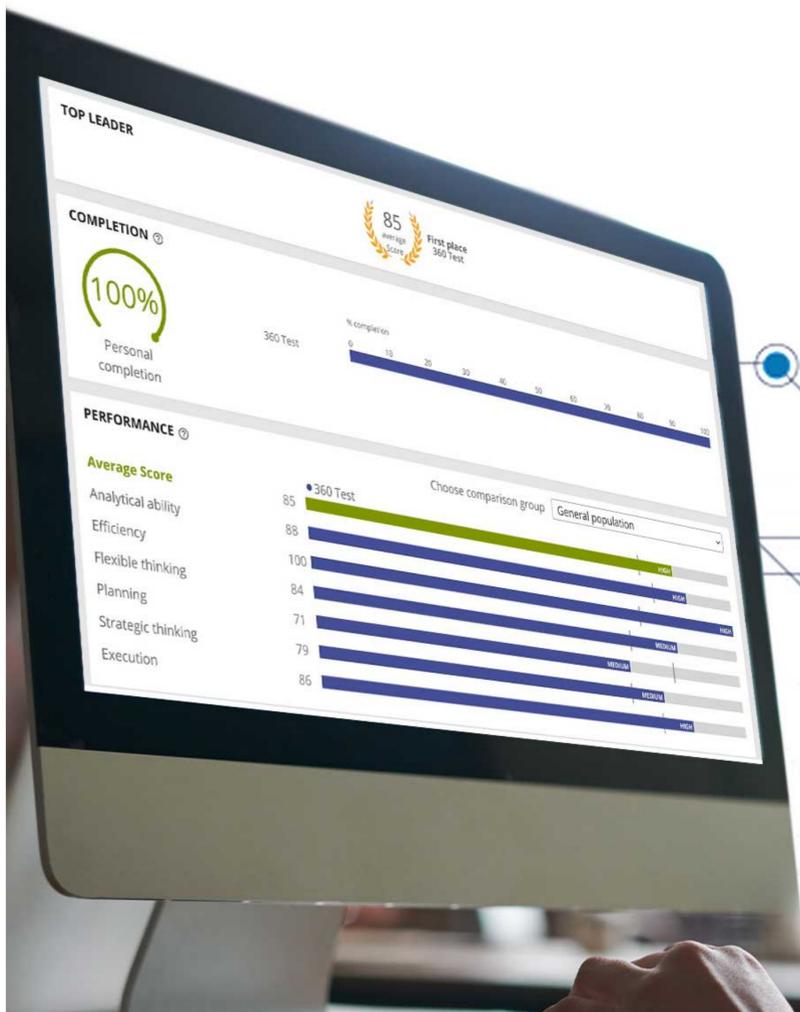




SHONI MALKOVICH





PROJECT REPORT HSBC BANKERS

TALENT EXECUTIVE ▾



SHONI MALKOVICH

User name:
shoni@neorim.com

Last seen:
12/1/2020

COMPLETION

% completion

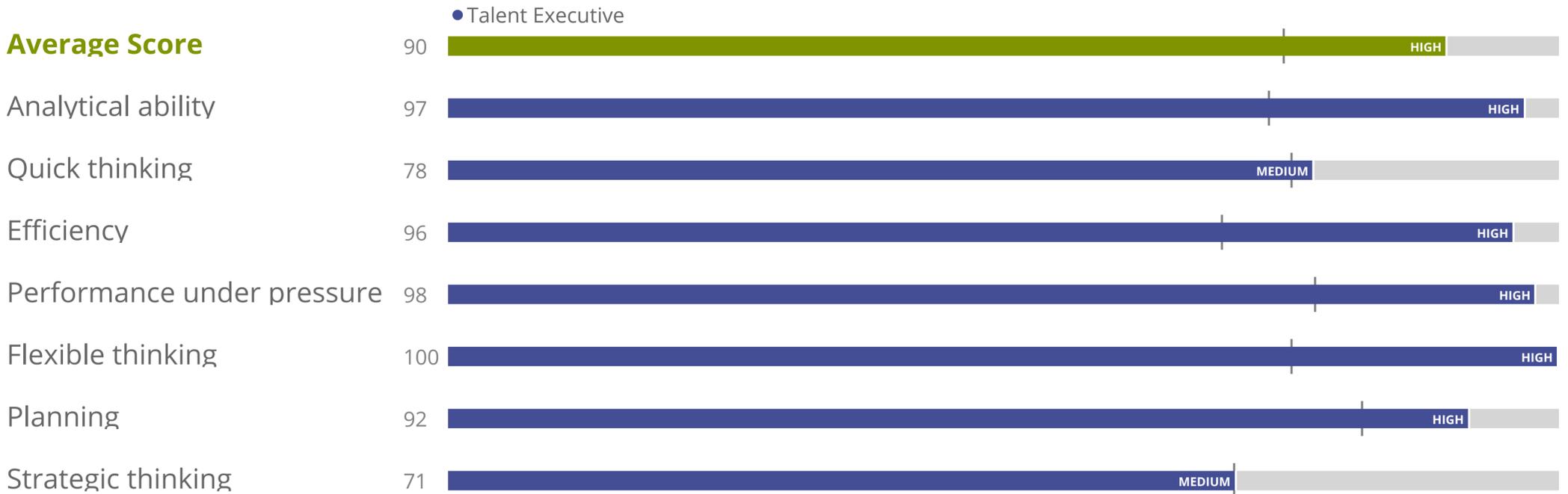


Personal
completion



PERFORMANCE

Choose comparison group



STRENGTH FINDER

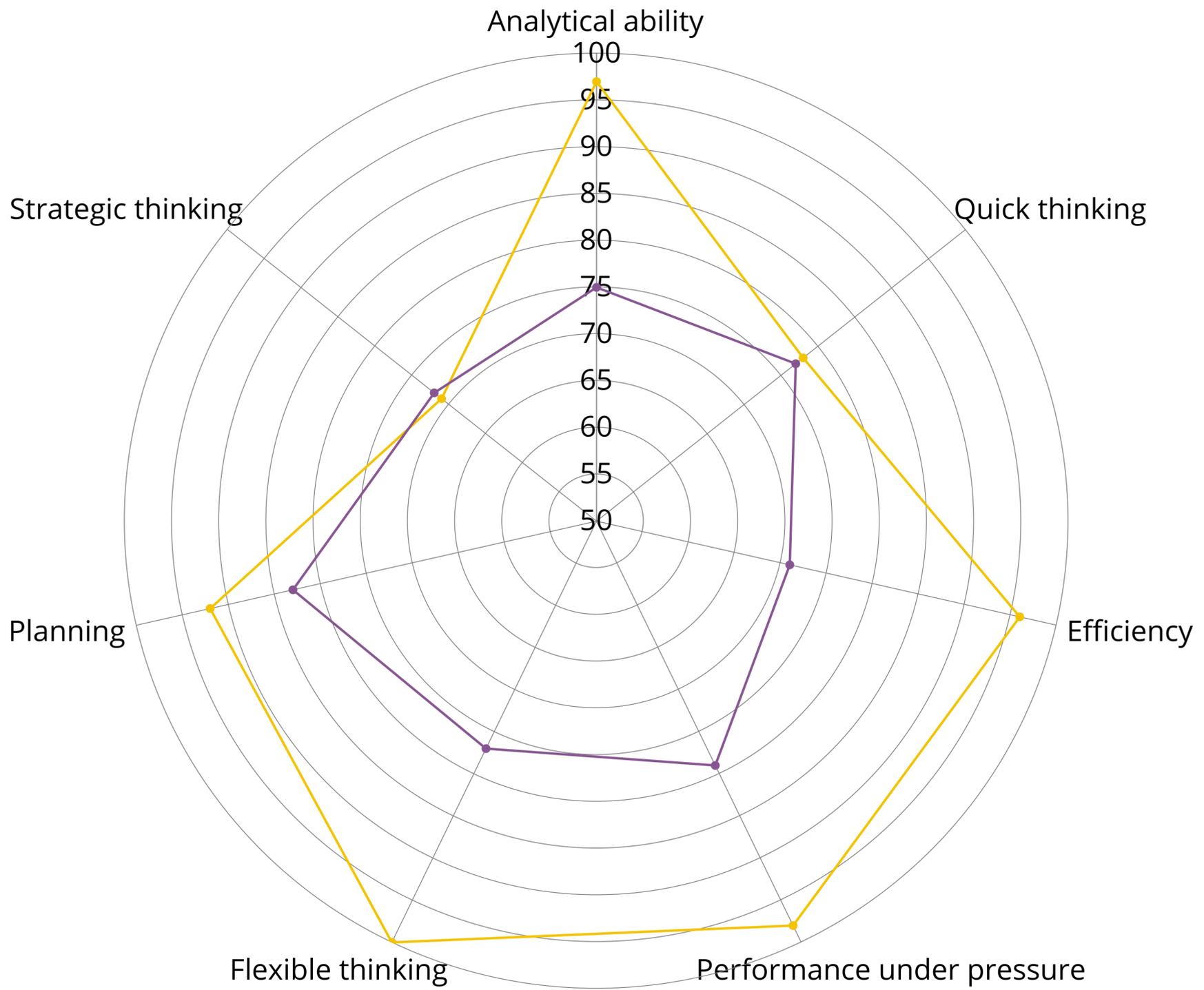
Choose comparison group

Managers and Team leaders

The following radar chart shows your scores in each of the assessed skills.

Move the upper bar to remove skills from the chart. Use the radar chart to identify your stronger areas.

Choose a comparison group to see its chart and to compare their performances to yours.



Shoni Ma...

Manag...



WHAT'S YOUR BALANCE?

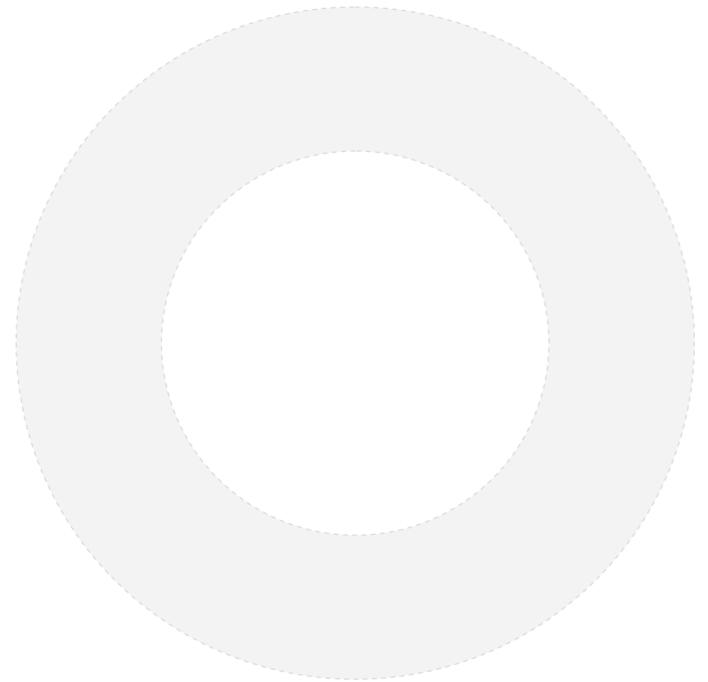
The following pie chart compares your different skills and shows how balanced you are. Each slice represents one of the assessed skills, and its size is proportional to your skill score.

