

# Wheebox



## MAP Competency Profile

James Miller

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Date of Assessment : 2018-02-26  
Test Duration : 50 Minutes  
Time Taken : 50 Minutes 0 Seconds

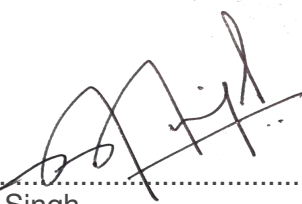


# Certificate of Achievement

**James Miller**

has successfully completed

**MAP Competency Profile**

  
.....  
Sanjay Singh  
Head of Consumer Certifications



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Date of Certification: 2018-02-26  
Certificate ID: MAP1002302614  
Validate: [wheebox.com/verify](http://wheebox.com/verify)





## Introduction

This report summarizes the candidate's assessment results from the Wheebox's Managerial Potential Competency Profile. The scores provide with information about a candidate's potential to meet the requirements associated with competencies in a Managerial profile. The results contained in this report are NOT meant to supersede the judgment of a trained professional. Rather, one should use these results as one input into the selection or a development process for arriving at a required decision regarding a candidate.

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### Wheebox's Managerial Potential Competency Profile Report

This Profile report is built around well known organizational competencies which are essential to perform well in a variety of managerial jobs. This information will underpin recruitment decisions, coaching and development interviews along with various other talent management interventions across an employee's lifecycle.

Much of the information provided in this report is presented in the form of three categories and therefore it is important to be able to read them accurately and make use of the information contained within them.

Readiness Level	Description	
<b>BE</b>	Below Expectations/Low	Requires high level of supervision and guidance. Needs multiple suggestions for improvements.
<b>ME</b>	Meets Expectations/Medium	May require specific inputs for further improvement.
<b>EE</b>	Exceeds Expectations/High	Manages independently. Consistently demonstrates appropriate behavior.

