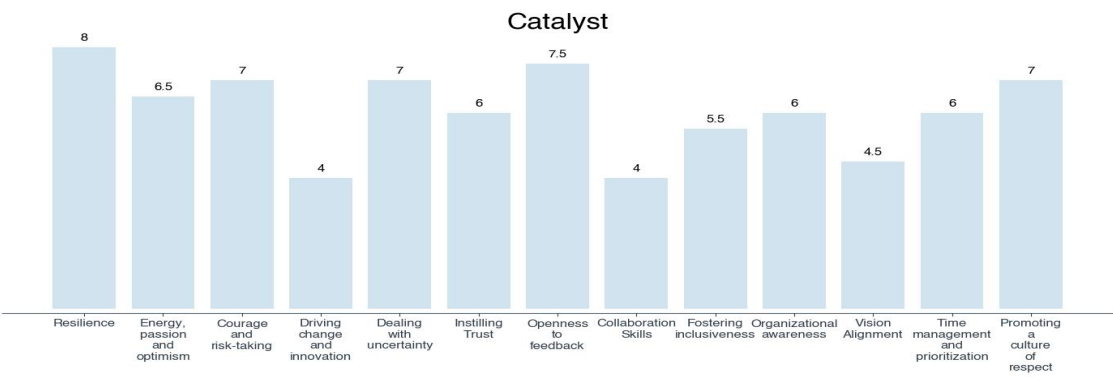
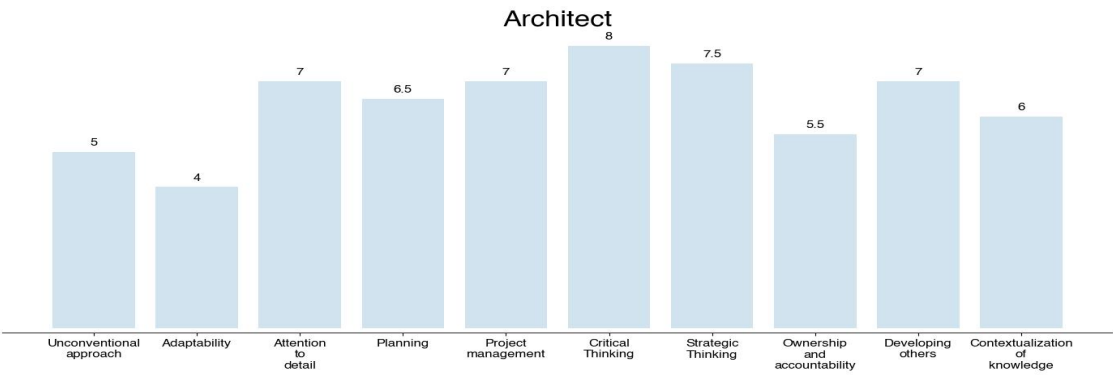
You are able to smoothly bounce back from setbacks, adapt to change, and maintain a positive mindset in the face of adversity. You inspire your team members by setting high standards, providing clarity of purpose, and fostering a culture of accountability. You set a positive example through your actions, behaviors, and values, inspiring others to follow your steps.

However, you may resist change and become overwhelmed or demotivated when faced with unexpected obstacles. You are likely to accept the status quo without challenging or assessing the possibility of change. You may have difficulty engaging team members, building relationships, and facilitating effective teamwork. This can result in decreased team morale, productivity, and overall performance. 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



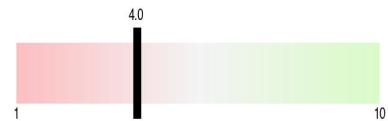
## LEADERSHIP SKILLS

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



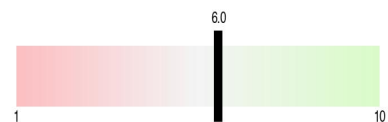
#### attention to detail

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



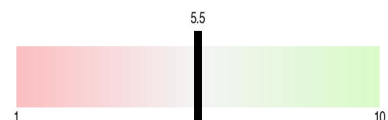
#### developing others

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



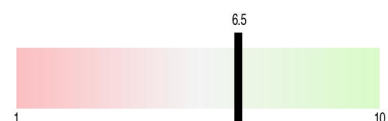
#### ownership and accountability

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



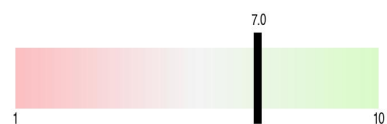
#### planning

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



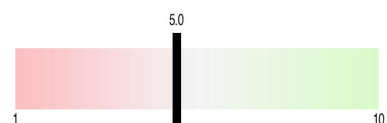
## strategic thinking

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



## unconventional approach

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



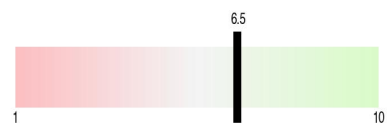
### driving change and innovation

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



### energy, passion and optimism

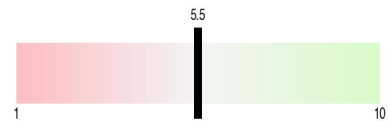
Shifting one's perspective with a sense of passion and hope that the outcome of some specific endeavor would be favorable





