

Chally Assessment™

Leadership Strengths Report
John Sample

Prepared for:
Chally Assessment (Demo)



Assessment Results

Name











John Sample

Report

Leadership Strengths Report






Summary

This section provides results for a selected set of competencies. All scores shown are percentile scores which range from 1 to 99. Percentile scores allow you to compare this individual's scores with a group of others who took the assessment. A score of 67, for example, indicates that the person scored better than 67% of other respondents.

Leadership Competencies	Percentile Score
Commits Extra Effort to Ensure Success	 97
Builds Credibility by Sharing Knowledge	 97
Takes Ultimate Responsibility for Results in a Leadership Role	 96
Works Rapidly and Efficiently	 96
Self-Directed	 94
Commits to Continued Professional Development	 94
Anticipates Obstacles that Could Impede Progress	 94
Inspires Accountability and Teamwork	 93
Demonstrates Perseverance	 93
Minimizes Distractions to Provide Timely Follow-Up	 93





Personal Attributes

Percentile Score

Maintains Active Pace		96
Possesses an Optimistic Perspective		95
Effectively Manages Frustration		95
Demonstrates Loyalty and Commitment		95
Proactively Mentors and Supports Others		92

Orientation/Approach Attributes

Percentile Score

Directs Business Processes to Ensure Bottom-Line Results		90
Makes Business Decisions via Collaboration and Consensus		95
Employs Innovative and Creative Solutions to Business Needs		68
Optimizes Existing Processes and Systems		84

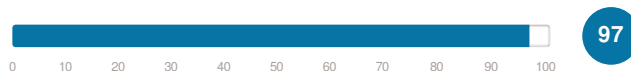
Interpretation of Strengths

Leadership Competencies

LEADERSHIP COMPETENCY 1/10

Commits Extra Effort to Ensure Success

Thrives on working; tends to achieve higher results in direct proportion to the time they are willing to commit to their work; remains focused on the goal and not easily discouraged or distracted; uses work as an opportunity for interaction and incorporates interpersonal contacts into task accomplishment; sees work as a major source of personal satisfaction



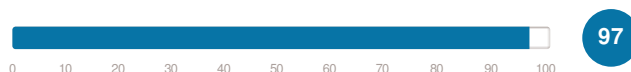
Score Interpretation

This individual sees their job as a very important and enjoyable part of life. Because of the personal satisfaction they derive from work, they're willing to balance work and life priorities to advance their job objectives. They are hardworking and rarely leave tasks unfinished in order to engage in more personally enjoyable pursuits. They do whatever is necessary to ensure the job gets done. They are always on the lookout for tools, resources, techniques, and processes that will benefit their job. In those cases where the tools are not provided by the organization, they will work to create their own.

LEADERSHIP COMPETENCY 2/10

Builds Credibility by Sharing Knowledge

Builds credibility in a resource role by remaining factual and timely in providing information; maintains sources for quick access to time-sensitive information and to stay abreast of new developments; proactively educates customers or shares information as part of the service they deserve

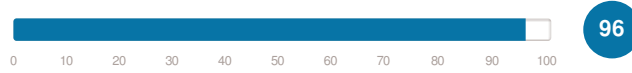


Score Interpretation

This individual takes pride in being a credible resource of up-to-date and relevant information for others. They work to be informative and objective as they provide information they believe will be most useful. They develop and maintain a network of internal and external resources to tap for current information. They stay in touch with these resources so that they can inform others of new developments that may have an impact on goal achievement.

Takes Ultimate Responsibility for Results in a Leadership Role

Commits to taking personal responsibility for results, even when those results are achieved indirectly through others; provides support and resources but will not interfere in others' tasks in order to guarantee the result; establishes a plan to follow up on progress; takes pride in being a critical link to the success of the organization; stays focused on the result and avoids blaming others, using excuses as explanations, or justifying negative but preventable outcomes

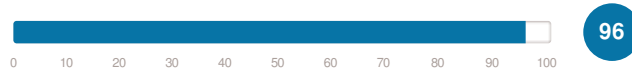


Score Interpretation

This individual accepts personal responsibility and does not offer excuses or attempt to place blame on others in order to escape accountability. They hold themselves to a very high standard and thus acknowledge their role in goal achievement, even when they have only indirect control of the outcome. They actively identify deviations from the goal and assess what needs to be done to ensure that the desired results are produced. They will alter the process as necessary to meet results expectations.

