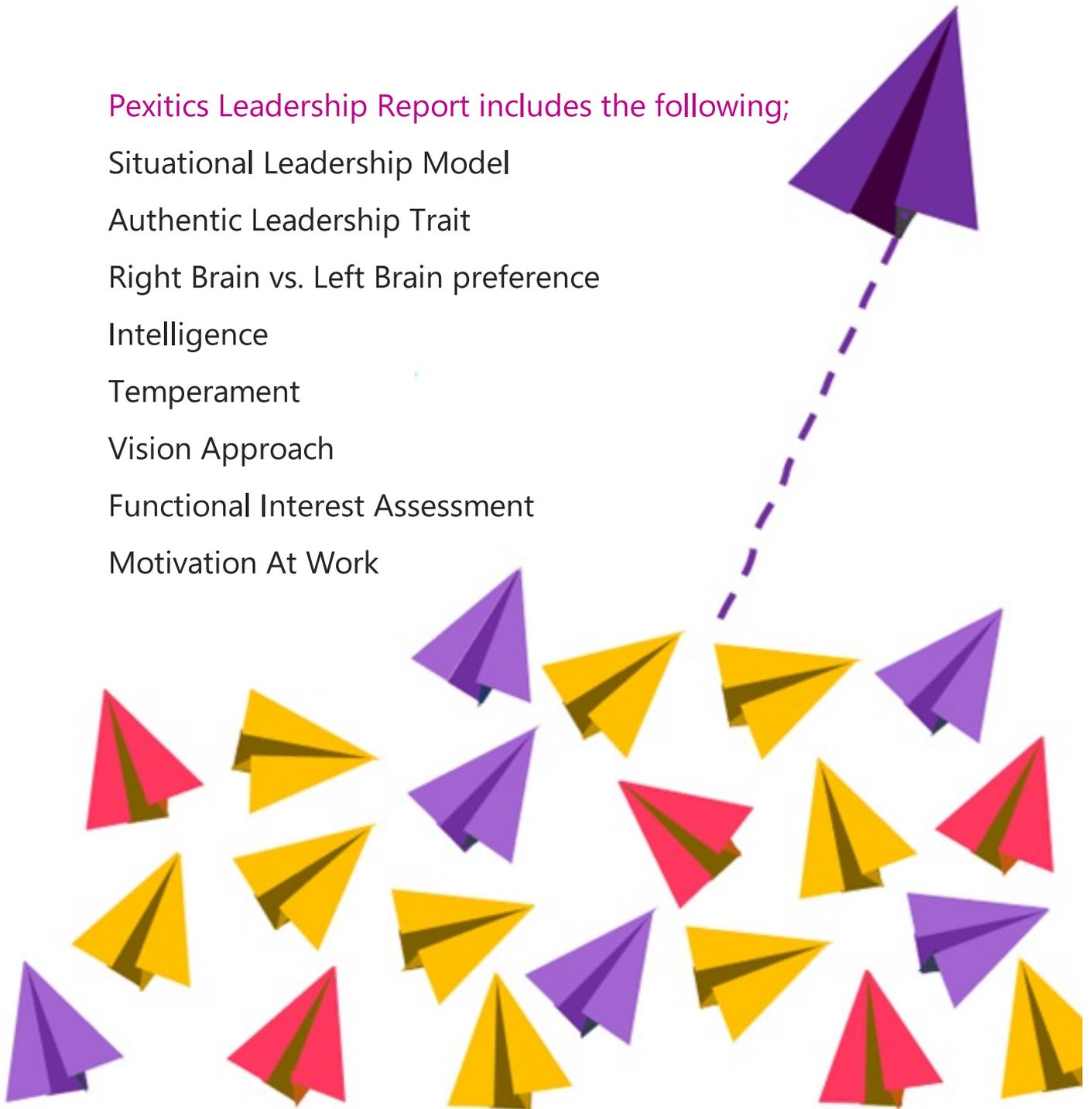


Name: Sample Report

Date: 02-09-2021

Pexitics Leadership Report includes the following;

- Situational Leadership Model
- Authentic Leadership Trait
- Right Brain vs. Left Brain preference
- Intelligence
- Temperament
- Vision Approach
- Functional Interest Assessment
- Motivation At Work



How to interpret the report yourself

The Pexitics Report is easy to read and interpret, making it one of the most popular reports available today! All you need to understand is the following for ease of understanding. Every report is valid for 6 months. So, let's get started...

The report is broken into two broad segments;

Report Summary:

This contains the entire report consolidated into a single page or two.

