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

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| **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 hasilan 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**

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| --- | --- | --- | --- | --- | --- |
| **LEADERSHIP**  **72.5%** | **AREA FOR IMPROVEMENT**  (Based on referees’ assessment\*)   |  |  |  |  | | --- | --- | --- | --- | | |  | | --- | | Change Leadership | | Team Leadership | | Conflict managament | | |
| **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**  **82.5%** | **AREA FOR IMPROVEMENT**  (Based on referees’ assessment\*)   |  |  |  | | --- | --- | --- | | |  | | --- | | Critical Thinking & Decision Making | | Ethical Reasoning | | |
| **PANELS COMMENTS** | | | |
| Highly potential & can be a future leader | | | |