



TALENT PROFILE



Name	: DR. KHAIRUL ADLI BIN NIKMAN	CPD / NSR Points
		2022 - 65
Age	: 43 years old	2021 - 41
Talent ID	: T23236	2020 - 61
Programme	: MEDICAL	
Designation	: FORENSIC SCIENCE OFFICER C 44	LNPT Points
		2022 - 98.77
Workplace	: HOSPITAL SG BULOH	2021 - 97.17
		2020 - 96.67

PERSONALITY STATEMENT SUMMARY

I have a friend, an alumnus of TGP, named Mr. Saravanakumar a/l Maniam. He told me that TGP had opened his eyes as an administrator, and given him chances to explore more. So, I think I want that kind of experience and chances, too. I want to explore my inner self as an administrator. TGP should never select me if they just want to give me a chance. It's not about me that TGP needs to consider. It's about the motivation and spirit that I have. Therefore, I am expecting TGP to realize the potential that I have, and help me to bring it out for betterment. 5 years from now, I will lead the toxicology laboratory at the Institute of Forensic Medicine, Kuala Lumpur Hospital. My proposed TGP project is "Put the Right People in/with the Right Job". This is not happening in many organizations, including Forensic Medicine in MOH. We need to value the potential of our staff. Bosses are not always right. For example, laboratory personnel is segregated with different job scopes and job descriptions according to their educational background, grades, and specialty. An officer with analytical chemistry background may have difficulties if being told to prepare histology slides. And that is why the right people is needed for the right job.

PERSONALITY TEST SUMMARY

Seorang yang pendiam, kurang berinteraksi secara sosial dengan orang lain dan suka kepada kehidupan yang tenang. Sukar untuk mempercayai orang lain. Sangat mudah bersimpati dan prihatin terhadap keperluan orang lain. Sangat berkeyakinan tinggi, bersikap sangat asertif, sangat suka kepada persaingan, sangat tegas dan teliti. Seorang yang sangat sistematik, teratur, mematuhi peraturan dan menitikberatkan kesempurnaan dalam hasil kerja. Kebolehpercayaan menjawab: Diterima (Boleh diterima).

TGP PROJECT – Area of interest

- Human Resource - Put the Right People in/with the Right Job

TGP COMPETENCY ASSESSMENT

	Self-Assessment		Referee Assessment	
	Score	Level	Average Score	Level
Leadership	70.0	3	72.5	3
Interpersonal Relationships	75.0	3	65.0	2
Organizational Governance	66.7	2	83.4	3
Professional Values	76.0	3	78.0	3
Personal Values	75.0	3	82.5	3
Overall	73.0	3	76.0	3

ASSESSMENT SUMMARY

LEADERSHIP



72.5%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Change Leadership
Team Leadership
Conflict management

INTERPERSONAL RELATIONSHIP



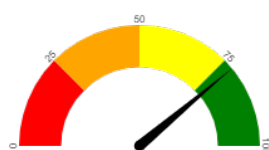
65.0%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Communication Skill
Teamwork & Collaboration
Negotiation Skill

ORGANISATIONAL GOVERNANCE



78.0%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Financial Skills Process Management
Human Resource Management

PROFESSIONAL VALUES



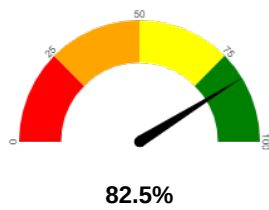
83.4%

AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Continuous Quality Improvement
Community Awareness & Strengthening

PERSONAL VALUES



AREA FOR IMPROVEMENT

(Based on referees' assessment*)

Critical Thinking & Decision Making
Ethical Reasoning

PANELS COMMENTS

Highly potential & can be a future leader