Make your pie – drag skills to the right to compare specific skills.



- Empty 0.0%
- Analytical ability 15.3%
- Quick thinking 12.3%
- Efficiency 15.2%
- Performance under pres... 15.5%
- Flexible thinking 15.8%
- Planning 14.6%
- Strategic thinking 11.2%

Drag slices over the line



- Empty 100.0%
- Analytical ability 0.0%
- Quick thinking 0.0%
- Efficiency 0.0%
- Performance under pres... 0.0%
- Flexible thinking 0.0%
- Planning 0.0%
- Strategic thinking 0.0%

SKILLS MAP

Learn more about each of the assessed skills by realizing what their sub-skills are. It will give you a better understanding of the connections between the skills and how they influence one another.

Click on each skill to expand its view and see its sub-skills



USER INSIGHT

General description

The examinee average score is high (90) and their variance is also high (standard deviation is 10.4), which means they showed high performance in some skills and lower performance in other. Looks like their strong skill is: Flexible Thinking while they can work do develop their Strategic Thinking.

Analytical Ability

Analytical ability allows us to examine several possible courses of action, to assess their outcomes, and to help us choose the best one. High level of analytical ability is demonstrated in the games by finding optimal solutions and avoiding unneeded moves. The examinee's Analytical ability score is high (97), which indicates they were very accurate while solving the game challenges throughout the test. They carefully analyzed each challenge, constructed a winning plan and successfully executed it. It seems like they are the ones to turn to with analytical problems or with tasks that require analyzing information and drawing conclusions. Whenever accuracy is critical, when there is a need to prepare a plan and to calculate the results and implications of each action – we expect them to work well and suggest best solutions.

