Trajectorie
Success Through Partnerships

Skills Gauge Report

Cluster: WELCOME TO CLUSTER1

Competency Score by Cluster
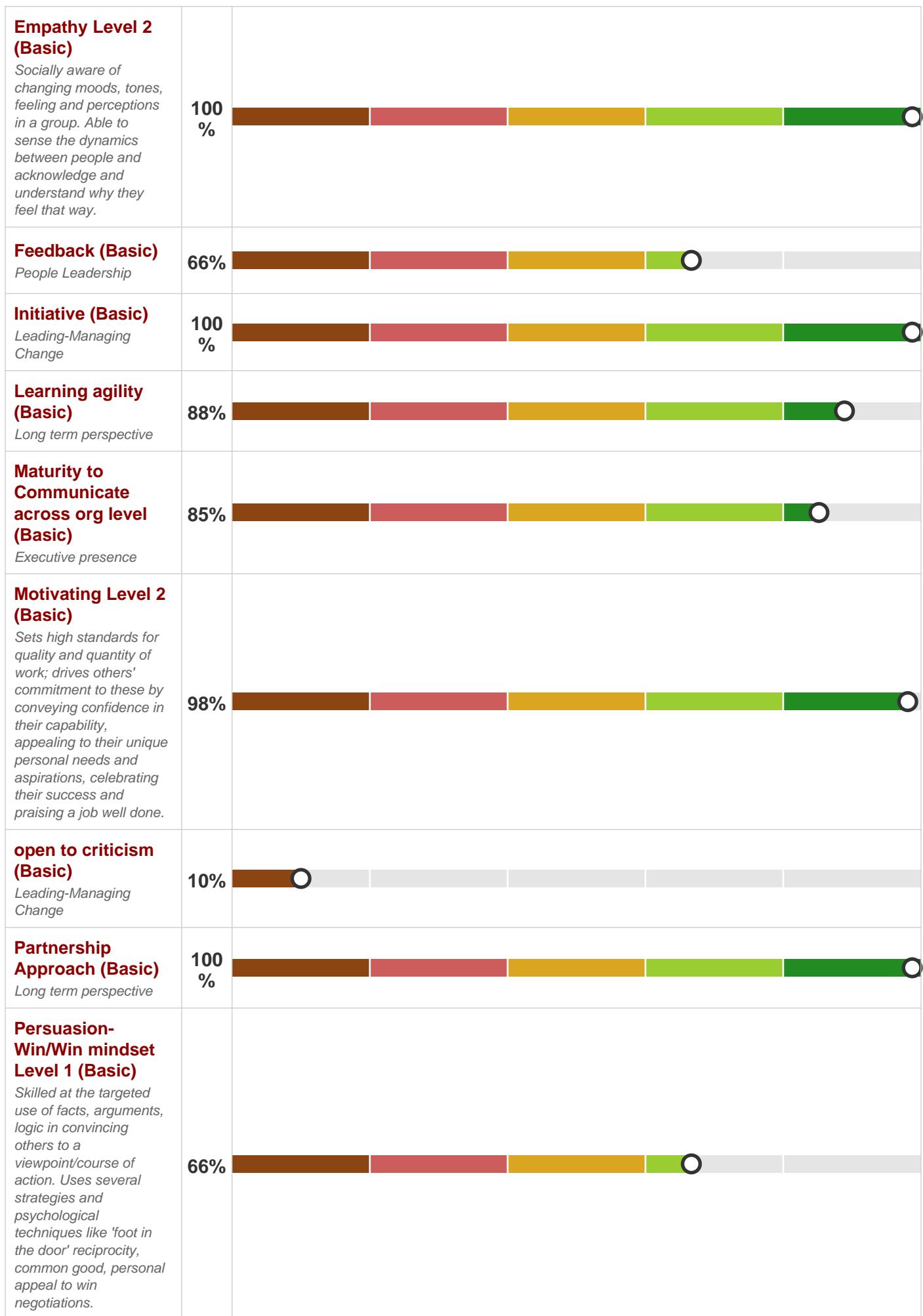
Overall-WELCOME TO CLUSTER1: 81.84%
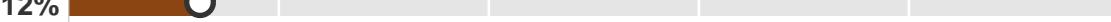
CRITICAL CONVERSATIONS

