CLIENT LOGO

Skills Gauge Report

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) *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%**	

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

Competency Score by Activity

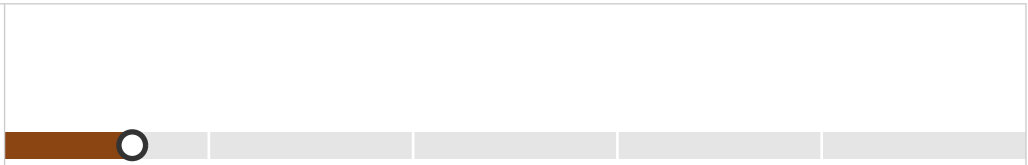
CRITICAL CONVERSATIONS

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) *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%**	

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%**	

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	Motivating Level 2
21/2	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) *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%**	

Empathy Level 2	Motivating Level 2
12/2	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%

		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%**	

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