



Sample Report
High Potential Assessment Center

Report Generated On 10 Dec 2021

1. Overview

Introduction:

This assessment/development center process focused on behaviors most applicable to your performance and was designed to capture many of the important characteristics of your role. The scenarios provided to you were neutral in nature to ensure a level and fair playing field for all participants. Inputs gathered from all exercises were used to gauge your performance. This feedback report focuses on your overall performance in all the tasks presented, rather than on "right or wrong" responses.

Report Content:

This report contains feedback on your performance on all the exercises you attempted. It showcases score descriptions along with your strengths and areas of improvement on competencies identified as imperative for success.

2. About the report

2.1. How to read the report?

- A. The integrated rating on the Product Demo competencies has been arrived at by taking into account data gathered by all the tools. However, it is likely that you demonstrate a behavior as an area of strength through one tool and as an area of development through another. For example, while a person may have a preference to plan and prioritize, he/she may not actually demonstrate planning and prioritization. Such differences provide valuable data and should be factored in while planning development pathways and journeys.
- B. We recommend that you review this report and reflect on the development priorities highlighted in it. This should help bring sharper clarity on the development areas that you should focus on. The objective is for you to continue leveraging your strengths and building on them, while being cognizant of your development needs. Your development journey or pathway should be based on your personal aspirations and the key focus areas highlighted within this report.
- C. The section titled 'Individual Development Plan' will help in planning the development journey or pathway. This can be filled based on the results of this exercise.
- D. Based on the competencies and behaviors assessed, this report uncovers facets that are your strengths, as well as areas which you need to develop. These competencies and behaviors are measured on a 5 point scale which is described as follows:

Score	Description	Scoring Scale	Scoring Description
1	Least Effective Behaviors	Novice	A Novice is relatively new to learning and demonstrating this competency
2	Least Effective Behaviors	Practitioner	A Practitioner is an advanced beginner in demonstrating this competency
3	Moderately Effective Behaviors	Competent	A Competent performer demonstrates sufficient knowledge and skills related to this competency
4	Most Effective Behaviors	Proficient	A Proficient Performer is sufficiently qualified and equipped to demonstrate this competency
5	Most Effective Behaviors	Expert	An Expert demonstrates advanced understanding and application of knowledge related to this competency

2.2. Tools used to assess competencies

- PA

 Psychometric Assessment
- SJT

 Situational Judgement Test
- CTA

 Critical Thinking Assessment
- M

 ManageFirst

Competencies VS Tools	PA	SJT	CTA	M
Think and Act Consumer	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Executes with Excellence	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Engage and Leads Performances	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Generates Visionary Perspective	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Imagine	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

2.3. Assessment tool descriptions

A. Psychometric Assessment

It is a personality assessment tool that has 16 primary scales and other numerous derivative scales. It effectively measures aspects of Personality, Attitude, Emotional Control and Organisational Skills.

B. Situational Judgement Test

Situational Judgement Tests present hypothetical and challenging situations that employees might encounter at work, and may involve working with others as part of a team, interacting with others, and dealing with workplace problems. In response to each situation, candidates are presented with several possible actions that could be taken while dealing with the problem described.

C. Critical Thinking Assessment

Critical Thinking measures a combination of critical thinking attitudes, knowledge, and skills.

D. ManageFirst

Take the place of a manager that handles a diverse and highly capable team. Show your managerial potential by working through emails presented in a simulated email inbox. Tackle real world people and process challenges while ensuring that you achieve the best possible outcome in every situation.

