



Mettl Leadership Assessment

Sample | 24 Sep 2021



Test Taker Details

Finish State: Normal

Test Taken On: September 24, 2021 01:30:20 PM IST



Sample

Email Address: sample-report@mettl.com

Last Name: Not Filled

Date of birth: Not Filled

Experience: Not Filled

Country: Not Filled

- 1 This assessment measures work-relevant personality traits that might be manifested in work behaviour and therefore influence success on the job. This report summarizes the strengths and areas of development along with a detailed competency profile of the candidate. The competency framework used here is comprehensive and suitable to evaluate the role-fitment of the candidate for a wide-range of jobs across various industries.
- 2 When interpreting the report, 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 assessment.

▶ Response Style **Genuine**

Explanation of Response Style:

Genuine

If questions are answered in a sufficiently varied manner.



Social Desirability

It is a measure of respondents' concern with social approval or conforming to societal conventions. It also indicates one's attempt to project oneself in a more positive light than accurate.

Central Tendency

It is a tendency of an individual to choose the middle options (Somewhat Disagree & Somewhat Agree) in majority of the responses.

Recommendation

Cautiously Recommended

Not Recommended

Cautiously Recommended

Recommended

Strengths



Resilience

May be able to deal with workplace stress effectively and put in effort to recover quickly from difficult situations at work.



Change Management

May be able to adapt effectively to the changes taking place in the organization and help team members in smoothly transitioning to new ways of doing things.



Leveraging Networks

Likely to have an interest in establishing contacts and building strategic relationships to ensure benefits to the organization.

Areas of Development



Fostering Innovation

Needs to derive novel and original methods to solve business problems and foster a culture of continuous innovation within the organization.



Strategic Thinking

Should make more of an effort to understand the long term implications of one's decisions and accordingly choose an appropriate course of action to accomplish organizational goals.



Learning Orientation

Needs to seek out more challenging experiences and opportunities to develop one's skills and abilities, and be able to better learn from one's past successes and failures.

Dominant Leadership Styles

1. Consultative Style



Definition

Tendency to consult one's team members with regard to their responsibilities and then finalize the goals for the team.



Description

Such a leader has the tendency to finalize the task and objective only after discussing with the subordinates. They prefer to allocate tasks after hearing the opinions, ideas and suggestions of the subordinates. Such a leader seeks inputs from subordinates before finalizing the goals and timelines for them.



Suitable Leading Style when

Dealing with subordinates who are experienced and competent and they can actively contribute in task planning and goal allocation related discussions.



Unsuitable Leading Style when

The task in hand is very complex with tight timelines and subordinates need clear direction.



Advantages

Subordinates feel valued and this leads to development of harmonious working relationship between the leader and subordinates.



Disadvantages

Time intensive process and may lead to low morale in team members especially when their suggestions might not be accepted.

Dominant Leadership Styles

2. Participative Style



Definition

Tendency to discuss and analyze problems with the subordinates and make decisions with the consensus of all subordinates.



Description

Such a leader prefers to take decisions based on the consensus of all subordinates. Leader and subordinates both equally participate in decision making and share the joint responsibility of the final decision. Such a leader facilitates discussions, formulates alternatives, and then takes collective consensual decisions with subordinates.



Suitable Leading Style when

The matter/issue in hand requires brainstorming with subordinates who are experts and can effectively contribute in the discussion. It ultimately helps the leader to take an informed decision.



Unsuitable Leading Style when

The issue needs to be solved immediately and subordinates do not have enough experience to positively contribute in the discussion.



Advantages

Letting subordinates have a say in the decision making facilitates trust, commitment and accountability in the subordinates.



Disadvantages

Lots of meetings to mull over ideas and build consensus in a diverse group. It is likely that the need for consensus may overpower organizational benefits.

