




Sample Report
Sample Exercise

Report Generated On 14/06/2021

Aggregate Score: Proficient

Score Rating: AMBER 

1. About the report

1.1. 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

1.2. Tools used to assess competencies

- BEI

Behavioral Event Interview
- LC

Leadership Caselets
- HPA

Hogan Personality Assessment
- ADILS

A Day in Life Simulation

Competencies VS Tools	BEI	LC	HPA	ADILS
Strategic Perspective	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Agility	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Driving Results	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Client Centricity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Nurturing People	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Stakeholder Management	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

1.3. Assessment tool descriptions

A. Behavioral Event Interview

A virtual interview between an assessor and assessment taker facilitated over our video interview platform with both audio and video channels.

B. Leadership Caselets

A scenario-based simulation that puts you in the shoes of a leader tasked with growing the business and its people. A series of 13 challenging and engaging scenarios put forth the problems and challenges that leaders face every day, touching upon business planning, strategic prioritization, change management, customer escalations, team productivity and harmony, and personal and team development.

C. Hogan Personality Assessment

Hogan Personality Assessment is an assessment that provides insights about an individual's day to day preferences, how one is likely to behave when under a lot of stress, what motivates and drives an individual. The tests are generally administered online and consist of a set of multiple-choice questions. Information provided by these tools are used in combination to give a score on a particular competency.

D. A Day in Life Simulation

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.

1.4. Overview of competencies and behaviors measured

A. Strategic Perspective

-

Business Understanding

Ability to think strategically about projects and tasks, actively look for business opportunities and take calculated risks. Tendency to study customers, competitors and contingencies along with trends and market risks to understand organisation's objectives and priorities.

Strategic Leadership

Ability to develop a broad, big-picture view of the organisation and its vision; link long-range visions and concepts to daily work. Able to understand, capitalize and prepare for competitive advantage and threats, industry trends, emerging technology, market opportunities and stakeholders.

B. Agility

Responsiveness

Degree to which an individual is solution oriented, responsive and receptive to situations. Tends to take quick action rather than indulge in lengthy deliberations. Influences team members to think smartly and efficiently. Enjoys ambiguity; comfortably handles risk and uncertainty; is responsive in ambiguous situations.

Inculcating Resilience

Ability to inspire the team to focus on performance outcome despite challenging or difficult circumstances. Tendency to encourage the team to persist in face of failures, and actively promote resilience as a quality within the team.

C. Driving Results

Result Orientation

Degree to which one is able to consistently deliver required business results; set and accomplish achievable, yet aggressive, goals. Able to generate commitment and enthusiasm from others to set and achieve challenging goals and objectives. Continuously searches out and acts upon opportunities to improve quality, service and productivity.

Excellence Orientation

Degree to which one seeks to promote excellence in the workplace. Manages to strike the right balance between quality and speed to deliver best-in-class results. Continuously searches out and acts upon opportunities to improve quality, service and productivity for team/function.

D. Client Centricity

Driving Customer Happiness

Ability to effectively meet customer needs; build productive customer relationships; take responsibility for customer satisfaction and happiness. Ability to make customers and their needs a primary focus of team's actions and advocate a work culture based on customer focus.

Championing Customer Cause

Ability to apply a long term perspective in order to align to customer needs and act as a trusted advisor. Tendency to demonstrate concern for satisfying one's external and/or internal customers. Ability to foresee challenges and prospects proactively and take a consultative approach in the customer's best interest.

E. Nurturing People

Coaching & Mentoring

Ability to foster long-term learning or development of others by giving feedback and support. Maintains a genuine interest in helping others develop further strengths. Understands team members' goals, gives timely constructive feedback, offers challenges that will provide growth opportunities.

Fostering Team Harmony

Ability to demonstrate interest, skill, and success in getting team members and groups to learn to work together. Ability to provide opportunities for people to learn to work together as a team; enlists active participation; recognize and encourage the behaviors that contribute to teamwork.

Inspiring Others

Ability to generate excitement, enthusiasm and commitment in people by translating the organization's vision, mission and values into terms that are relevant to the work being performed. Is authentic; communicates a long term vision of change that resonates with others, both within the group and beyond.