3. Competency and Behavior Overview

3.1. Competency Wise Proficiency Score

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert

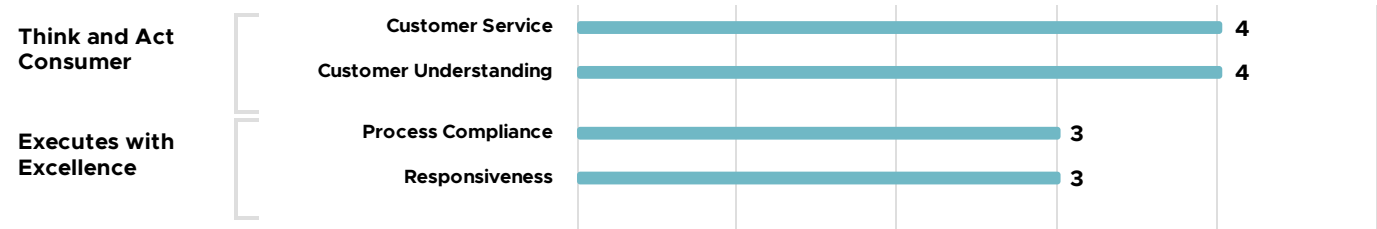
Refer above scale to map the score points

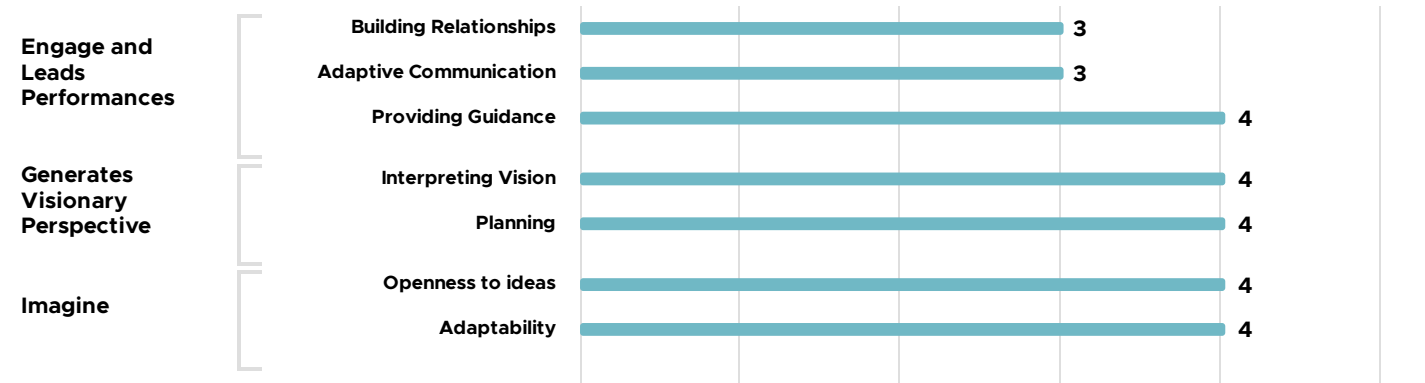
Think and Act Consumer	1	2	3	4	5
Executes with Excellence	1	2	3	4	5
Engage and Leads Performances	1	2	3	4	5
Generates Visionary Perspective	1	2	3	4	5
Imagine	1	2	3	4	5

3.2. Competency Wise Behavior Score

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert

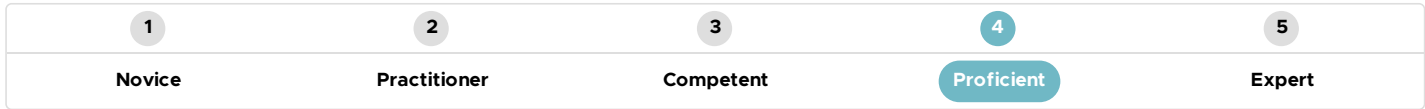
Refer above scale to map the score points





4. Competency & behavior detailed report

4.1. Think and Act Consumer



Refer above scale to map the score points

Scores for behaviors included in Think and Act Consumer:

