

Managerial Potential Assessment

Finish State: Normal

Registration Details

Email Address: demo@demo.com

First Name: Demo Test

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

Moderately Recommended

Key Competencies

Accountability: Highly likely to be methodical, responsible and organized when carrying out tasks. Holds self and others accountable for high quality and cost-effective results.

Planning and Organizing: Likely to be meticulous and systematic, organizing tasks according to priority and urgency. Has the ability to formulate clear and effective plans and objectives.

Problem Solving and Decision Making: Can occasionally analyze a problem, identify its causes and choose an appropriate solution from alternatives.

Change Facilitation: Likely to be low on originality and creativity, not actively enabling one to work towards bringing about strategic changes in the organization. Is not very open-minded or willing to try out new activities.

Strengths

Coaching and Mentoring: Is likely to be a good mentor and coach for subordinates and team members, encouraging them in the right direction by giving them proper guidance and being accommodating to their needs.

Integrity: Is sincere, ethical and honest in one's approach to work.

Accountability: Holds oneself accountable for high quality work and complies with rules and policies.

Red Flags

NONE

Areas of Development

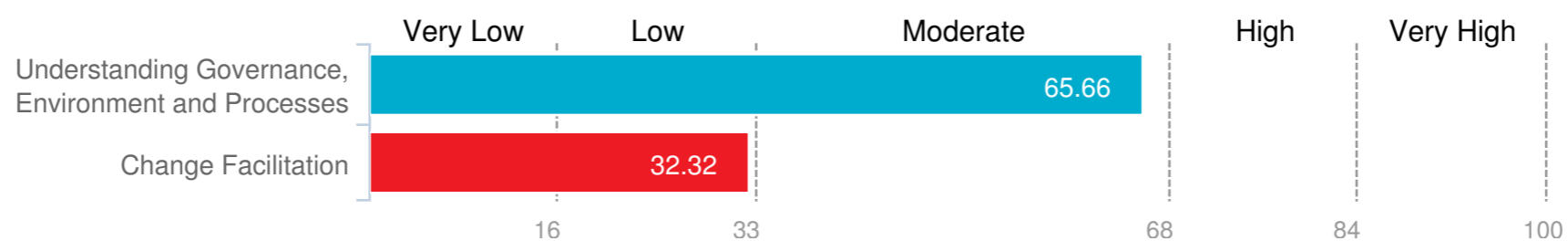
Change Facilitation: Needs to be open and flexible to change by making an effort to understand the need for change and working towards bringing about change in one's functions.

Problem Solving and Decision Making: Needs to be more unconventional, inquisitive and deliberate when dealing with problems or making decisions.

Understanding Diversity: Be more warm, open-minded and respectful, specially when working with people from different backgrounds.

COMPETENCIES EVALUATION

Organizational Acumen



Values shown in above chart are percentiles

 Very Low  Low  Moderate  High  Very High

Understanding Governance, Environment and Processes: Moderate

Moderately likely to be capable and motivated, at times striving to perform better and achieve excellence. May occasionally look for opportunities to gain more knowledge and insight about one's organization and its policies, procedures and work environment. Keeps oneself somewhat up to date.

Change Facilitation: **Low**

Likely to be low on originality and creativity leading to an inability to work towards bringing about strategic changes in the organization. Is not very open-minded or willing to try out new activities and can rarely add new dimensions to one's work. Is not very likely to be driven by achievements and is somewhat unable to establish a vision for self and organization and can seldom work towards implementing as is not very innovative and flexible in one's approach to work.

Collaboration



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

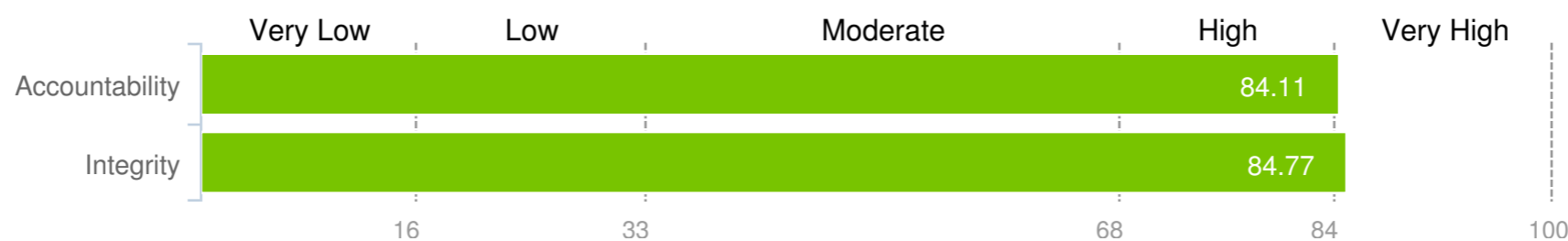
Partnering: **High**

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

Teamwork: **High**

Likely to be a good team player, with the ability of having harmonious and cooperative relationships with team members by being trusting and attuned to their emotions. Can understand and appreciate individual differences among team members and is likely to adjust one's work style accordingly. Is honest and straightforward and can correctly assess and utilize the strengths of all the team members while completing a task.

