

TALENT PROFILE

INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH

Name of Talent:	FADZILAH BINTI ISHAK		
Talent ID:	T20218	Age:	42
Designation:	DEPUTY DIRECTOR II	Program:	MEDICAL
Workplace:	HOSPITAL PORT DICKSON	Grade:	UD 54



CPD POINT (2018)

Total	33
A1-10	23
A11	10
B1	0
B2/B3	0

LNPT

2018	93.3
2017	94.3
2016	92.1

PERSONALITY TEST SUMMARY

Kebolehpercayaan Cara Menjawab: Rendah

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 sangat mudah bersimpati dan prihatin terhadap keperluan orang lain. Seorang yang sangat rasional, munasabah, berfikiran logikal dan bersikap adil apabila membuat keputusan walaupun mengalami tekanan perasaan.

COMPETENCY ASSESSMENT

COMPETENCY DOMAIN			
	LEVEL	SUBDOMAIN	
LEADERSHIP (L)	L3	L1:4.5 L2:4.5 L3:3.5 L4:3.5 L5:4.5 L6:3	
COMMUNICATION AND RELATIONSHIP (C)	C3	C1:4 C2:4 C3:4 C4:3 C5:4	
ORGANISATIONAL GOVERNANCE (G)	G3	G1:3.5 G2:4.5 G3:3.5 G4:4	
PROFESSIONAL VALUE (P)	P2	P1:3 P2:4 P3:3	
PERSONAL VALUES (V)	V2	V1:4 V2:4 V3:2	
			3

ASSESSMENT SUMMARY

L:

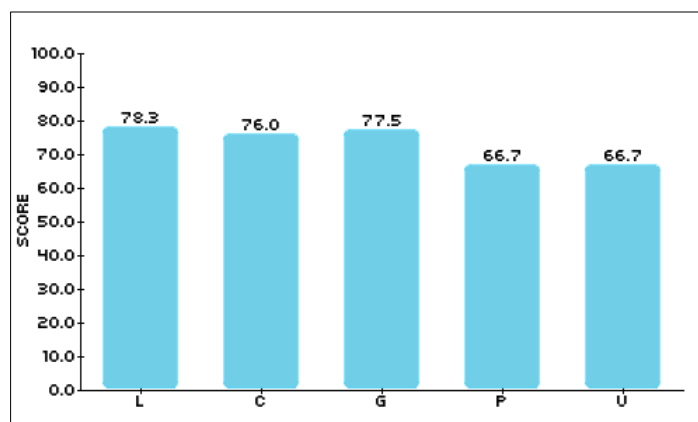
- **Overall:** *Intermediate Level*
- **Strength:** *Achievement orientation, Change Leadership, Self Confidence*
- Talent is expected to be able to/to be:
 - Create new concepts or breakthrough thinking applicable across and beyond organisation
 - Foresee and anticipate unexpected future opportunities/threat and plan accordingly
 - Recognised leader across and beyond organisation

C:

- **Overall:** *Intermediate Level*
- **Strength:** *Collaboration, Communications and Presentation Skills, Interpersonal Skill*
- Talent is expected to be able to/to be:
 - Recognised as negotiator across and beyond organisation
 - Sustain strong personal network with leaders beyond organisation

G:

- **Overall:** *Intermediate Level*
- **Strength:** *Human Resource Management, Process Management*
- Talent is expected to be able to/to be:
 - Develop long-term financial plans and secure resources for the organisation including asset management
 - Redesign the structure and process in organisation to meet changes and challenge



ASSESSOR COMMENT

Good overall TGP level score.

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

To be discussed with the supervisor

PROPOSED SUPERVISOR/ FACILITATOR

*Dr Mohd Zulfa bin Mohamad
Director
Hospital Port Dickson*