



Skills Gauge Report

Cluster: WELCOME TO CLUSTER1

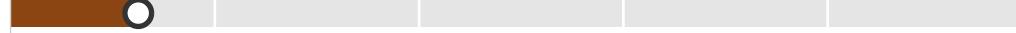
Competency Score by Cluster

Overall - WELCOME TO CLUSTER1 : 81.84%

Total Scenarios - 5 **Attempted Scenarios** - 5

| | | Significant Shortcoming | Needs Improvement | Average | Good | Proficient |
|--|------|--|--|--|--|---|
| Commitment Level 1 (Basic) <i>Intrinsic attitude of sincere, dedicated focus on goal/action; outlining action steps for achieving goal</i> | 25% | <div style="width: 25%; background-color: #8B4513;"></div> | <div style="width: 5%; background-color: #A52A2A;"></div> | <div style="width: 70%; background-color: #D3D3D3;"></div> | <div style="width: 5%; background-color: #D3D3D3;"></div> | <div style="width: 5%; background-color: #D3D3D3;"></div> |
| Creating/Sustaining Relationships (Basic) <i>Emotional intelligence</i> | 95% | <div style="width: 20%; background-color: #8B4513;"></div> | <div style="width: 25%; background-color: #A52A2A;"></div> | <div style="width: 20%; background-color: #FFC000;"></div> | <div style="width: 20%; background-color: #9ACD32;"></div> | <div style="width: 5%; background-color: #008000;"></div> |
| Dealing with ambiguity (Basic) <i>Leading-Managing Change</i> | 100% | <div style="width: 20%; background-color: #8B4513;"></div> | <div style="width: 25%; background-color: #A52A2A;"></div> | <div style="width: 20%; background-color: #FFC000;"></div> | <div style="width: 20%; background-color: #9ACD32;"></div> | <div style="width: 5%; background-color: #008000;"></div> |
| Empathy Level 1 (Basic) <i>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.</i> | 100% | <div style="width: 20%; background-color: #8B4513;"></div> | <div style="width: 25%; background-color: #A52A2A;"></div> | <div style="width: 20%; background-color: #FFC000;"></div> | <div style="width: 20%; background-color: #9ACD32;"></div> | <div style="width: 5%; background-color: #008000;"></div> |
| Empathy Level 2 (Basic) <i>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.</i> | 100% | <div style="width: 20%; background-color: #8B4513;"></div> | <div style="width: 25%; background-color: #A52A2A;"></div> | <div style="width: 20%; background-color: #FFC000;"></div> | <div style="width: 20%; background-color: #9ACD32;"></div> | <div style="width: 5%; background-color: #008000;"></div> |

| | | |
|--|------|--|
| Feedback (Basic) <i>People Leadership</i> | 66% |  |
| Initiative (Basic) <i>Leading-Managing Change</i> | 100% |  |
| Learning agility (Basic) <i>Long term perspective</i> | 88% |  |
| Maturity to Communicate across org level (Basic) <i>Executive presence</i> | 85% |  |
| Motivating Level 2 (Basic) <i>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.</i> | 98% |  |
| open to criticism (Basic) <i>Leading-Managing Change</i> | 10% |  |
| Partnership Approach (Basic) <i>Long term perspective</i> | 100% |  |
| Persuasion-Win/Win mindset Level 1 (Basic) <i>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.</i> | 66% |  |

| | | |
|---|------|--|
| Persuasion- Win/Win mindset Level 2 (Basic) <i>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.</i> | 58% |  |
| Problem Solving Level 1 (Basic) <i>Solves problems by analyzing situations, critically evaluating options to decide on solutions and steps to overcome problems and constraints</i> | 12% |  |
| Questioning Level 1 (Basic) <i>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.</i> | 83% |  |
| Rapport level 1 (Basic) <i>Able to establish a personal / professional connect with others; displays genuine interest in others to develop strong relationships</i> | 91% |  |
| Responsibility/ Ownership (Basic) <i>Rigour in execution</i> | 100% |  |



Dealing with ambiguity

23.0/21.0

Empathy Level 2

13.0/2.0

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) <i>Intrinsic attitude of sincere, dedicated focus on goal/action; outlining action steps for achieving goal</i> | 25% | | | | | |
| Empathy Level 1 (Basic) <i>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.</i> | 100% | | | | | |
| Persuasion- Win/Win mindset Level 1 (Basic) <i>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.</i> | 66% | | | | | |

| | |
|---|------------|
| <p>Problem Solving Level 1 (Basic)</p> <p>Solves problems by analyzing situations, critically evaluating options to decide on solutions and steps to overcome problems and constraints</p> | <p>12%</p> |
| <p>Questioning Level 1 (Basic)</p> <p>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.</p> | <p>83%</p> |
| <p>Rapport level 1 (Basic)</p> <p>Able to establish a personal / professional connect with others; displays genuine interest in others to develop strong relationships</p> | <p>91%</p> |

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) <i>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.</i> | 100% | | | | | |
| Motivating Level 2 (Basic) <i>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.</i> | 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%



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% | | | | | |



Empathy Level 2

21/2

Motivating Level 2

24/10

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) <small>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.</small> | 100% | | | | | |
| Motivating Level 2 (Basic) <small>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.</small> | 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

