

Learning Agility Assessment

Finish State: Normal

Registration Details

Email Address: abc@mettl.com

First Name: Demo

Last Name: Not filled

Gender: Not filled

Country: Not filled

Level of Education: Masters

Industry: Not filled

Profession: Not filled

No. of years of Experience: Education

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

Considerable potential

Level of Agility

Change Agility: Is somewhat curious and creative, fairly likes to experiment with new ideas and can adequately deal with change.

Mental Agility: Can reasonably think critically and deal with problems from a fresh point of view. Is moderately comfortable dealing with ambiguity and complexity.

People Agility: Can somewhat relate to and deal with a wide variety of people, reasonably treats others constructively and can manage others.

Results Agility: Is moderately result driven and sometimes demonstrate a sense of urgency, drive, passion and commitment towards achieving individual and team goals.

Strengths

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

Open to Learning: Is likely to be secure in one's abilities, recognizing one's strengths and weaknesses and working towards self development and growth.

Innovation Management: Is innovative and works towards deriving new and creative solutions at the workplace.

 **Red Flags**

NONE

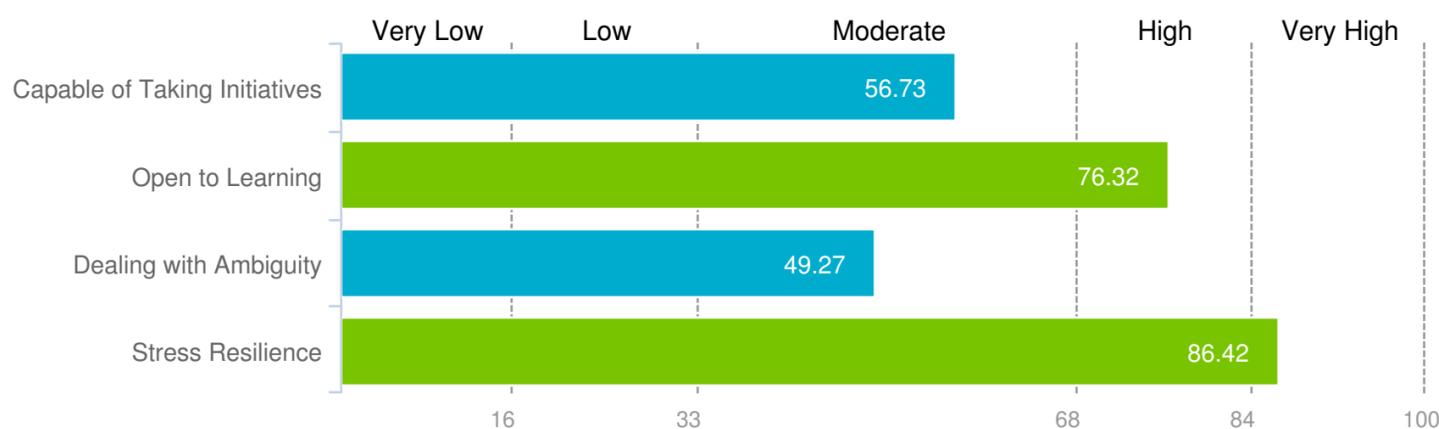
 **Areas of Development**

Conflict Management: Learn to recognize others' emotions and help others when needed.

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

Strategic Orientation: Needs to develop skills for strategic thinking and decision making.

High Potential or Not?



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

Capable of Taking Initiatives: Moderate

Likely to be somewhat open to new experiences and opportunities and be moderately capable of taking new initiatives. May occasionally be flexible and driven when dealing with novel ideas. Can at times easily express own views and convince and direct others when needed.

Open to Learning: High

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

Dealing with Ambiguity: Moderate

Is somewhat comfortable in situations involving uncertainty and risks and can at times deal with ambiguous situations by being methodical and patient. Is somewhat deliberate and meticulous in one's approach to work, usually analyzing all available information in a rational manner, thinking through one's actions somewhat carefully and cautiously. Occasionally seeks out opportunities to try out new activities and tends to actively cope with tough situations, rather than being passive.