Detailed Summary:

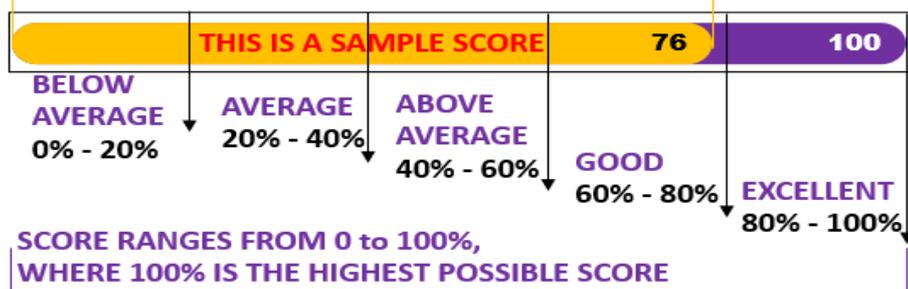
The detailed pages contain description of the contents in greater detail.

Reading the scores against a trait

***THIS IS FOR EXPLANATION ONLY.*
YOU CAN FIND YOUR SCORES IN THE REPORT PAGES.**

**A BENCHMARK SCORE OF 65%
MEANS PEOPLE LIKE YOU SCORED
AN AVERAGE OF 65 OUT OF 100**

**A SCORE OF 76% FOR A PARTICULAR TRAIT MEANS
YOU SCORED 76 OUT OF 100.**



Benchmark SCORE

65

Interpreting the Scores

- Score Number:** This is your score as a number. As we convert scores into percentages, this means that your score can also be read as a score out of 100.
- Benchmark:** This is the average score scored by your peers. The benchmark is a better way to understand how well you are doing for the particular trait vis-à-vis others in your agegroup, qualification level and academics.
- Tips:** If your score is higher than the benchmark, you are better than your peers. If your score is closer to the benchmark, you are doing okay and need to improve. If your score is lesser than the benchmark, you need to train or learn.
- Others:** Some of the scores may not contain a score but a text trait. This is because not all traits are quantifiable and are better understood as a type indicator. A type indicator is a quality which is unique to people like you. It is akin to a trait expressed like a Sunsign, where the type indicator indicates what is unique about it.

Love to see a video to understand the report better? 

Executive Summary

| Trait | Assessment Summation |
|-------------------------|--|
| Integrity | Highly honest |
| Functional Competence | <p>Managerial</p> <p>Sales or Business Head, Team Lead for Business Development, Customer Services Head, Product Lead</p> <p>Creative Head, Team Lead for Graphics of Content, NGO Lead roles, Marketing/Creative teams.</p> |
| Managerial Competence | <p>Motivation at Work</p> <p>Core Motivation (Intrinsic - Service/Functional Excellence)</p> <p>Primary Motivation (Extrinsic - Power/Wealth creation)</p> <p>(Intrinsic - Creative/Independence)</p> <p>Time Value</p> <p>Considers 1 year as a short term goal setting period</p> <p>Considers 1 year as a mid term goal setting period</p> <p>Considers 10 years as a long term goal setting period</p> |
| Leadership Competence | <p>Morality</p> <p>Good on Morality</p> <p>Balance</p> <p>Well Balanced as a leader</p> <p>Transparency</p> <p>Above Average on Transparency as a Leader</p> <p>Aggression Quotient</p> <p>Harmoniously Aggressive Aggression Trait</p> |
| People Task Orientation | <p>Democratic</p> <p>Task Orientation – Democratic Problem solving approach - Democratic</p> <p>Dealing with errors – Democratic Ideation – Democratic</p> <p>Conflict resolution - Democratic Work life Balance - Assertive</p> |

