

LEADERSHIP LEVERAGE - PERSONAL EFFECTIVENESS INVENTORY REPORT

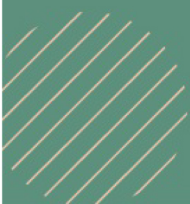


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Assessment Date : 21 Nov 2024

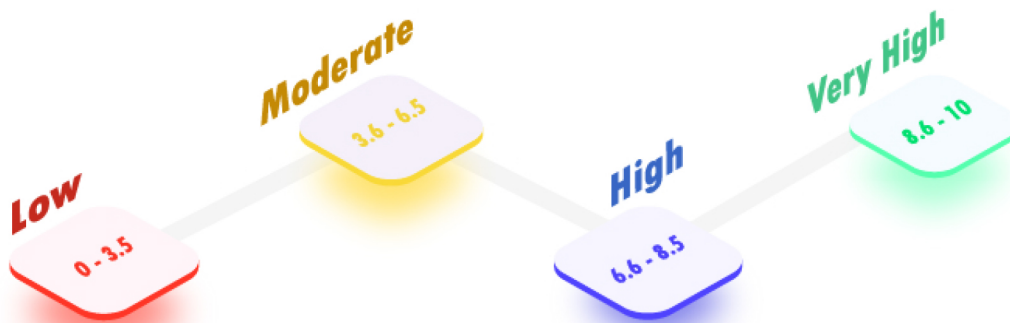


ABOUT THE ASSESSMENT

The HireMee Personal Effectiveness Assessment comprises 14 competencies that relate to the skills and behaviours you are likely to exhibit at your workplace. Responses are made on a 3-point scale, i.e., the assessment taker will choose one of the options out of the 3 that applies the most to him.

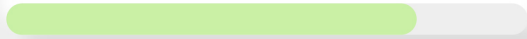
The assessment aims to measure personality and its determinants through 14 competencies. The objective of the assessment is to understand the proficiency in the competencies necessary to perform effectively in the role assigned at work. It will, by no means, be used as a sole criterion to make decisions about the assessment taker's suitability for the job role.

SCORE INFERENCE



ASSESSMENT SUMMARY

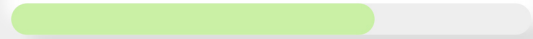
7.9



Drive for Results

Explains clearly what is to be done, why, and how. *They* prepared to deal with contingencies to deliver an outcome. Set high expectations of self and team in quality and productivity. Continuously evaluate activities of self and others in order to improve. Take steps to prevent the recurrence of problems. Take other actions to problems or trends in the face of multiple constraints.

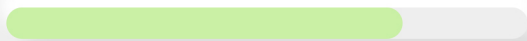
7



Customer Focus

Sets up systems and practices responsive to immediate and ultimate customer needs. *Focuses on the needs of the external customer while trying not to add* problems. Introduce enhancements to work practices without disrupting current services. Effect change in practices to deliver greater value and satisfaction to customers.

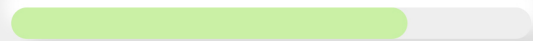
7.6



Timely Decision-Making

Quickly identifies a problem and its most likely causes. *Has knowledge of the process to select optimal solutions from a range of alternatives. Seeks based on available information an solution that addresses the essence of future success. Analyzes risks and benefits of alternative solutions and seeks an effective solution. Ensures continuity of operations by forecasting or potential problems with the greatest impact or leverage.*

7.6



Innovation Management

Chooses approaches, current operational processes, products, and services to promote based on their value-add. *Initiates a culture of innovation in doing current and to address the future. Creates buffers to create space for experimenting with alternative approaches. Analyzes activities to gain knowledge and make improvements to future practices. Fosters a climate that encourages and supports new ideas and practices of continuous improvement.*

7.2

Managing Vision and Purpose

Details out the changing trends directly impacting the business. Prepares a compelling vision of a transformed enterprise. Articulates a strategic vision with clarity of purpose. Tracks a culture of performance that drives toward the vision.

7.5

Strategic Capability

Tracks key long-term changes unfolding in the environment of the business. Tracks major trends of significant players in the industry/business. Tracks new business paradigms to create larger business opportunities in the long run. Reconfigures the allocation of attention and resources within the business to create long-term strength.

7.2

Dealing with Ambiguity

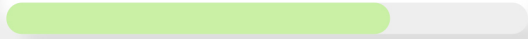
Gauges the most important aspects of the strategic intent for the responsible unit. Implements specific systems and activities to derive maximum strategic business strategy. Identifies trends to modify or discontinue existing practices. Conducts activities to enhance the long-term competitiveness of business.

7

Business Acumen

Stays intimately connected to the industry and the market. Identifies opportunities in the marketplace for business growth. Tracks new ways to utilize resources to achieve the best results. Tracks competitors' strategies and positions the business to win.