Lead by Example:



Values shown in above chart are sten scores

■ Low(1 - 4) ■ Moderate(5 - 6) ■ High(7 - 10)

1. Lead by Example:

6

Of 10.0

Learning Orientation: **Moderate**

Moderately likely to reflect on past experience and be able to learn from one's own and others' successes and failures. May at times be willing to unlearn outdated skills and knowledge and is somewhat likely to possess a learning mindset. May sometimes actively seek feedback on one's behavior and performance and incorporate it in one's work. Moderately likely to pursue challenging experiences and opportunities to develop one's skills and abilities and may occasionally keep oneself updated about information and knowledge on the latest industry and market trends.

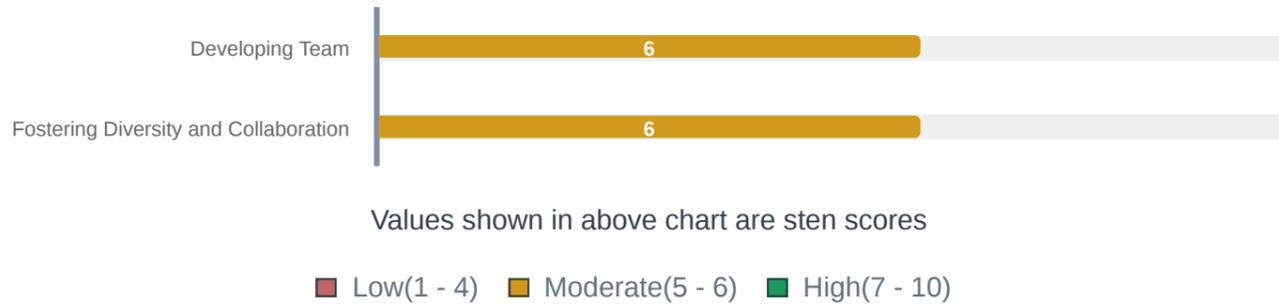
7

Of 10.0

Resilience: **High**

Likely to effectively manage one's emotions and may be able to deal with pressure by being calm and poised. Likely to maintain stability with regard to one's emotions when faced with stressful situations. Likely to think with clarity and maintain optimal performance during difficult circumstances. May be able to overcome failures and setbacks at work by using effective coping strategies.

Build High Performing Teams:



2. Build High Performing Teams:

6

Of 10.0

Developing Team: **Moderate**

Somewhat likely to provide team members with constructive feedback to help them understand their strengths and areas of development. Moderately likely to give team members challenging tasks and opportunities that enable them to develop their skills and abilities. May occasionally provide the team with timely and focused input and guidance on their progress to ensure improvement in overall performance. May sometimes support team members' continued professional growth and development by using appropriate coaching and mentoring methods.

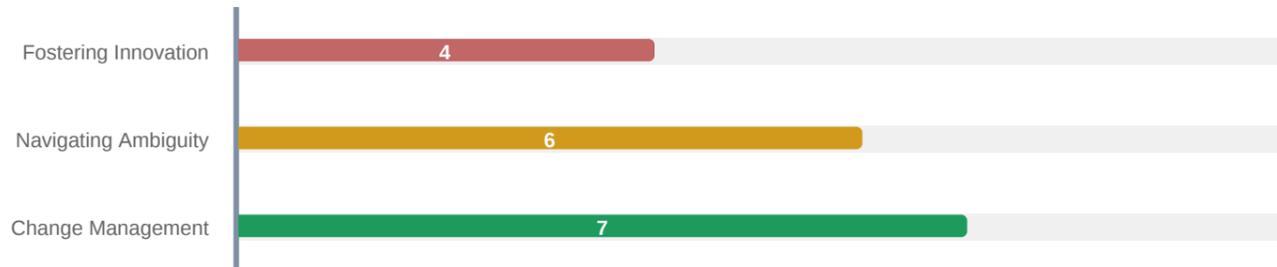
6

Of 10.0

Fostering Diversity and Collaboration: **Moderate**

Moderately likely to be understanding and sensitive towards others who might be different from oneself. Somewhat likely to leverage on diverse opinions in order to understand issues from multiple perspectives and find varied solutions to the same. May at times foster an inclusive workplace culture where individual differences are recognized, respected and valued. May sometimes help diverse individuals and teams work collaboratively on common goals and objectives.