Stress Resilience: Very High

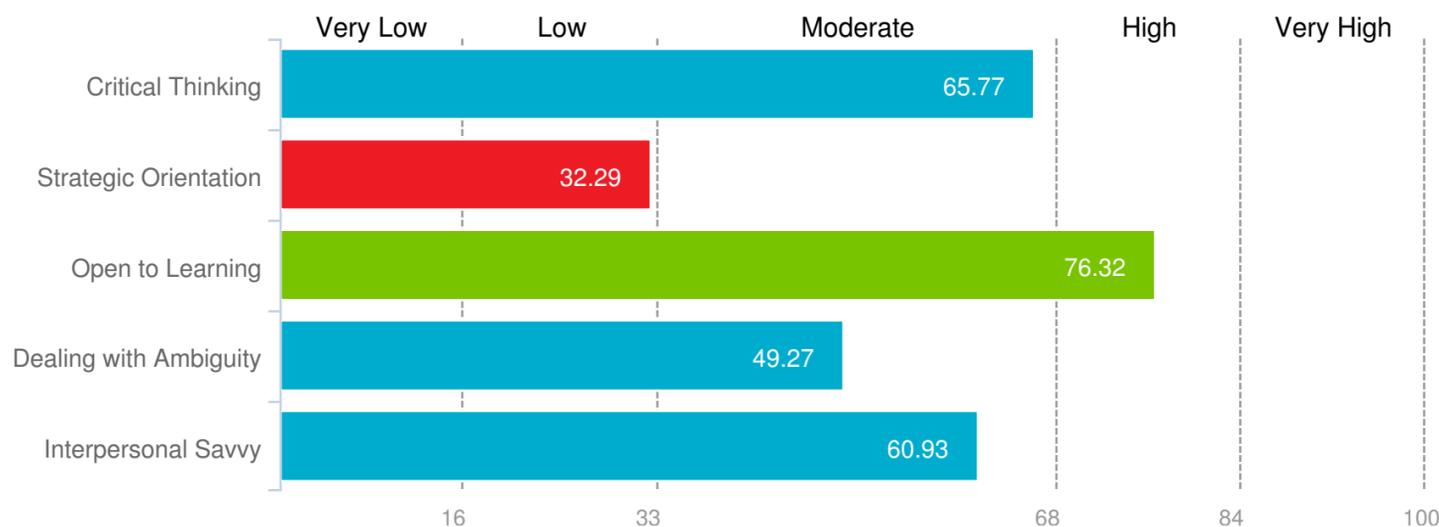
Likely to deal in a highly effective manner with pressure by being calm and poised and not getting discouraged by setbacks in adverse situations, working hard to ensure timely and efficient completion of tasks. Likely to always remain optimistic and never give up even if unsuccessful in some deals. Can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

Dominant Agility

NONE

Learning Agility Competencies

Mental Agility



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

Critical Thinking: Moderate

The person is likely to be moderately skilled at applying critical thinking effectively for decision making and analysis and is able to analyze some of the underlying assumptions of a situation while defining problems and their consequences; likely to pay moderate attention to available evidence while judging the relevance of an argument; may sometimes draw logical conclusions from the information available and make decisions accordingly.

Strategic Orientation: Low

The person is likely to be less proficient at applying his skills effectively for strategic thinking and decision making. May be a slow learner and sometimes struggles to grasp new and complex concepts. May find it difficult to identify logical patterns and relationships among events, situations or ideas, hence, not able to apply this knowledge fully to strategically solve work-related problems.

