

Leadership test main 1002

Finish State: Normal

Registration Details

Email Address:

First Name: Sample

Last Name: Not filled **Country:**

Gender: Not filled

Not filled

Level of Education: Masters

Industry: Not filled

Profession: Not filled

No. of years of Experience: 2

Response Style: **Genuine**

Explanation of response style:

Genuine: If questions are answered in a sufficiently varied manner.

Social Desirability: If questions are answered in a socially desirable manner for more than 60% of the questions.

Central Tendency: If more than 60% of the questions are answered as 'neither agree nor disagree'.

Acquiescence: If questions are answered in a 'strongly agree' or 'agree' manner for more than 60% of the questions.

EXECUTIVE SUMMARY

Recommendation for the Role

Moderately Recommended

Dominant Leadership Style

Delegative Leadership: Believes in delegation of tasks and responsibilities. Trusts the abilities of the team members and allows them to take their own course of action, once tasks have been assigned.

Negotiative Leadership: Has a political approach to work and takes decisions based on personal interests. Capable of identifying others' needs and using them as a basis for negotiations.

Key Motivators

Affiliation/Social Contact, Power, Achievement: Interacting with other people at work; accepting a leadership role, taking responsibilities, making decisions and being in-charge of the tasks at hand; striving for excellence at work and deriving self-satisfaction on accomplishment

Money/Incentives, Competition/Challenge, Power: Materialistic gains and rewards; opportunities to compete with others to prove oneself as the best among one's peers

Red Flags

NONE

Strengths

Decisiveness: Likely to be a very good decision maker.

Stress Tolerance: Is highly optimistic and resilient and can cope well in stressful times.

Creativity: Highly imaginative and receptive to unconventional ideas at work.

Areas of Development

Strategic Thinking: Be efficient and organized in one's work, develop confidence to effectively formulate objectives and implement plans for organization's growth and development.

Integrity/ Honesty: Be ethical and honest in your approach to work. Learn to follow rules and regulations.

Accountability: Learn to be self motivated and disciplined in one's approach to work, focusing on achieving high quality results.

Dominant Leadership Styles

Delegative Leadership

Believes in delegation of tasks and responsibilities. Trusts the abilities of the team members and allows them to take their own course of action, once tasks have been assigned. Is still responsible for the decisions that are made and is available for consultation and feedback.

Advantages

Fosters creativity, and personal responsibility ; Increases job satisfaction in self-motivated employees

Disadvantages

Undemocratic process, may not involve consultation ; Decreased productivity with unmotivated and insincere employees

Suitable Leadership Style when

Leading a highly capable & motivated team ; Working in a large organization ; Team members have more technical knowledge than the leader

Role in the Team

Peripheral role, only assigns tasks, little or no guidance

Motivated by

Interacting with other people at work; accepting a leadership role, taking responsibilities, making decisions and being in-charge of the tasks at hand; striving for excellence at work and deriving self-satisfaction on accomplishment

Negotiative Leadership

Has a political approach to work and takes decisions based on personal interests. Capable of identifying others' needs and using them as a basis for negotiations. Uses incentives to make deals with sub-ordinates in order to get the work done.

Advantages

Well-developed self-image management skills ; Conflicts mostly settled with persuasive arguments in mutually beneficial way

Disadvantages

Individual's goals and agendas can replace those of the organization ; Employees may sometimes feel isolated and dejected

Suitable Leadership Style when

Completion of tasks requires persuasive and influential techniques ; Employees also tend to be negotiative