Leadership Skills



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

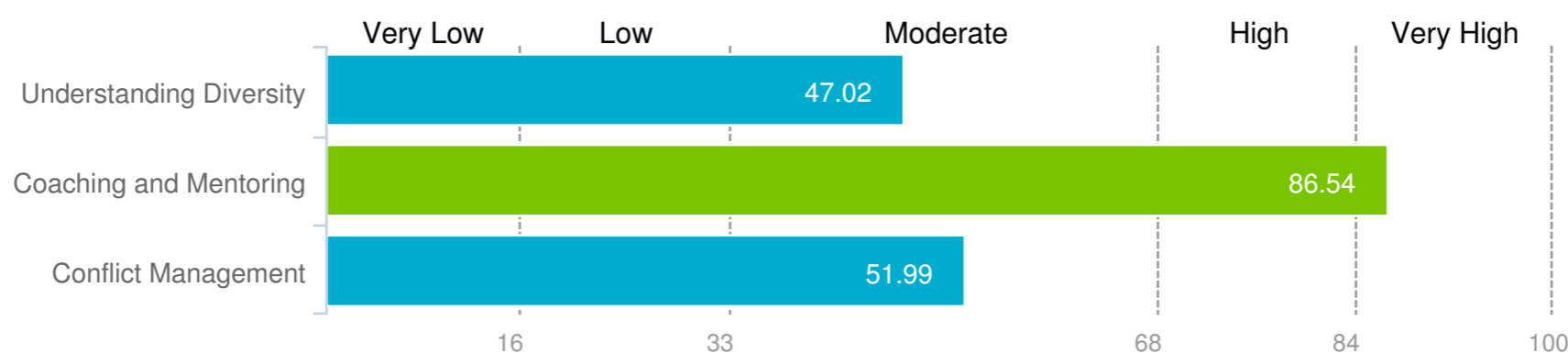
Accountability: Very High

Highly likely to be methodical, responsible and organized when carrying out tasks. Holds self and others accountable for high quality and cost-effective results. Is highly self-disciplined and motivated in one's approach to work; determining objectives, setting priorities and following through one's plan to effectively complete tasks. Has a strong sense of duty and complies with established systems and rules.

Integrity: Very High

Likely to behave in a very honest and ethical manner by strictly adhering to moral and ethical codes while working. Is highly sincere and can be relied upon to carry out assignments efficiently.

People Management



Values shown in above chart are percentiles

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

Understanding Diversity: Moderate

Is moderately capable of working effectively with people regardless of age, gender, religion and so on. Is somewhat open-minded and tolerant of the views of others and is at times comfortable working with people having different perspectives. May occasionally understand and respect diversity.

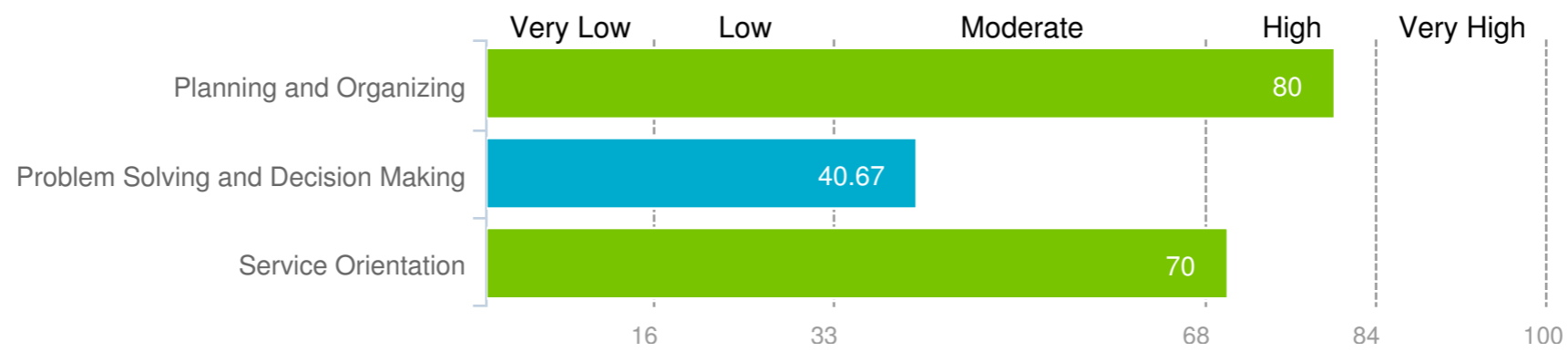
Coaching and Mentoring: Very High

Extremely likely to contribute in encouraging and developing team members' ability by providing continuous feedback and suggestions. Very well understands the individual differences and provides personal coaching, mentoring, training and using learning and development approaches. Extremely likely to motivate and encourage team members to learn. Likely to be strongly attuned to one's and others' emotions and is capable of understanding and listening to other people's problems.

Conflict Management: Moderate

Is moderately likely to be attuned to one's and others' emotions and is somewhat capable of understanding and listening to other people's problems. May occasionally help out people with their conflicts by taking their views in consideration, understanding their problem and providing solutions.

Managing One's Work



Values shown in above chart are percentiles

Very Low Low Moderate High Very High

Planning and Organizing: High

Likely to be meticulous and systematic, organizing tasks according to priority and urgency. Likely to follow strict schedules and timelines, ensuring the quality of the work simultaneously. Has the ability to formulate clear and effective plans and objectives. Likely to be able to allocate work and resources effectively in a team.

Problem Solving and Decision Making: Moderate

Is moderately focused and pays some attention to the details of a situation. Can occasionally analyze a problem, identify its causes and choose an appropriate solution from alternatives. May sometimes leave tasks pending and has a somewhat active approach to work. Has a moderate ability to utilize learning from past experiences to solve current problems.

Service Orientation: High

Has the ability to deal with customer queries, requests and complaints. Likely to be able to identify potential clients and provide quality service to current clients. Likely to understand and deliver according to a client's expectations and requirements. Is likely to be willing and able to modify one's work style and adapt as per the clients.

Test Log

23 Jun,2014

12:44 PM Started the test with Personality Inventory

12:46 PM Finished Personality Inventory and started Critical Thinking Test of the test 12:47 PM

Finished Critical Thinking Test and started Customer Focus Test of the test 12:47 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.

