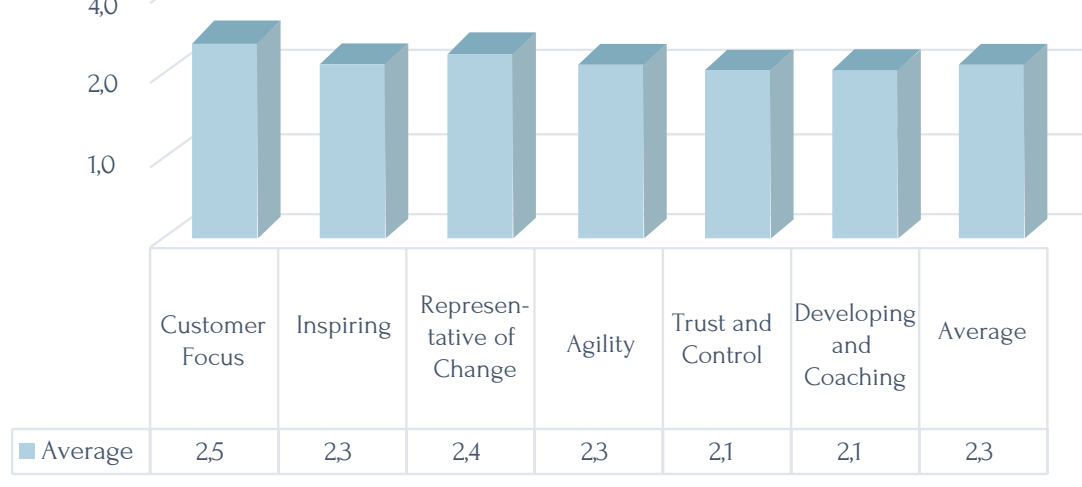


## Competency and Personality Inventory Analysis Examples Specifically Designed for Companies

### Assessment Centre Data Analysis - Examples - 1

#### Manager and Director Competency Comparison



Level or position-based Assessment Centre score analysis

#### Analysis of the strengths / development areas of the candidates

##### Strengths

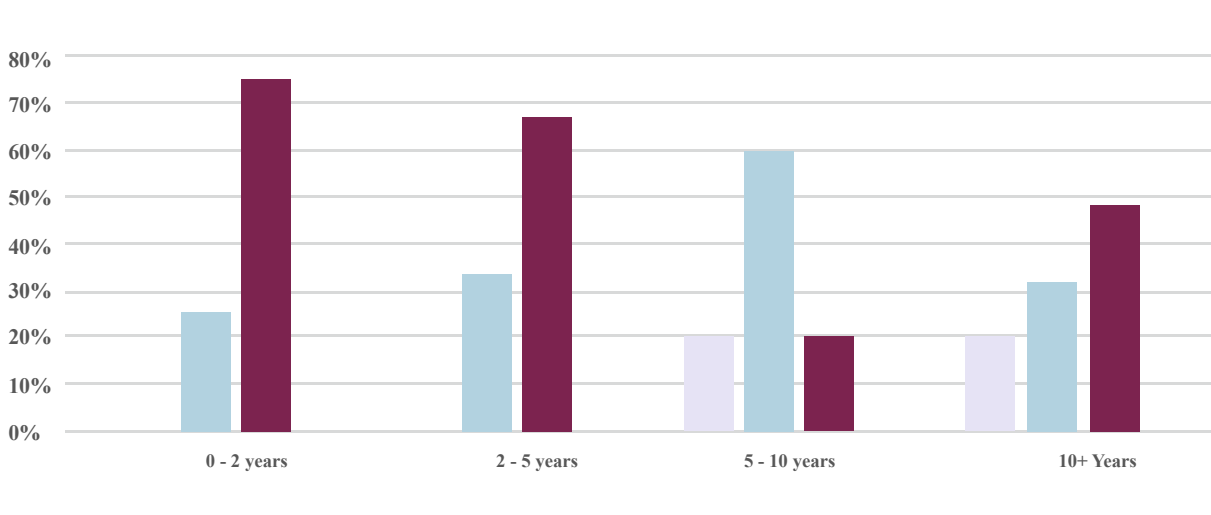
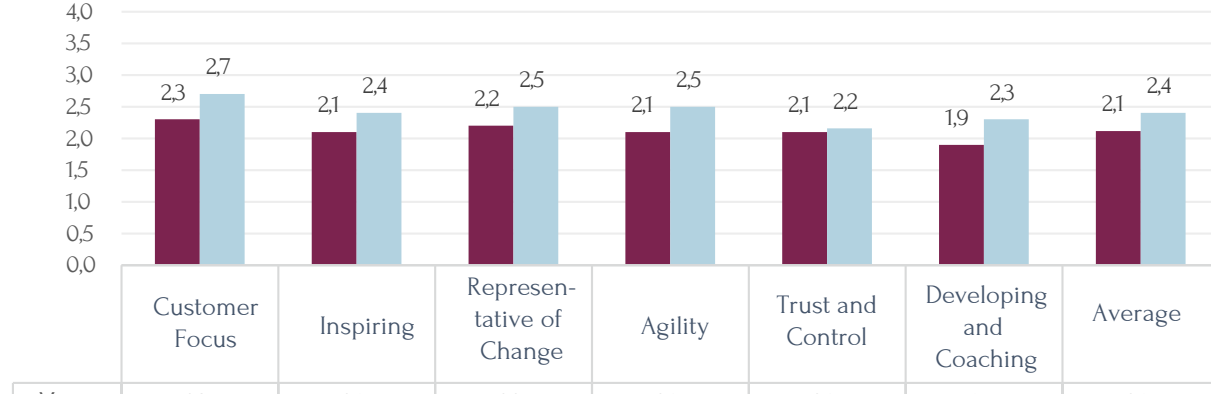
- Belonging to the company. A management team that works harmoniously
- Friendly communication and well-intentioned approach
- With full faith in the company, 'if this company does it, it's good, they know something.'
- Solution and result-oriented approach
- Evaluating topics from a customer point of view (few people)
