ID - Leadership

CUSTOMIZED EVALUATION REPORT

Name:

Smith, John

Date:

July 24th 2021

ID - Leadership
COMPETENCIES

Recipient: Smith, John	Evaluation Date: 2021-07-24

Overall Results

A   Introduction

The ID - Leadership is a tool that helps identify the competencies associated with leadership. Built on the latest professional and scientific knowledge, it positions the candidate according to 4 main factors that enable an individual to perform management duties effectively. It provides accurate information with respect to 17 competencies that are considered fundamental in exercising leadership.

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The competencies are at the basis of potential. The following results indicate the participant's position in relation to each of the 4 fundamental factors of leadership. A low score (1 or 2) shows that this is an element that presents a challenge in terms of leadership while a high score (4 or 5) indicates that this aspect is well integrated. A moderate result (3) suggests that this factor is evolving.

The 4 Fundamental Leadership Factors

Given the the overall results, it can be considered that the test results fall into the range above the average results of the normative (standard) group.

Average

3,1

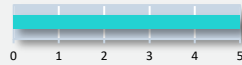| Index	Social Desirability Index	Adequate	The way in which the candidate answered the test is representative of the usual type of responses and suggests that social desirability was not a major factor in how the candidate answered the test questions.

B   Factor #1 - People Leadership

This factor includes 5 competencies associated with leadership activities involving people. It takes into account the participant's ability to establish harmonious relationships with others, to consider the needs of others, to build effective teams and to participate in teams in a positive way, while exercising a leadership that takes into account the needs and characteristics of each team member.
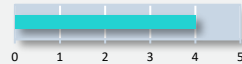
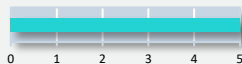**FACTOR #1 PEOPLE LEADERSHIP**

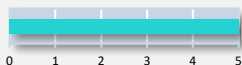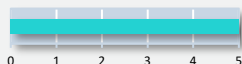| Interpersonal Communication		Shows consideration, understanding, and respect for people in the work environment.
Takes Care of Others		Helps people in need in the work environment.
Ability to Work in a Team		Works in a positive and harmonious fashion with team members to achieve common goals.
Ability to Establish Effective Teams		Forms cohesive, balanced, and goal-oriented work groups.
People-Oriented		The wellbeing of people is a central concern.

Mastered

4,8

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C | Factor #2 - Action Leadership

This factor includes 5 competencies that show willingness and motivation to take action and exercise leadership. These competencies reflect the need to succeed, the ability to adapt to the constraints of the environment, to implement measures to deal with situations, to demonstrate entrepreneurship and to be creative when solving problems.

FACTEUR #2 LEADERSHIP D'ACTION	Competency	Scale (0-5)	Description	To Develop
	Action-Oriented	1	Makes decisions and takes action quickly despite constraints that must be faced.	
	Adaptability	4	Welcomes change and adjusts one's behaviour in a functional manner.	
	Need to Achieve	1	Values work as a central component of life and places importance on work accomplishment.	
	Initiative/ Entrepreneurship	2	Initiates action and, if required, takes calculated risks to face a problem, improve a situation or seize an opportunity.	
	Creativity/ Innovation	3	Able to propose original, imaginative, or ingenious ways of doing things or solving problems.	2,2

D | Factor #3 - Decisional Leadership

This factor includes 4 competencies that focus on how leaders make decisions and put them into action. The competencies associated with this factor are the ability to take control of situations, to be able to organize and orchestrate decisions while mobilizing people around a common goal and ultimately ensure a tight control of activities.

FACTOR #3 DECISIONAL LEADERSHIP	Competency	Scale (0-5)	Description	To Develop
	Ability to Command	1	Knows how to assume control of a situation by establishing objectives to be reached and by clearly indicating the actions that must be taken.	
	Ability to Mobilize	5	Able to motivate individuals to work harder, more effectively, and with greater enthusiasm.	
	Ability to Organize/ Orchestrate	1	Able to efficiently assign responsibilities, set work schedules, distribute resources, and coordinate activities in the process of reaching a goal.	
	Ability to Control	1	Able to exercise control over the work activities of individuals thereby ensuring they fulfill their assigned responsibilities.	2

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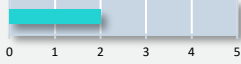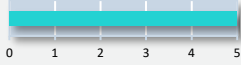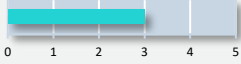Recipient: Smith, John   Evaluation Date: 2021-07-24

E   **Factor #4 - Situational Leadership**

This factor includes 3 competencies that affect how the environment is factored in when exercising leadership. These competences are linked to the understanding of the organization's internal and external environments, open-mindedness and the ability to transmit information to the right people.

FACTOR #4 SITUATIONAL LEADERSHIP				
Ability to Transmit Information	0 1 2 3 4 5	Able to transmit information by effectively using communication methods that are appropriate to the context and audience.	Evolving	
Open-mindedness	0 1 2 3 4 5	Has many interests and is open to new ideas and ways of doing things.		
Acute Awareness of the Environment	0 1 2 3 4 5	Understands the issues, principles, and operational modes that relate to both the internal and external work environments.	3,3	