

TALENT PROFILE

INSTITUTE FOR HEALTH MANAGEMENT
MINISTRY OF HEALTH

Name of Talent:	KAREN SHARMINI SANDANASAMY		
Talent ID:	T20220	Age:	46
Designation:	SENIOR PRINCIPLE ASSISTANT DIRECTOR	Program:	PUBLIC HEALTH
Workplace:	DISEASE CONTROL DIVISION, MINISTRY OF HEALTH	Grade:	UD 54



NSR POINT(2019)

A1/A2	0	A6(II)	0
A3	0	A7	0
A4	0	A8	0
A5	25	A9	0
A6(I)	0	Total	25

LNPT

2019	91.32
2018	93.47
2017	91.77

PERSONALITY TEST SUMMARY

Kebolehppercayaan 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 DOMAIN		
	LEVEL	SUBDOMAIN
LEADERSHIP (L)	L2	L1:2.5 L2:2 L3:3 L4:3 L5:4 L6:3
COMMUNICATION AND RELATIONSHIP (C)	C3	C1:2.5 C2:4.5 C3:4 C4:2.5 C5:4
ORGANISATIONAL GOVERNANCE (G)	G2	G1:2 G2:3 G3:3.5 G4:3
PROFESSIONAL VALUE (P)	P1	P1:1.5 P2:3 P3:1
PERSONAL VALUES (V)	V2	V1:2 V2:2.5 V3:4.5
		2

ASSESSMENT SUMMARY

L:

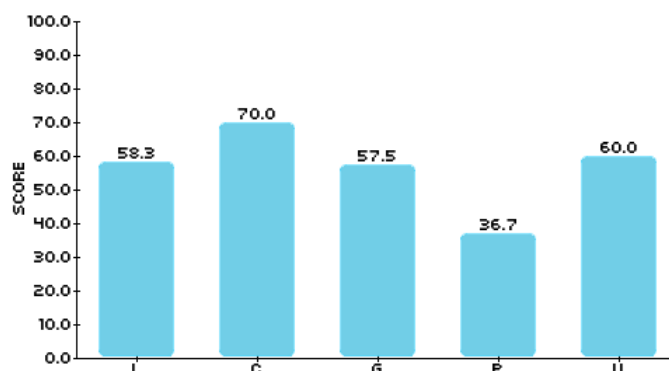
- **Overall:** *Basic Level*
- **Strength:** *Proactiveness, Self Confidence*
- Talent is expected to be able to/to be:
 - Make decisions, set priorities and choose goals based on cost-benefit analysis
 - Handle unexpected challenges during change process
 - Create new concepts or breakthrough thinking applicable across and beyond organisation
 - Recognised leader across and beyond organisation

C:

- **Overall:** *Intermediate Level*
- **Strength:** *Communications and Presentation Skills, Interpersonal Skill, Networking ability*
- Talent is expected to be able to/to be:
 - Recognised as active member of an inter-organisational team
 - Recognised as negotiator across and beyond organisation

G:

- **Overall:** *Basic Level*
- **Strength:** *Organizational Awareness*
- Talent is expected to be able to/to be:
 - Involve in workforce planning in the organisation
 - Involve in the review of work processes of the organisation
 - Able to manage allocated budget, develop financial plans for the organisation including assets inventory



ASSESSOR COMMENT

Potential to become leader in her chosen field i.e. Mental Health.

PROPOSED TGP PROJECT AREA/TOPIC BY HEAD OF THE PROGRAMME

To be discussed with the supervisor

PROPOSED SUPERVISOR/ FACILITATOR

Dr Feisul Idzwan bin Mustapha
Deputy Director
Disease Control Division