



OrgInsights

An Orgpath Initiative



OrgInsights Assessment

Antonia Bandeoro

May 22, 2023

ABOUT THIS REPORT

Thank you for completing the OrgInsights Assessment. The following pages will walk you through your results. This report will help you in the following ways:

- ✓ It will show you the gap (positive or negative) between your perception of your capabilities, and what our Orginsights Assessment rated you.
- ✓ The report will highlight the most important skills that you need to develop to address gaps and to improve your competitive edge
- ✓ Because feedback from others is generally twice as accurate as your own assessment, this report will help increase your self awareness. The first step to great leaders, is knowing your capabilities; we want to help you on that journey.

Report Summary

- 1 **First Breathe:** Take all the information you see ahead in your stride. Perhaps you are not as strong as you thought in a capability. Maybe you don't have experience with an ability. Scoring low is not bad. It just means like everyone else, you have room to improve.
- 2 You will see your own self-assessment scores compared to that of OrgInsights assessment you built. There was logic behind how it was built. If you don't agree with the scores provided, take a step back and do your own research. Develop a holistic understanding of why you may have received these ratings.
- 3 Unused strengths are quickly lost. Like any muscle in your body, you need to constantly practice and develop your capabilities to ensure that they stay assets to you.
- 4 Your ratings will be displayed on a scale from 0 (needs improvement) to 5 (exceptional).



OrgInsights Capabilities Model

Listed below are the capabilities that we measure. These traits are displayed in leaders who have met their full potential.



L

LIMITS RISK

Maneuvers through complex situations and anticipates risks, while charting a path that avoids negative outcomes and achieves solutions with appropriate governance.

- **Scans for Politicals and Internal Impacts** Uses understanding of broad political, social and economic factors to maneuver through complex situations
- **Manages Risk** Forecasts and Evaluates risk and identifies processes to mitigate the negative impacts while attaining objectives
- **Reasons Critically and Solves Problems** Conducts root cause analysis to understand the problem and identify the practical and effective solutions
- **Establishes Governance** Works with stakeholders to ensure accountability, ethical behaviour, fairness and transparency

E

EMBRACES AGILITY

Navigates changing situations and priorities. Thrives in change, anticipates and seizes opportunities, and adjusts behavior to empower teams.

- **Navigates Policies and People** Leverages a deep understanding of how organizations work to achieve objectives through tactful and savvy approaches
- **Thrives in Chaos** Maintains productivity in the face of change by adapting priorities and behavior
- **Leads and Embraces Change** Scans for opportunities to drive positive change and overcome barriers by remaining open to new ideas and approaches
- **Empowers Team Effectiveness** Creates resilient ecosystems by aligning and connecting team members through shared goals and resources

A

ACHIEVES EXCELLENCE

Takes ownership and applies fiscal accountability and sound judgement in managing resources in order to achieve the best project possible outcomes.

- **Develops Talent** Actively supports self and team growth through investing in formal and informal development methods
- **Evolves With Technology** Embraces the use of new technologies to improve efficiency, spur transformational change and seize opportunities
- **Takes Ownership** Takes responsibility, faces criticism with courage, confronts problems and follows through on commitments
- **Drives Performance and Productivity** Navigates competing priorities, aligns objectives, and defines tasks and milestones to achieve organizational goals

D

DEVELOPS RELATIONSHIPS

Builds strong relationships, creates safe spaces for diverse perspectives, and aligns the drivers of motivation with organisational priorities to promote productivity and build cohesion.

- **Creates Alliances** Establishes relationships with key partners and builds and maintains engagement
- **Demonstrates Empathy** Fosters collaboration by listening and withholding judgement to create safe spaces to share perspectives
- **Influences Responsibly** Uses compelling arguments and a deep understanding of stakeholder motivations to gain support responsibly and ethically
- **Focuses on Customers** Prioritizes client satisfaction by anticipating needs and listening without being defensive

S

SETS PURPOSE

Aligns diverse perspectives and voices, creating a shared vision, which instills confidence and inspires others. Connects stories and datapoints. Communicates results and creates a clear call to action.

