



# Mettl Managerial Potential

sample\_report

sample\_report@mettl.com

Test Taken on: September 22, 2017 04:22:28 PM IST

Finish State: Normal

## Registration Details

**Email Address:** sample\_report@mettl.com

**First Name:** sample\_report

**Last Name:** Not filled

**Date of birth:** Apr 16, 2013

**Experience:** Not filled

**Country:** Not filled

## How to Interpret the Report?

*When interpreting the results, it is important to remember that the scores are not good or bad, only more or less appropriate to certain types of work. Since the results are based on one's own view of behavior, the accuracy of the results depends upon both honesty and self-awareness while taking the test.*

This assessment measures work-relevant personality traits that might be manifested in work behaviour and therefore influence success on the job. To best use this report:

1. Review the overall recommendation first. Based on your need, you might want to prioritize candidates who are 'recommended', followed by those who are 'cautiously recommended'.
2. If you're choosing among different candidates within the same band of recommendation, review the competencies' results. Focus on the competencies you believe are critical for success in the role you're hiring for, and use those scores to help you prioritize which candidates to select for the next step.
3. Remember: This assessment is just one piece of the puzzle. While hiring, it is recommended that you review other information as well – functional and job knowledge, background and past behaviour (e.g. using structured behavioural interviews), reference checks, etc. in addition to the personality assessment.

## Response Style: **Genuine**

Explanation of response style:

**Genuine:** No concerns or red flags just based on response style of candidate.

**Social Desirability:** If more than 75% of the questions are answered in a manner that indicates an attempt to appear in a falsely positive light or seem 'socially desirable'.

**Extreme Responding:** If more than 75% of the questions are answered in a manner that indicates that an individual agrees with the statements at the lower and higher end consistently.

**Central Tendency:** If the middle response ('neutral') is selected more than 30% of the time.

**Careless Responding:** If more than 95% of the responses selected are from the same direction (i.e. if the candidate selected 'most like me' or 'like me' from the right-side statement or from the left-side statement alone).

## EXECUTIVE SUMMARY



### Recommendation

Cautiously Recommended



### Key Competencies

**Accountability:** Moderately likely to hold oneself and others accountable for completing tasks that have been assigned.

**Change facilitation:** Moderately likely to be creative and original at one's work, and may occasionally be active in enabling one to work towards bringing about strategic changes in the organization. May at times be open-minded or willing to try out new activities.

**Planning and Organizing:** Moderately likely to be meticulous and systematic, at times organizing tasks according to priority and urgency. May at times be able to formulate clear and effective plans and objectives.

**Problem solving and Decision Making:** Not likely to have an ability to analyze a problem, identify its causes and choose an appropriate solution from alternatives.



### Strengths

**Partnering:** Likely to develop and build a network outside one's own team in order to accomplish team goals.



### Areas of Development

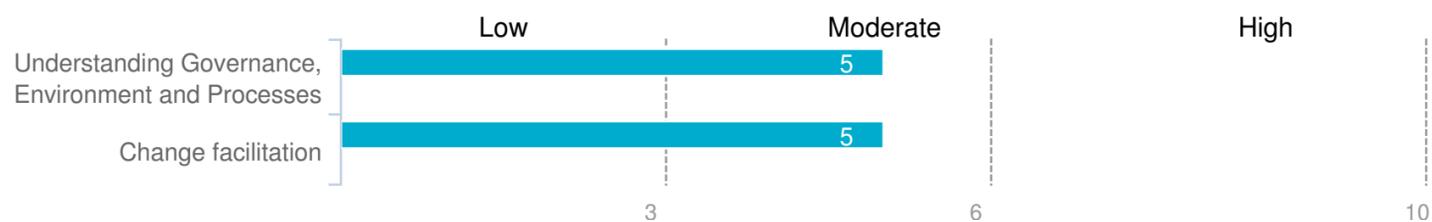
**Conflict Management:** Should try to effectively resolve conflicts within and between teams by considering and understanding other people's viewpoint.

**Problem solving and Decision Making:** Should try to solve problems and make effective decisions by taking inputs from the team and gathering information from all the sources.

**Teamwork:** Needs to be a better team player and collaborate with relevant people to make sure group goals are achieved in a more efficient manner.

