



Skills Gauge Report

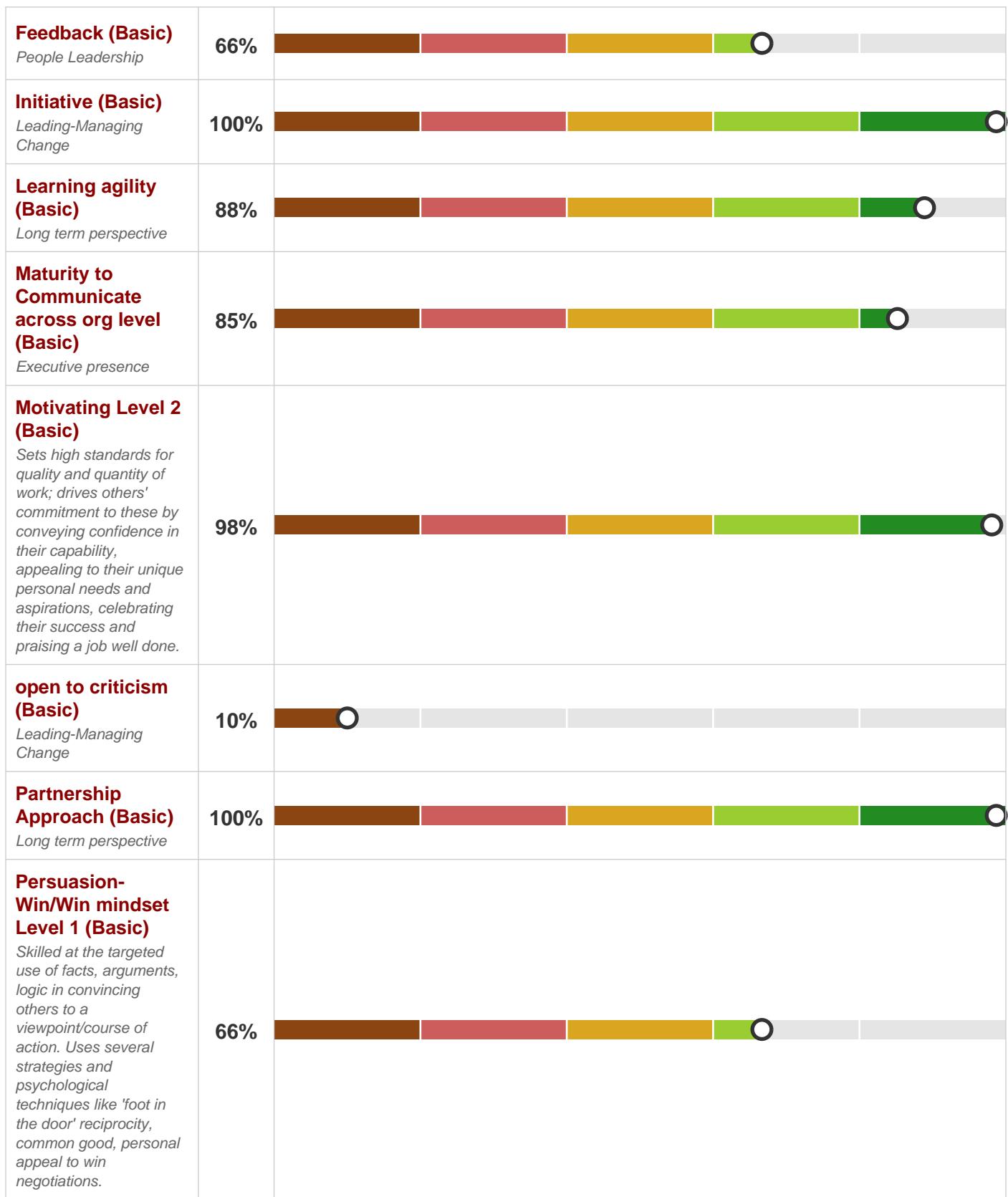
Cluster: WELCOME TO CLUSTER1

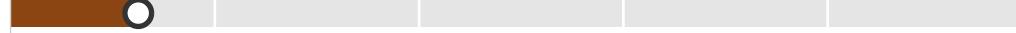
Competency Score by Cluster

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>



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%	<div style="width: 100%;"><div style="width: 20%; background-color: #8B4513;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #DC143C;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #FFDAB9;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #9ACD32;"></div></div>	<div style="width: 100%;"><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>	<div style="width: 100%;"><div style="width: 20%; background-color: #DC143C;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #FFDAB9;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #9ACD32;"></div></div>	<div style="width: 100%;"><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>	<div style="width: 100%;"><div style="width: 20%; background-color: #DC143C;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #FFDAB9;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #9ACD32;"></div></div>	<div style="width: 100%;"><div style="width: 20%; background-color: #C0C0C0;"></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