1%-20%



21%-40%



41%-60%



61%-80%

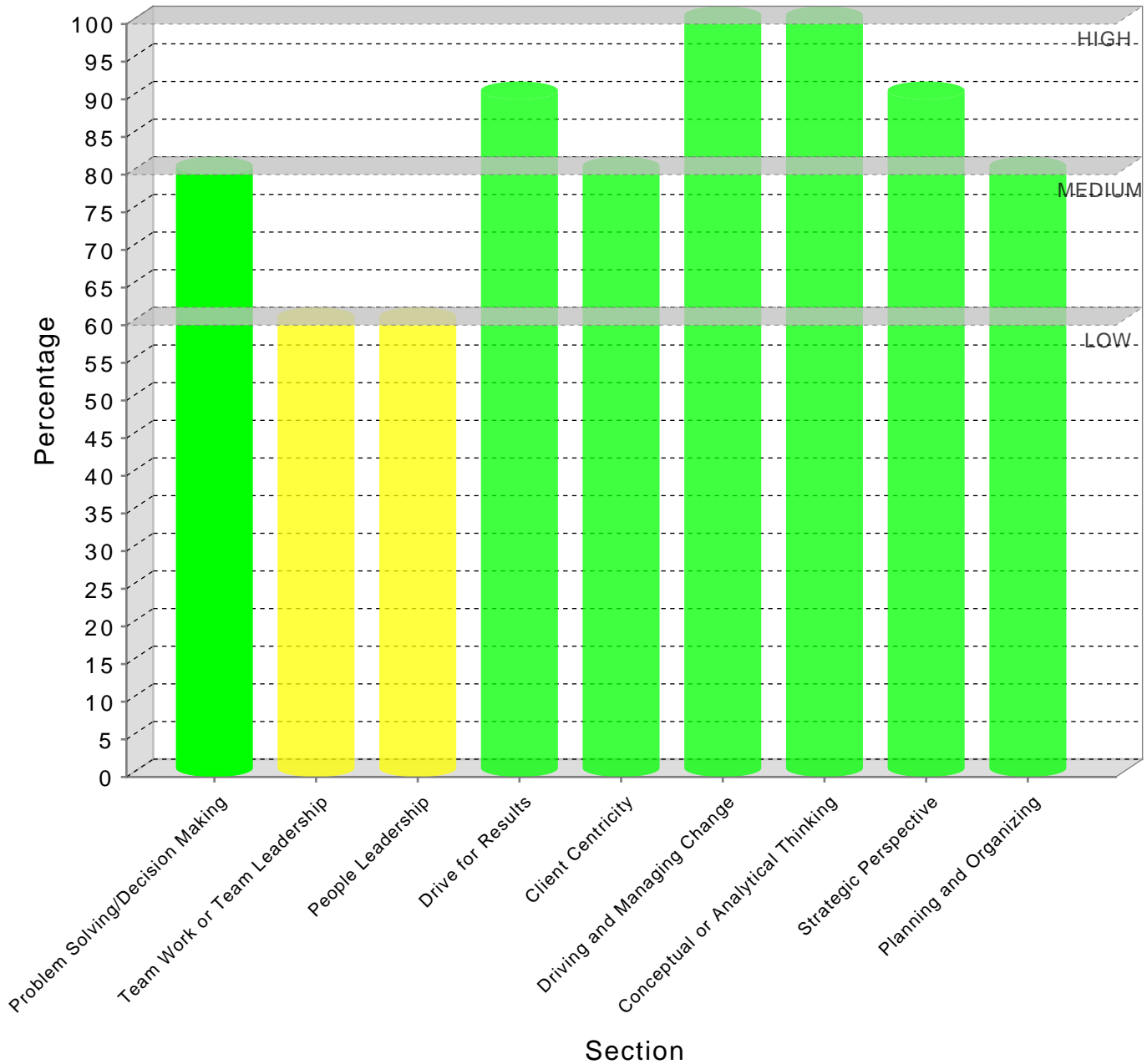


81%-100%





## Section Report

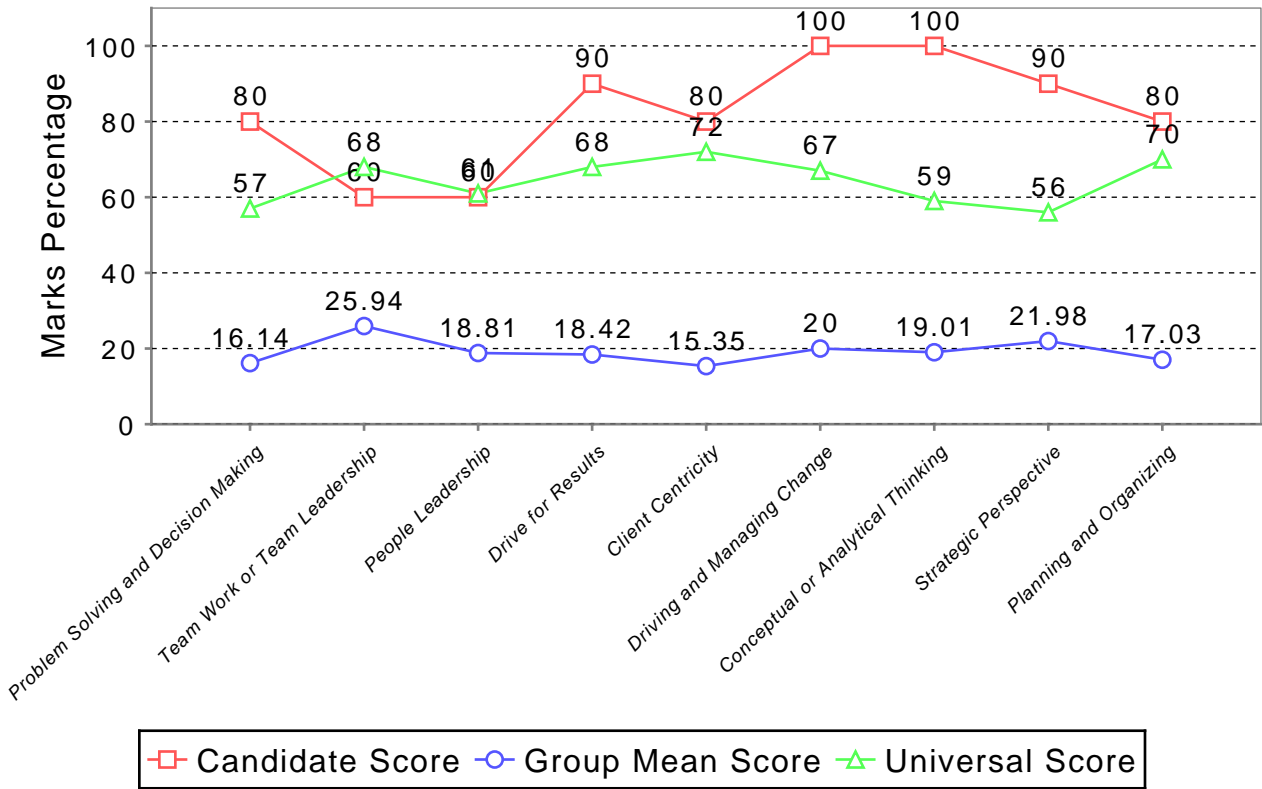


High scorers are above the 80th percentage. Average Scores are between the 60th and 80th percentage. Low scores are below the 60th percentage.