- **Inspires Others** Builds loyalty by clearly articulating a compelling vision the sincere intention of making a positive difference.
- **Communicates Clarity** Creates shared understanding and meaning by delivering concise and well articulated communications to diverse groups
- **Moves Data to Action** Uses market research and other analysis to build cohesive stories that connect the dots between data and calls to action
- **Embraces Diversity** Brings different perspectives to the table, confronts bias and addressing systemic barriers to inclusion and accessibility

HIGH LEVEL SUMMARY OF ASSESSMENT

TOP SCORING CATEGORY

OrgInsights rated you highest in this category



Navigates changing situations and priorities. Thrives in change, anticipates and seizes opportunities, and adjusts behavior to empower teams.

Embraces Agility

Your strength lies in being able to anticipate and respond to changes with swift, focused, and future-oriented actions; You are able to thrive on chaos, navigate changes with tact and political savviness thus allowing you to achieve desired results.

LOWEST SCORING CATEGORY

Orginsights rated you lowest in this category



Takes ownership and applies fiscal accountability and sound judgement in managing resources in order to achieve the best project possible outcomes.

Achieves Excellence

An area that you can improve on is taking more ownership of projects and goals and drive towards concrete results, this includes actively developing future talents, making financially sound judgements and driving team performance and increasing productivity. Start developing this capability by taking full responsibility of everything under your influence, continuously seek to develop self-growth and invests in the development of others as well.

HIDDEN TALENT

Orginsights rated you higher on the category than you did yourself



Builds strong relationships, creates safe spaces for diverse perspectives, and aligns the drivers of motivation with organisational priorities to promote productivity and build cohesion.

Develops Relationships

Because this is something that comes very natural to you, you may not be aware of your strengths in building positive working relationships with customers and identifies opportunities to create partnerships; you find it easy to influence others by displaying empathy, knowing what motivates them, and finding common grounds.

BLIND SPOT

Orginsights rated you lower on the category than you did yourself



Maneuvers through complex situations and anticipates risks, while charting a path that avoids negative outcomes and achieves solutions with appropriate governance.

Limits Risk

You may not have an innate awareness of potential risks that could be political, social, or economical in nature existing in the operating ecosystem. This is an area that you can start developing by first understanding different types of risks, and then begin developing your ability to identify process and procedures to mitigate negative impacts in order to attain goals and objectives.

HIGH LEVEL SUMMARY OF ASSESSMENT

 Lowest Scoring Category
  Top Scoring Category
  Hidden Talent
  Blind Spot

L

LIMITS RISK

YOUR SCORE

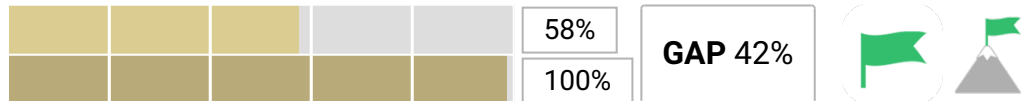


ORGSIGHTS SCORE

E

EMBRACES AGILITY

YOUR SCORE

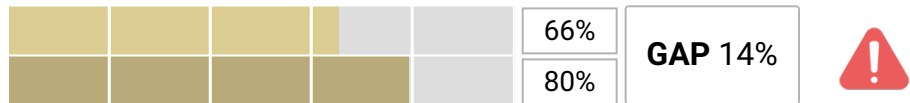


ORGSIGHTS SCORE

A

ACHIEVES EXCELLENCE

YOUR SCORE



ORGSIGHTS SCORE

D

DEVELOPS RELATIONSHIPS

YOUR SCORE

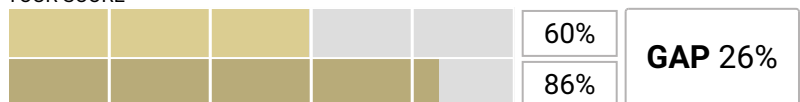


ORGSIGHTS SCORE

S

SETS PURPOSE

YOUR SCORE



ORGSIGHTS SCORE

TOP THREE CAPABILITIES

These are capabilities that had the highest scores based on your assessment



Communicates Clarity



Embraces Diversity



Navigates Policies and People

BOTTOM THREE CAPABILITIES

These are capabilities that had the lowest scores based on OrgInsights assessment