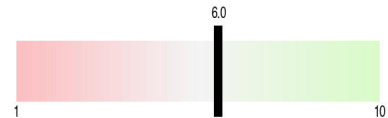
## fostering inclusiveness

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



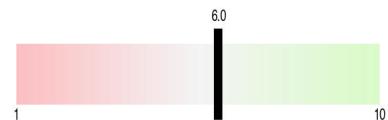
## openness to feedback

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 a culture of respect

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



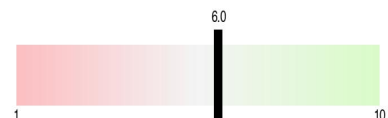
## resilience

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



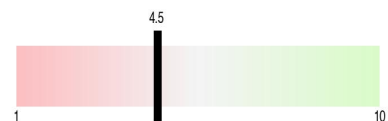
## time management and prioritization

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



## vision alignment

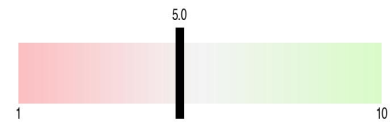
Ensuring that everyone involved understands and is committed to the same overarching objectives and values



## Coach

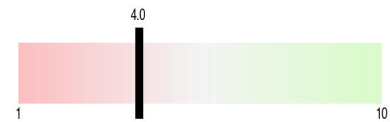
### coaching

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



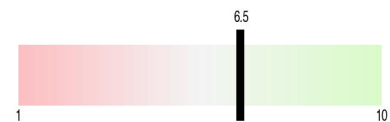
### motivating and inspiring others

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



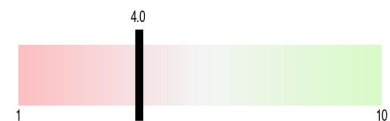
### speaking with conviction

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

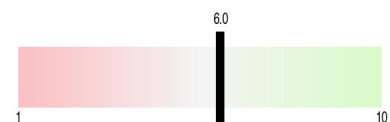
### big picture thinking

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



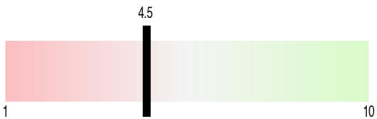
### empowering others

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



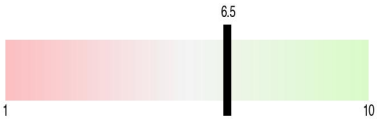
**exploring perspectives and alternatives**

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



## KEY PERFORMANCE STRENGTHS

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### Motivating And Inspiring Others

Creates a supportive and empowering environment to unleash the full potential of the team members and drive outstanding results.

- Instills a sense of purpose and direction, giving team members a reason to strive for excellence.
- Fosters an environment of inspiration and encourages out-of-the-box thinking can unlock the creative potential of team members, leading to new ideas and approaches.
- Sets a positive example and encourage personal and professional growth.

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

- How do I currently motivate and inspire others? What strategies have been effective, and which ones could be improved upon?
- Am I leading by example? Do my actions and behaviors align with the qualities I expect from my team members?
- Do I recognize and celebrate the achievements and contributions of my team members? How can I improve my acknowledgment of their efforts?
- Am I fostering a positive and inclusive work environment? Do I actively promote collaboration, trust, and respect among team members?
- Am I continuously learning and improving as a leader? What steps am I taking to enhance my leadership skills and inspire others?

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

- Leaderboards, challenges, and quests can be implemented to gamify the workplace. You could provide immediate gratification by awarding points, badges, and certificates to motivate and inspire team members.
- Motivate your team by sharing a strong vision. Help the team understand how their individual work fits into the bigger picture to inspire them.
- Get to know your team members on a personal level and modify your motivational strategies to suit their unique needs.

### Resilience

Can self-regulate one's emotions, thoughts, and actions and does what needs to be done to bounce back from setbacks.

- Perseveres on one's goals and objectives to deliver results despite facing setbacks.
- Finds creative solutions to overcome obstacles as a result of being flexible in one's approach.
- Concentrates on one's locus of control to maximize one's chance of success when faced with challenges.

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

- Do I rapidly recover from setbacks and maintain a positive outlook?
- Have I shown resilience recently? What were the specific plans or ways of coping that helped me get through hard times?
- How well do I prioritize self-care and stress management to maintain my resilience? Do I have healthy ways to recharge and refuel?
- How willing am I to seek support and advice from others when confronted with stressful situations?
- Am I able to maintain composure and make sound decisions in high-stress situations?

