



Skills Gauge Report

Cluster: WELCOME TO CLUSTER1

Competency Score by Cluster

Overall-WELCOME TO CLUSTER1 : 81.84%

Total Scenarios - 5 Attempted Scenarios - 5



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%	

<p>Persuasion- Win/Win mindset</p> <p>Level 2 (Basic)</p> <p>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.</p>	<p>58%</p>
<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>
<p>Responsibility/ Ownership (Basic)</p> <p>Rigour in execution</p>	<p>100%</p>



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%	<div style="width: 100%;"><div style="width: 20%; background-color: #8B4513;"></div><div style="width: 20%; background-color: #DC143C;"></div><div style="width: 20%; background-color: #FFDAB9;"></div><div style="width: 20%; background-color: #9ACD32;"></div><div style="width: 20%; background-color: #008000;"></div></div>				
Motivating Level 2 (Basic)	100%	<div style="width: 100%;"><div style="width: 20%; background-color: #8B4513;"></div><div style="width: 20%; background-color: #DC143C;"></div><div style="width: 20%; background-color: #FFDAB9;"></div><div style="width: 20%; background-color: #9ACD32;"></div><div style="width: 20%; background-color: #008000;"></div></div>				
Persuasion-Win/Win mindset Level 2 (Basic)	75%	<div style="width: 100%;"><div style="width: 20%; background-color: #8B4513;"></div><div style="width: 20%; background-color: #DC143C;"></div><div style="width: 20%; background-color: #FFDAB9;"></div><div style="width: 20%; background-color: #9ACD32;"></div><div style="width: 15%; background-color: #008000;"></div><div style="width: 5%; background-color: #BDBDBD;"></div></div>				



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

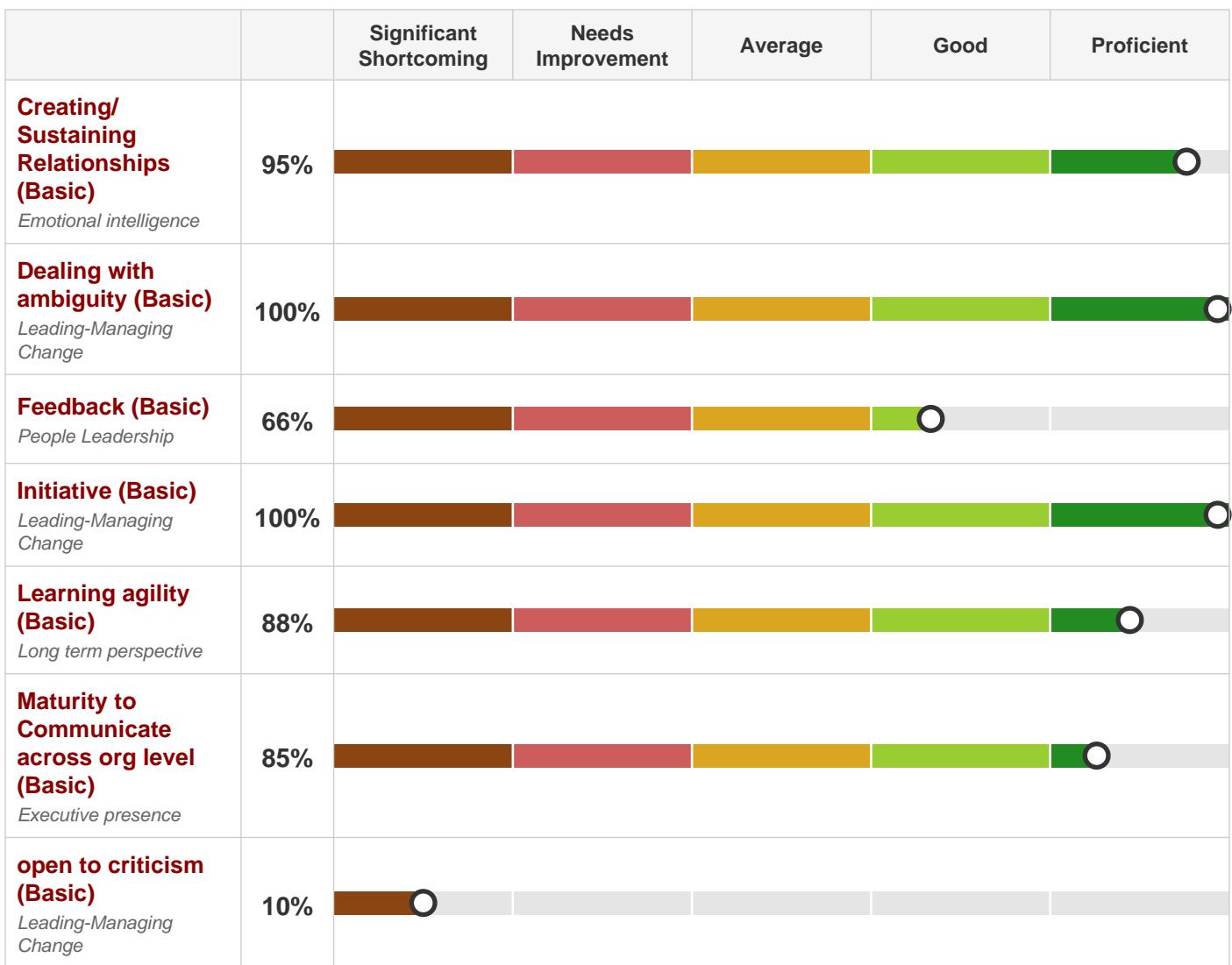
Competency Score by Activity

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