7.4

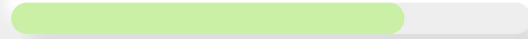


Functional Excellence

Keeps abreast of cutting-edge developments in his/her own field.

Supports activities and processes to high standards of individual and process types. Benchmarks best practices in areas of his/her role and sharing expertise. Creates sources of competitive strength by applying expertise to specific areas.

7.6

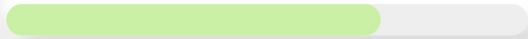


Taking Ownership

Keeps track of the impact of systems and processes on people and the business.

Recognizes when to change processes and redesign systems and processes following an analysis of their failure to meet requirements. Spots major disagreements with others regarding the practices to be followed. Reports regularly on the performance or efficacy of systems and processes. Deals with factors that adversely influence the work climate or community interfaces. Continuously manages contingencies to ensure practice areas that needed process.

7.2

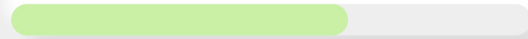


People Development

Consistently seeks talented people who have the capacity to grow and contribute to long-term goals.

Provides organizational flexibility to generate suitable and challenging opportunities for his subordinates. Develops developmental plans that align with organizational succession plans and individual career objectives. Trains individuals to evaluate and transfer learning from a range of experiences to provide for their future capabilities.

6.5

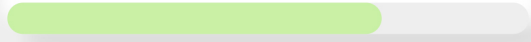


Interpersonal Effectiveness

Ensures subordinates feel comfortable sharing their views.

Sets boundaries for subordinates within which they can decide the best course of action to meet customer needs. Clarifies the context of subordinates' actions when external consequences result. Practices openness in conveying his/her own thoughts and feelings so how things should go down.

7.2

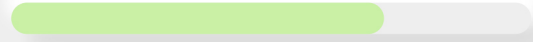


Withstanding Pressure

Handles unexpected situations and problems with calmness and without getting perturbed.

Identifies and addresses issues that may arise in the course of operations. Looks to address these issues when they arise from the top-down rather than from the bottom-up. These situations are managed by seeking solutions to a range of diverse problems and challenges.

7.2



Building Effective Teams

Energizes multi-functional global teams, providing a sense of interaction and interdependence.

Identifies initiatives to ensure they are realized and addressed by their respective teams. Acts as a sponsor to ensure the energy within teams is able to pursue significant business opportunities. Creates relationships and integration among multiple teams to deliver value to the business. Ensures that team contributions remain connected to strategic priorities and goals.

STRENGTHS

Drive for Results

Focuses on achieving the desired results by staying committed to the goal and eliminating obstacles.

Timely Decision Making

Consistently makes well-informed decisions in time with minimal delay.

Taking Ownership

Takes responsibility for ensuring that projects meet their intended objectives.



AREAS OF DEVELOPMENT

Interpersonal Effectiveness

Struggles to balance directness and delegation.

COMPETENCY

1. DRIVE FOR RESULTS

Drive For Results

7.8

Drive For Results - High

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Anticipates the resources in the team and identifies the method for how something needs to be done. They plan out the work ahead. They create a plan to deal with contingencies, in regards of time and resource constraints. They exhibit responsibility for their team. Evaluates the actions of team members that need to improve. Focuses on finding permanent solutions. Maintains a library of effective solutions for frequently occurring problems.

2. CUSTOMER FOCUS

Customer Focus

7.1

Customer Focus - High

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Has an adequate understanding of current customer needs. Attempts to change work practices to deliver greater value. Implements basic work procedures that directly affect current services. Thinks of new systems and practices that could potentially respond to customer needs immediately.

3. TIMELY DECISION-MAKING

Timely Decision-Making

7.7

Timely Decision-Making - High



Identifies problems in ambiguous situations and takes concrete steps to determine the likely causes. Takes steps to ensure continuity of operations by trying to find the potential problems. Selects a solution from a pool of alternatives based on a deep understanding of the business in the work process. Analyzes available information on solutions to assess their likelihood of being successful. Thinks about the associated benefits and potential risks of a solution to adopt a balanced approach.

4. INNOVATION MANAGEMENT

Innovation Management

7.5

Innovation Management - High



Identify ways to increase the impact of current processes. Supports new ideas and routinely experiments with alternative approaches for continuous improvement. Makes all key improvements to practices for the future based on lessons learnt from setbacks. Compares the value addition of different approaches, products, and services before choosing to provide them.

5. MANAGING VISION AND PURPOSE

Managing Vision And Purpose

7.2

Managing Vision And Purpose - High

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This clearly an collective aspects of each case for the transformed enterprise. Understands the strategic vision of the organization, in terms of the needs regarding the business. This is first step to align the current culture of performance with the vision.

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