12/2

Motivating Level 2

20/10

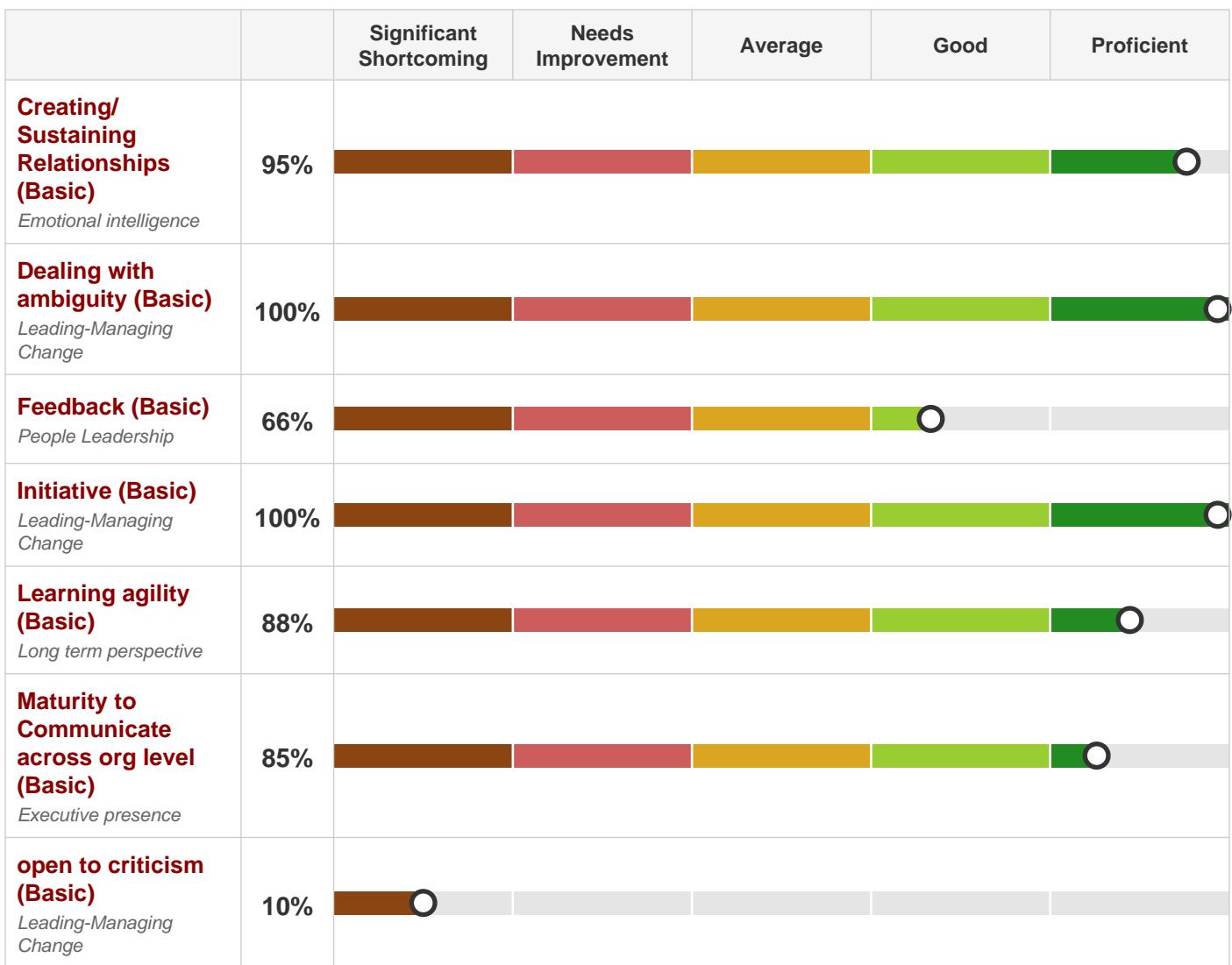
Competency Score by Activity

CRITICAL CONVERSATIONS



Total Interactions - 21 **Time available** - 0Hr : 30Min
Attempted Interactions - 21 **Time taken** - 0Hr : 4Min

Topic - team audixia test: 96.8%



| | | |
|---|------|--|
| Partnership Approach (Basic) <i>Long term perspective</i> | 100% |  |
| Responsibility/Ownership (Basic) <i>Rigour in execution</i> | 100% |  |



Dealing with ambiguity

23/21

Competency Descriptors

Competency Descriptors

Commitment Level 1

Intrinsic attitude of sincere, dedicated focus on goal/action; outlining action steps for achieving goal

Creating/ Sustaining Relationships

Emotional intelligence

Dealing with ambiguity

Leading-Managing Change

Empathy Level 1

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.

Empathy Level 2

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.

Feedback

People Leadership

Initiative

Leading-Managing Change

Learning agility

Long term perspective

Maturity to Communicate across org level

Executive presence

Motivating Level 2

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.

open to criticism

Leading-Managing Change

Partnership Approach

Long term perspective

Persuasion- Win/Win mindset Level 1

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.

Persuasion- Win/Win mindset Level 2

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.

Problem Solving Level 1

Solves problems by analyzing situations, critically evaluating options to decide on solutions and steps to overcome problems and constraints

Questioning Level 1

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.

Rapport level 1

Able to establish a personal / professional connect with others; displays genuine interest in others to develop strong relationships

Responsibility/ Ownership

Rigour in execution