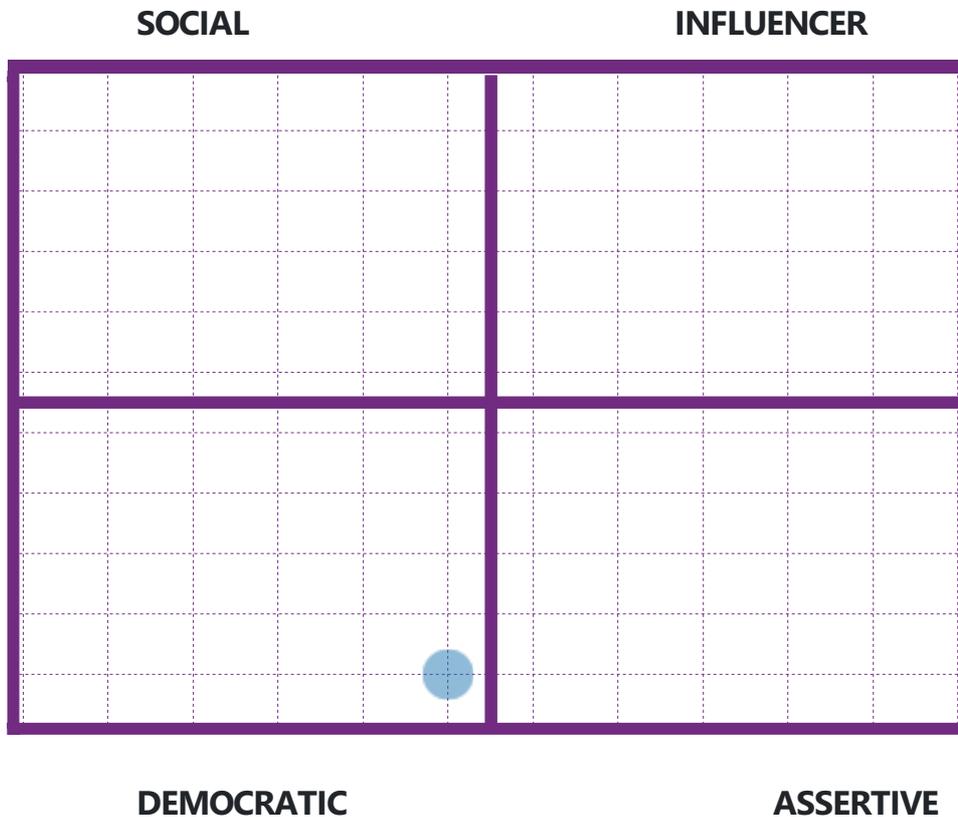


Executive Summary: People Task Orientation

Sample Report

The Leadership Quadrant uses the People Task orientation grid to interpret leadership styles and decipher the potential and hierarchical fitment of individuals into leadership roles at various levels of the organisation.

LEADERSHIP STYLE OF THE CANDIDATE : DEMOCRATIC



The highlighted dot in the Quadrant defines the People Task Orientation dominant trait for the candidate. The quadrant with the dot denotes the candidate's higher dominant trait compared to the other quadrants. The point denotes the interaction of the scores highlighting the Leadership Quadrant for the candidate. The grey space in the centre denotes the grey area of defining the candidate quadrant as it is closer to the other quadrants, elucidating a mixed trait that isn't yet well defined. On the one hand it denotes, flexibility, while on the other, immaturity towards a clear Leadership quadrant.

Description of the Quadrants:

Social: This leadership quadrant uses predominantly reward power to maintain discipline and to encourages the team to accomplish its goals using interpersonal skills. They would explain and deliberate on discussions than employing punitive coercive and official policy for mistakes, realising human mistakes as a natural outcome.

Assertive: People in this quadrant are very much task oriented and often tough on their teams. There is a rare opportunity for juniors to voice their opinion and the final decision is taken by this person only.

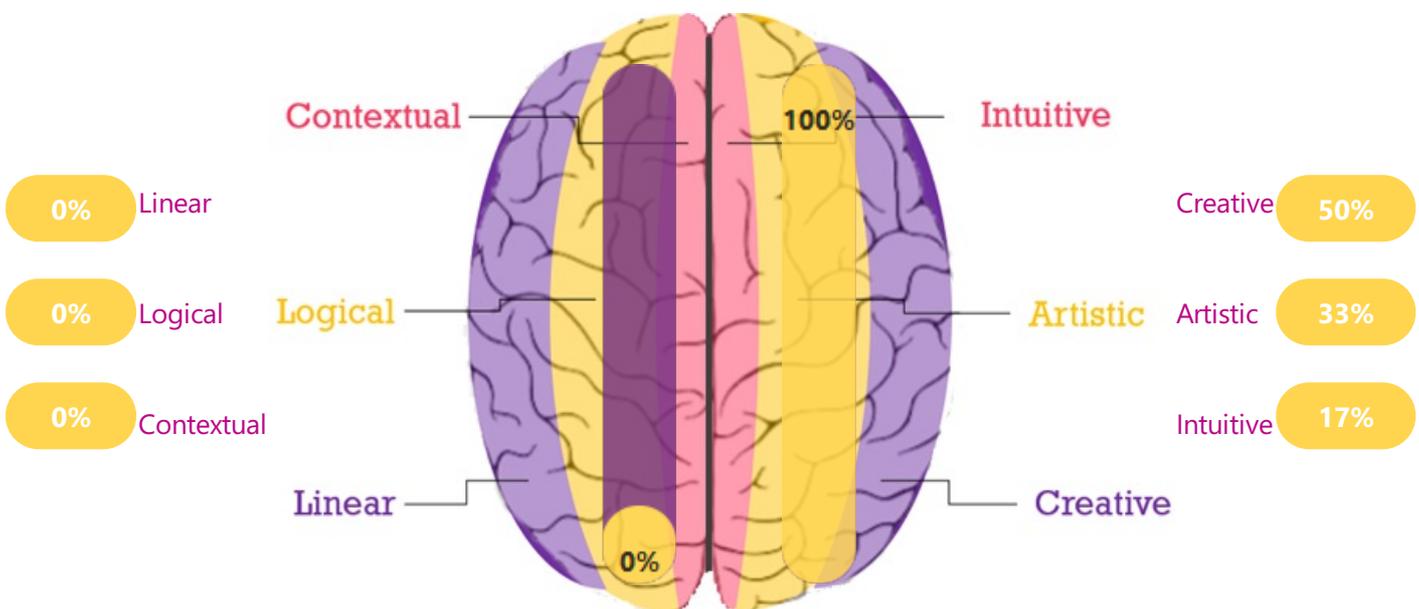
Influencer: This type of leader leads by positive example and endeavors to foster a team environment in which all team members can reach their highest potential, both as task executioners and as members of the team. They encourage teams, also focus of task completion to reach goals effectively, but do have a highly social approach which might at times be seen as being a bit democratic.