Role in the Team

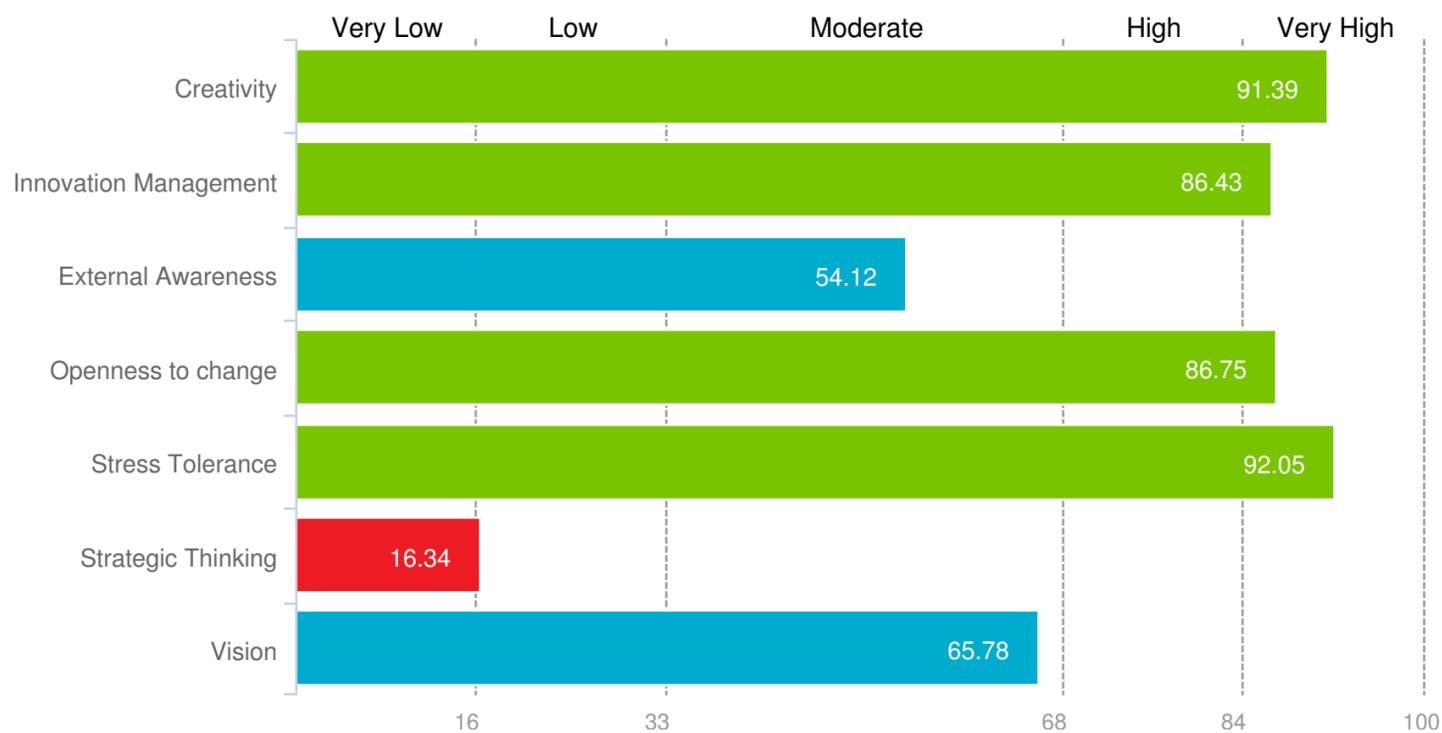
Oversees the democratic process & coordinates each group member's contribution

Motivated by

Materialistic gains and rewards; opportunities to compete with others to prove oneself as the best among one's peers

LEADERSHIP COMPETENCIES

Leading Change



Values shown in above chart are percentiles

■ Very Low
 ■ Low
 ■ Moderate
 ■ High
 ■ Very High

Creativity: Very High

Likely to be very high on imagination and originality, adding new dimensions to one's work. Is very willing to consider new and unconventional ideas and solutions.

Innovation Management: Very High

Has a high ability to design and implement new programs/processes by being highly creative and bringing in new insights to situations. Is likely to have a very flexible approach to one's work, constantly working towards deriving innovative solutions.

External Awareness: Moderate

Moderately likely to look for opportunities to gain more knowledge and keep oneself somewhat updated about company policies and trends that may impact the organization. Is somewhat diligent and on occasion may keep attention focused on the external market to understand how it can affect the organization as well as the organization's impact on the environment.