Works Rapidly and Efficiently

Shows the capacity to work rapidly and efficiently; is tireless, active, and exhibits a predisposition to work at a rapid tempo

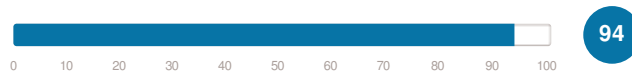


Score Interpretation

This individual has a naturally high level of energy and vigor. Whether at work or at leisure, they'll need to be constantly occupied in a fast-paced environment that fully utilizes this naturally high stamina level. They resist being restrained by sedentary tasks and won't enjoy prolonged meetings or periods of inactivity.

Self-Directed

Able to work well without supervision; hardworking and willing to address barriers preventing goal accomplishment; projects future requirements and questions so that the unexpected is minimized; sets goals that are more than minimally acceptable and fixes the underlying cause rather than patch the problem; champions own efforts and results as an individual contributor in a role with limited authority

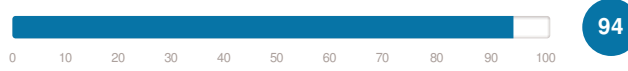


Score Interpretation

This individual is able to work well independently without supervision. Once goals and objectives are explained, they devise plans by which to achieve the desired results and follow that plan without prompting. They project for future requirements and ask questions so that they understand potential barriers and can minimize the unexpected. They don't need to be told to plan contingencies or to work around obstacles, but proactively find alternative solutions on their own.

Commits to Continued Professional Development

Sets job as a top priority and devotes extra hours to skill development; accomplishes objectives dictated by their present position while investing additional time and effort to increase their competence and improve professional standing

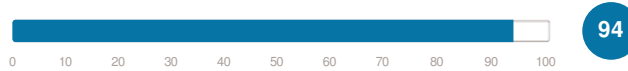


Score Interpretation

This individual defines themselves, to a great extent, by their success and continually presses to reach higher levels of job effectiveness. They set career advancement as a top priority and hold their work to a high standard of quality. They accomplish the tasks expected in their present position while consistently investing extra time and effort to build the skills needed for career progression. In this way, they can prepare for a higher level of responsibility.

Anticipates Obstacles that Could Impede Progress

Able to sort through bureaucracy, complexity or politics to focus on required results; is not caught unprepared when obstacles are encountered; meets self-imposed standards of excellence by delivering agreed upon results that are straightforward and customer-defined

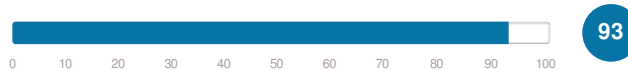


Score Interpretation

This individual does not overwhelm the customer with frills or irrelevant features or options in an effort to get noticed. They provide exactly what the customer requires, and understand that the best approach to a solution is to remain straightforward and customer-centered. They understand the importance of sorting through bureaucracy, complexity, and politics in order to focus on requirements, deliver customer-defined results, and reach high, personally imposed standards. They realize that this process requires careful contingency planning so that the results are never jeopardized.

Inspires Accountability and Teamwork

Maintains priorities by keeping the focus specific and defined; helps others to understand key priorities by repeatedly articulating the goals and how each contributes; has the ability to inspire and influence others; gains followers by being easy to follow; gives credit to others and assumes responsibility for external obstacles; motivates others by helping them to feel good about themselves

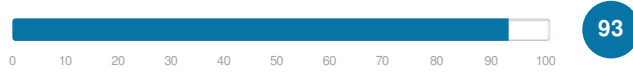


Score Interpretation

This individual strives to empower others by understanding what makes them feel good about who they are. They motivate others to follow by helping to improve their image of themselves and the work they do. They understand the importance of clear, simple communication in conveying objectives and priorities in keeping the group on target.

Demonstrates Perseverance

Stays on task despite setbacks or distractions; unwilling to abandon or change a goal without first increasing the level of effort or commitment to reach it; remains undaunted in the face of rejection or failure; looks for steady and consistent progress in meeting objectives versus proceeding in spurts; unwilling to allow the level of personal enjoyment to dictate the level of commitment to a task or directive

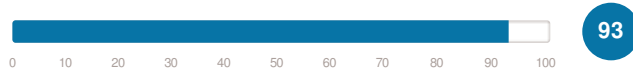


Score Interpretation

This individual stays on task and remains focused despite setbacks and distractions. They put their progress into perspective and stay on course to gain long-term benefits from their objectives.