Democratic: A person in the democratic quadrant uses delegation principle of management which may be low on both people and task orientation. Their low commitment to involve themselves with the task or the team comes from the sense of unbridled autonomy that should be provided to every team member.

MEMORY TEST



Modern science and research tells us that our left brain is the verbal, rational brain while the nonverbal and intuitive is our right brain. As we require support from both sides of our brains to complete tasks, we at Pexitics have classified them into six categories for ease of understanding and improving an equal balance of preference in the long term for effective decision making.



The bars at the centre denote the percentage of preference for a particular thinking style
The particular levels highlighted in yellow denote granular depth of preference.

Linear:Highly analytical approach

Logical:Preference for logic based thinking outcomes within limitations of knowledge

Contextual:Preference for logic based on context or situation

Creative:Highly social or independent streak

Artistic:Preference for creative using imagination and known aspects

Intuitive: Ability to sense or preference for thinking using social empathy

INTEGRITY

Definition: *the quality of being honest and having strong moral principles.*

Integrity is a personality trait and is found to be the first useful parameter in determining candidate fitment to the organisation.

PLA Report measures how honest the person is likely to be on the job and their work ethics. The assessment takes into consideration direct questions and surrogate observations to determine the score.

CANDIDATE RESULTS

Highly honest

CANDIDATE OBSERVATIONS

The candidate shows a high level of honesty in their responses to the assessment and has predictable integrity to work ethics.

Functional Competence

Definition: *Functional Competences are the basic skills and aptitude that are required to do a job successfully.*

There is a big wide gap between competence and competencies. Competence is the ability to perform a certain task skillfully while competencies are focused on the behavior and attitude required for the task. This section focusses on functional competence of the skill focus of the candidate toward a particular skillset using RIASEC methodology to denote their eagerness towards a specific role.

MANAGERIAL COMPETENCE - FUNCTIONAL

Managerial

The candidate responses also reflect a high interest in roles that involve managing and guiding people for tasks and projects and require an influencer personality to lead teams.

Job Roles

Sales or Business Head, Team Lead for Business Development, Customer Services Head, Product Lead

Creative

The candidate showcases interest in creative roles or might suit roles that involve new learning and multi-tasking various projects.

Job Roles

Creative Head, Team Lead for Graphics of Content, NGO Lead roles, Marketing/Creative teams.

