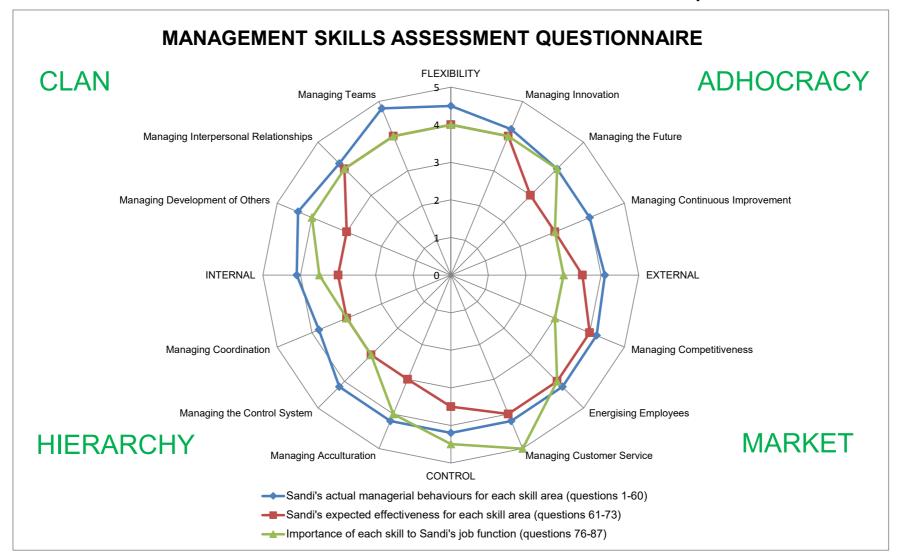
MSAI results for: Sandi Hadian Date of completion: 08/06/2025



## OTHER QUESTIONNAIRE RESULTS (questions 73-75):

Sandi's overall self-rating in terms of overall management competency / general level of managerial ability: Average The level Sandi expects to achieve as a manager: one level above current position.

Sandi's self rating of managerial comptency when comparing self to other managers he has known:

## WORKSHEET FOR SCORING ON MSAI ADHOCRACY ITEMS MARKET ITEMS

Managing Innovation	
5,0	
4,0	
4,0	27
4,0	45
4,0	
	SUM
4,2	AVERAGE

Managing	Competitiv	eness
4,0	15	
4,0	30	
5,0	35	
4,0	42	
4,0	43	
21,0	SUM	
4,2	AVERAGE	

Managing	Coordinati	on
3,0	11	
4,0	17	
4,0	37	
4,0	38	
4,0	57	
19,0	SUM	
3,8	AVERAGE	

HIERARCHY ITEMS

Managing the Development of Others		
4,0	05	
5,0	20	
5,0	24	
4,0	25	
4,0	47	
22,0	SUM	
4,4	AVERAGE	

**CLAN ITEMS** 

Managing the Future		
5,0		
4,0		
4,0	28	
3,0	46	
4,0	59	
	SUM	
4,0	AVERAGE	

	Employee
5,0	
4,0	
3,0	07
4,0	
5,0	
	SUM
4,2	AVERAGE

Managing the Control System		
4,0	04	
4,0	16	
5,0	19	
4,0	36	
4,0	39	
21,0	SUM	
4,2	AVERAGE	

Managing	Interpersor	nal Relationships
5,0	01	
5,0	13	
3,0	23	
4,0	48	
4,0	50	
21,0	SUM	
4,2	AVERAGE	
21,0	50 SUM	

Managing Continuous Improvement		
4,0	26	
4,0	29	
4,0	44	
4,0	52	
4,0	53	
20,0	SUM	
4,0	AVERAGE	

Managing Customer Services		
4,0		
5,0		
5,0	41	
4,0	54	
3,0	55	
21,0	SUM	
4,2	AVERAGE	

	Acculturati	or
5,0		
5,0		
4,0	40	
3,0	56	
4,0		
21,0	SUM	
4,2	AVERAGE	

Managing	Teams
5,0	
5,0	
5,0	
5,0	
4,0	
	SUM
4,8	AVERAGE

nd's actual managerial bentaniours for each skill area (questions 1,600)

The following for each skill area (questions 6,173)

The following for each skill area (questions 6,173)

The following for each skill to Sandi's Job function (questions 7,6,67)

The following for each skill to Sandi's Job function (questions 7,16,67)

The following for each skill to Sandi's Job function (questions 1,173)

The following for each skill to Sandi's Job function (questions 1,173)

The following for each skill area (questions 1,160)

The following for each skill area (que

	San	San	lus
FLEXIBILITY	4,5	4,0	4,0
Managing Innovation	4,2	4,0	4,0
Managing the Future	4,0	3,0	4,0
Managing Continuous Improvement	4,0	3,0	3,0
EXTERNAL	4,1	3,5	3,0
Managing Competitiveness	4,2	4,0	3,0
Energising Employees	4,2	4,0	4,0
Managing Customer Service	4,2	4,0	5,0
CONTROL	4,2	3,5	4,5
Managing Acculturation	4,2	3,0	4,0
Managing the Control System	4,2	3,0	3,0
Managing Coordination	3,8	3,0	3,0
INTERNAL	4,1	3,0	3,5
Managing Development of Others	4,4	3,0	4,0
Managing Interpersonal Relationships	4,2	4,0	4,0
Managing Teams	4,8	4,0	4,0

**SUMMARY OF SCORING**