Customer Service



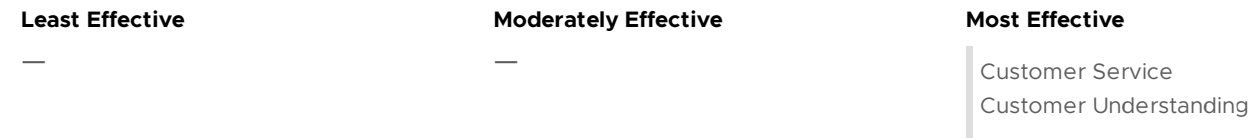
Proficient | Often tends to possess an in-depth understanding of customers' requirements. Likely to respond and follow up in a timely and sensitive manner with customers in order to provide superior customer delight and satisfaction. Likely to be an empathetic and active listener; and tends to be consultative in recommending a mutually beneficial solution. This seems to help to propose solutions from the customer's point of view. Is willing to take extra efforts to make a customer happy.

Customer Understanding



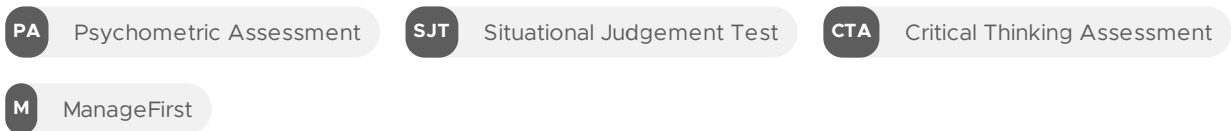
Proficient | Tends to be good at understanding a customer's requirements and tries to be receptive towards various kind of customers. Likely to connect with customers to build and maintain lasting professional relationships with them. Tries to be an empathetic and active listener and is likely to be proactive in consulting them to suggest a mutually beneficial solution. Communicates expectations upfront and strives to meet commitments as per promised timelines. Takes efforts to update all stakeholders about any changes in the pre-decided plan for a project, often anticipates feedback and is willing to take efforts to make a customer happy.

4.1.1. Classification of behaviors



4.1.2. Development guide of behaviors

4.1.3. Tools used



4.2. Executes with Excellence

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert

Refer above scale to map the score points

Scores for behaviors included in Executes with Excellence:

Process Compliance

Competent | Moderately complies with processes set at work while meeting objectives. Likely to take efforts to follow the set processes and procedures at work. Also, likely to emphasize adherence to every prescribed step in any work process but may sometimes choose to skip a few steps to ensure timely completion.

Responsiveness

Competent | Tends to be agile and alert in some situations and is generally flexible and ready to change in routine according to the presented circumstances or situations; may not be comfortable with extreme change. Tends to adapt well to a new work environment with different rules but may want to be more invested in the results of the situation. Takes initiative sometimes to provide updates with respect to the project involved in but may want to ensure that all stakeholders are aware of the progress of the tasks. Tends to be moderately organized and may invest in some amount of planning and prioritizing. However, may not be very comfortable with sudden eventualities and change.

4.2.1. Classification of behaviors

Least Effective

—

Moderately Effective

Process Compliance
Responsiveness

Most Effective

—

4.2.2. Development guide of behaviors

4.2.3. Tools used

PA Psychometric Assessment

SJT Situational Judgement Test

M ManageFirst

4.3. Engage and Leads Performances

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert

Refer above scale to map the score points

Scores for behaviors included in Engage and Leads Performances:

Building Relationships

Competent | Likely to invest in improving the quality of the relationships with customers by observing and learning from every interaction. Takes an approach customized to the customer's objectives and devise solutions closely aligned with their expectations. Often tries to be simple and logical in interpersonal communication and communicates effectively but may not succeed at all times. Likely to understand and address other people's concerns while communicating with them. Is able to convince other people of his/her views. May find it challenging to do so consistently. Likely to have a good understanding of people, but may not always be able to influence or negotiate with them effectively.

Adaptive Communication



Competent | Likely to effectively modify the communication style to match the person and the situation. Likely to express thoughts and ideas effectively and articulately. Tends to be a good and effective listener. Less likely to be encouraging towards diverse views, and have an open mindset towards out of the box ideas.