Detailed Summary: PLA Report

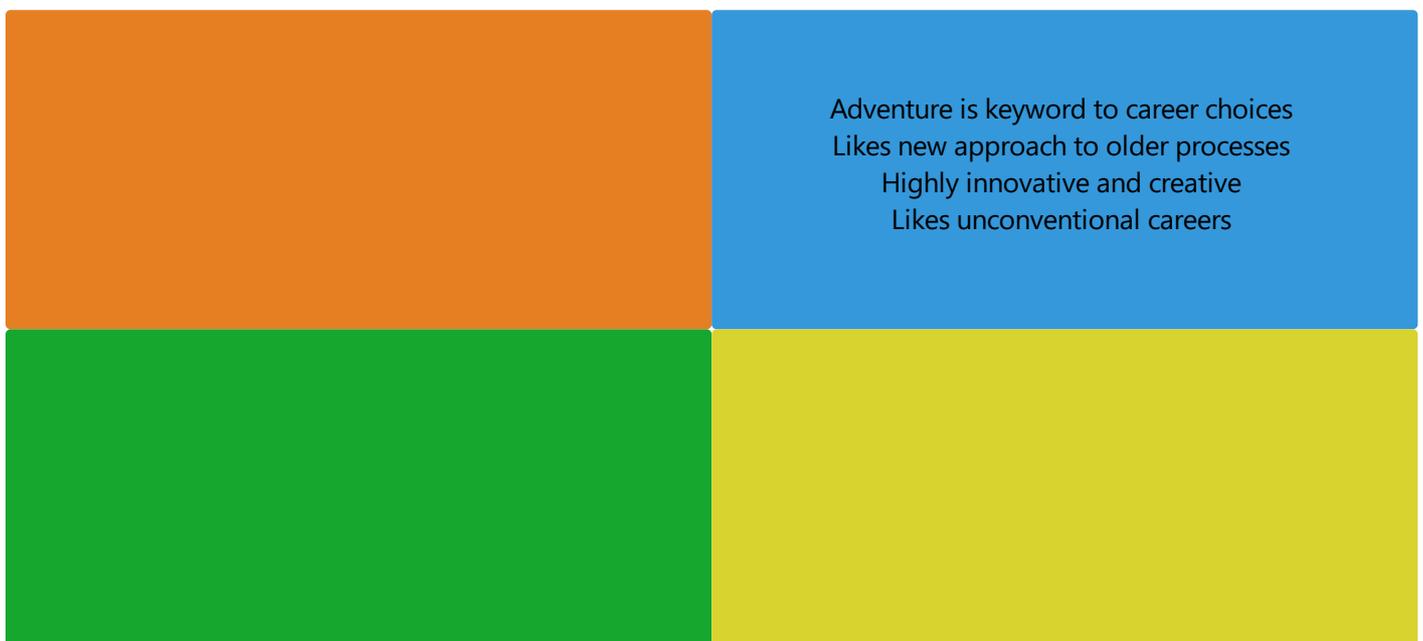
TEMPERAMENT

Definition: *a person's nature, especially as it permanently affects their behaviour.*

Temperament includes the natural instincts towards work environment, behavior approach towards people and work situations and particular tastes in industries. This is an important part of work environment profiling to help decide job roles that bear a mental match to the candidate temperament. This also furthers choice of day-to-day operations that the candidate would find more comforting. The four colors denote four particular temperaments; we showcase the one the candidate matches. Read orange as warm; blue as cool; yellow as earthy and green as practical.

Candidate observations

Candidate Temperament: Cool



You have the temperament of an achiever; once you set your goals, you achieve them. If they want something, they put in all efforts to ensure it happens. This temperament is key to your success in careers you choose and your natural hunger for seeking out new experiences and adventures in job roles. You might find it very difficult to stay focussed in one role; this constant need to explore makes you change jobs often. You suit the temperament of a Leader; caring for your team mates while leading from the front.

Detailed Summary: PLA Report

Sample Report

Motivation at Work

Definition: Motivation in the workplace is defined as the willingness to exert high levels of effort toward organizational goals conditioned by the effort's ability to satisfy some individual needs.

This section observes applicant's Core and Secondary motivations at work. Candidates are expected to have more than one motivating factor/s, and thus Core denotes the higher propensity followed by the Secondary factors.

Intrinsic Factors : Factors which are internally sprung or caused due to internalising and knowledge rationale. **1.** Creativity/Independence **2.** Service/functional Excellence

Extrinsic Factors : Factors which are supported by external influences and have high dependency on self-motivation. **1.** Power/Wealth Creation **2.** Social Acceptance **3.** Job Security

We split the motivating factors of each candidate into top two/three sections of Primary and Secondary motivations.

A single primary and a single secondary motivating factor : Shows clear objectives of work motivation. Two primary motivating factors : Strong personality influence and needs to be mapped to Intrinsic or Extrinsic factors to understand job role fitment.

A single primary and two secondary Motivating factors : The primary motivation is clearly pronounced but highlights flexibility to adapt to changing job roles for the selected motivational factors.

CANDIDATE RESULTS

CORE MOTIVATION MOTIVATION

Service/Functional Excellence

PRIMARY MOTIVATION MOTIVATION

Power/Wealth creation

MOTIVATION

Creative/Independence

To know about the candidate's Motivation at Work, please refer to our Motivation Assessment at [Pexitics.com](https://www.pexitics.com)

Detailed Summary: PLA Report

Sample Report

INTELLIGENCE

Definition: *the ability to acquire and apply knowledge and skills.*

Human intelligence is the mental ability to draw inferences and decide based on data and situations, handle abstract and complex issues and reach efficient decision outcomes using common sense. The PLA Report uses three types of assessments to denote the intelligence level of a person and graphically denotes the score in a five band outcome as showcased below.

