

# TALENT PROFILE

**INSTITUTE FOR HEALTH MANAGEMENT**  
**MINISTRY OF HEALTH**

<b>Name of Talent:</b>	<b>DORYALISA BINTI ZAKARIA</b>		
<b>Talent ID:</b>	<b>T20227</b>	<b>Age:</b>	<b>36</b>
<b>Designation:</b>	<b>SENIOR PRINCIPAL ASSISTANT DIRECTOR</b>	<b>Program:</b>	<b>ORAL HEALTH</b>
<b>Workplace:</b>	<b>ORAL HEALTH PROMOTION SECTION, ORAL HEALTH PROGRAMME</b>	<b>Grade:</b>	<b>UG 52</b>



CPD POINT (2019)	
Total	93
A1-10	68
A11	10
B1	10
B2/B3	5
LNPT	
2019	91.32
2018	93.22
2017	91.38

## PERSONALITY TEST SUMMARY

*Kebolehpercayaan Cara Menjawab: Sederhana*

*Seorang yang mempunyai keyakinan dengan kebolehan diri dan boleh memberi tumpuan terhadap isu semasa. Sangat suka kepada perkara yang baik dan positif serta cenderung menilai sesuatu perkara atau situasi secara optimistik. Sangat mementingkan hubungan interpersonal dan suka berinteraksi secara sosial dengan orang lain. Seorang yang sangat suka berterus-terang dan bersikap terbuka dalam meluahkan idea, pendapat dan perasaan apabila berinteraksi dengan orang lain. Seorang yang mudah bersimpati dan prihatin kepada keperluan orang lain. Seorang yang sangat rasional, munasabah, berfikir logikal dan bersikap adil apabila membuat keputusan walaupun mengalami tekanan perasaan.*

## COMPETENCY ASSESSMENT

COMPETENCY ASSESSMENT		
COMPETENCY DOMAIN		
	LEVEL	SUBDOMAIN
LEADERSHIP (L)	L2	L1:3.5 L2:2.5 L3:2.5 L4:3.5 L5:3 L6:2
COMMUNICATION AND RELATIONSHIP (C)	C3	C1:3.5 C2:3.5 C3:4 C4:4 C5:4
ORGANISATIONAL GOVERNANCE (G)	G2	G1:2.5 G2:3.5 G3:2.5 G4:3.5
PROFESSIONAL VALUE (P)	P2	P1:3 P2:1.5 P3:3
PERSONAL VALUES (V)	V2	V1:2.5 V2:3 V3:2.5
		2

## ASSESSMENT SUMMARY

## L:

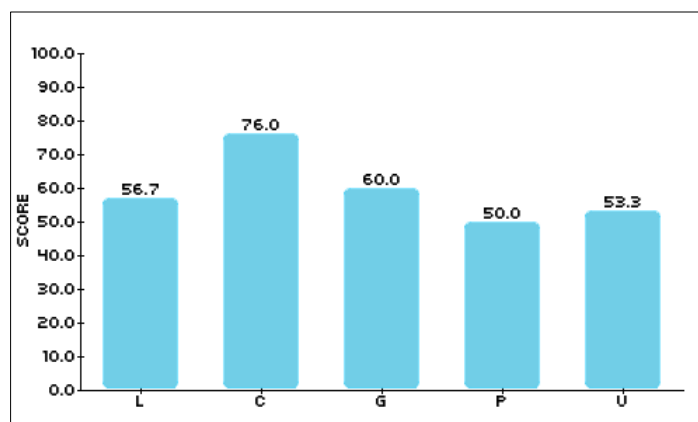
- **Overall:** *Basic Level*
- **Strength:** *Achievement orientation, Proactiveness*
- Talent is expected to be able to/to be:
  - Execute and lead change
  - Introduce breakthrough thinking across organisation
  - Confidently accept to handle bigger responsibilities, voice out opinion and suggestion upon people in the higher position
  - Lead multi-agency teams beyond organisation

## C:

- **Overall:** *Intermediate Level*
- **Strength:** *Interpersonal Skill, Negotiation Skill, Networking ability*
- Talent is expected to be able to/to be:
  - Recognised as active member of an inter-organisational team
  - Present, facilitate group interaction, conduct meetings at higher levels

## G:

- **Overall:** *Basic Level*
- **Strength:** *Human Resource Management, Process Management*
- Talent is expected to be able to/to be:
  - Involve in the policy decision of the organisation
  - Able to manage allocated budget, develop financial plans for the organisation including assets inventory



## ASSESSOR COMMENT

She has a strong work ethic. She needs exposure and training to be a leader in the future. Overall the candidate has good communication skills and relationship with peers.

## PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

## PROPOSED SUPERVISOR/ FACILITATOR

To be discussed with the supervisor

1. Dr Natifah binti Che Salleh  
Deputy Director  
Oral Health Information Management  
Oral Health Programme
2. Dr Salleh bin Zakaria  
Deputy Director, Oral Health Promotion  
Oral Health Programme