F. Stakeholder Management

Influencing Stakeholders




Ability to gain others' support for ideas, proposals, projects, and solutions. Presents arguments that address others' most important concerns and issues and looks for win-win solutions. Involves others in a process or decision to ensure their support. Offers trade-offs or exchanges to gain commitment.

Cultivating Partnerships

Ability to identify opportunities and taking action to build strategic relationships between one's area and other areas, teams, departments, units, or organizations to help achieve business goals.

2. Competency and behavior overview




2.1. Competency wise proficiency score

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert
	 RED	 AMBER	 GREEN	














Refer above scale to map the score points

Strategic Perspective	1	2	3	4	5
Agility	1	2	3	4	5
Driving Results	1	2	3	4	5
Client Centricity	1	2	3	4	5
Nurturing People	1	2	3	4	5
Stakeholder Management	1	2	3	4	5

2.2. Competency wise behavior score

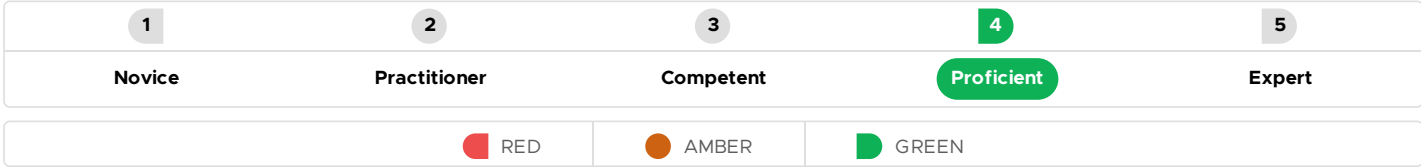
1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert
	 RED	 AMBER	 GREEN	

Refer above scale to map the score points

Strategic Perspective	Business Understanding		4
	Strategic Leadership		4
Agility	Responsiveness		4
	Inculcating Resilience		4
Driving Results	Result Orientation		3
	Excellence Orientation		3
Client Centricity	Driving Customer Happiness		4
	Championing Customer Cause		4
Nurturing People	Coaching & Mentoring		4
	Fostering Team Harmony		3
Stakeholder Management	Inspiring Others		4
	Influencing Stakeholders		4
	Cultivating Partnerships		3

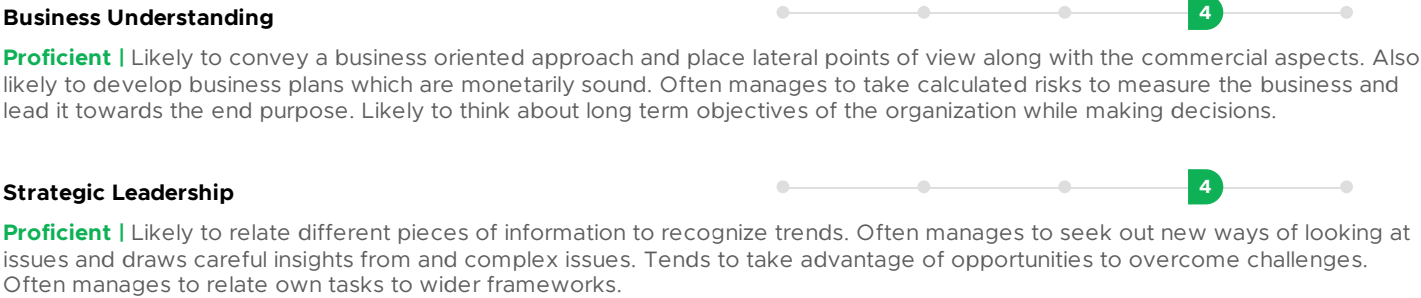
3. Competency & behavior detailed report