Minimizes Distractions to Provide Timely Follow-Up

Responds promptly to company and customer contacts; provides timely follow-up; meets scheduled deadlines; devotes work time to job responsibilities; commits to the task at hand, minimizing outside distractions that can divert attention from responsibilities



Score Interpretation

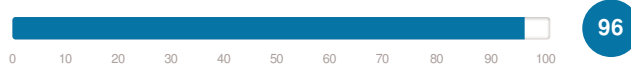
This individual provides immediate and timely responses to internal and external contacts. They will minimize the frustrations created by unreturned phone calls or unanswered requests. They will not procrastinate, but strive to answer requests and deliver accurate results quickly in order to avoid becoming a source of frustration. They avoid getting caught up in others' frustration or dissatisfaction with a situation by concentrating on the commitments they have made so a resolution is reached in a purposeful manner. They stay calm and focused on producing the promised results in the most efficient manner possible and do not get frustrated or discouraged by obstacles in their path.

Personal Attributes

PERSONAL ATTRIBUTE 1/5

Maintains Active Pace

Keeps up a brisk pace without becoming fatigued; pushes physical resources to the limit during periods of peak demand; takes pride in the amount of work accomplished; approaches work with considerable energy and stamina despite distractions or unreasonable demands



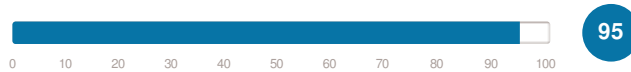
Score Interpretation

Even when faced with tight deadlines and seemingly endless distractions, this individual is a hard worker who can keep up a rigorous pace. They channel their vitality in order to accomplish as much work as possible. They are able to replenish their resources after work hours and report the next day ready to meet challenges and peak work demands.

PERSONAL ATTRIBUTE 2/5

Possesses an Optimistic Perspective

Has naturally optimistic expectations for the future and a belief that things will turn out for the best if enough effort is directed at the goal; assumes others will follow through and plans will fall into place; tends to give others the benefit of the doubt and proceeds with an upbeat, self-fulfilling prophecy



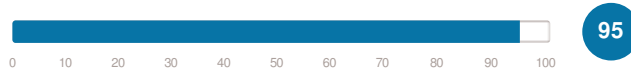
Score Interpretation

This individual's naturally optimistic perspective allows them to hold to the belief that everything will work out as planned. They feel that they are in control of their daily activities and have little concern that external forces will thwart any efforts toward their objectives.

PERSONAL ATTRIBUTE 3/5

Effectively Manages Frustration

Keeps a positive attitude by constructively channeling day-to-day frustrations; won't cover true feelings or let negative events build to unmanageable levels; refuses to stay angry or feel victimized

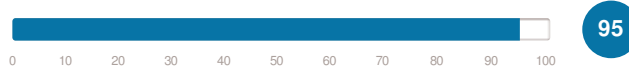


Score Interpretation

This individual won't cover their true feelings or let negative events build to unmanageable levels. They tend to express rather than internalize feelings of frustration and maintain a positive mental attitude. They recognize that dwelling on the negative interferes with finding a solution to the situation.

Demonstrates Loyalty and Commitment

Values the mutual trust and loyalty that develop within a close-knit group of individuals; initiates friendships in the work environment and favors working toward common goals or objectives that unite people in their efforts and support of each other; takes the first steps to build a sense of camaraderie and belonging in the workplace and tries to create a sense of family within the group

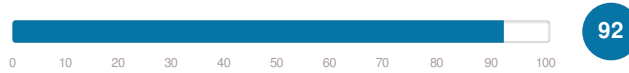


Score Interpretation

This individual gains a significant amount of job satisfaction from the opportunity to work with a congenial and cooperative group. Not only do they need to enjoy the work they are doing, but they also need to enjoy the atmosphere in which the work is done.

Proactively Mentors and Supports Others

Derives genuine satisfaction from giving advice, encouragement, and support to others; takes pride in nurturing and developing others; seeks opportunities to share expertise and experience in a mentoring role; is willing to address basic or rudimentary issues necessary to bring a novice up to speed; takes responsibility for motivating others to learn and grow



Score Interpretation

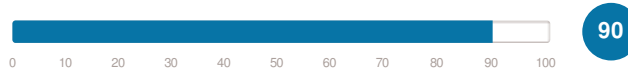
This individual gains satisfaction from being appreciated for what they have to offer to others. They enjoy having the opportunity to demonstrate their expertise and wisdom, and they are happy to serve as a mentor or role model.