CANDIDATE OVERALL SCORE

Average



CANDIDATE RESULTS

VERBAL INTELLIGENCE

Average



CANDIDATE OBSERVATIONS

The candidate is Average in Verbal Intelligence. This may slightly affect Leadership ability to communicate and connect with verbal data.

NUMERICAL INTELLIGENCE

Above Average



CANDIDATE OBSERVATIONS

The candidate scores Above Average in Numerical Intelligence. The candidate is proficient with numbers or data presented numerically to a certain degree.

NATIVE INTELLIGENCE

Average



CANDIDATE OBSERVATIONS

The candidate is Average in Native Intelligence. This may affect the ability to deal with multiplicity of subjects matters in everyday working where native intelligence is required.

Detailed Summary: PLA Report

Sample Report

TIME VALUE

Time Value is a self-assessment to seek the candidate approach to vision and ability to foresee the future in select time frames. This is an individual trait with impact on Leadership.

As an effective leader, one must possess traits of vision-building. A vision-building approach with clearer time values brings forth not only an understanding of the task and goals, but also the deeper assessment of its potential timelines for achievement of the scripted success defined by the organizational framework.

The manifestation of the vision because becomes effective when one creates specific, achievable goals, initiates action and enlists the participation of others. These leaders have the responsibility of telling their subordinates "how," and do so by creating a tapestry of intentions (Bennis, 1995). These intentions include the ability to successfully display vision casting, transparency and balance. A vision approach of the future needs time articulation as the key factor. Along with, they must also understand that organizational transformation begins with the personal transformation of the leaders. Organizations do not transform; people do! Without this type of transformation, leadership may find it difficult to manifest a vision.

Candidate observations

SHORT TERM VISION

Considers 1 year as a short term goal setting period

MID TERM VISION

Considers 1 year as a mid term goal setting period

LONG TERM VISION

Considers 10 years as a long term goal setting period

Detailed Summary: PLA Report

Sample Report

Leadership Competence

Definition: Leadership competencies are leadership skills and behaviors that contribute to superior performance.

The Pexitics Leadership Competence covers the Leadership Quadrant followed by a deeper understanding of situational Leadership traits and likelihood of outcomes across the six core areas of Leadership intervention at the workplace.

| Situational Traits | Candidate Observations |
|---|--|
| Task Orientation Understanding the Leadership trait more dominant while approaching tasks with teams | Democratic Encourages team ideas and implements them rather than using own ideas. |
| Ideation The process of innovation and generation of ideas using team discussions and dealing with ideas. | Democratic Likes to ensure contribution of every team member in an ideation process. |
| Dealing with errors Understanding behavioral approach towards employee errors; aggressiveness to mistakes | Democratic More concerned about accounting the mistake rather than correcting the team member. |
| Problem Solving Approach Approach towards problem resolution. | Democratic Likes people to solve their own problems. |
| Conflict Resolution Understanding of leadership approach towards resolution of conflicts within the organizational framework. | Democratic Ensures everyone is heard during a conflict. |
| Work Life Balance Understanding of approach to team members' individual aspirations | Assertive Focussed on personal growth plans; doesn't care about work-life balance. |

LEADERSHIP DOMINANT QUADRANT | Democratic

CANDIDATE OBSERVATIONS

Democratic

A person in the democratic quadrant uses delegation principle of management which may be low on both people and task orientation. Their low commitment to involve themselves with the task or the team comes from the sense of unbridled autonomy that should be provided to every team member.

Leadership Quadrant-Positives | Democratic

Highly democratic approach to work ethics, involves team members on decision making and highly nurturing personality.

Leadership Quadrant-Negatives | Democratic

Views problems as external issues. Rarely blames the person and thrives on eventuality.

Detailed Summary: PLA Report

Sample Report

Aggression Quotient

Definition: *Aggression Quotient is the application of behavioral impulses to convey and/or denote strength or timidity using instrumental or emotional aggressive traits.*

Our assessment focuses on the four levels of aggressive behavior that one highlights during a confrontation, conflict, negotiation or difference of opinion.

Passive > Manipulative > Harmonious Aggression > Aggressive Aggression

In a leadership role, being manipulative or harmoniously aggressive are suited rather than the two extremes of passivity (timidity) or Aggressiveness (intimidating), depending on the role and functional requirements.

The questions seek candidate feedback on a four scale as follows, denoting the tendency of aggression they are most used to influence outcomes. This provides insight on how more often they are prone to showcasing a certain aggressive trait in their daily lives and at work.

