
ONLINE ASSESSMENT RESULT REPORT

PARTICIPANT NAME

MANAGEMENT REPORT

30 SEPTEMBER 2021

Eren İKİZ

Participant NAME

Dear xxx,

Talented Leaders have great responsibilities in every step that will take XXX towards achieving its goals. Continuous development is one of the major elements of success in this area. In this direction, Participant NAME has participated in our Development Center study, which we have prepared considering the vision of your institution and the changing competitive conditions.

Our report contains essential clues for Participant NAME's personal development and, therefore, personal. The documents you can find in the report are as follows;

- Candidate's General Evaluation and Potential Evaluation
- Candidate's Strengths and Areas for Development
- Candidate's Competency Assessment Results
- Candidate's Case Performances
- Candidate's Behavioral Inventories
- Inventory Descriptions

This report will be used for the participant's development and will serve as a basis for future personal planning studies. After carefully examining the results of the report, our recommendation is that the development steps related to the strengths and development areas of the participant should be identified together with the Human Resources Department and his immediate supervisor.

You can find our contact information at the end of the report if you have any questions.

Best Regards

Eren Ikiz

Participant NAME

GENERAL EVALUATION

General Evaluation

Participant NAME has succeeded in putting forward a brilliant, well-educated and successful profile in our work. We see that he can demonstrate the right approaches in communication and analysis. He can establish the balance between the task and the person. His self-confidence is high, and his expression is successful. He should pay attention to the technical terms and words he frequently uses. In addition, he should be careful to explain in a way that the other party can understand easily. He has a reliable stance, and it seems that he is confident in his work. On the other hand, leadership experience points to a development area. His areas of improvement are giving effective feedback, turning shared vision into goals, moving towards that goal together, displaying motivational approaches. He should also work on empathy. The most significant development areas are turning the analysis and plans into reality, personal image and initiative-taking.

He exhibits a fairly balanced profile according to the inventory results. It is understood that he suppresses himself in the face of pressure in communication, and thus he carries intense stress with him. This situation may be at a level that can cause health problems later. Assertiveness should increase. It turns out that he needs to focus on dealing with difficult people, competitiveness, and can desperately spend time collaborating. While the development area in delegation is emerging, the ability to act in a directive manner when necessary should also develop. However, situational leadership outlines a management profile with higher efficiency. He demonstrates a profile that is adaptable to change, and he also has the right attitude to initiate it when necessary, but he needs to focus on the management of uncertainties, focus on opportunities rather than threats, and develop a positive mindset.

During our in-tray exercise, he differentiated himself via accurate analyzes and successful comments and thus provided the most positive results.

The most challenging study for him was our customer case. He did not negotiate, but he made compromises.

According to our motivational needs inventory, his motivational level is good. However, it is useful to closely follow and support his relations with his superior and team.

Participant NAME is an employee who successfully meets the leadership expectations of his level to a large extent and has successful competencies in certain subjects for higher levels. There is a positive difference between the first impression and the profile that emerges later. He can work to the point of creating a charisma effect. According to his current competencies and abilities, his current position may create a comfort zone. However, he has the capacity to do more, and it will be beneficial for him to initiate change and act on it. His areas of development are business perspective, analysis and transition from plan to action, and taking initiatives towards the big picture. It is an essential advantage that his balanced profile seems to be successful in result-human, number-communication equilibriums. He knows what he has to do, but in order to do them, he must first be encouraged and then practice them to move to a more natural way.

Overall Potential Assessment

Potential for Development

Medium Potential

Potential Person

Medium Potential

Competency Results

Participant NAME

Self Management

2,92

Business Management

2,27

Team Management

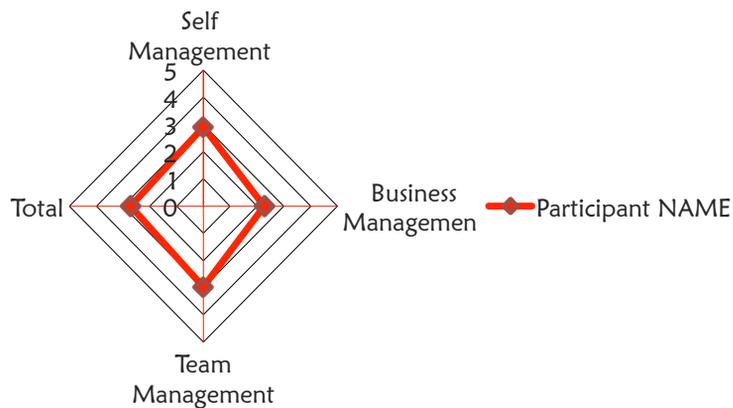
2,97

Total

2,72

You can see the rate of meeting the expectations of the participant on the basis of 3 Main Competencies in the tables and graphics.