Orientation/Approach Attributes

ORIENTATION/APPROACH ATTRIBUTE 1/4

Directs Business Processes to Ensure Bottom-Line Results

Accepts accountability for bottom-line results; seeks control and the final authority to make decisions impacting bottom-line results; focuses on incremental but significant improvements in the efficiency, quality, and profitability of short-term results; takes an authoritative approach to enlisting the necessary support to implement decisions, using logic to address any opposition; seeks a course that softens the negative impact on others without being diverted from the objective



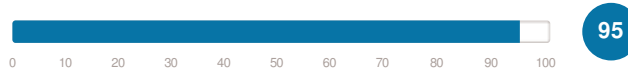
Score Interpretation

This individual thrives in a role where they have accountability for managing and improving core business results. They use input from staff and outside experts to form plans and make key decisions. They provide the necessary information and rationale for initiatives so that reports can proceed with a clear understanding of the goals and methods that are expected.

ORIENTATION/APPROACH ATTRIBUTE 2/4

Makes Business Decisions via Collaboration and Consensus

Maintains a high level of competence in an important business function as a source of information, expertise, advice, and follow-up support to influence and assist in the decisions made by line managers; senses how an area of expertise can advance the business goals of revenue and profit generation and/or cost reduction; contributes a constructive influence in the corporate organization using indirect influence skills to build consensus and persuade others to make cooperative decisions, even in the face of conflict and confrontation; seeks a course that softens the negative impact on others without being diverted from the objective

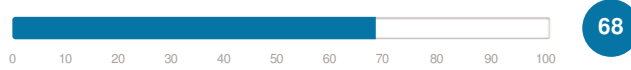


Score Interpretation

This individual takes a participative approach to managing reports. They draw input from others to reach consensus and maximize team effectiveness within the group. They'll focus on developing competence and teaching information that is required to support the core business functions. They communicate expectations and assignments in a supportive manner so associates understand how each of their parts contributes to meeting corporate objectives.

Employs Innovative and Creative Solutions to Business Needs

Focuses on innovative or creative solutions to continuing business needs; sees improvement goals as a project or series of projects, each with distinctive beginning and ending points; demonstrates interest in growth or a turnaround situation over ongoing maintenance or process refinement; concentrates on the planning and design of an idea or project, leaving the execution, refinement, and details to others while moving on to new challenges; works to secure agreement and buy-in from colleagues impacted by an immediate or impending project so that the near-term implementation is accepted and effective; committed to minimizing others' discomfort or allaying concerns created by an evolving design plan

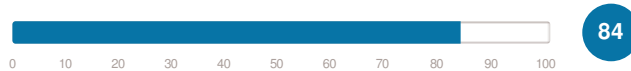


Score Interpretation

This individual is generally comfortable with projects that have a definite beginning and end. These allow creativity when directing the solution of problems that impact overall profits. They will be able to tolerate trial-and-error testing periods of innovative solutions, as long as they feel they are making progress toward a specific project goal. They can be sensitive to concerns about how new developments will impact others' ability to do their job effectively. So, time is taken to discuss plans and reassure others that their needs will be taken into consideration.

Optimizes Existing Processes and Systems

Focuses on measurable and near-term results and outputs; emphasizes efficiency, cost control, and refinement of the processes and procedures that produce incremental gains; controls risk by modifying existing systems to increase productivity versus launching an unproven idea; consistently applies a methodology that is working and will not change or abandon that approach for the sake of trying something different; promotes the desired approach and enlists participation by authoritatively demonstrating its benefits and logically responding to questions and concerns, so those involved can understand and will not feel threatened



Score Interpretation

This individual will perform best in a job role which demands the output of consistent results. They will refine existing systems to maximize efficiency and profitability. They'll focus attention on preventing failure by ensuring improved quality and cost control. While they will take suggestions from cohorts under advisement, they'll seek the advice of experts when making plans. They use the authority of their position to influence others to accept methods. They demonstrate concern for those affected by such decisions and clearly communicate intentions to minimize any concerns.



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