Providing Guidance



Proficient | Often tends to be involved in the professional development and well-being of team members. Likely to identify and clarify problems that others may have in performing their tasks. Often tends to provide guidance to other team members in accordance to set procedures and processes. Often tends to share own experiences and expertise. Likely to be able to identify the strengths of team members and helps them grow in their career by capitalizing on these strengths.

4.3.1. Classification of behaviors

Least Effective

—

Moderately Effective

Building Relationships
Adaptive Communication

Most Effective

Providing Guidance

4.3.2. Development guide of behaviors

4.3.3. Tools used

PA Psychometric Assessment

SJT Situational Judgement Test

M ManageFirst

4.4. Generates Visionary Perspective

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert

Refer above scale to map the score points

Scores for behaviors included in Generates Visionary Perspective:

Interpreting Vision



Proficient | Tends to frequently understand and explains the organization's objectives to team members. Tends to understand the general measures but may demonstrate few oppositions if they are unpleasant for one's own department. Often realizes the importance of existing policies and demonstrates commitment. Frequently understands the consequences of organizational developments and can translate them into one's position or discipline. May face challenges in pressure or difficult circumstances. Is frequently open to change and new and innovative ideas and often implements them in one's discipline to achieve organizational vision..

Planning



Proficient | Often tends to be highly driven, self-motivated and committed to achieving the organizational goals with zeal. Likely to take a proactive approach to set achievable and realistic targets and deliver them with quality, service and productivity standards. Tends to often ensure that the organization's interests are placed ahead of the individual's interest.

4.4.1. Classification of behaviors

Least Effective

—

Moderately Effective

—

Most Effective

Interpreting Vision
Planning

4.4.2. Development guide of behaviors

4.4.3. Tools used

PA Psychometric Assessment

CTA Critical Thinking Assessment

M ManageFirst

4.5. Imagine

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert

Refer above scale to map the score points

Scores for behaviors included in Imagine:

Openness to ideas

4

Proficient | Likely to have an open and accepting mindset towards new and creative ideas. Can adapt to change with fair ease. Likely to be able to implement creative solutions. Can identify patterns within data and arrive at insightful observations. Likely to challenge status quo and lookout for new ideas to improve the current system and processes.

Adaptability

4

Proficient | Likely to be open to new ideas and suggestions. Tends to successfully adapt to most situations and environments. Tends to be calm during unfamiliar or unplanned situations. Encourages learning from experimentation. Likely to tackle changing priorities and workloads on short notice. Tends to learn from past experiments and try to apply this learning to the similar future situations.

4.5.1. Classification of behaviors

Least Effective

Moderately Effective

Most Effective

Openness to ideas

Adaptability

4.5.2. Development guide of behaviors

4.5.3. Tools used

PA Psychometric Assessment

SJT Situational Judgement Test

CTA Critical Thinking Assessment

M ManageFirst

5. About Us

About Jombay

Jombay is a Virtual Assessment Center & Digital Learning Platform!

With over 120,000 managerial assessments & 60,000 managerial development journeys across 25 geographies so far, Jombay was founded to make high-touch leadership assessment and development scalable, giving many more organizations, managers, and leaders across the world the opportunity to experience the benefits.

Our consolidated platform combines technology with behavioral science to help organizations relook at their hiring, development, and succession planning processes and to take them virtual, while also enhancing operational efficiency and optimizing costs.

6. Legal Disclaimer

This is a system-generated report. The results have been derived from the assessment(s) completed by the respondent. The results are based on a formula based aggregation of the responses that the respondent selected when completing the assessment(s). These results are compared to a norm population sample gathered as a part of the assessment(s) standardization process.

The results and this report should be interpreted alongside other important factors such as key skills and abilities, motivation, technical knowledge, and job-relevant experience. The information provided in this report is confidential. Users should comply with local guidelines and best practice principles of data protection. Jombay bears no responsibility and accepts no liabilities for the consequences of the use of this report.