Rarely > Sometimes > Most Often > Always

CANDIDATE RESULTS & OBSERVATIONS

Core Aggression Trait- Harmoniously Aggressive

The candidate prefers harmony to ensure no lost ground while showing a tendency to engage and negotiate for a win-win situation for both parties involved.

Secondary Aggression Trait - Aggressive

A mostly aggressive approach shows tendency to ensure their own right being more important than peace and equality.

Detailed Summary: PLA Report

Sample Report

Authentic Leadership Trait

This section is one of the most crucial to judge authentic leadership traits for assessing traits of Morality, Balance and Transparency. The self-assessment questionnaire is designed to measure three critical components of the leadership maturity process: internalized moral perspective, balanced processing, and relational transparency.

CANDIDATE OVERALL SCORE

Above Average



CANDIDATE RESULTS

MORALITY

Good



CANDIDATE OBSERVATIONS

The candidate scores on Morality is Good. The candidate is open about their personal opinion about controversial issues and prefers using moral judgment while taking decisions.

BALANCE

Good



CANDIDATE OBSERVATIONS

The candidate scores on Balance is Good. The candidate considers ideas beyond their own, relies on decisions based out on discussion and irrespective of grades depending on certain select factors while taking decisions.

TRANSPARENCY

Above Average



CANDIDATE OBSERVATIONS

The candidates scores on Transparency is Above Average. The candidate is open about sharing their issues to a certain limit. The candidate also seems careful about the image cultivated in others opinion.

Subjective Assessment Questionnaire

In this section, we produce the exact representation of the candidate response to two questions we have posed with a response limit of 250 words. The questions focus on Leadership style and real-life scenario issues where they have lead the team or provided leadership direction and produced results.

A few of the highlights of this section are;

Understanding how concise and precisely can the person respond to a query/question, showing brevity.

The leadership approach and attitude towards use of resources, knowledge, aggression skills.

Understanding their command over the English language.

Use this section to seek responses during interview to probe further into the actionables and past leadership traits to find corresponding references to the Quadrants highlighted in the report above.

Question 1.

Tell us about when you were communicating with someone and they did not understand you. What did you do?

Candidate response | 37 words

I broke my conversation into small pieces, and made him understand the whole conversation into smaller bits so that there is less of information to process at a given point of time, and it was a success

Question 2.

What is the most interesting thing about you that is not mentioned in your resume?

Candidate response | 15 words

I have always tried to grab every challenge that has been put forward before me

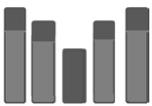
Notes to the reader

Our experience of assessing hundreds of successful talented individuals has helped us decode the key to successful understanding of the human mind and its capabilities in assessing Leadership traits. While there are multiple ways to determine capability, ability and aspirations of the mind, our latest approach to Leadership Assessment takes into consideration the two core factors of a good report; i) validated assessment methodology; and ii) ease of comprehending the Report.

The PLA Report explains the assessment to understand two broad dimensions of competence;

This measures individual competence. As a Manager, one needs to have specific competence that deals with one's own level and mental framework. Internal Behavior determines Managerial Competence and hence the Report provides insight on individual capabilities as a Manager for the following traits;

Managerial Competence



Temperament: Assess the inborn temperament of the person for personal effectiveness.

Functional Competence: Mental likeliness of job role functions across six core areas.

Motivation at Work: Assesses between the two broad areas on Intrinsic and Extrinsic motivational areas.

Intelligence: Using intelligence tests to assess the level of intelligence for higher cognitive predictability.

Time Value: A time tested valuation of time vision approach towards tasks and vision capabilities.

The four quadrants of Leadership look at an individual's mental framework to environmental pressures of reactions as a leader.

Leadership Competence



Integrity: Measures how honest the person is likely to be on the job and their work ethics.

Morality: Assesses the individual sense of morality while dealing with the team and self-regulation.

Balance: Balance of listening skills and decision making required to find the correct solutions to the tasks using keen observations.

Transparency: The ability to be seen as a transparent leader within the organisation and be open to people and ideas.

Aggression Quotient: Focuses on the aggression level as a Manager and its impact on teams and clients.

People Task Orientation

The People Task orientation Quadrant is the final and most important factor to assess leadership fitment across various job roles. As organizational leaders, the task to evaluate a person's leadership is amplified by understanding the Leadership style one brings to the table using experience, maturity and understanding of the job role using a single, comprehensive report. The most desirable place for a person to be as a leader is to be along the two axis at most times would be a high on task and an equal high on people orientation. However, do not dismiss the individual quadrants.