Moves Data to Action




Evolves With Technology



Exercises Sound Judgement / Consulting

LIMITS RISK DETAILED BREAKDOWN

The next section includes your ratings for the Limits Risk category. Each question includes the results of your Selfassessment score compared to the average scores of the individuals you invited to respond as well as the negative or positive gap in scores





92%

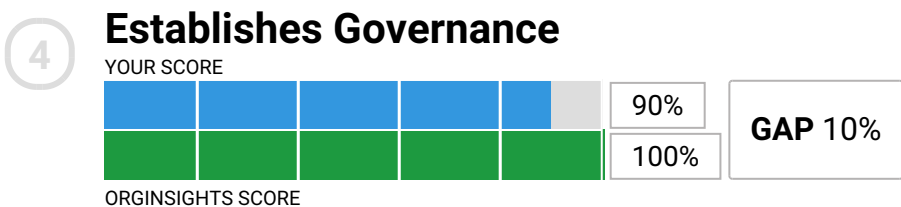
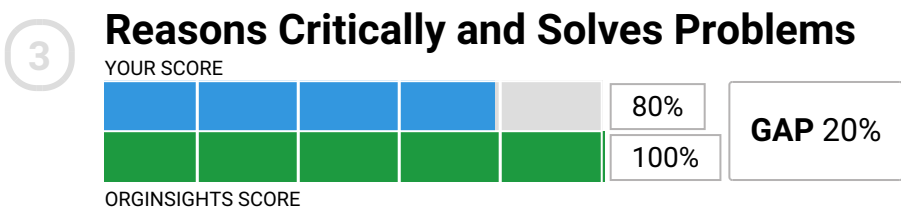
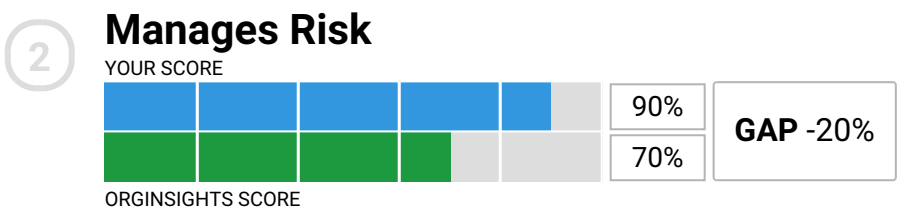
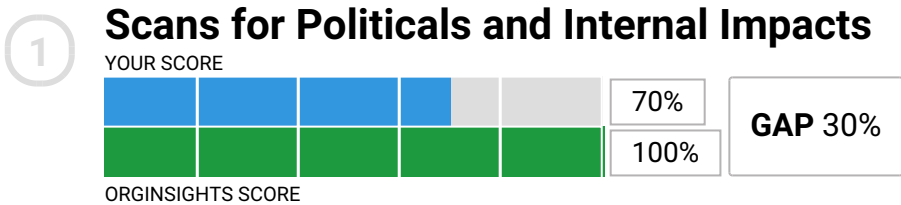
CATEGORY SCORE

LIMITS RISK

Maneuvers through complex situations and anticipates risks, while charting a path that avoids negative outcomes and achieves solutions with appropriate governance.

Pay attention to flags

- 
Hidden Talent: You have rated yourself lower than your respondents rated you. Action: Consider trying to build on this strength
- 
Blind Spot: You have rated yourself higher than your respondents rated you. Action: Identify actions you can take to improve in this area



EMBRACES AGILITY DETAILED BREAKDOWN

The next section includes your ratings for the Embraces Agility category. Each question includes the results of your Selfassessment score compared to the average scores of the individuals you invited to respond as well as the negative or positive gap in scores



CATEGORY SCORE

EMBRACES AGILITY

Navigates changing situations and priorities. Thrives in change, anticipates and seizes opportunities, and adjusts behavior to empower teams.