- Approach to understanding communication (during feedback)
- (Director level) Analytical skills, mental agility
- (Director level) Relatively openness to change

##### Areas of Development

- The risk of intimacy creating sentimentality from time to time
- Lack of knowledge of what personal development is
- (Especially for the manager level) Inability to adequately benefit from feedback due to the level of 'unconscious awareness' about leadership development
- Delegation

### Assessment Centre Data Analysis - 2

#### Manager and Director Competency Comparison



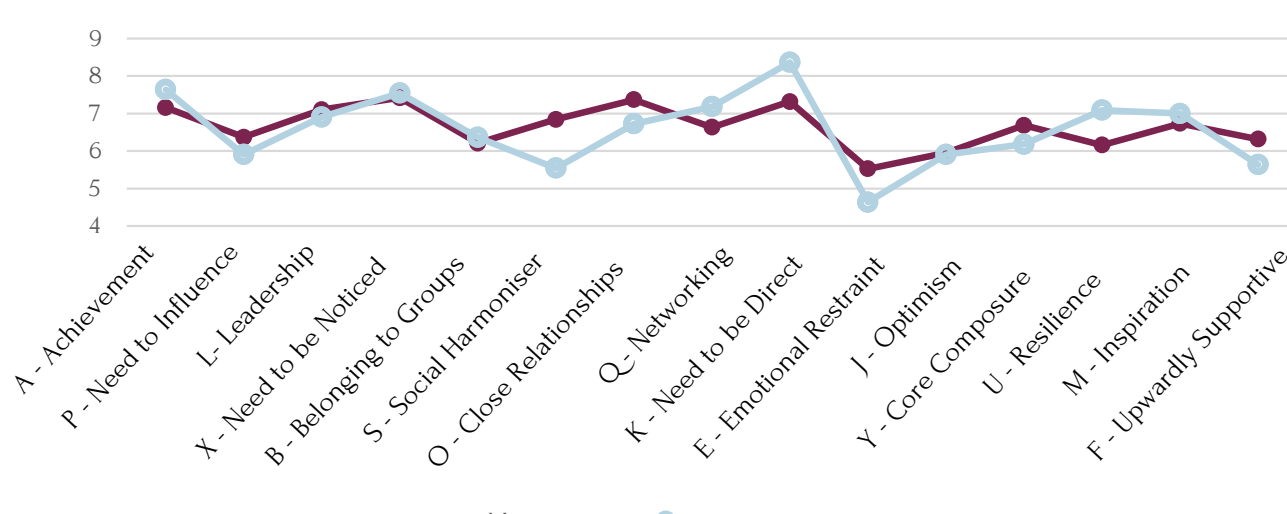
- ✓ High potential rate of +10 years of seniority employees
- ✗ +10 years of seniority employee development rate
- ✗ No high potential between 0-5 years