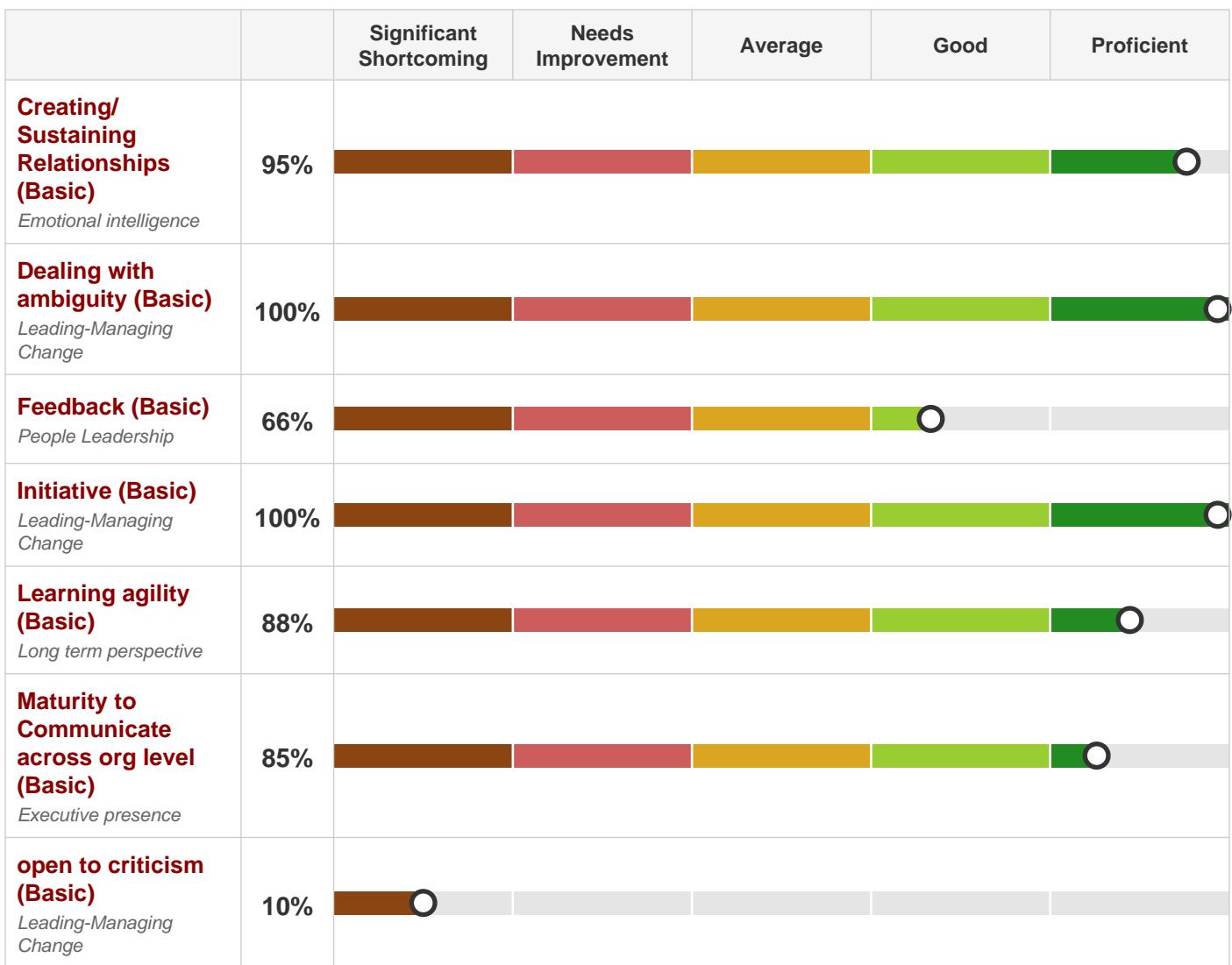
Competency Score by Activity

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

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