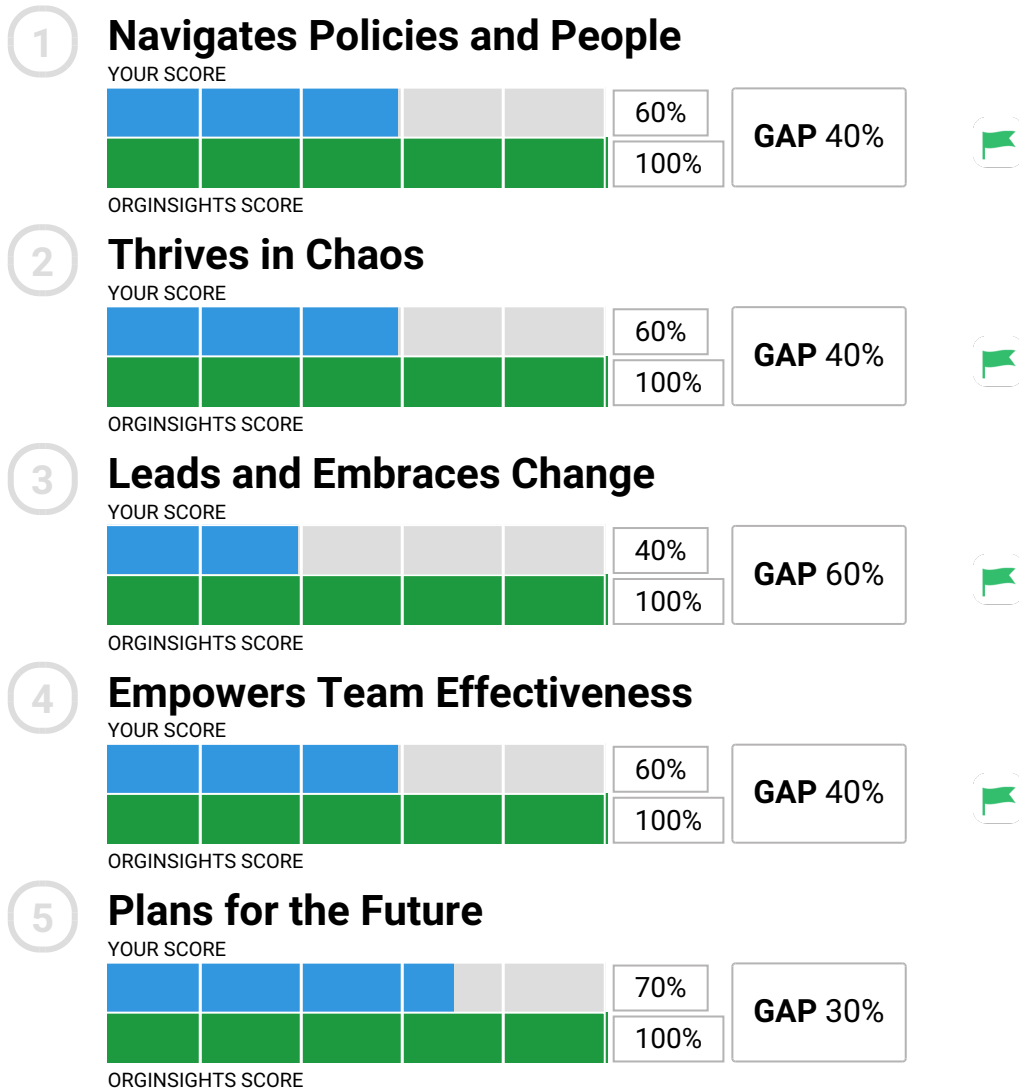
Pay attention to flags



Hidden Talent: You have rated yourself lower than your respondents rated you. Action: Consider trying to build on this strength

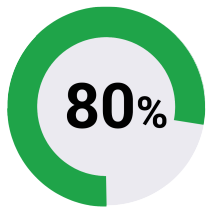


Blind Spot: You have rated yourself higher than your respondents rated you. Action: Identify actions you can take to improve in this area



ACHIEVES EXCELLENCE DETAILED BREAKDOWN

The next section includes your ratings for the Achieves Excellence category. Each question includes the results of your Selfassessment score compared to the average scores of the individuals you invited to respond as well as the negative or positive gap in scores



CATEGORY SCORE

ACHIEVES EXCELLENCE

Takes ownership and applies fiscal accountability and sound judgement in managing resources in order to achieve the best project possible outcomes.

