

CLIENT LOGO



# Skills Gauge Report

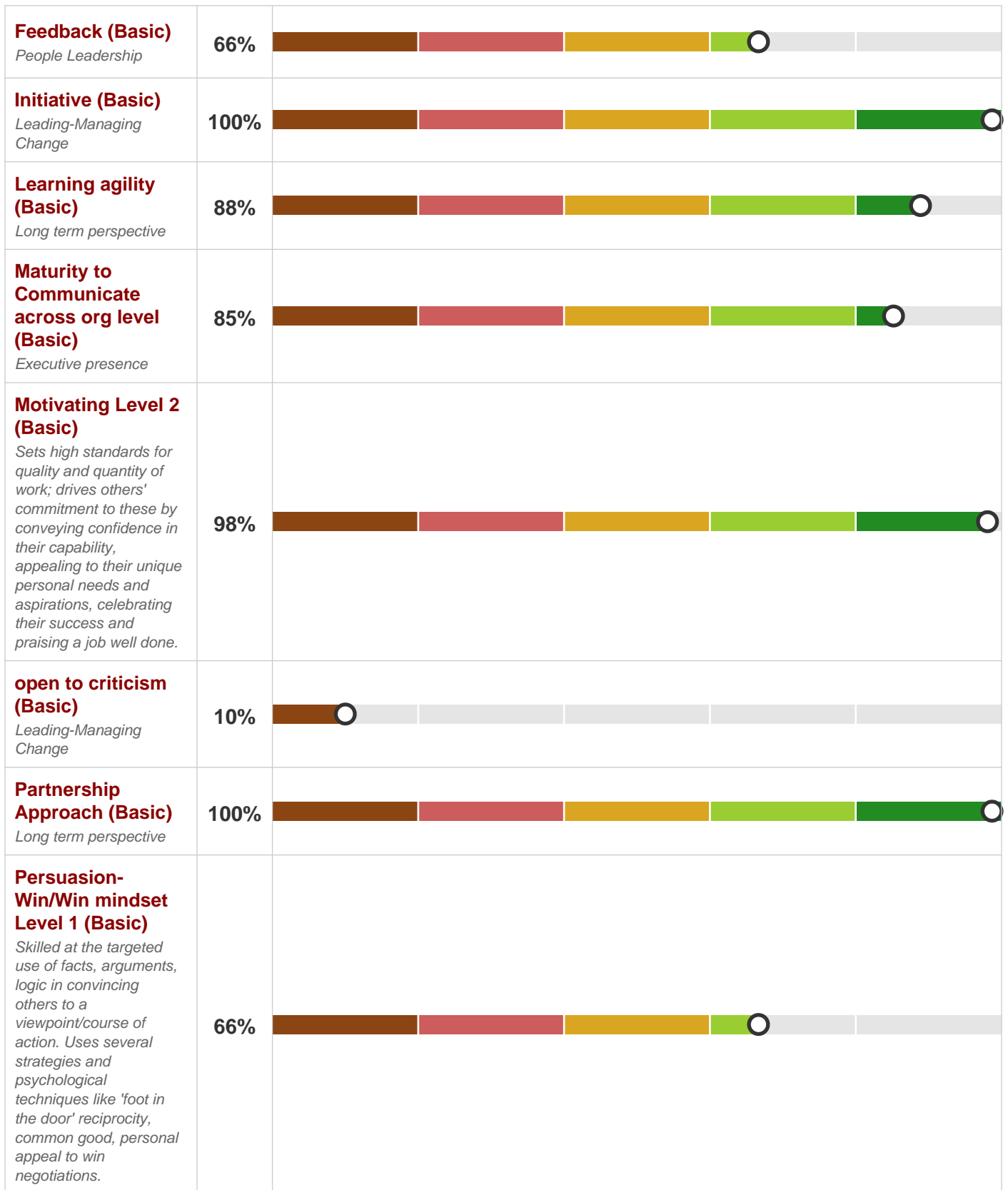
**Cluster: WELCOME TO CLUSTER1**

## Competency Score by Cluster

**Overall - WELCOME TO CLUSTER1 : 81.84%**

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

		Significant Shortcoming	Needs Improvement	Average	Good	Proficient
<b>Commitment Level 1 (Basic)</b> <i>Intrinsic attitude of sincere, dedicated focus on goal/action; outlining action steps for achieving goal</i>	25%					
<b>Creating/ Sustaining Relationships (Basic)</b> <i>Emotional intelligence</i>	95%					
<b>Dealing with ambiguity (Basic)</b> <i>Leading-Managing Change</i>	100%					
<b>Empathy Level 1 (Basic)</b> <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%					
<b>Empathy Level 2 (Basic)</b> <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%					



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



Dealing with ambiguity

**23.0/21.0**

Empathy Level 2

**13.0/2.0**

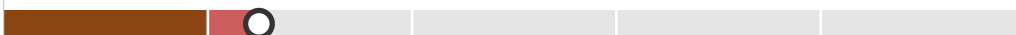


## Competency Score by Activity

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

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

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%

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

<b>Partnership Approach (Basic)</b> <i>Long term perspective</i>	100%	
<b>Responsibility/ Ownership (Basic)</b> <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*