Open to Learning: High

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

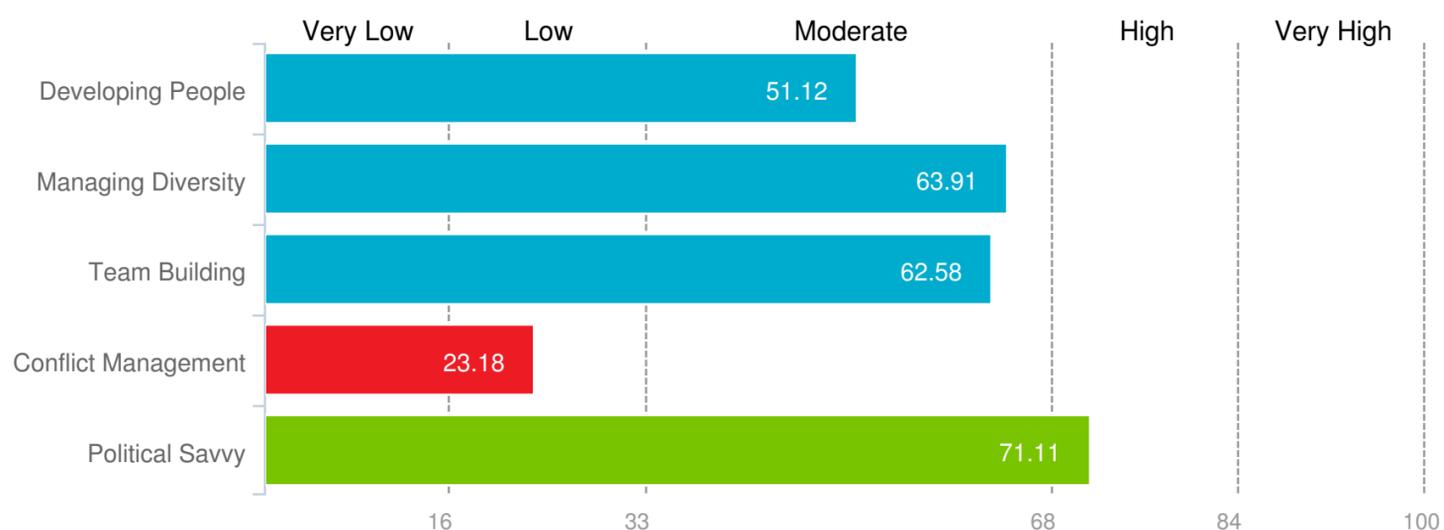
Dealing with Ambiguity: Moderate

Is somewhat comfortable in situations involving uncertainty and risks and can at times deal with ambiguous situations by being methodical and patient. Is somewhat deliberate and meticulous in one's approach to work, usually analyzing all available information in a rational manner, thinking through one's actions somewhat carefully and cautiously. Occasionally seeks out opportunities to try out new activities and tends to actively cope with tough situations, rather than being passive.

Interpersonal Savvy: 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.

People Agility



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

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.

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.

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.

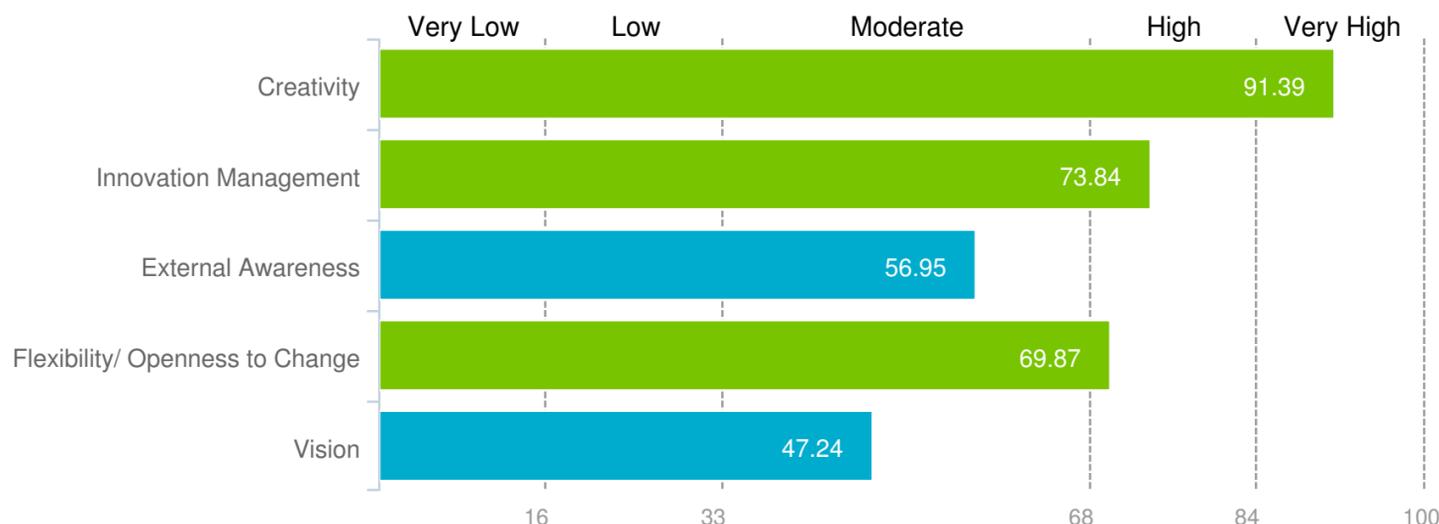
Conflict Management: Low

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 overlooking their views, not understanding their problem and failing to provide solutions.

Political Savvy: High

Is likely to be concerned about having cordial and harmonious relations with others as is cooperative, accommodating and understanding. Is modest about one's own achievements and is aware of and openly admits to one's own limitations. Is attuned to others' feelings and emotions and can easily recognize the needs and problems of others.

Change Agility



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: High

Has the ability to design and implement new programs/processes by being creative and bringing in new insights to situations. Is likely to have a 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.