Openness to change: Very High

Likely to be very open to changes taking place in the organization and is comfortable working with and trying out new activities and experiences. Knows how to effectively deal with change and can adapt easily by being open minded and appreciative of new ideas which can contribute positively to work and working environment.

Stress Tolerance: Very High

Likely to deal in a highly effective manner with pressure by being calm and poised & not getting discouraged by setbacks in adverse situations, working hard to ensure timely and efficient completion of tasks. Likely to always remain optimistic and never give up even if unsuccessful in some deals. Can efficiently and actively cope with workplace stress.

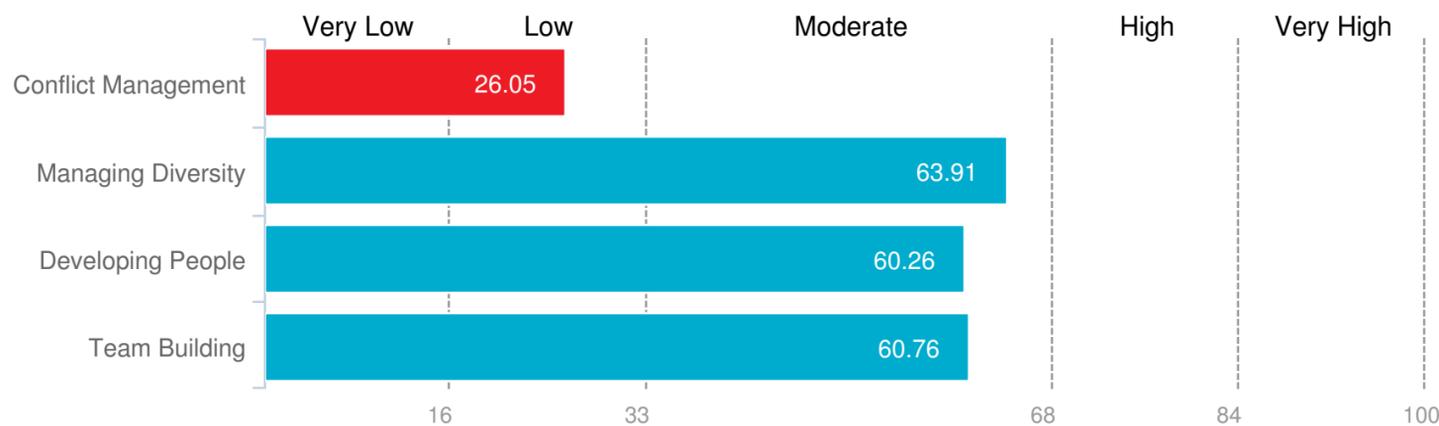
Strategic Thinking: Low

Not likely to be very systematic and meticulous in one's work, rarely engaging in scheduling of work activities, organization of tasks and formulation of objectives and priorities. Not likely to always have a methodical approach to one's work, seldom thinking through one's actions carefully or implementing plans for the organization's growth with confidence.

Vision: Moderate

Moderately likely to be capable of working with others and build a shared vision about the organization's growth and progress. Is somewhat flexible and positive, with an adequate ability to influence and direct others to perform appropriately in order to achieve the vision.

Leading People



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

Conflict Management: Low

Is not very likely to be attuned to one's and others' emotions and is not very capable of understanding and listening to other people's problems. May not always actively help out people with their conflicts by taking their views in consideration, understanding their problem and providing solutions.

Managing Diversity: Moderate

Moderately likely to express positive feelings towards people from different backgrounds in terms of age, gender, religion and political views. Is somewhat comfortable working with people having different perspectives and may on occasion foster an inclusive workplace where individual differences are respected and valued.