Overall Candidate Potential Index is  



## Benchmark





### Problem Solving and Decision Making

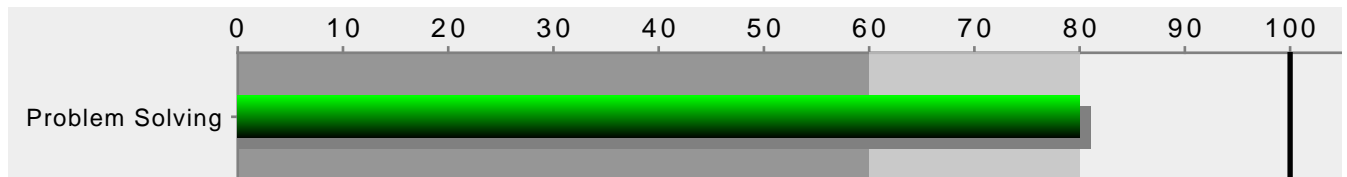


CODE	COMPETENCY	COMPETENCY SCORE
<b>DM</b>	Problem Solving and Decision Making	0% <span style="float: right;">100%</span> 80%

Identifies the causes of problems & proposes realistic & practical solutions to address them. Exercises good judgment in making decisions, considering all the available sources of information and alternatives.

#### Candidate Feedback

Individuals with this profile make decisions by weighing several factors. They tend to see connections not obvious to others and drive strategic decisions from this insight to arrive at the most effective solution. They explore beyond the existing alternatives and generate new ideas when solving problems. They understand the contingencies in decisions and accounts for them by looking at the implications and sustainability from a long-term perspective.



### Team Work or Team Leadership

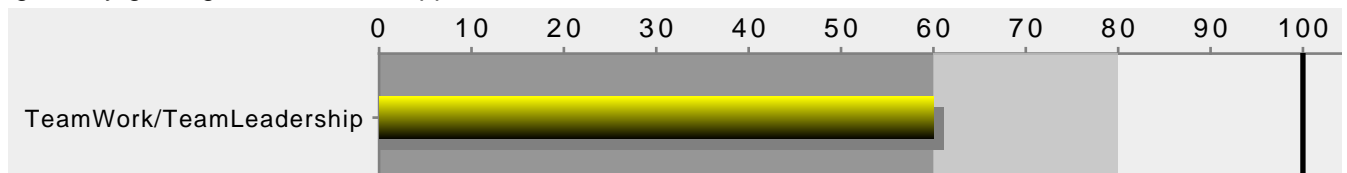


CODE	COMPETENCY	COMPETENCY SCORE
<b>T</b>	Team Work or Team Leadership	0% <span style="float: right;">100%</span> 60%

Takes a collaborative approach with others to achieve performance goals. Shares ideas, information, responsibilities & credit with others.

#### Candidate Feedback

Such individuals will work cooperatively with others to achieve shared objectives. They will represent their own interest while being fair to others and their areas. They will partner with others to meet the business objectives and give credit to others for their contribution and accomplishments. These people will achieve performance goals by gaining the trust and support of others.





**People Leadership**

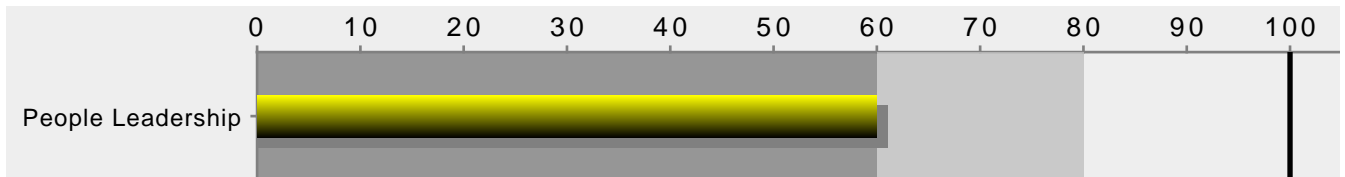


CODE	COMPETENCY	COMPETENCY SCORE
PL	People Leadership	

Guides others towards positive outcomes by providing them with clearly defined objectives, feedback & growth opportunities.

**Candidate Feedback**

This individual takes responsibility for the deliverables of the team(s)/processes. Such individuals set clear goals and measures, effectively delegate responsibility, review and monitor performance of the team(s). They acknowledge & recognize good performance, pull up in case of non-performance and probe to determine reasons for non-performance. People with this score tend to implement corrective action to improve performance. They provide constructive feedback and guide direct reports to enhance performance. They are likely to identify methods and approaches to leverage strengths and work on areas of development.



