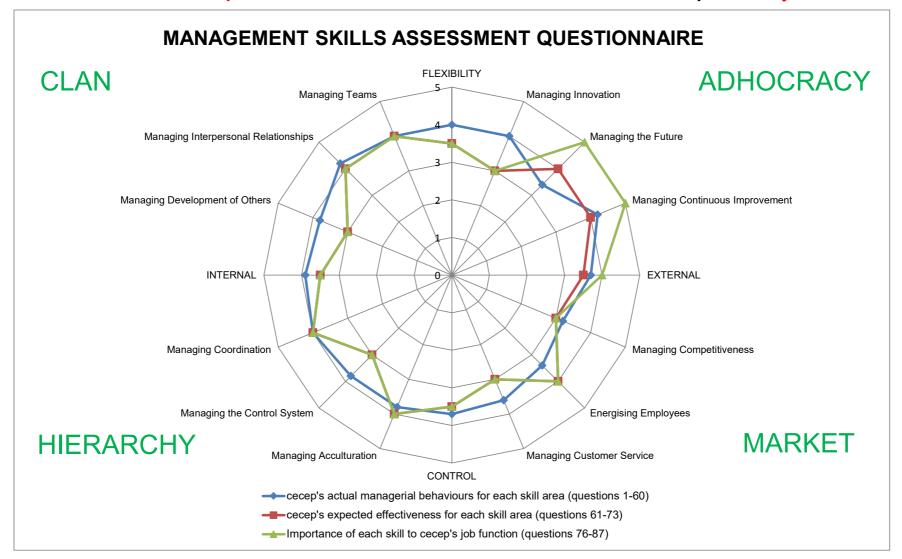
MSAI results for: cecep rusmana Date of completion: 7 juni 2025



OTHER QUESTIONNAIRE RESULTS (questions 73-75):

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

cecep's self rating of managerial comptency when comparing self to other managers he has known: Top 25%

WORKSHEET FOR SCORING ON MSAI MARKET ITEMS ADHOCRACY ITEMS

Managing Innovation		
4,0		
4,0	08	
4,0	27	
4,0	45	
4,0	51	
	SUM	
4,0	AVERAGE	

Managing Competitiveness		
3,0	15	
3,0	30	
4,0	35	
3,0	42	
3,0	43	
16,0	SUM	
3,2	AVERAGE	

HIEF	RAR	CHY	ITE	EMS

CLAN ITEMS	
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Managing	Competitive
3,0	15
3,0	30
4,0	35
3,0	42
3,0	43
16,0	SUM
3,2	AVERAGE

4,0	AVERAGE	
	SUM	
3,0		
4,0		
3,0		
5,0	17	
5,0	11	
Managing	Coordination	0

Managing	the Develo	pment of Others
4,0	05	
4,0	20	
4,0	24	
3,0	25	
4,0	47	
19,0	SUM	
3,8	AVERAGE	

Managing the Future		
4,0		
4,0		
3,0	28	
3,0	46	
3,0	59	
17,0	SUM	
3,4	AVERAGE	

Energising Employee		
4,0		
3,0		
3,0	07	
3,0	31	
4,0		
	SUM	
3,4	AVERAGE	

Managing the Control System		
4,0	04	-
4,0	16	
5,0	19	
3,0	36	
3,0	39	
19,0	SUM	
3,8	AVERAGE	

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

Managing Continuous Improvement		
3,0	26	
4,0	29	
4,0	44	
5,0	52	
5,0	53	
21,0	SUM	
4,2	AVERAGE	

Managing	Customer	Services
3,0	32	
4,0	33	
4,0	41	
4,0	54	
3,0	55	
18,0	SUM	
3,6	AVERAGE	
		•

	Acculturati	o
5,0		
4,0		
4,0	40	
3,0		
3,0		
	SUM	
3,8	AVERAGE	

Managing	Teams	
4,0	12	
5,0		
3,0	21	
4,0		
4,0		
	SUM	
4,0	AVERAGE	

Cec	Cec	lun
4,0	3,5	3,5
4,0	3,0	3,0
3,4	4,0	5,0
4,2	4,0	5,0
3,7	3,5	4,0
3,2	3,0	3,0
3,4	4,0	4,0
3,6	3,0	3,0
3,7	3,5	3,5
3,8	4,0	4,0
3,8	3,0	3,0
4,0	4,0	4,0
3,9	3,5	3,5
3,8	3,0	3,0
4,2	4,0	4,0
4,0	4,0	4,0
	4,0 4,0 3,4 4,2 3,7 3,2 3,4 3,6 3,7 3,8 4,9 3,9	4,0 3,5 4,0 3,0 3,4 4,0 4,2 4,0 3,7 3,5 3,2 3,0 3,4 4,0 3,6 3,0 3,7 3,5 3,8 4,0 4,0 4,0 3,9 3,5 3,8 3,0 4,2 4,0

SUMMARY OF SCORING