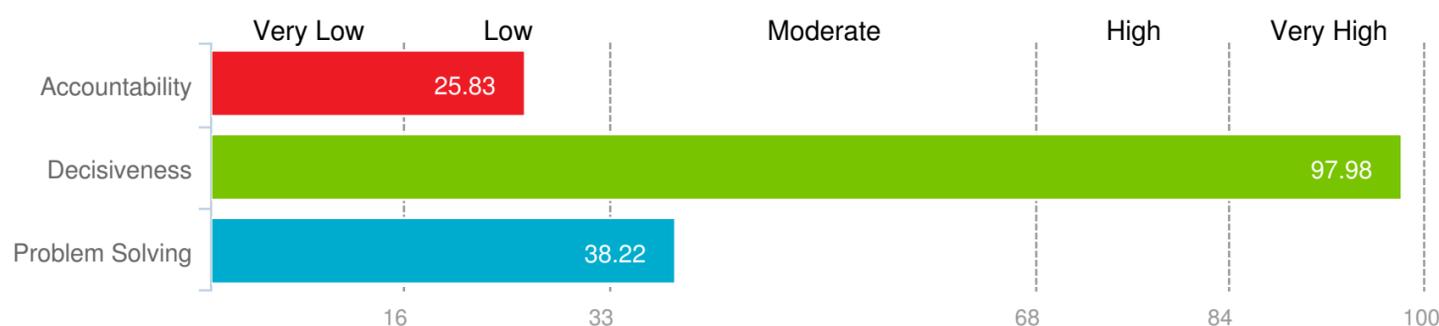
Developing People: **Moderate**

Is moderately likely to contribute in encouraging and developing team members' ability by providing occasional feedback and suggestions. Is somewhat able to lead and coordinate a team effectively. Is at times comfortable during social interactions, providing team members with adequate opportunities to learn.

Team Building: **Moderate**

Has a moderate ability to understand and appreciate individual differences among team members and may occasionally adjust one's work style accordingly. Somewhat likely to accurately assess and utilize the strengths of all the team members while completing a task. Is moderately able to coordinate and cooperate with a team productively.

Result Driven



Values shown in above chart are percentiles

■ Very Low ■ Low ■ Moderate ■ High ■ Very High

Accountability: **Low**

Not very likely to be methodical, systematic and organized when carrying out tasks. Rarely holds self and others accountable for high quality and cost-effective results. Not highly self-disciplined and motivated in one's approach to work; seldom determines objectives, sets priorities and follows through one's plan to effectively complete tasks. May not always have a strong sense of duty and may not always comply with established systems and rules.

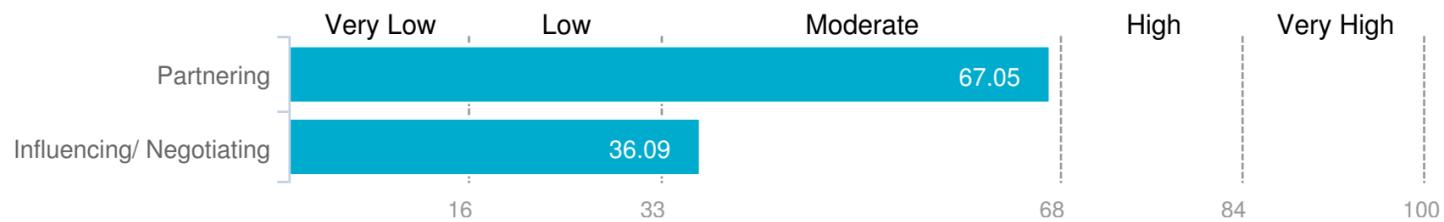
Decisiveness: **Very High**

Likely to be extremely skilled at making well informed, effective and timely decisions by clearly understanding and defining the problem/situation, analyzing the underlying assumptions of a situation, carefully evaluating the available evidence and drawing logical conclusions from it to reach an appropriate decision.

Problem Solving: **Moderate**

Likely to be moderately skilled at solving problems by being able to identify and understand patterns and relationships amongst events, situations and applying this knowledge to strategically solve work-related problems.