3.1. Strategic Perspective

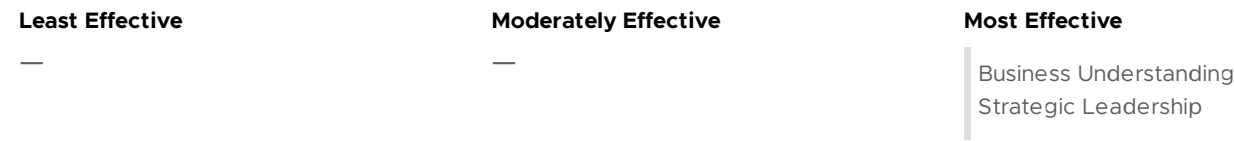


Refer above scale to map the score points

Scores for behaviors included in Strategic Perspective:

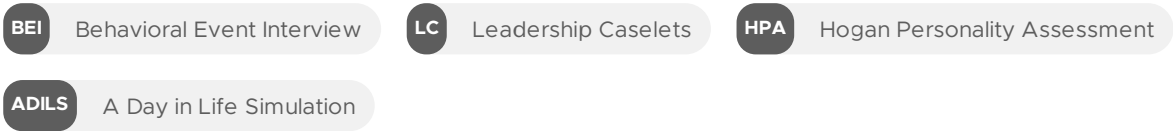


3.1.1. Classification of behaviors

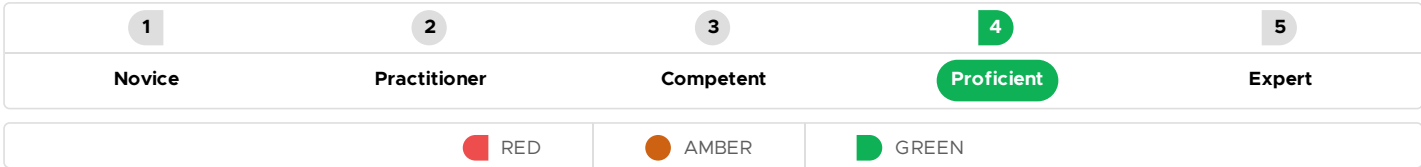


3.1.2. Development guide of behaviors

3.1.3. Tools used



3.2. Agility



Refer above scale to map the score points

Scores for behaviors included in Agility:

Responsiveness



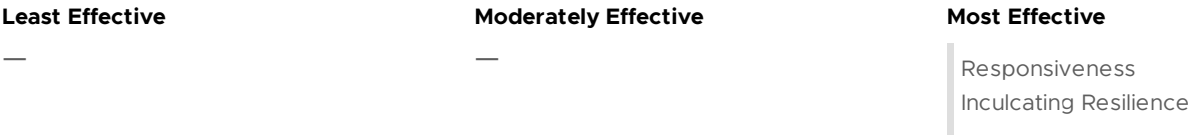
Proficient | Quite likely to identify and make the teams operate towards goal-oriented actions in a dynamic manner. Tends to be proactive about assisting the teams to accelerate the projects in the right direction by speeding up the decision-making process. Seems inclined to highlight work based on importance and may be able to contemplate on apt solutions within given agenda. Able to leverage business opportunities by acting swiftly. May shift gears with ease and assimilate new changes to move quickly from thought to action.

Inculcating Resilience



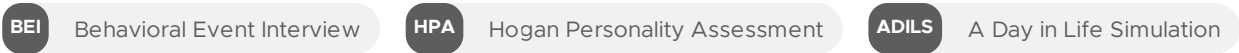
Proficient | Tends to concentrate on things that can influence positively. Likely to remain calm during stress and challenging situations. May act promptly to capitalize on opportunities for organizational improvements. May not be able to assist the teams to proactively spring back to action.

3.2.1. Classification of behaviors



3.2.2. Development guide of behaviors

3.2.3. Tools used



3.3. Driving Results

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert
	RED	AMBER	GREEN	

Refer above scale to map the score points

Scores for behaviors included in Driving Results:

Result Orientation



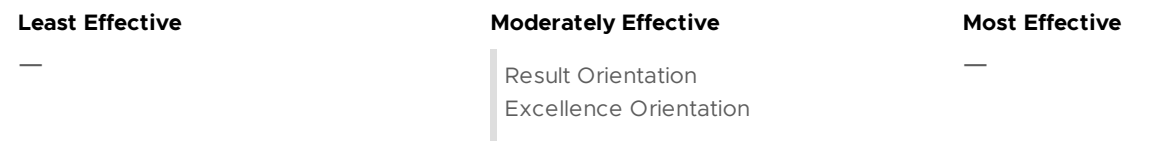
Competent | Likely to set clear and specific business objectives. Tends to maintain focus until a viable solution is found. Likely to check the results to find out whether the task has been accomplished in a timely manner. May not be able to steer all the hurdles away without the right guidance.