The Overall Potential Evaluation is calculated based on the consultant's opinions and the "Total" scores obtained by the participant. It is shared with Personal Performance grades to enable it to be evaluated on the Talent Matrix.



erenikiz

29.09.21

Profile Summary Card

Participant NAME

Fulfillment Rates of Basic Behavioral Expectations

Self Management

Being Reliable	▲	3,33
Active Confidence	▲	3,25
Seeing the Big Picture, Macro View	—	2,50
Responsibility and Result Achievement Drive	—	3,00
Combating Pressure and Stress	—	2,50
Total	—	2,92

Business Management

Analytics and Data Usage	—	3,00
Mastering the Details	▼	2,00
Effective Decision Making	▼	1,67
Taking Initiative	▼	1,50
Effective Time Management	—	3,00
Being Planned and Organized	—	2,50
Setting Priorities Correctly	—	3,00
Customer Focus (Internal, External)	▼	2,00
Commercial Acumen	▼	2,00
Negotiation and Persuasion skills	▼	2,00
Total	—	2,27

Team Management

Effective communication skills	—	3,00
Empathy and Positivity	—	2,50
Active Listening	▲	3,33
Motivating those around you	—	2,50
Being open and participatory in teamwork	▲	4,00
Leading the Team to Success	—	2,50
Total	—	2,97

Strengths

Self Management

- He can demonstrate a well balanced profile
- The task – person and numbers – communication balances are successful
- He is a self-confident person
- He is intelligent
- He is an active listener
- He is adaptive to change

Business Management

- He is successful in time management
- He is able to focus on the big picture
- He can prioritise tasks effectively
- He wants to act in a planned and organised way
- He is analytical
- He is aware of his responsibilities.

Team Management

- He is successful in communication
 - He is also successful in relationship building
 - He can express himself successfully
 - H has a trustworthy approach
 - He wants to be in harmony with the team
 - He was able to deal with differences and diversities in the team
 - He is mindful of people
-

Development Areas

Self Management

- He has to find ways to move from analysis and plans to actions.
- He should invest in personal marketing and creating a charisma effect
- It will be helpful for him to learn how to deal with difficult people and his negotiation tactics
- He is using technical jargon in communication
- Empathy should not overtake sympathy.

Business Management

- He should re-structure his presentations from data transfer to supporting decision making
- Analysis should not paralyze him.
- He should review his attention to detail
- Efficiency in decision making should increase
- Initiative taking is a significant development area.
- His customer orientation should be developed.
- Commercial acumen should be worked on
- He should improve himself in initiating change

Team Management

- He should find more ways to motivate others
 - He can be over challenging with his knowledge and intelligence level.
 - He is wasting too much time for cooperation in crises
 - He should consider his approach to identifying shared visions and converting these visions to short-term actions within the team.
 - He should adopt his language and approach according to the listener's level.
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CASE STUDIES

Team Building

They started by getting to know each other. Participant Name suggested that everyone tell about their project, and a companion started. When it was his turn, he told about his own project. He described the current picture well. However, it remained as a good summary, as he didn't explain why this was the right investment. He noticed the lack of cost information in his friend's presentation and corrected it. It's nice that he did the math quickly. He said that he would support other concerns to the point where they increase profitability. Then he started to show his side with successful maneuvers by saying that their strategy was not automation. That project was abandoned as he received support from another teammate. The voting proposal came when the time was over, and the decision was unclear. His project was chosen with the support of his friend, whom he equalled with his maneuver.

While the costs were clearly mentioned in the given documents, the company's profitability and balance sheet were in front of them, and despite the fact that they were collaborating to make such an important decision together, facts and figures were neglected to a point where the investment decision was not economical or commercially accurate. His communication maneuvers and general approach within the team were positive.

In-Tray Exercise

He started by cancelling the trip. Acting on low profitability is the first priority in his agenda. He mentioned the fashionable restaurant idea by saying that it was necessary to start from the areas where the market was growing but immediately turned to different topics. However, we reminded him that the company went out of its original concept. There is a new store opportunity. He'll see it tomorrow. He talked about Shopping Mall and Middle East investments. The 3 most critical problems are 1- former manager's resignation; 2- Employee Satisfaction survey results; 3- Negative media response; Mr. Haluk. He will talk to PR and legal depts. Costs are increasing by 28%, and he spoke about the Robotix project.