Accelerate Innovation and Orchestrate Change:



Values shown in above chart are sten scores

■ Low(1 - 4) ■ Moderate(5 - 6) ■ High(7 - 10)

3. Accelerate Innovation and Orchestrate Change:



Of 10.0

Fostering Innovation: **Low**

Less likely to be innovative and may not always be able to generate original and out-of-the-box solutions for solving business problems. Not very likely to foster a culture of constant innovation by encouraging ideation and experimentation, and providing necessary resources to develop the ideas. May rarely look for novel ways of working through problems to ensure that the organization stays ahead of the curve by innovating continuously. Unlikely to have the ability to quickly identify patterns and the logical rule underlying those patterns to arrive at solutions. May not be able to gather work related information quickly, from various sources and apply it in innovative ways to solve problems.



Of 10.0

Navigating Ambiguity: **Moderate**

Somewhat likely to be willing to proceed with tasks without having all the necessary details. May sometimes tend to effectively receive and use information as and when it comes. Moderately likely to encourage team members to deliver on tasks, even when limited information or resources are available. May at times provide team members with support and encouragement in the face of ambiguous and unknown situations.



Of 10.0

Change Management: **High**

Likely to clearly understand the rationale for change mandated by the organization, and may be able to adapt to it quickly. May communicate to teams the need for change and how it would impact their work. May be able to highlight the benefits of change to help team members adapt effectively to the change transformation process. Likely to find synergies between old and new ways of doing things, so as to reduce the disruption to work as much as possible.

Lead Business:



Values shown in above chart are sten scores

■ Low(1 - 4) ■ Moderate(5 - 6) ■ High(7 - 10)

4. Lead Business:

5

Of 10.0

Strategic Thinking: **Moderate**

Moderately likely to demonstrate an interest in understanding the market and the industry and may sometimes be able to identify emerging business opportunities and potential threats to one's business. May at times take actions and decisions after considering the short and long term implications of the same on the organization. Moderately likely to be able to critically assess situations and identify informational gaps. Also somewhat likely to be able to evaluate given information and draw logical conclusions. Somewhat likely to consider challenges that may arise in the future and prepare strategies to deal with them. Somewhat likely to focus resources towards planning the execution of business strategies in alignment with the organizational vision. May at times take significant calculated risks to capitalize on emerging trends and facilitate organizational growth.

7

Of 10.0

Leveraging Networks: **High**

May be interested in socializing and establishing positive and constructive relationships with others based on mutual trust and respect. May build a wide range of connections and networks with internal and external stakeholders and gather and leverage resources for the benefit of the organization. Likely to nurture and leverage one's network to work towards mutually beneficial goals. May often cultivate strategic relationships to gain multiple ideas and perspectives and develop new business opportunities.

6

Of 10.0

Critical Decision Making: **Moderate**

Somewhat likely to make effective decisions after critically examining issues, problems, and opportunities. Moderately likely to seek information from diverse sources and analyze the same in order to identify the most relevant details. Moderately likely to effectively analyze a scenario and choose among many possible solutions to a particular problem in any complicated situation. Moderately likely to consider all available data and facts before making a decision. May at times try to logically and rationally interpret information in order to draw valid conclusions.

Test Log

24th Sep 2021

- 01:12 PM  Started the test with Personality Inventory
 - 01:28 PM ● Finished Personality Inventory and started Leadership Styles of the test
 - 01:28 PM ● Finished Leadership Styles and started Abstract Reasoning of the test
 - 01:29 PM ● Finished Abstract Reasoning and started Critical Thinking - Drawing Conclusions of the test
 - 01:29 PM ● Finished Critical Thinking - Drawing Conclusions and started Critical Thinking - Evaluating Arguments of the test
 - 01:29 PM ● Finished Critical Thinking - Evaluating Arguments and started Critical Thinking - Recognizing Assumptions of the test
 - 01:30 PM  Finished the test
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