Pay attention to flags



Hidden Talent: You have rated yourself lower than your respondents rated you. Action: Consider trying to build on this strength



Blind Spot: You have rated yourself higher than your respondents rated you. Action: Identify actions you can take to improve in this area

1 Develops Talent

YOUR SCORE



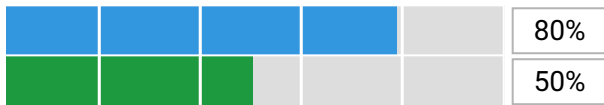
ORGINIGHTS SCORE

GAP 40%



2 Evolves With Technology

YOUR SCORE



ORGINIGHTS SCORE

GAP -30%

3 Takes Ownership

YOUR SCORE



ORGINIGHTS SCORE

GAP 20%

4 Drives Performance and Productivity

YOUR SCORE



ORGINIGHTS SCORE

GAP 40%



5 Exercises Sound Judgement/Consulting

YOUR SCORE



ORGINIGHTS SCORE

GAP 0%

DEVELOPS RELATIONSHIPS DETAILED BREAKDOWN

The next section includes your ratings for the Develops Relationships category. Each question includes the results of your Selfassessment score compared to the average scores of the individuals you invited to respond as well as the negative or positive gap in scores



CATEGORY SCORE

DEVELOPS RELATIONSHIPS

Builds strong relationships, creates safe spaces for diverse perspectives, and aligns the drivers of motivation with organisational priorities to promote productivity and build cohesion.

Pay attention to flags



Hidden Talent: You have rated yourself lower than your respondents rated you. Action: Consider trying to build on this strength



Blind Spot: You have rated yourself higher than your respondents rated you. Action: Identify actions you can take to improve in this area

1

Creates Alliances

YOUR SCORE



70%

GAP 30%

100%

ORIGINSIGHTS SCORE

2

Demonstrates Empathy

YOUR SCORE



60%

GAP 40%

100%

ORIGINSIGHTS SCORE



3

Influences Responsibly

YOUR SCORE



60%

GAP 40%

100%

ORIGINSIGHTS SCORE



4

Focuses on Customers

YOUR SCORE



10%

GAP 90%

100%

ORIGINSIGHTS SCORE



5

Resolves Conflicts

YOUR SCORE



60%


GAP 20%

80%

ORIGINSIGHTS SCORE

SETS PURPOSE DETAILED BREAKDOWN

The next section includes your ratings for the Sets Purpose category. Each question includes the results of your Selfassessment score compared to the average scores of the individuals you invited to respond as well as the negative or positive gap in scores