**Drive for Results**

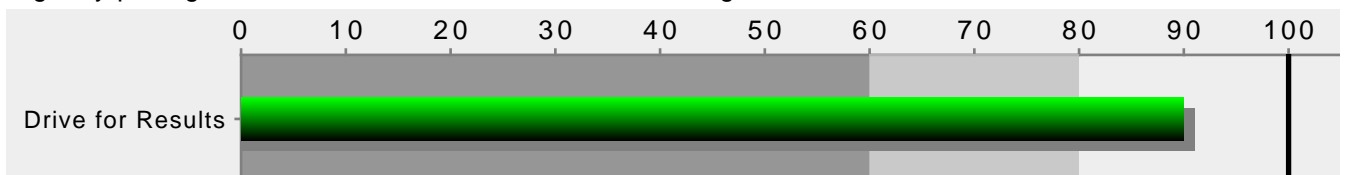


CODE	COMPETENCY	COMPETENCY SCORE
DFR	Drive for Results	

Shows resilience and continues to strive to reach goals, despite obstacles. Demonstrates a focus on achieving results & objectives. Continuously strives to meet or exceed performance expectations.

**Candidate Feedback**

This individual will set aggressive goals and will possess high standards. S/he will promote a sense of urgency and establishes and enforces individual accountability in the team. Such people pursue everything with energy, drive and the need to finish. They persist in the face of challenges and setbacks and always keep the end in sight by putting extra effort to meet deadlines and challenges.





**Client Centricity**

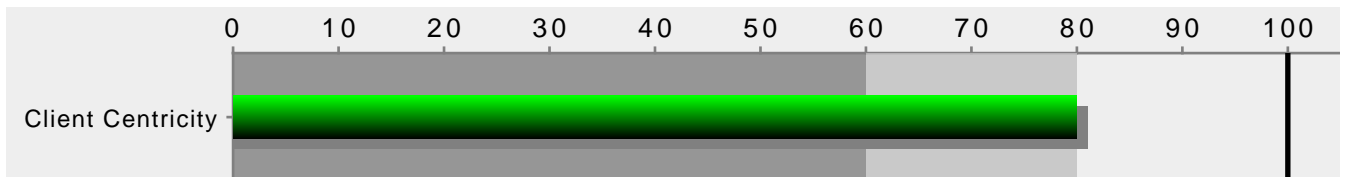


CODE	COMPETENCY	COMPETENCY SCORE
CC	Client Centricity	

Identifies existing & potential customers, understands their current & future needs and responds with appropriate solutions ensuring quality service. Listens to others and communicates in an effective manner that fosters transparent & assertive communication to arrive at a win-win situation.

**Candidate Feedback**

People with this profile possess a holistic understanding of the clients' business needs and leverages this information to provide holistic solutions to the client. They understand and appreciate customer expectations and aligns own and their team's efforts to meet the requirements and build the right solution. They actively work towards building a win-win relationship with the client.



**Driving and Managing Change**

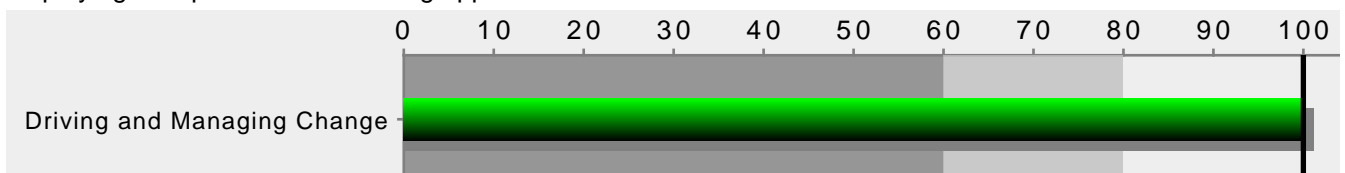


CODE	COMPETENCY	COMPETENCY SCORE
DMC	Driving and Managing Change	

Understands the need for change & proactively builds/adapt systems, processes and capability to harness the change opportunity.

**Candidate Feedback**

Such people tend to show personal enthusiasm to accept & implement change. They are able to adapt to change and encourage people towards it, even in case of sudden change, and uses discretion to implement the change at a reasonable pace. These individuals anticipate the future changes, able to assess the potential impact of oncoming change and understand the possible requirements. They build a climate to effortlessly accept that change in the team by creating and sustaining enthusiasm for change across functions and levels by deploying multiple new and existing approaches.







