



## Gurukul Manager Effectiveness Certification Program

### Individual Self-Assessment Report

**Title:** Sr Manager Product Management (IND)

**Job Level:** SDM | SM

**Manager Name:** Jacob N.

**Tower Director:** Jacob N.

**Stream:** Corporate

#### Survey Overview

Welcome to your personalized self-assessment report for the Gurukul Manager Effectiveness Certification Program. This survey is designed to provide insights into your managerial practices across key competencies essential for effective leadership.

#### Survey Structure

Total Questions: 40

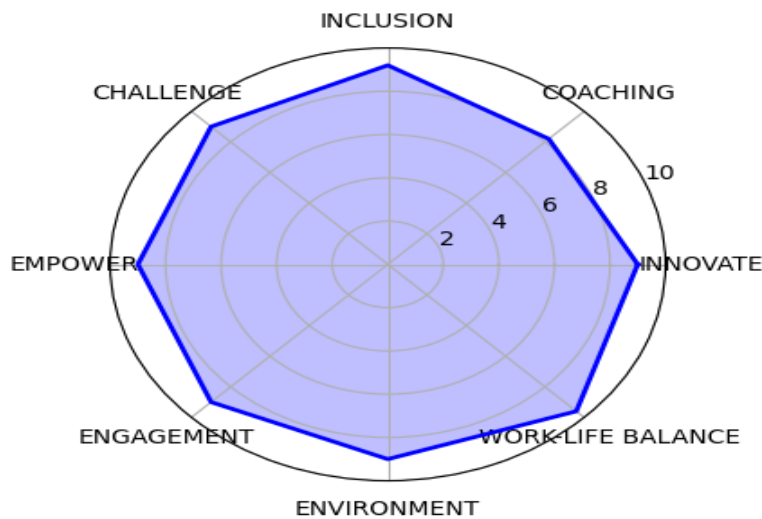
Areas assessed: 8

Innovate , Coaching , Inclusion , Challenge , Empower , Engagement , Environment , Work-life Balance

#### Rating Scale for Manager Effectiveness

Scale	Rating
Strongly Agree	10 or 9
Agree	8 or 7
Neutral	6 or 5
Disagree	4 or 3
Strongly Disagree	2 or 1

## Managerial Effectiveness Assessment



Parameter	Score
INNOVATE	9.0
COACHING	8.2
INCLUSION	9.2
CHALLENGE	9.0
EMPOWER	9.0
ENGAGEMENT	9.0
ENVIRONMENT	9.0
WORK-LIFE BALANCE	9.6

## General Guidelines for Interpreting the Radar Chart

### Understanding the Radar Chart Structure

- **Axes Representation:** Each axis corresponds to a category of managerial effectiveness.
- **Data Points:** Your average score for each category is plotted along its axis.

### Interpreting the Chart

- **Outer Edges (Higher Scores):** Areas where the shape extends towards the outer edge indicate stronger performance.
- **Inner Areas (Lower Scores):** Areas closer to the center suggest opportunities for improvement.

### Balance and Symmetry

- **Balanced Shape:** A symmetrical shape suggests consistent performance across categories.
- **Irregular Shape:** Asymmetry may highlight specific strengths or development needs.

### Identifying Patterns

- **Consistent High Scores:** Uniformly high scores across axes reflect well-rounded effectiveness.
- **Variations in Scores:** Significant differences between categories can indicate where to focus development efforts.

### Acting on Insights from the Radar Chart

- **Gain Insight:** Understand your performance profile at a glance.
- **Identify Opportunities:** Recognize areas where focused development can enhance your effectiveness.
- **Take Action:** Implement strategies to build on strengths and address development needs.
- **Track Improvement:** Use the radar chart as a tool for ongoing personal and professional growth.

**Category: INNOVATE**

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1. I encourage new ideas from my team members	10
2. I stay updated on industry trends and share new ideas with my tea	8
3. I recognize and reward my team members for their ideas	8
4. I pay attention to new ideas from my team and provide feedback an	9
5. I am open to taking risks when I believe that an idea is good and	10

**Category: COACHING**

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1. I listen attentively when my team member(s) speak with me	8
2. I provide constructive feedback to my team member(s) on a periodi	8
3. I coach my team member(s) and tailor my approach to individual de	9
4. I regularly have one-on-one meetings and follow up on their work	8
5. I often ask open-ended questions when I speak to my team member(s)	8

**Category: INCLUSION**

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1. I encourage ideas and opinions from diverse members of my team	10
2. I encourage everyone to speak up candidly	10
3. I create an environment of respect in the meetings that I conduct	10
4. I consult my team for most of the key decisions pertaining to the	8
5. I am aware of my emotions in most settings	8

**Category: CHALLENGE**

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1. I challenge myself and my team members to push ourselves at work	9
2. I look for opportunities to set higher goals	10
3. I encourage my team members to develop a solution-oriented mindse	8
4. I lead by example in getting out of my comfort zone	10
5. I collaborate with other teams when there is a challenging assign	8

**Category: EMPOWER**

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1. I leverage the strengths of my team members	10
2. I set clear expectations and keep my team member(s) informed about	8
3. I provide necessary resources and support to my team member(s)	9
4. I don't micro-manage the tasks that I assign to my team member(s)	10
5. I trust my team members when I assign them a task	8

**Category: ENGAGEMENT**

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1. I have a strong emotional connection with the organization	7
2. I have a strong sense of purpose and direction, aligned to the organization	8
3. I am approachable to my team members and actively encourage open communication	10
4. I am motivated to go above and beyond for the organization, as it impacts my team	10
5. I provide opportunities to grow, develop, and contribute to all team members	10

**Category: ENVIRONMENT**

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1. I create a psychologically safe environment by encouraging open dialogue	9
2. I am transparent in all interactions with my team	8
3. I have a deep sense of empathy for my team members	9
4. I provide and support equal opportunities for my team members	9
5. I treat my team members with respect	10

**Category: WORK-LIFE BALANCE**

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1. I believe my team members have a good work-life balance	10
2. I refrain from calling my team members when they are on leave/off	10
3. I make conscious efforts to accommodate special needs of my team	8
4. I encourage my team members to take personal time off/leave	10
5. I lead by example leveraging flexibility in a responsible way	10

# Conclusion

The self-assessment survey serves as a valuable tool for reflecting on your managerial practices across key competencies essential for effective leadership. The insights gained highlight both your strengths and potential areas for development. Recognizing these aspects is a crucial step towards personal and professional growth.

Your commitment to excellence is evident in the areas where you have demonstrated strong performance. These strengths contribute significantly to your team's success and the overall objectives of the organization. By continuing to build on these foundations, you set a positive example and foster a productive work environment.

Simultaneously, the survey has identified opportunities for improvement. Embracing these areas as avenues for development will not only enhance your effectiveness as a manager but also contribute to your team's growth and the organization's success.

Embracing the insights from your self-assessment is a proactive step towards enhancing your leadership capabilities. By focusing on both your strengths and areas for development, you position yourself to make a significant positive impact on your team and organization.

Remember, effective leadership is an ongoing journey that involves continuous reflection, learning, and adaptation. Your commitment to personal growth not only benefits you but also sets a powerful example for those around you.

**Thank you, for your dedication to continuous improvement and excellence in leadership. Your proactive approach to personal development sets a strong example for your team and contributes significantly to the success of the organization.**

**For any further assistance or to discuss this report in detail, please feel free to reach out to the Gurukul Program Team.**