He made a good analysis. We see that he has mastered the whole case. However, we couldn't see the success in research and evaluation areas in action planning. It would be helpful to review his priorities. Customers failed to enter the area of focus. We saw that he did not use delegation as a management tool.

Personel Management

Participant NAME demonstrated his skills in communication as well as his successful role-playing skills in our management case. He started by saying that he had emotions. When he heard of the employee's illness, his energy dropped. He asked about the e-mail. He talked about being open and the fact that he saw him hanging around and talking with others instead of working. They came to the reservation problem. He questioned the style and lack of effective communication skills training. He said that the team should not work on that training day and he should find a solution to compensate. The issue of lack of personnel is on the agenda. He said that he respected the effort, and the action plan should be decided together. He said that you should be excited now but forgot the fact that motivation could not be provided by just saying things.

The effort to handle people with good communication and an emotional approach is positive. Saying we have to get excited is not enough to make people excited. It is necessary to set common dreams, goals, make people a part of it, move towards that goal together, and create win-win environments. The effort on leadership is positive but needs improvement. Various issues were expressed, but no plans were made for resolution.

Customer

The client stepped back in his seat at the very beginning of the conversation. He started by asking how you are? We observe a relatively stagnant posture. He immediately turned the subject to work and said he was listening. They spoke about the former manager's move to the competitor. He approved the free hosting of 36 managers with their children and spouses. That is a higher price than expected.

We see that he did not make a simple calculation with his data while making this decision. He chose to avoid negotiation and persuasion but discuss concessions. He should develop negotiation techniques, business acumen, and effective decision-making under crises.

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Case Evaluation			
Evaluation of Basic Behavioral Expectations			
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CASE 1; TEAM BUILDING	Results	Comments	
Self Confidence	3	It is useful to pay attention to the dosage.	
Responsibility and Result Achievement Drive	3	Never broke unders stress	
Dealing with Stres	3	Well directed the team	
Planning and Organisation	2	They accepted an unacceptable cost without proper control	
Negotiation Skills	3		
Communication Skills	3	We watched good maneuvers	
Effective Listening	3		
Motivating Others	2	Motivation was not on the agenda.	
Opennes and Participation to Team Work	4	He was participatory and willing in the study.	
Leading the Team to Success	3	He is leading but to where?	
Total	2,9		
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CASE 2; IN-TRAY EXERCISE	Results	Comments	
Being Trustworthy	4	He has a firm stance.	
Self Confidence	4	He is self-confident	
Macro View	3	It's good that she's trying to focus on the big picture.	
Attention to Detail	3	Knows the details but should not get lost	
Dealing with Stres	3	Well managed	
Analytical Thinking	4	Analysis and interperations are successful	
Effective Decission Making	2		
Initiative Taking	1	Analyzes did not translate into action.	
Effective Time Management	3		
Planning and Organisation	3		
Prioritisation	3		
Customer Orientation	1	Customers have never been on the agenda	
Commercial Acumen	2	Ticari değil matematik olarak yaklaşıyor.	
Total	2,8		

erenikiz		Participant NAME	
Case Evaluation			
Evaluation of Basic Behavioral Expectations			
CASE 3; PEOPLE MANAGEMENT		Results	Comments
Being Trustworthy	3		
Self Confidence	3	His professional stance is successful	
Dealing with Stres	2		
Effective Decision Making	1	Analysis does not turn into decisions.	
Negotiation Skills	2	Competition is a development areai.	
Communication Skills	3	His speech is successful but the efficiency of feedbacks should increase	
Empathy	3	Empathy should not turn int sympathy	
Effective Listening	4		
Motivating Others	3	He is aware of the need but should find more ways to do it	
Leading the Team to Success	2	He wants to do it but should learn new approaches	
Total	2,6		
CASE 4; CUSTOMER		Results	Comments
Being Trustworthy	3		
Self Confidence	3	He wasn't comfortable with the costomer	
Macro View	2		
Attention to Detail	1	He accepted requests without calculating the consequences, just to complete the task.	
Responsibility and Result Achievement Drive	3		
Dealing with Stres	2	He demonstrated an introvert approach	
Analytical Thinking	2	He accepted an unaccptable cost.	
Effective Decision Making	2	He forgot to follow his analysis	
Initiative Taking	2		
Customer Orientation	3	He wanted to satisfy the customer but with an unacptable cost.	
Commercial Acumen	2	This is an improtant development area.	
Negotiation Skills	1	The negotiation turned out to be a loose-win situation	
Communication Skills	3	He is good in expressing himself	
Empathy	2		
Effective Listening	3		
Total	2,3		