### Conceptual or Analytical Thinking

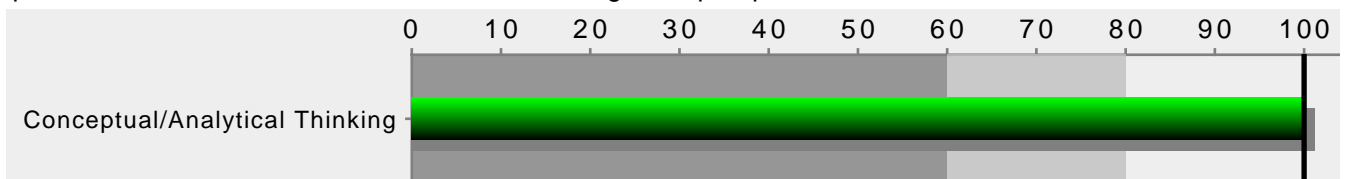


CODE	COMPETENCY	COMPETENCY SCORE
CT	Conceptual or Analytical Thinking	0% 100% 100%

Understands a situation or environment by putting the pieces together. Identifies patterns that may not be obviously related. Connects the dots while resisting the stereotypes and biases.

#### Candidate Feedback

Individuals with this profile integrate information from diverse sources, often involving large amounts of information. They tend to think several steps ahead in deciding on best course of action and anticipating likely outcomes. They tend to propose practical solutions to address identified problems and explore a range of possible solutions from both short-term and long-term perspective.



### Strategic Perspective

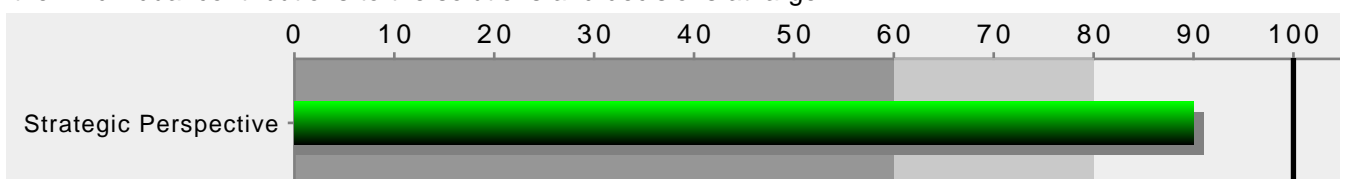


CODE	COMPETENCY	COMPETENCY SCORE
SP	Strategic Perspective	0% 100% 90%

Developing a clear vision for the future by looking at the business from outside-in. Articulating distinct short and long term priorities in order to achieve profitable growth.

#### Candidate Feedback

Individuals with this profile look to understand the interconnections between one's work and the external market. They encourage their team members to adopt a broader perspective while approaching their work, connecting their individual contributions to the solutions and decisions at large.





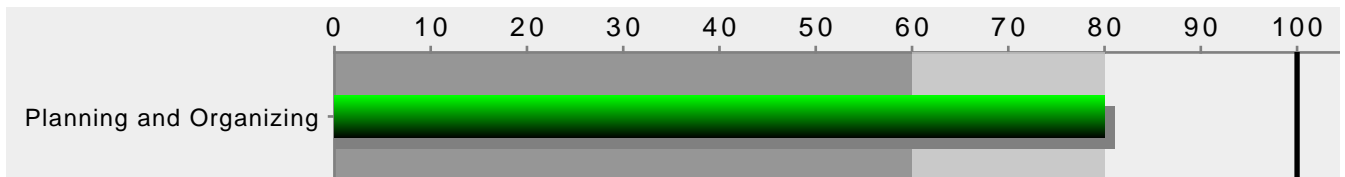
**Planning and Organizing**

CODE	COMPETENCY	COMPETENCY SCORE
<b>PO</b>	Planning and Organizing	

Establishes systematic action plans for self and others to assure accomplishment of specific objectives. Creates prioritizations based on urgency and criticality.

**Candidate Feedback**

Such people tend to indulge in flexible resource deployment for self and others to manage the conflicting requirements. They create prioritizations and alternative contingency plans to manage processes. They tend to forecast problems in the environment and make effective plans to overcome them. Such people are likely to create new possibilities of resources to meet plans and generate various scenarios while organizing for resources. They are keen to guide others to create tasks prioritization.



Validity of the Report	
<b>Impression Management Scale</b>	This scale assesses the extent to which an individual has presented a self-image that is markedly positive.
<b>Candidate Feedback</b>	The respondent may have a desire to present an unrealistically positive image of one to others and tend to deny the presence of shortfalls that are typical of most people. It is imperative to consider the respondent's motivation for responding in a socially desirable manner. Information elicited from either the interview or feedback session will prove useful in such situations.

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