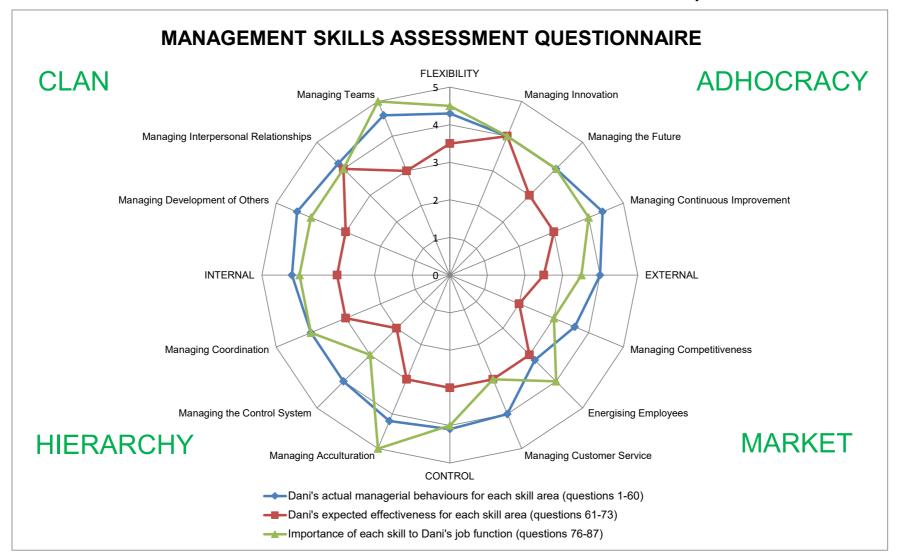
MSAI results for: Dani Swandani Date of completion: 11/06/2025



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

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

Dani's self rating of managerial comptency when comparing self to other managers he has known: In the bottom half

## WORKSHEET FOR SCORING ON MSAI ADHOCRACY ITEMS MARKET ITEMS

Managing Innovation			
5,0			
4,0			
3,0	27		
4,0			
4,0			
20,0	SUM		
4,0	AVERAGE		

Managing	Competitiv	eness
3,0	15	
3,0	30	
4,0	35	
5,0	42	
3,0	43	
18,0	SUM	
3.6	AVERAGE	

Managing	Coordination
5,0	11
5.0	17

HIERARCHY ITEMS

CLAN	ITEMS	

Managing Competitive			
3,0			
3,0			
4,0	35		
5,0	42		
3,0	43		
	SUM		
3,6	AVERAGE		
Consision Company			

	Coordination	)
5,0	11	
5,0	17	
3,0		
3,0		
4,0	57	
20,0	SUM	
4,0	AVERAGE	

Managing	the Develo	pment of Others
3,0	05	
5,0	20	
5,0	24	
5,0	25	
4,0	47	
22,0	SUM	
4,4	AVERAGE	

the Future
09
14
28
46
59
SUM
AVERAGE

<b>Employee</b>
03
06
07
31
60
SUM
AVERAGE

Managing the Control System			
4,0	04		
3,0	16		
5,0	19		
4,0	36		
4,0	39		
20,0	SUM		
4,0	AVERAGE		

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

Managing Continuous Improvement		
4,0	26	
4,0	29	
4,0	44	
5,0	52	
5,0	53	
22,0	SUM	
4,4	AVERAGE	

Managing Customer Services					
3,0	32				
4,0	33				
4,0	41				
5,0	54				
4,0	55				
20,0	SUM				
4,0	AVERAGE				

	Acculturati	on
5,0	10	
4,0		
4,0		
4,0		
4,0		
	SUM	
4,2	AVERAGE	

Managing Teams					
4,0					
5,0					
5,0	21				
4,0					
5,0	49				
	SUM				
4,6	AVERAGE				

	Dani	Dani	Iwbo
FLEXIBILITY	4,3	3,5	4,5
Managing Innovation	4,0	4,0	4,0
Managing the Future	4,0	3,0	4,0
Managing Continuous Improvement	4,4	3,0	4,0
EXTERNAL	4,0	2,5	3,5
Managing Competitiveness	3,6	2,0	3,0
Energising Employees	3,2	3,0	4,0
Managing Customer Service	4,0	3,0	3,0
CONTROL	4,1	3,0	4,0
Managing Acculturation	4,2	3,0	5,0
Managing the Control System	4,0	2,0	3,0
Managing Coordination	4,0	3,0	4,0
INTERNAL	4,2	3,0	4,0
Managing Development of Others	4,4	3,0	4,0
Managing Interpersonal Relationships	4,2	4,0	4,0
Managing Teams	4,6	3,0	5,0

**SUMMARY OF SCORING**