Participant NAME

PERSONALITY TESTS

PERSONALITY TESTS	
	Participant NAME
	29-Sep-21

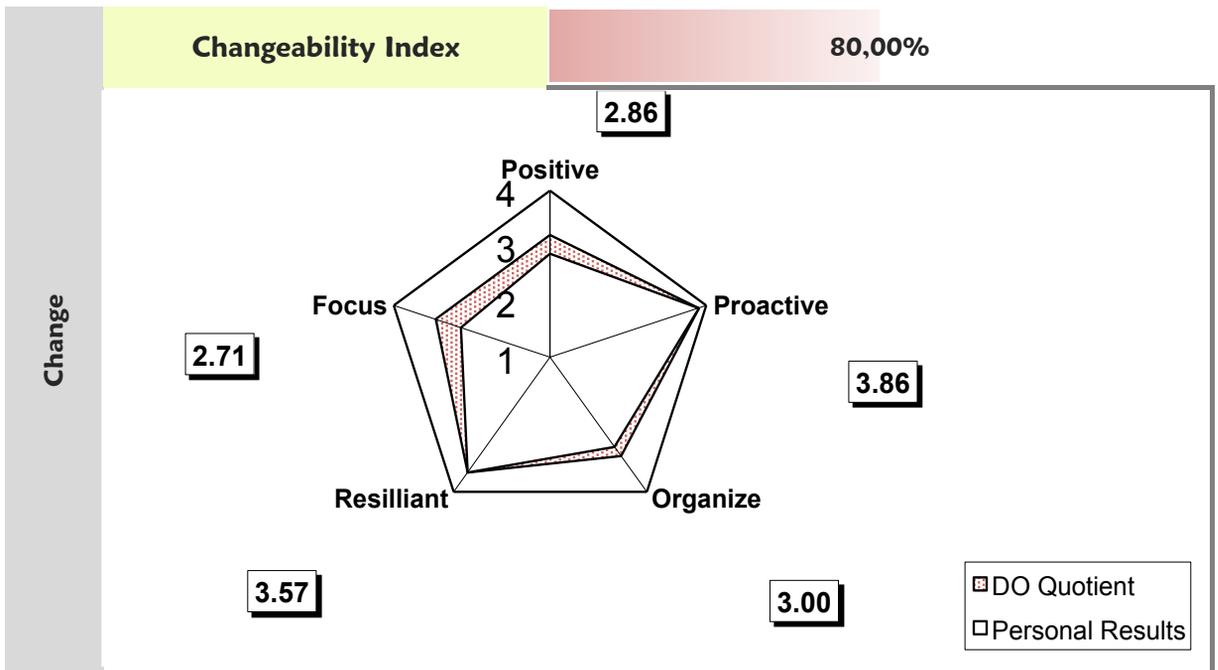
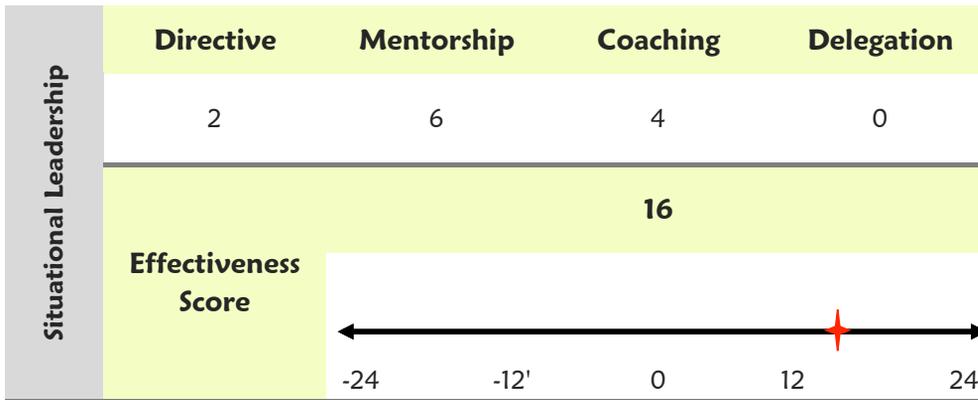
Social Behavioral	Dominant	Intravert	Human	Task
	6	8	7	7

Leadership Style	Amiable	Expressionist	Thinker	Bold
	6	6	6	7

Stres Management	Assertiveness	Authority	Passive Aggressiveness	Passivity
	28	26	26	12
	Total	92		

Motivational Needs	Success	Praise	Communication	Security
	36	35	29	40
	Total	140		

Negotiation Skills	Competing	Colloborating	Compromising	Avoiding	Acommodating
	4	8	6	6	6



**We wish you success in your
career**

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