Total Scenarios	- 5
Attempted Scenarios	- 5

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Commitment Level 1 (Basic) *Intrinsic attitude of sincere, dedicated focus on goal/action; outlining action steps for achieving goal*	25%		●			
Creating/ Sustaining Relationships (Basic) *Emotional intelligence*	95%					●
Dealing with ambiguity (Basic) *Leading-Managing Change*	100 %					●
Empathy Level 1 (Basic) *Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.*	100 %					●

| **Empathy Level 2 (Basic)** *Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.* | **100 %** | |

| **Feedback (Basic)** *People Leadership* | **66%** | |

| **Initiative (Basic)** *Leading-Managing Change* | **100 %** | |

| **Learning agility (Basic)** *Long term perspective* | **88%** | |

| **Maturity to Communicate across org level (Basic)** *Executive presence* | **85%** | |

| **Motivating Level 2 (Basic)** *Sets high standards for quality and quantity of work; drives others' commitment to these by conveying confidence in their capability, appealing to their unique personal needs and aspirations, celebrating their success and praising a job well done.* | **98%** | |

| **open to criticism (Basic)** *Leading-Managing Change* | **10%** | |

| **Partnership Approach (Basic)** *Long term perspective* | **100 %** | |

| **Persuasion-Win/Win mindset Level 1 (Basic)** *Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.* | **66%** | |

Persuasion-Win/Win mindset Level 2 (Basic) *Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.*	**58%**	
Problem Solving Level 1 (Basic) *Solves problems by analyzing situations, critically evaluating options to decide on solutions and steps to overcome problems and constraints*	**12%**	
Questioning Level 1 (Basic) *Plans what questions to ask, whom to ask and when to achieve the required conversational goals. Can articulate questions in a manner that motivates others to answer even challenging questions.*	**83%**	
Rapport level 1 (Basic) *Able to establish a personal / professional connect with others; displays genuine interest in others to develop strong relationships*	**91%**	
Responsibility/ Ownership (Basic) *Rigour in execution*	**100 %**	

Competencies likely to be overused

Dealing with ambiguity	Empathy Level 2
23.0/21.0	**13.0/2.0**

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Competency Score by Activity

CRITICAL CONVERSATIONS

Total Interactions - 8   **Time available** - 0Hr : 30Min

Attempted Interactions - 8   **Time taken** - 0Hr : 3Min

Topic - 11/1: 95.8%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Commitment Level 1 (Basic) *Intrinsic attitude of sincere, dedicated focus on goal/action; outlining action steps for achieving goal*	25%					
Empathy Level 1 (Basic) *Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.*	100%					
Persuasion- Win/Win mindset Level 1 (Basic) *Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.*	66%					

Problem Solving Level 1 (Basic) *Solves problems by analyzing situations, critically evaluating options to decide on solutions and steps to overcome problems and constraints*	**12%**	
Questioning Level 1 (Basic) *Plans what questions to ask, whom to ask and when to achieve the required conversational goals. Can articulate questions in a manner that motivates others to answer even challenging questions.*	**83%**	
Rapport level 1 (Basic) *Able to establish a personal / professional connect with others; displays genuine interest in others to develop strong relationships*	**91%**	

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Competency Score by Activity

CRITICAL CONVERSATIONS

Total Interactions - 7   **Time available** - 0Hr : 30Min

Attempted Interactions - 7   **Time taken** - 0Hr : 1Min

Topic - roleplay1-two do fine i have: 33.3%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Empathy Level 2 (Basic) *Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.*	100%					⦿
Motivating Level 2 (Basic) *Sets high standards for quality and quantity of work; drives others' commitment to these by conveying confidence in their capability, appealing to their unique personal needs and aspirations, celebrating their success and praising a job well done.*	21%	⦿				