Excellence Orientation



Competent | Often inclined to allocate tasks so as to deliver consistent results. May try to promote excellence by building a work culture based on high standards and exceptional quality. May not proactively look out for the best practices to give teams the right guidance for quality performance.

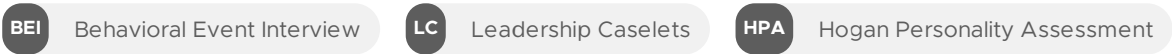
3.3.1. Classification of behaviors



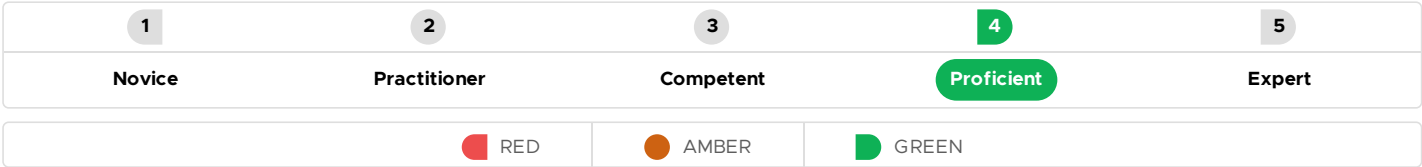
3.3.2. Development guide of behaviors

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3.3.3. Tools used

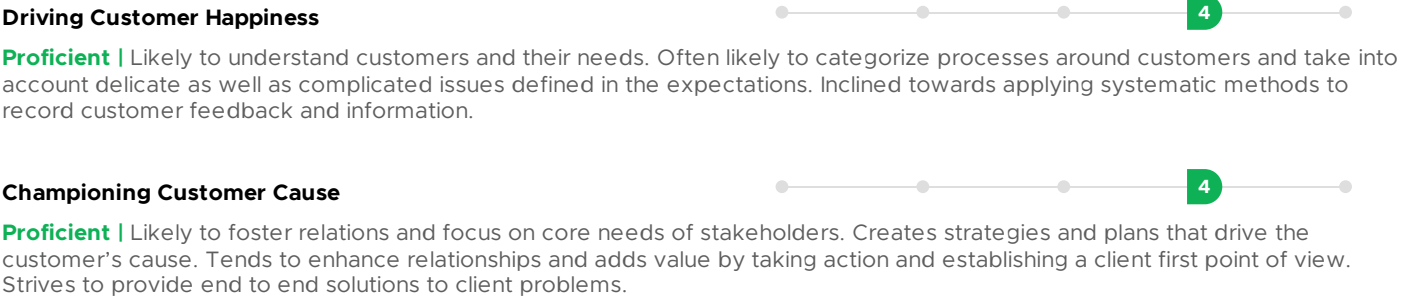


3.4. Client Centricity

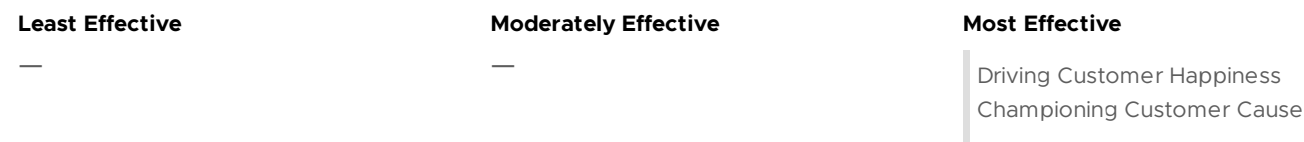


Refer above scale to map the score points

Scores for behaviors included in Client Centricity:



3.4.1. Classification of behaviors



3.4.2. Development guide of behaviors

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3.4.3. Tools used

BEI

Behavioral Event Interview

LC

Leadership Caselets

HPA

Hogan Personality Assessment

ADILS

A Day in Life Simulation

3.5. Nurturing People

1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert
	RED	AMBER	GREEN	

Refer above scale to map the score points

Scores for behaviors included in Nurturing People:

Coaching & Mentoring

4

Proficient | Often implements plans to initiate an active and noticeable atmosphere of development and encourages experimentation. Tends to be eager about mentoring teams through own achievements and experiences. May need some supervision to identify all strengths and opportunities so as to enable all to maximize their potential.