Certain situations might call for one of the four to be exercised.

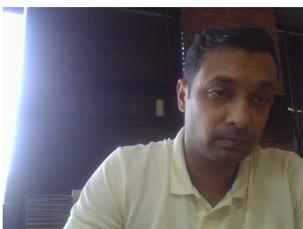
For example, by putting a Democratic Leader in a select job role, one allows the team to gain self-reliance while an Assertive Leader helps instill a sense of discipline in a team that requires doing monotonous work for longer durations. By carefully studying the job roles and the competences affecting it, we can determine the axis required to achieve the desired results.

Verified image by the candidate



02 Sep 2021 11:09

Images captured during the assessment



02 Sep 2021 11:46



02 Sep 2021 12:00



02 Sep 2021 11:38

SPOTTING THE LEADER

One doesn't need to completely change their quadrant to become a more effective leader in a particular role. A new approach to leadership combined with disruptive vision and thought process has often created newer industries and revenue streams for organisations. Do not only read this report to hire but share it with the person to help them identify one or two areas that are likely to have the most impact on their success and provide them with insights.

While trying to spot a leader within the organisation, look for the person with high consistency in decision making. This helps build respect and trust within the team as employees know what to expect from the person in question.

Observe traits of transparency and balance in the decisions certain people make and their reinforcements of these terms to push the decision. Thoughts generate from our deeper inner desires and reasons; if the reason is transparency and bringing more balance, it is a genuine reason and a positive decision making skillset.

Displaying positive emotions such as enthusiasm and optimism can be a big cue in spotting a leader. The one who conveys positivity and optimism will always be the one who raises confidence and stirs team members to contribute better to the organizational goals with a smile and infectious optimism

Notice people who think about new ways of doing things and come up with ideas and suggestions at every discussion. These are the working minds who not only are thoughtful, but also are thinking constantly about improving the prospects of the organisation when it comes to ideas and innovation. Involve such people more in discussions and decisions.

Some managers pay more attention to employee's views and concerns. This is the final trick to find the leaders; the ones who demand more for their team members, showcasing a higher empathy for the team and their human concern.

PEXITICS LEADERSHIP ASSESSMENT FRAMEWORK

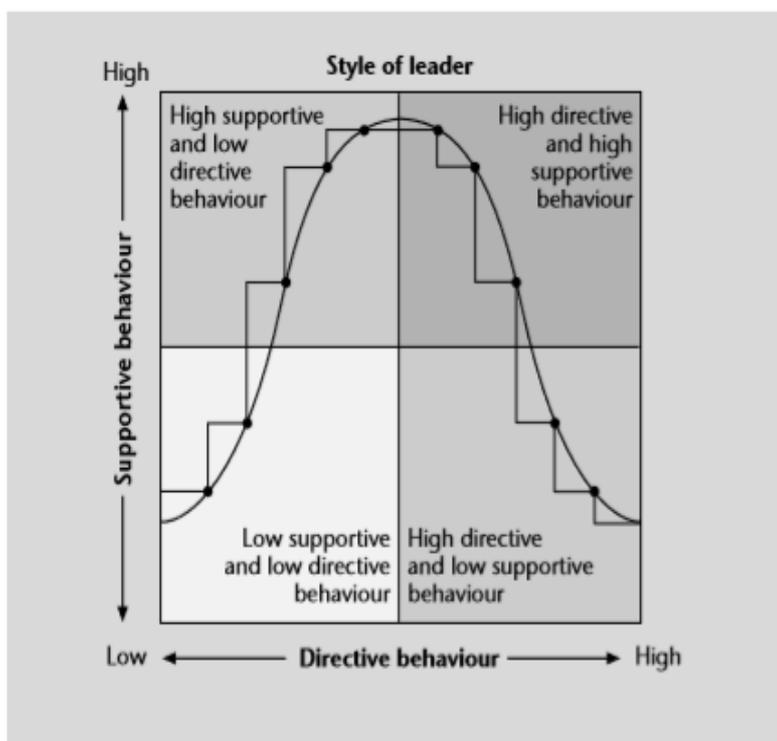


Figure 3.1 Situational leadership (Source: Blanchard *et al.*, 1986, p. 74)

Situational Leadership or Work Leadership is the greater need of practice today by organisations for fulfilling goals driven by situational response to diverse business environment challenges. This also helps place a greater emphasis on the relationship between a leader with the team rather than a person with another.

Supportive Behavior is denoted in our assessment using People Orientation while Directive Behavior is the Task Orientation we refer to in our PLA report. To know more, please refer to us at score@pexitics.com.



People excellence indicator **Analytics**



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