

# LEADERSHIP COMPETENCIES INDEX TEST

Recruitment Report



James Miller

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Date of Assessment: 2018-05-02

Test Duration: 45 Minutes

Time Taken: 45 Minutes 0 Seconds

# ABOUT THE REPORT

LCI is a comprehensive assessment that evaluates an individual on leadership style and behavioural traits essential to successfully leading an organization and its people. The test additionally provides a measure of an individual's readiness status to take on future leadership roles and helps organizations maximize their leadership : finding the right leaders and placing them in positions where they'll drive business and thrive.

## | LEADERSHIP STYLE

It is the manner and approach of providing direction, implementing plans, and motivating people.

- **VISIONARY LEADER:** This leader is one with strong vision for the future, inspiring and helping others to see how they can contribute to this vision. The visionary leader is able to share his/her view of the future, allowing followers to understand how they play an important role in that future state. By doing so, the followers become committed to making that vision come true.
- **PEOPLE ORIENTED LEADER:** This leader focuses on creating success by building lasting relationships with employees. A people-oriented leader uses relationship building techniques, such as employee recognition and team-building exercises, to create an environment where employees feel appreciated and motivated enough to invest personally in the success of the business.
- **RESULT ORIENTED LEADER:** This leader is one who focuses on success of the business through task completion. A result oriented leader sees a goal, creates a step-by-step plan to reach that goal, creates a work schedule and then expects workers to follow that schedule and finish the task by a specific deadline.
- **CHANGE ORIENTED LEADER:** This leader tries to promote exploration of new and better ways of doing things, or trying to uncover hidden potential in people, things or situations. Change oriented leaders are often looking for new challenges and goals that their organization can attempt to achieve.

## | LEADERSHIP READINESS LEVEL

Readiness is the ability and willingness of a person to take responsibility for directing or managing his/her own behaviour in relation to a specific task or role to be performed.

Non-Committal : **0 - 3**

This individual is not likely to take on the responsibility of managing his/her own behaviour in relation to a specific task to be performed. The individual is likely to lack essential leadership skills and requires additional training before taking on leadership roles.

Developing : **4 - 6**

This individual may take some responsibility for managing his/her own behaviour in relation to a specific task to be performed. While the individual strives to be an effective leader, he/she is likely to lack some essential leadership skills and requires additional training before taking on leadership roles.

Leading : **7 - 8**

This individual is likely to take responsibility for managing his/her own behaviour in relation to a specific task to be performed. He/she is likely to possess essential leadership skills and is likely to be effective at managing those around.

Modelling : **9 - 10**

This individual takes responsibility for managing his/her own behaviour in relation to a specific task to be performed. He/she possesses essential leadership skills, effectively manages others and is likely to be a strong role model and mentor to those around.

## | PROFICIENCY LEVEL

Proficiency is the mastery of a specific behaviour or skill demonstrated by consistently superior performance.