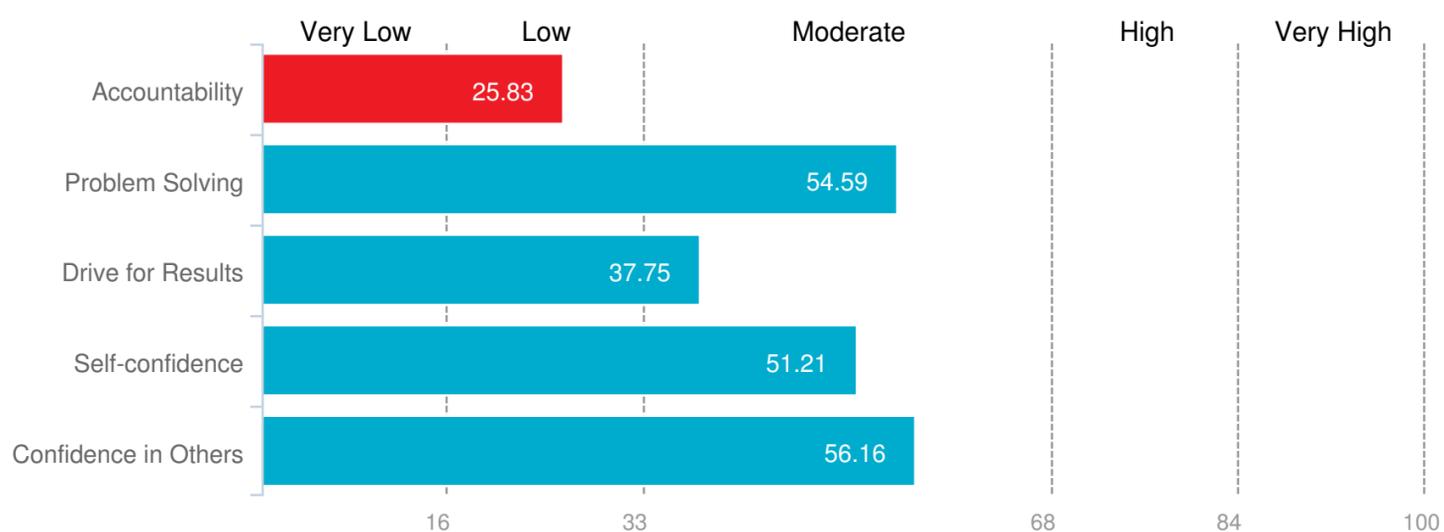
Flexibility/ Openness to Change: High

Likely to be 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 by being open minded and appreciative of new ideas which can contribute positively to work and working environment.

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.

Results Agility



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 oneself 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.

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.

Drive for Results: Moderate

Is somewhat responsible and active at work to ensure desired results and high quality of work. Exhibits a moderate sense of urgency, drive, passion and commitment towards achieving individual and team goals. May moderately be able to utilize available resources in a profitable way. Somewhat likely to set challenging goals for oneself and for other team members. Is moderately able to control one's emotions and behavior and adapt to changing circumstances.

Self-confidence: Moderate

Somewhat likely to be capable and efficient, having confidence in one's own skills and abilities. May at times come across as an independent and assertive individual, with a moderate ability of taking initiative and guiding others during challenging times. May occasionally be open and willing to work in situations involving uncertainty and risk.

Confidence in Others: Moderate

Moderately likely to genuinely regard people and form close associations with others. Somewhat believes that most people are honest and sincere and has reasonable confidence in others. Is somewhat comfortable working with people having different perspectives than one's own and occasionally takes into consideration others' views and opinions when making decisions about work.

Test Log

07 Aug,2014

4:24 PM Started the test with Personality Inventory
4:29 PM Finished Personality Inventory and started Critical Thinking Test of the test Finished
4:33 PM Critical Thinking Test and started Abstract Reasoning Test of the test Finished the test
4:35 PM

APPENDIX

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.

1. Response Style

Response style is the tendency of a person to respond to the psychometric tests in a particular manner- please refer to the description given under that category.

2. Executive Summary

- Brief overview of 'Level of Learning Agility'.
- 'Red Flags' indicates the competencies where the candidate has scored very low and needs improvement or attention.
- 'Strengths' indicates the competencies where the candidate has scored very high and high.
- 'Areas of development' indicates the competencies where the candidate has scored moderate, low and very low.

3. Dominant Learning Agility

- It focuses on 2 dominant Learning Agility Competencies (based on 'high' and 'very high' scores) while explaining the advantages, disadvantages and how to leverage the competencies.

4. Learning Agility Competencies

- **Graph representing percentile scores** of the candidate for each competency. The scales for all the competencies range from 'very high' to 'very low' based on the normal probability curve.

Very High: If candidate has scored better than 85% of the people who have taken this test

High: If candidate has scored better than 68% of the people who have taken this test

Moderate: If candidate has scored better than 34% of the people who have taken this test

Low: If candidate has scored better than 17% of the people who have taken this test

Very Low: If candidate has scored better than 0% of the people who have taken this test

- **Description and detailed analysis of all the 20 competencies**

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