## COMPETENCIES EVALUATION

### Organizational Acumen



Values shown in above chart are sten scores

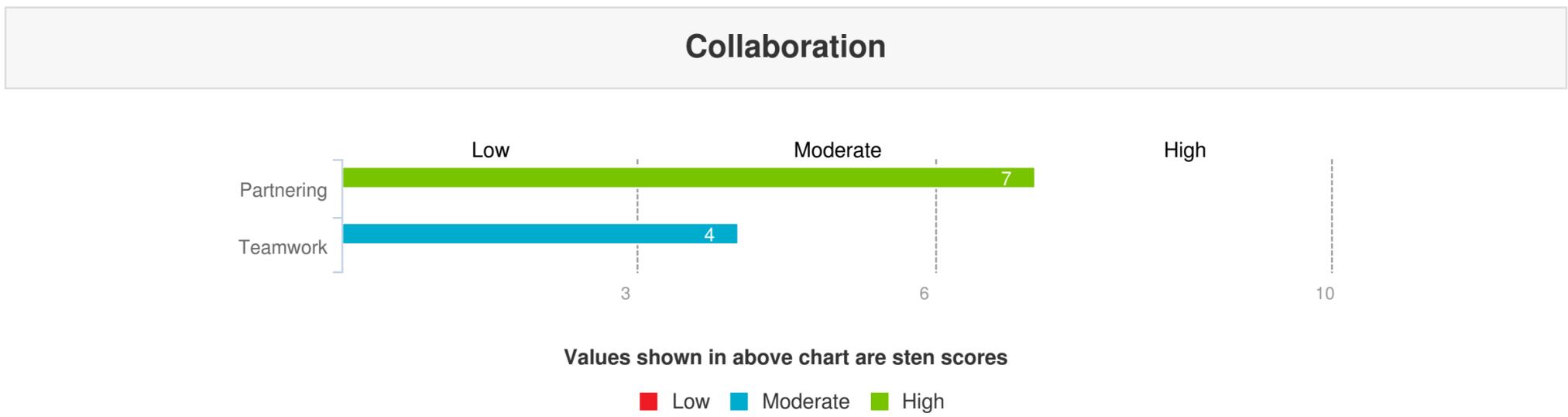
■ Low ■ Moderate ■ High

**Understanding Governance, Environment and Processes: Moderate**

Moderately likely to look for opportunities to gain more knowledge and insight about one's organization and its policies, procedures and work environment. Somewhat likely to keep oneself up to date. Moderately likely to comply with procedures and guidelines and may occasionally take action in case of any deviation. May at times consider standard operating procedures in the workplace to ensure consistent and quality work.

**Change facilitation: Moderate**

Moderately likely to be creative and original at one's work, and may be active in enabling one to work towards bringing about strategic changes in the organization. May at times be open-minded or willing to try out new activities and at times adding new dimensions to one's work. Moderately likely to be driven by achievements and is somewhat able to establish a vision for self and organization and work towards implementing it by being slightly unconventional/innovative and flexible in one's approach to work.



**Partnering: High**

Likely to encourage team members to develop effective networking skills and to build close connections with people and groups within and outside the team. May have a tendency to maintain healthy relationships with one's peers, clients, seniors etc. Likely to be attentive to understanding of other teams' areas of strength and development and use that knowledge appropriately. Likely to be warm and friendly in one's interactions with others, and may often try to leverage one's network for assistance, support and goal accomplishment.

**Teamwork: Moderate**

Moderately likely to be a good team player and may occasionally encourage team members to maintain a conducive environment to work well with each other. Somewhat likely to provide team members with necessary resources to ensure they work cooperatively and collaboratively with each other. May occasionally reward and recognize team members for working together towards achieving common goals.

## Leadership Skills



Values shown in above chart are sten scores

■ Low   
 ■ Moderate   
 ■ High

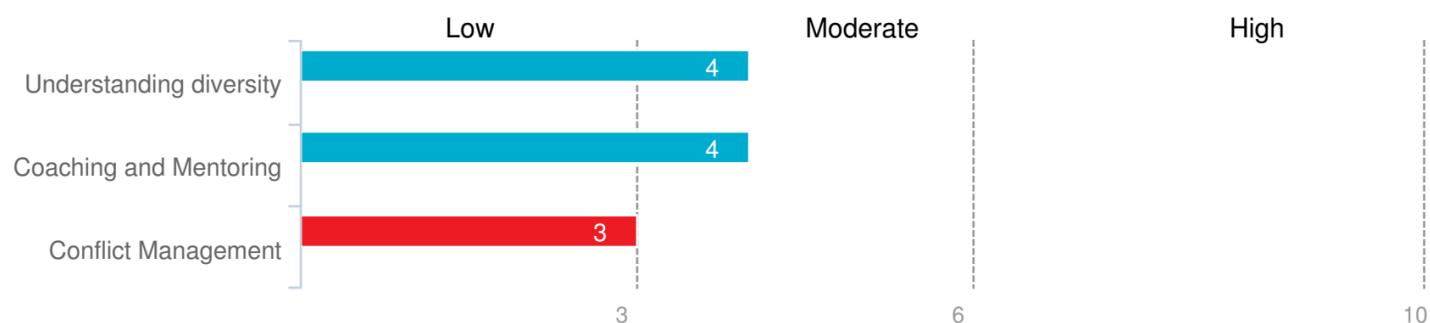
### Accountability: Moderate

Moderately likely to hold oneself accountable and at times accept responsibility for the actions taken by oneself and one's team members. Somewhat likely to make sure one's own and team's tasks are completed on time. May at times be able to hold oneself accountable for one's own and team's failures and successes. May sometimes be able to encourage team members to fulfil the commitments made.

### Integrity: Moderate

Somewhat likely to act in an honest and ethical manner. May at times take a stand based on the right thing regardless of the consequence to oneself. Moderately likely to be open and transparent in one's dealings with internal and external stakeholders. Moderately likely to stick to one's professional ethics, morals, and values to complete tasks, even when it is inconvenient.