Persuasion-Win/Win mindset Level 2 (Basic) *Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.*	**25%**	

Competencies likely to be overused

Empathy Level 2

6/2

Competency Score by Activity

CRITICAL CONVERSATIONS

Total Interactions - 8   **Time available** - 0Hr : 30Min

Attempted Interactions - 8   **Time taken** - 0Hr : 4Min

Topic - 11/1: 100%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Empathy Level 2 (Basic)	100%					●
Motivating Level 2 (Basic)	100%					●
Persuasion-Win/Win mindset Level 2 (Basic)	75%				●	

Competencies likely to be overused

Empathy Level 2	Motivating Level 2
21/2	**24/10**

![Trajectorie - Success Through Partnerships]

Competency Score by Activity

CRITICAL CONVERSATIONS

Total Interactions - 8   **Time available** - 0Hr : 30Min

Attempted Interactions - 8   **Time taken** - 0Hr : 2Min

Topic - 10/1 TESTING : 83.3%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Empathy Level 2 (Basic) *Socially aware of changing moods, tones, feeling and perceptions in a group. Able to sense the dynamics between people and acknowledge and understand why they feel that way.*	**100 %**					○
Motivating Level 2 (Basic) *Sets high standards for quality and quantity of work; drives others' commitment to these by conveying confidence in their capability, appealing to their unique personal needs and aspirations, celebrating their success and praising a job well done.*	**100 %**					○

Persuasion-Win/Win mindset Level 2 (Basic) *Skilled at the targeted use of facts, arguments, logic in convincing others to a viewpoint/course of action. Uses several strategies and psychological techniques like 'foot in the door' reciprocity, common good, personal appeal to win negotiations.*	**75%**	

Competencies likely to be overused

Empathy Level 2	Motivating Level 2
12/2	**20/10**

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Competency Score by Activity

CRITICAL CONVERSATIONS
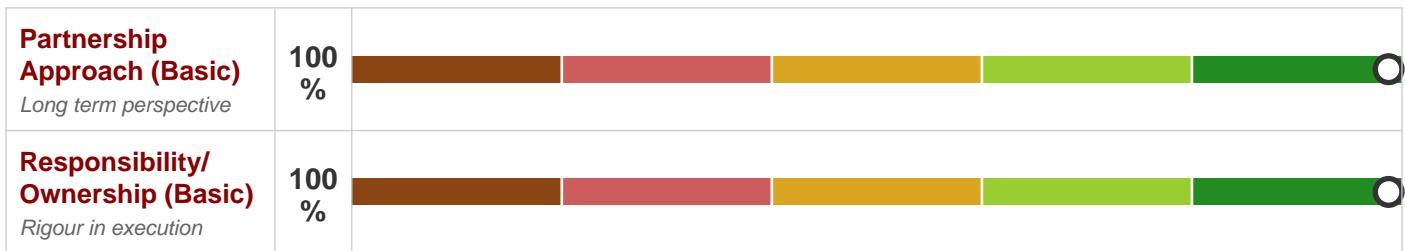
Total Interactions - 21   **Time available** - 0Hr : 30Min

Attempted Interactions - 21   **Time taken** - 0Hr : 4Min

Topic - team audixia test: 96.8%

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
Creating/ Sustaining Relationships (Basic) *Emotional intelligence*	95%					●
Dealing with ambiguity (Basic) *Leading-Managing Change*	100 %					●
Feedback (Basic) *People Leadership*	66%				●	
Initiative (Basic) *Leading-Managing Change*	100 %					●
Learning agility (Basic) *Long term perspective*	88%					●
Maturity to Communicate across org level (Basic) *Executive presence*	85%					●
open to criticism (Basic) *Leading-Managing Change*	10%	●				

Partnership Approach (Basic) *Long term perspective*	100%	
Responsibility/ Ownership (Basic) *Rigour in execution*	100%	

Competencies likely to be overused

Dealing with ambiguity

23/21