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

- Use mindfulness techniques and deep breathing exercises as part of your daily work routine to lower stress and build resilience.
- Foster a culture where team members encourage and support one another when things are difficult to deal with and bounce back from setbacks.
- Help your team members become more resilient by sharing your experiences of dealing with setbacks and offering guidance and insight.

## Role Modeling

Influences and shapes the behavior of the team members by effectively demonstrating desired behaviors, values, and work ethics.

- Exhibits high standards of performance, dedication, and ethical behavior to ignite a sense of purpose and commitment in others
- Demonstrates excellence in one's work to establish a benchmark for the team's performance.
- Exemplifies leadership qualities and behaviors to inspire and develop emerging leaders.

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

- When I think about my work ethic, do I always show that I am committed to excellence and constant improvement?
- How do I get through hard times and still set an example for other people?
- Have I been able to show others that I have a growth mindset and get them to do the same?
- Have I been able to demonstrate values and behaviors I expect to see from others? Do I act in alignment?
- How can I use my dedication and drive to motivate and inspire other people?

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

- Reinforce the significance of role modeling by recognizing and praising individuals who exhibit desired behaviors.
- Take an active part in relevant discussions, provide assistance, and operate in a trustworthy manner.

- Be authentic and consistent in your actions and behavior to encourage and inspire people.

## KEY IMPROVEMENT OPPORTUNITIES

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### Adaptability

May become overwhelmed by changes and find it difficult to adapt one's behavior to the changing organizational requirements.

- Experiences difficulty adapting to new situations due to focusing on the broader aspects of the change and ignoring the specifics.
- Takes longer than usual to adjust one's priorities as one holds on to familiar routines.
- Struggles to focus on the positive aspects of change and becomes rigid in one's approach.

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

- How comfortable am I with changes that happen at the workplace?
- How well do I support others during transitions and evolving changes?
- Have I been able to change my behavior and strategic approach to deal with these changes?
- How can I become more comfortable and open to change to manage it better?
- Do I foster adaptability in my team? Have I made any conscious efforts toward this?

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

- Analyze and evaluate how well your response worked, and search for patterns or triggers, so you can adapt better the next time.
- Accept assignments and projects that will force you out of your comfort zone and into new situations.
- Deep breathing exercises and other mindfulness practices can make you more aware of the present moment, which can help you be more flexible.

### Collaboration Skills

Has a limited understanding of how one's actions affect the team and its shared goals.

- Is seldom prompt to share information required for the timely completion of tasks and projects.
- Prefers working independently and rarely shares ideas and perspectives with team members.
- Sometimes struggles to resolve conflicts and disagreements, resulting in strained team relationships.

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

- How well do I communicate and listen during collaborative efforts? Do I actively seek input from others and consider diverse perspectives?
- How do I handle conflicts or disagreements that arise during collaboration? Do I approach them constructively and seek win-win solutions?
- Have I actively promoted collaborative efforts in my team?
- What role do I take on while working with a team? Do I actively listen to others on the team?
- Am I aware of the factors that restrict my team's ability to collaborate effectively? Am I working on addressing them?

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

- Utilize the appropriate software applications and tools to facilitate more efficient teamwork. To pick the best tools, research and consider the opinions of your team members. Ensure that team members get trained on the aforementioned tools.
- Use the Responsible, Accountable, Consulted, and Informed (RACI) model- the RACI matrix shows each person's specific contributions to the team. This will help the team members understand what their roles are which in turn will increase collaboration.
- Knowing a person's strengths and preferences will enable you to motivate team members to connect their individual goals with shared goals. It will also help you find common ground with them when conflicts arise.

## Driving Change And Innovation

Tends to accept the status quo without challenging or assessing the possibility of change.

- Is less flexible and may stick to a predetermined course of action.
- Experiences difficulty in gaining others' support as a result of not effectively communicating the value of change.
- Has a limited understanding of how to assess the impact of change.

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

- Do I foster ideation and experimentation in a safe and supportive way? Is there anything I can improve?
- How do I assess new ideas and their likely outcomes? How do I determine their feasibility and the best course of action?
- How do I deal with the risks that come with change? Do I prepare for contingencies and foster a culture that encourages experimentation and learning from mistakes?
- Do I take any measures to ensure the successful implementation of initiatives or improvements? Do I measure and evaluate the impact of these changes?



- How do I recognize and reward change makers and innovators? Can I inspire more changemakers?

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

- Use tools like the force field analysis, the ADKAR model, and stakeholder analysis to figure out how the change will affect things and what forces will be at play. It will equip you with all the necessary information to drive it.
- Contemplate on the current state of your organization or team and determine which areas could benefit from revision. Seek opportunities to gain knowledge of successful change endeavors in your industry.
- Implement alterations on a relatively small scale to evaluate their usefulness and obtain feedback from stakeholders. Include key stakeholders in the transformation process to generate enthusiasm and buy-in.

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