## People Management



Values shown in above chart are sten scores

■ Low   
 ■ Moderate   
 ■ High

### Understanding diversity: Moderate

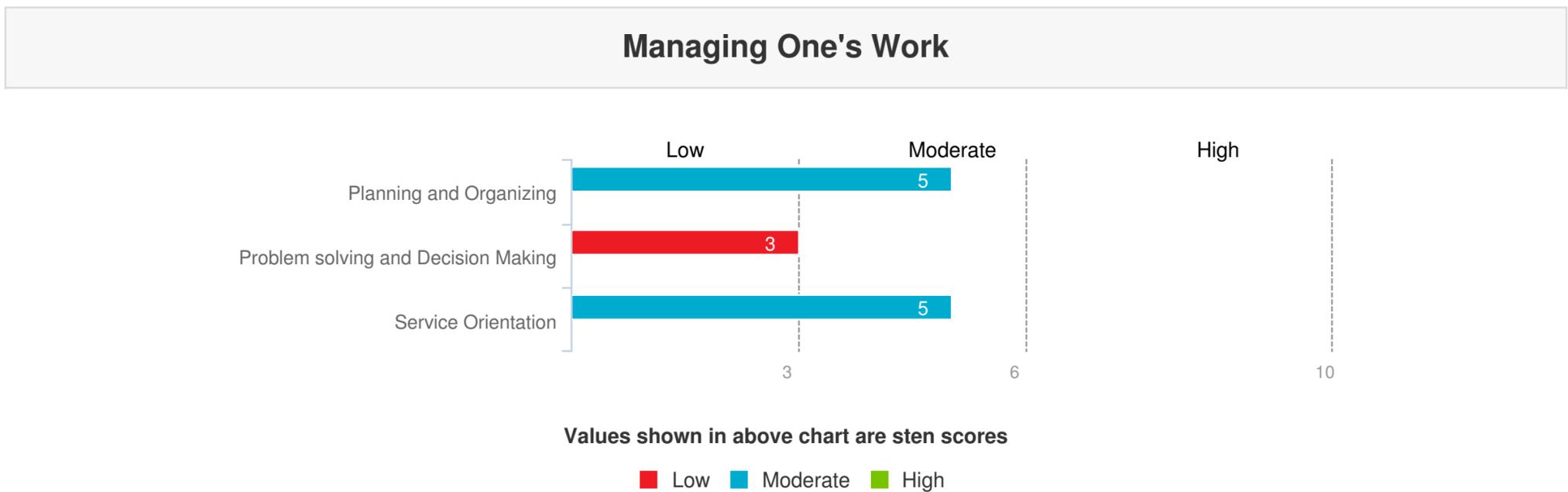
Moderately likely to be understanding and sensitive towards others who might be different from oneself. Somewhat likely to express positive feelings towards people from diverse backgrounds in terms of age, gender, religion, political views etc. Somewhat likely to feel comfortable while working with people having different perspectives, and may sometimes try to foster an inclusive workplace where individual differences are respected and valued.

**Coaching and Mentoring: Moderate**

Moderately likely to take interest in the work of team members and coach them on how to execute tasks effectively. May sometimes encourage them to develop their abilities and provide constructive suggestions for the same. May occasionally train team members at a personal level. Somewhat likely to make sure that the potential of each member has been utilized in a productive way and may at times assign tasks basis one's capabilities or skills.

**Conflict Management: Low**

Not likely to resolve conflicts within and between teams immediately to ensure that the work environment is not hampered. May rarely help employees with their conflicts by taking their views in consideration, understanding their issues or resolving them. Less likely to listen to or understand conflicts in an unbiased manner. May not be able to use appropriate interpersonal styles and methods to reduce tension or conflict between two or more people/groups.



**Planning and Organizing: Moderate**

Moderately likely to plan appropriate courses of actions to complete one's work. May occasionally determine project/assignment requirements by breaking them into tasks; identifying equipment, materials, and people needed. Likely to be somewhat organized and systematic in one's work, sometimes allocating appropriate amount of time to complete one's work efficiently. May somewhat be able to prioritize tasks, set realistic deadlines, anticipate roadblocks and deal with them to complete a task.

**Problem solving and Decision Making: Low**

Not likely to encourage team members to identify potential problems and issues or investigate them in greater depth. May seldom assist others to analyze a problem, identify its causes or choose the best solution to a problem after contemplating available information and alternatives. Not likely to take inputs of each team member before making decisions that are important for them. May rarely take into account possible consequences of the decisions being made.

**Service Orientation: Moderate**

Moderately likely to encourage team members to provide excellent services to internal and external customers. Somewhat likely to motivate team members to come up with different ways to add value to the customer service experience. Moderately likely to guide team members to set priorities for customers and deliver services according to their needs and requirements. Somewhat likely to encourage one's team to deal with customer queries, requests and complaints in an efficient manner.

## Test Log

### 22 Sep,2017

- 04:15 pm Started the test with Personality Inventory
- 04:21 pm Finished Personality Inventory and started Critical Thinking Test of the test
- 04:21 pm Finished Critical Thinking Test and started Customer Focus Test of the test
- 04:22 pm Finished the test