Building Coalition



Values shown in above chart are percentiles

■ Very Low ■ Low ■ Moderate ■ High ■ Very High

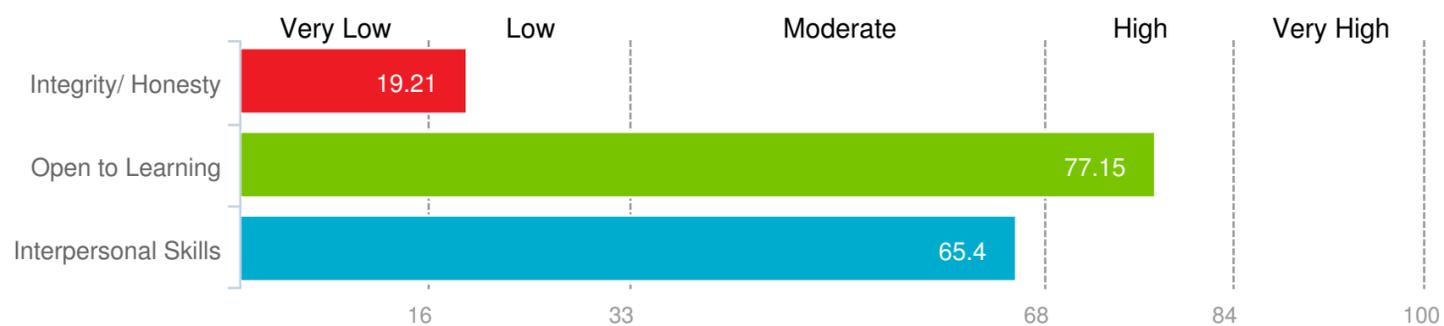
Partnering: **Moderate**

Is likely to be moderately social, occasionally choosing to spend time interacting in social groups to develop professional networks and establish contacts. Is somewhat cooperative, accommodating and uninhibited with a moderate ability to collaborate with people from different backgrounds to achieve one's goals.

Influencing/ Negotiating: **Moderate**

Can occasionally persuade others to take desired action. May sometimes be able to identify and utilize the factors that might influence others to take a particular action. Somewhat likely to be able to convince others and has a moderate ability to be a tactful negotiator.

Basic Competencies



Values shown in above chart are percentiles

■ Very Low ■ Low ■ Moderate ■ High ■ Very High

Integrity/ Honesty: **Low**

Not very likely to behave in an honest and ethical manner by strictly adhering to moral and ethical codes while working. Might not be very sincere and may rarely be relied upon to carry out assignments efficiently.

Open to Learning: **High**

Likely to be secure in one's abilities while being aware of and recognizing one's own strengths and limitations. Is not likely to be bothered about other's judgments but instead works towards personal growth and development, putting in high degree of effort to improve oneself and learn and acquire more knowledge.

Interpersonal Skills: **Moderate**

Moderately likely to be capable of identifying and understanding the dynamics of the organization as is somewhat amiable and occasionally enjoys working and interacting with people. Is seen as being somewhat sociable, sympathetic and honest , willing to lend an ear to others as well as share one's own ideas with others. Can occasionally work efficiently with others as is somewhat accepting and trusting.

Test Log

04 Sep,2014

1:55 PM Started the test with Personality Inventory
1:59 PM Finished Personality Inventory and started Critical Thinking of the test
2:07 PM Finished Critical Thinking and started Abstract Reasoning of the test
2:15 PM Finished the test

APPENDIX

"Know Thyself" is the key to professional growth and personal development. Carefully reviewing this report will give an insight into a person's personality at work, which will help in

Gaining an understanding of the person's strengths and growth opportunities.

Gazing how his or her behavior influences himself or herself and others.

Having a better understanding of his/her leadership styles and how to manage one's work through one's leadership attributes.

How to interpret the reports?

When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.

The scales for all the factors range from 'very high' to 'very low' based on the normal probability curve.

The descriptions for all the factors are easy to comprehend and self-explanatory. In case any further clarification needed, please feel free to contact us.

Response style suggests the tendency of a person to respond to the psychometric test in a particular manner.