Low : **0 - 3**

Moderate : **4 - 6**

High : **7 - 8**

Very High : **9 - 10**

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# YOUR LEADERSHIP PROFILE

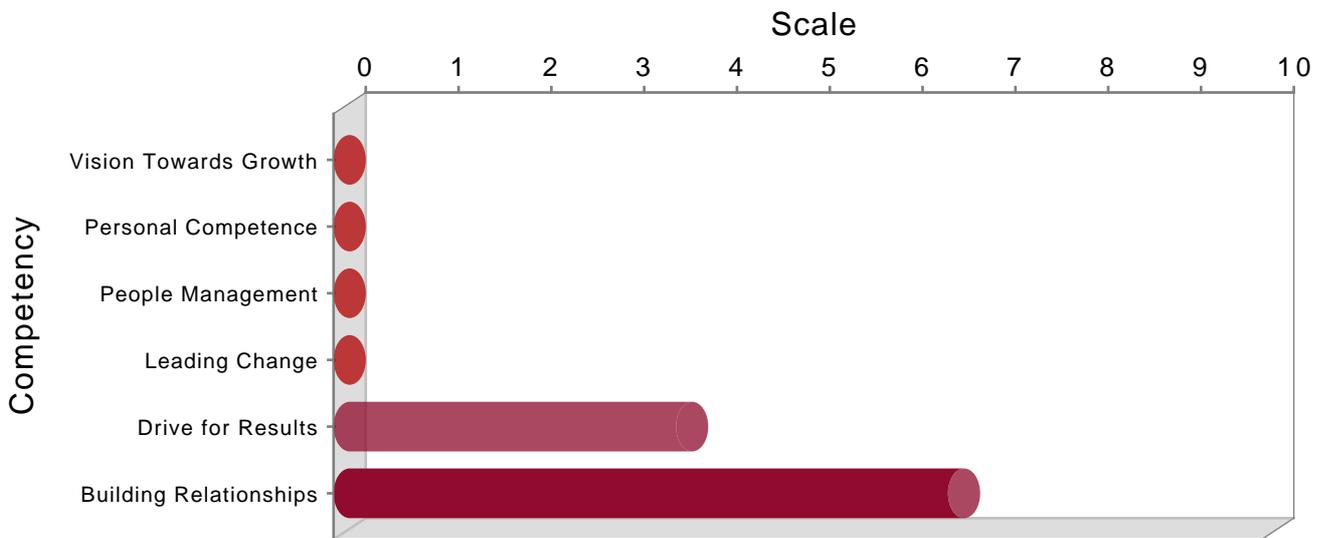
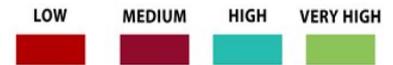
Your Leadership Style is: No Leadership Style Suggested

This individual is not likely to take on the responsibility of managing a her own behaviour in relation to a specific tasks to be performed. The individual is likely to lack essential leadership skills and requires additional training before taking on leadership roles.

Your Leadership Readiness Level is: Non-Committal Phase

This individual is not likely to take on the responsibility of managing a her own behaviour in relation to a specific tasks to be performed. The individual is likely to lack essential leadership skills and requires additional training before taking on leadership roles.

## COMPETENCY EVALUATION



### OVERALL SCORE:



### Vision and Commitment Towards Growth

Ability to demonstrate an understanding of the vision and mission of the organization and ensuring that the plans and practices are in line with it even in the worst of situations.

#### CANDIDATE FEEDBACK

The person is less likely to but sometimes tries to explain the vision and mission to others, models behaviors that support it, recognizes others who do the same, and identifies and addresses barriers to achieving the vision.



## | Personal Competence

It is a combination of observable and measurable knowledge, skills, abilities and personal attributes that contributes to enhanced employee performance and personal well being, ultimately resulting in organizational success.

### CANDIDATE FEEDBACK

The Person may sometimes demonstrate skills and knowledge that contributes to enhance the employee performance and personal well being and ultimately result in organizational success.



## | People Management

It is an ability to manage the employees by encouraging and motivating them in order to make sure that the goals and targets are achieved efficiently leading to an increase in the performance levels. It involves managing people from diverse backgrounds within the organization and involving them in various activities that can enhance their social relations and reduce conflict.

### CANDIDATE FEEDBACK

The person is less likely to try to manage the employees by encouraging and motivating them. Quite often faces difficulty in managing people from diverse backgrounds and involving them in various activities that can enhance their social relations and reduce conflict.



## | Leading Change

It is the ability to initiate and pursue opportunities leading to creation of business opportunities, evaluating them critically and thoroughly and improve organizational processes.

### CANDIDATE FEEDBACK

The person may sometimes use market, product, and industry knowledge to identify new business opportunities, communicates these opportunities to those who can effectively develop them, and proposes innovative business initiatives to management, potential customers, suppliers, and partners.



## | Drive for Results

It is an ability to do everything possible to meet goals and deadlines. A passion to complete tasks/responsibilities even in the face of difficulties, operating with personal ownership and looking for ways and means to improve performance all the time.

### CANDIDATE FEEDBACK

The person tries to meet the goals and deadlines. May sometimes try to complete the tasks even in the face of difficulties. Prefers to take ownership but may avoid to look for ways and means to improve performance all the time.



## | Building Relationships/Building Coalitions

It is an ability to identify and initiate working relationships and to develop and maintain them in a way that is of mutual benefit to both yourself and the other party.

### CANDIDATE FEEDBACK

The person tries to identify and initiate working relationships. May try in maintaining them in a way that is mutually benefit to both the parties.