Seniority	High potential	Good in place	Development
0 - 2 Years	10% 0	20% 1	75% 3
2 - 5 Years	0% 0	33.30% 1	66.70% 2
5 - 10 Years	20% 1	60% 3	20% 1
10+ Years	20% 7	31.40% 11	48.60% 17

According to the available data, many comparison analysis can be made based on inventory, seniority, location, position, etc.

### PAPI Results Comparison - 1 Leadership / Relationship Management / Self Management / Motivation

#### Graph analysis of PAPI results // comparisons between different levels and positions



The common style of leaders in your organization is briefly and clearly reported for each level

### PAPI Analysis

#### Leadership and Management Style

- Has determination to achieve
- Who trusts his leadership but still prefers leadership in matters of experience and expertise
- Medium-to-high willing to make an impact and stand out in the environment
- Aware of the importance of motivating and inspiring

#### Socialization / Relationship Management

- Cares about socializing, building new relationships
- Moderately focused on network development
- Cares about building intimate relationships; occasional feistiness and the risk of making emotional decisions about the team
- Focused on being direct
- Moderate importance to being a team

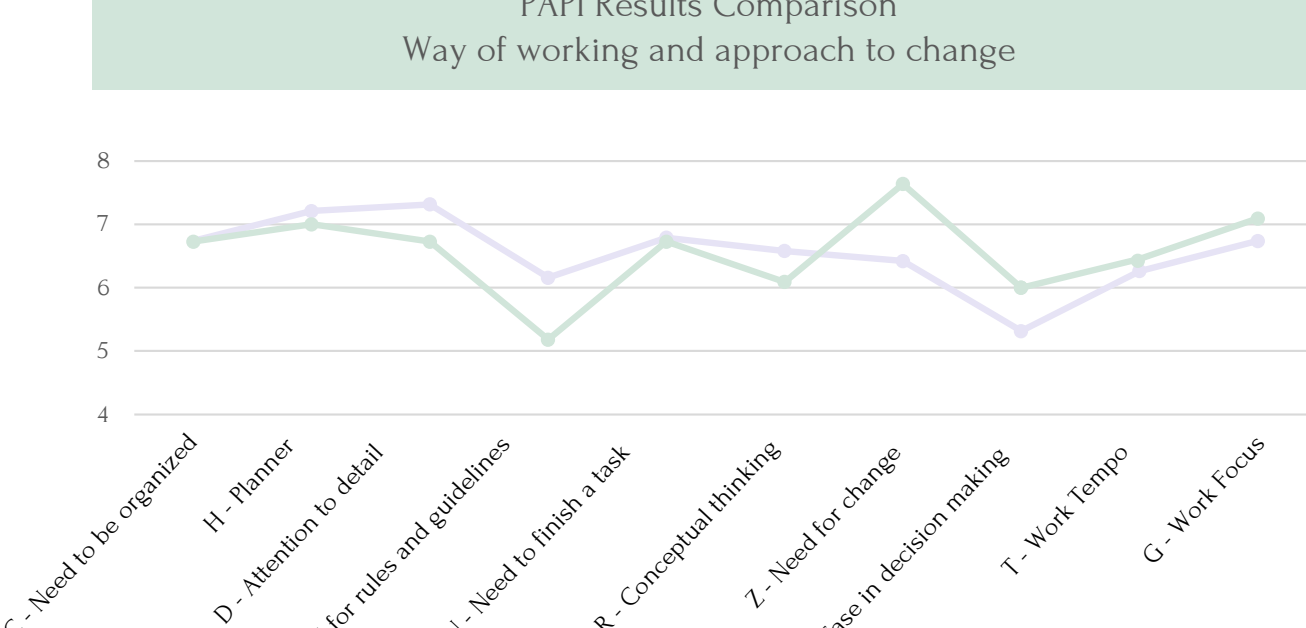
#### Working Style

- Focused on planning medium-term plans with risks
- Cautious decision-making management style