86%

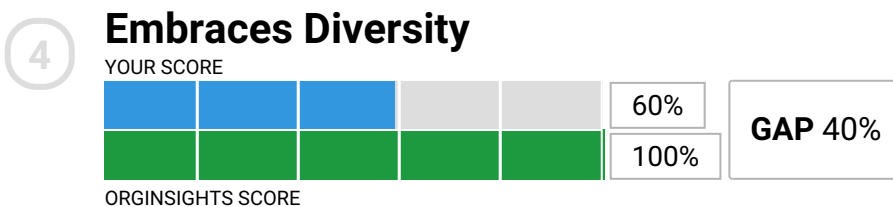
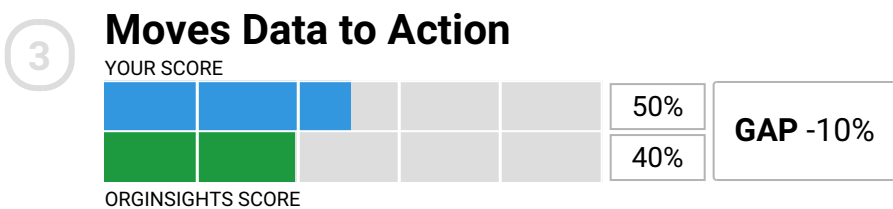
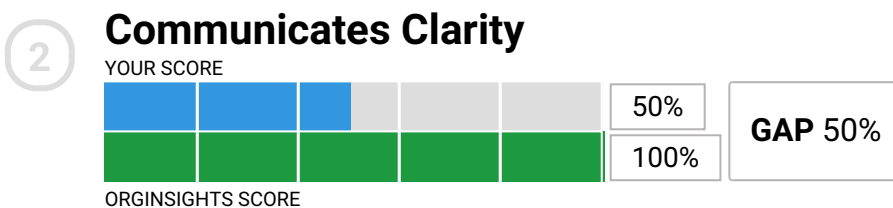
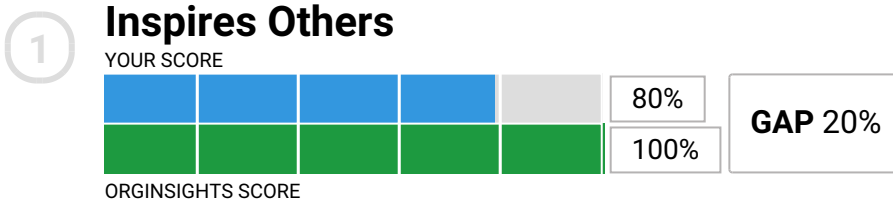
CATEGORY SCORE

SETS PURPOSE

Aligns diverse perspectives and voices, creating a shared vision, which instills confidence and inspires others. Connects stories and datapoints. Communicates results and creates a clear call to action.

Pay attention to flags

-  **Hidden Talent:** You have rated yourself lower than your respondents rated you. Action: Consider trying to build on this strength
-  **Blind Spot:** You have rated yourself higher than your respondents rated you. Action: Identify actions you can take to improve in this area



CONCLUSION

Hi Antonia Bandeoro,

Thank you for taking the time to complete our assessment and congratulations on taking a step towards better understanding yourself and learning what you need to do to get ahead in life and your career. Below, we have some advice on how to better leverage your Behavioural strengths as well as how to work on improving your development opportunities.

Behavioural strengths: (top scoring & hidden talent)

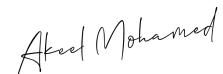
The goal of this assessment is to help you gain a better sense of self-awareness which is known to be strongly linked to better job performance. As a next step, take some time to reflect on your results. You may discover that you are likely to perform well in tasks and responsibilities that tap into your strengths. You can also think about your natural strengths from a motivational perspective. You are likely to be more motivated to perform activities that you prefer, and your strengths are also likely to determine the environments that you enjoy. It's thus important to play to your strengths and figure out the type of work that you are naturally more inclined to excel in and enjoy doing, which would also lead to high level of job satisfaction in addition to superior performance.

For each strength that you are now aware of, try to be as objective as you can when looking at the relationship between your performance and your strengths. We highly suggest that you build on the strengths identified in this assessment by thinking about what you can start or continue doing in order to further leverage your natural abilities. Also keep in mind that as you reflect on these strengths, be aware of when you might be relying too heavily on a certain strength that may lead to unbalanced results.

Development opportunities: (lowest scoring & blind spots)

As a result of this report, you are now also aware of potential developmental opportunities. These are behaviours that may not play to your intrinsic inclinations but are still important for the high performance. The results of your assessment indicate that these behaviours may not come naturally to you when compared to that of your strengths as discussed above. Thus, activities that require these behaviours may not feel engaging or rewarding to you, and you may be less motivated to perform these activities and they may also take longer to do while requiring more efforts from you.

The next step to take in order to improve on your development areas would be to work in conjunction with your manager/mentor/coach/create an action plan for the behavioural changes that would be the most beneficial for you to work on in order to see the greatest change in your performance. We suggest following the SMART goal setting technique so that your goals are specific, measurable, attainable, realistic, and time bound. The reason why we recommend doing this with someone else is so that they can keep you accountable and give you guidance and feedback as you embark on the journey to make these changes.



Akeel Mohamed
Director, OrgInsights