Fostering Team Harmony

3

Competent | Moderately open to interdependencies and fosters a spirit of camaraderie. Tries to build a transparent work culture based on collaborative efforts of team members. Often tries to find significant ways to minimize effects of culture/time/location differences, however, needs a little guided push to be able to practically implement potential ideas.

Inspiring Others

4

Proficient | Tends to identify with employee needs and motives. Likely to recognize and reward others for a brilliantly done job. Seems inclined to acknowledge other's expertise and experience while making important decisions. Likely to lead by example and is able to conduct himself/herself in a manner which inspires others.

3.5.1. Classification of behaviors

Least Effective

Moderately Effective

Fostering Team Harmony

Most Effective

Coaching & Mentoring
Inspiring Others

3.5.2. Development guide of behaviors

3.5.3. Tools used

BEI

Behavioral Event Interview

LC

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ADILS

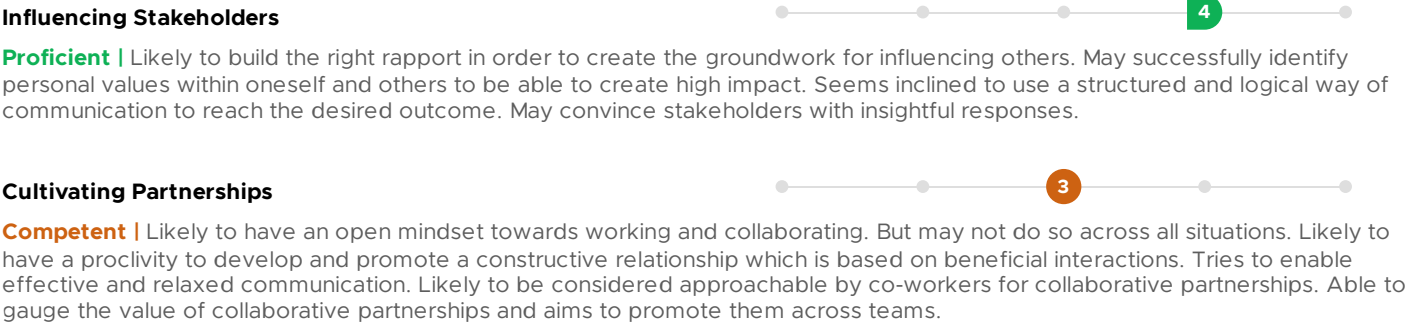
A Day in Life Simulation

3.6. Stakeholder Management

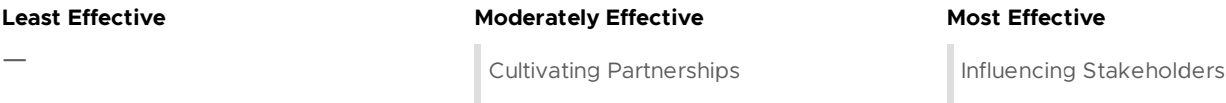
1	2	3	4	5
Novice	Practitioner	Competent	Proficient	Expert
	RED	AMBER	GREEN	

Refer above scale to map the score points

Scores for behaviors included in Stakeholder Management:

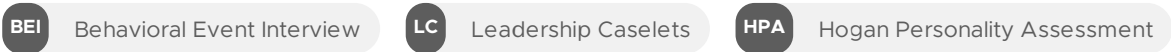


3.6.1. Classification of behaviors



3.6.2. Development guide of behaviors

3.6.3. Tools used



4. Individual development plan

What are my Goals?	What do I have to do to achieve these goals?	What Support and Resources will I need?	How will I measure success?	Target Date for Review

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.