- Cares about speed when taking action but also cares about quality
- Feeding rules is moderate

#### Openness to Change

- Open to change, demanding change
- Moderate focus on developing new ideas and abstract thinking

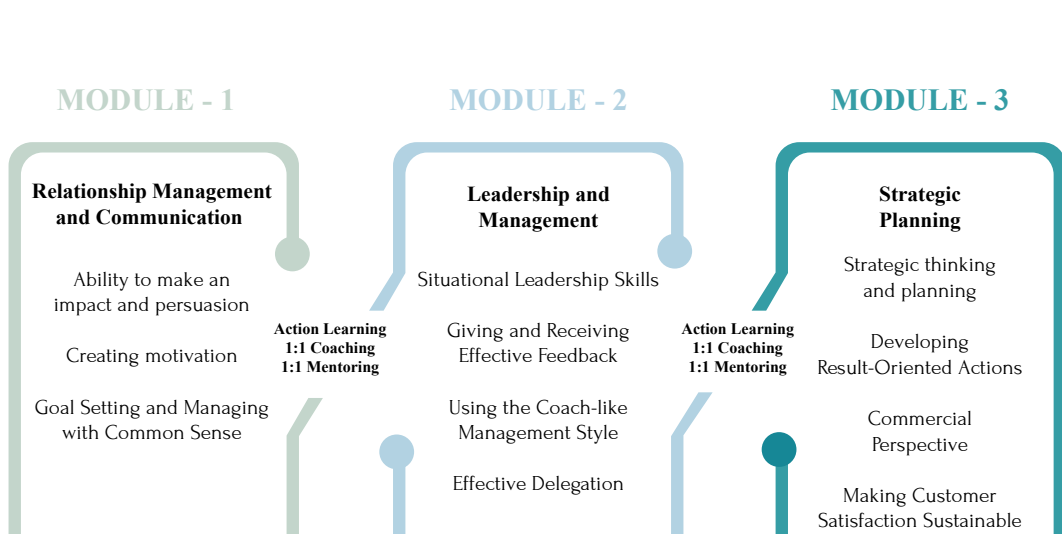
### PAPI Results Comparison Way of working and approach to change



For each level, the common style of leaders in the organization is reported concisely and clearly.

### Recommendations After Analysis Result

After the analysis of the current situation with summarizing:  
1 - The development program suggestions,  
2 - Recommendations for recruitment / promotion processes is presented.



#### Strengths

- Professional experience
- Sense of belonging
- Success-oriented
- Business focus
- Goodwill and sympathy
- Positive and friendly communication style
- Responsive attitude towards your team and manager

#### Development Areas

- Relationship Management and Communication
  - Ability to make an impact and persuasion
  - Creating motivation
  - Targeting and managing with common sense
- Leadership and Management
  - Situational leadership skills
  - To be able to use the coach-like management style
  - Effective delegation
- Strategic Planning
  - Strategic thinking and planning
  - Developing Result-Oriented Actions
  - Commercial Perspective
  - Making Customer Satisfaction Sustainable