Quick Thinking

Quick Thinking is the ability to think and react quickly and effectively. Participants' thinking speed is evaluated by the time it took them to solve each challenge. The examinee's Quick Thinking score is mediocre (78). Although they successfully solved their levels accurately, it took them relatively long time. It seems that this examinee tends to take their time before making a decision as they carefully weigh their moves. This indicates that they have level-headed, rational, and thorough thinking. However, it's important to make sure that in time-sensitive situations they're also able to act quickly and make fast decisions when needed. In addition, this may impair their ability to provide quick solutions when needed, give an urgent response to a hurried problem, perform well under time pressure and more. Thinking speed can be improved by training and by adopting some control procedures: setting them frequent deadlines, asking them for progress reports more often and revisiting their prioritizing.

Efficiency

Efficiency is the ability to do things well, successfully, and without waste (of time or other resources). Participants' efficiency is evaluated by their ability to solve as many levels as possible, as accurate and as fast as possible. The more levels they successfully solve or win, the higher score they get. The examinee's efficiency score is high (96), which indicates they work efficiently. Apparently, they hardly skip or give up any task, they usually meet their goals, and do it as fast and as efficient as they can. In some situations in life, working efficiently is more important than getting the most accurate result: For example, when your time is very limited, or when other resources are limited; When different needs are conflicting each other and you need to find the optimum solutions for all needs; when you have more than one task to complete in parallel, and more. The examinee showed they know to work efficiently and to complete enough tasks in a given time, even if not in the most accurate way. Therefore, we feel they can well deal with situations like these, in which efficiency is critical.

Performance Under Pressure

High performance under pressure is the ability to maintain a high level of performance with high-quality results even under time pressure. The examinee showed high performances under pressure (their score is 98): They have managed to successfully solve a significant number of levels in a very short time. It seems like time pressure is a positive environment for this examinee. They are encouraged to think and act fast, and to supply with very good results. Apparently, this examinee would deal well with urgent tasks, work overloads, tight deadlines and crisis management.

Flexible Thinking

The ability to maintain consistent performance and adapt to changes such as unpredicted surprises or unforeseeable changes in the field relies on our flexible thinking. The examinee showed high performance of flexible thinking (their score is 100). They reacted well to changes in the games, they analyzed it correctly, and knew how to adjust their game playing accordingly. This indicates a high level of flexibility and adaptability. This would allow the examinee to deal with unexpected changes in their routine, meet new demands and successfully accomplish surprising tasks. When this examinee will face a new situation, a change or a surprise, we expect them to be able to continue at the same level of speed and efficiency as before, to find a detour or make an appropriate change in their plan, as to respond to the new situation.

This is the strongest skill of this examinee.

Planning

Planning is the ability to decide beforehand what is to be done, when is it to be done and how should it be done. High level of planning ability allows us to foresee a few steps ahead and predict the repercussions of our decisions. The examinee showed high level of planning (their score is 92). They were able to devise plans that led to victory and to execute them in a precise and efficient manner. Planning is required in almost every day decisions we make: it's not enough to decide on doing something, but one should always plan the way he is going to do it. When planning is complicated: when it is a long term plan, when it is done in a very dynamic environment, or when there is a high level of uncertainty, a high level of planning ability is needed. This examinee showed they have a high level of planning ability. Therefore, we expect them to be able to construct a long terms plan, to take into consideration dependencies and schedules, to manage resources and risks, and to leave some space for surprises and changes and to make plans which their chances to succeed are high even in complex situations.

Strategic Thinking

Strategic Thinking is an analytic process aimed to set out a course of action. It reviews the different factors influencing a given situation, identifies their interrelationships, predicts difficulties and side effects and offers a way to deal with them. The examinee showed mediocre level of Strategic Thinking (Their score is 71): When they had to assess and analyze games positions, they didn't always contemplate all viable moves of both sides and their outcomes. Strategic thinking relies on the ability to understand all interdependencies between the different components that affect the situation, which means predicting the influence of each component on the others. Before we make a significant decision, or when something dramatic happens and we want to understand better why it happens and how does it affect us, we need a strategic, high level, analysis. In order to improve the examinee's ability to conduct a broad and in-depth analysis, that will take into consideration all aspects that affect the situation, we

recommend to let them participate in strategic discussions, expose them to in-depth analyzes and reflect to them the gap between a partial or superficial analysis and a comprehensive strategic analysis. This is the lowest skill score of this examinee, so we recommend you to focus their work here.

COMMENTS

Type your comments here:

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