

***TALENTx7® Assessment***

**Organizational Report**

**Sample Team**

**2023-01-01**

# Introduction to Organizational Report

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This Organizational Report presents the results for individuals completing the TALENTx7® Assessment in a specific work group, functional unit, or applicant pool. For ease of interpretation, all scores have been converted into percentiles ranging from 1-100. For example, a percentile of 65 signifies an individual is higher on learning agility than 65 percent of the other individuals who have taken the assessment.

In addition to reporting the individual's Overall Learning Agility, scores on the following seven specific facets of learning agility are provided:

1. **Interpersonal Acumen.** The extent to which individuals interact effectively with a diversity of people, understand others' unique motives, values, and goals as well as their strengths and limitations, instill confidence in them, and leverage them to perform successfully on their jobs.
2. **Cognitive Perspective.** The degree to which individuals think critically and strategically to solve complex problems, embrace difficult, multifaceted organizational issues, approach situations from a broad high-level perspective, and focus on multiple inputs rather than from only one or two functional/technical perspectives.
3. **Environmental Mindfulness.** The level to which individuals are fully observant of their external surroundings, attentive to their changing job duties and requirements in new organizational roles, approach environmental changes in a nonjudgmental manner, and regulate their emotions effectively.
4. **Drive to Excel.** The extent to which individuals are motivated by difficult assignments, set challenging personal and organizational goals, are resourceful, and can be counted on to deliver results in new and untested situations
5. **Self-Insight.** The degree to which individuals accurately understand themselves, their capabilities, weaknesses, beliefs, values, feelings, and personal goals as it relates to the workplace.
6. **Change Alacrity.** The level to which individuals are curious and eager to learn new ideas and ways of behaving, open-minded to new situations, relish change, and continuously seek innovative (and at times risky) approaches to perform their jobs.
7. **Feedback Responsiveness.** The extent to which individuals solicit, listen to, and accept personal feedback from others, carefully and conscientiously consider its merits, and subsequently take corrective action for performance improvement.

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## **Confidence in the Accuracy of the Assessment Scores**

Since many individuals who complete the TALENTx7® Assessment recognize the importance of performing well, it is designed to evaluate the level of confidence we can place in the overall accuracy of the individual's learning agility scores. A 5-star system is used. When 1 star is filled in the Accuracy Index, it suggests that we should not use this individual's scores. The learner either deliberately or inadvertently responded in such a way to cause the scores to be inconsistent or unduly positive or negative. This outcome happens in less than 5% of the cases. Hence, it is recommended that the individual should be asked to retake the TALENTx7® Assessment. Specific guidance on how to complete the assessment will be provided to the individual, such as taking the assessment in a quiet setting, completing it in one sitting, reading each of the items carefully and fully, and avoiding the temptation to change one's responses. An asterisk (\*) appears following the stars in the Accuracy Index if an individual was asked to retake the assessment; only scores from the second administration are reported.

When 2 or 3 stars are filled in, it denotes some caution should be used when interpreting the individual's scores. Although the scores generally appear to be accurate, it is recommended that one should obtain corroborating evidence to support them. A 2- to 3-star outcome occurs in about 10-15% of the cases. Finally, when 4 or 5 stars are filled in, it signifies the individual's learning agility scores are consistent and aligned as expected. Thus, the scores are accurate and we can confidently utilize the assessment's results. A 4- or 5-star outcome occurs in about 80-85% of the cases.

## **Sections of the Organizational Report**

An individual's learning agility scores are presented in two different sections. In Section 1, a summary of the individual's highest and lowest facet scores is displayed. In addition, the individual's Overall Learning Agility score and the number of stars in the Accuracy Index are presented. These scores are especially useful for helping to identify managers and professionals who should be given consideration as high potential talent. If a specific position requires an unusually high level of a specific skill or competency, one can ascertain whether the highest or lowest facet of learning agility will support or hinder the individual.

In Section 2, the individual's scores on each one of the seven learning agility facets are reported. These scores can be particularly helpful when providing feedback and coaching.

In Section 3, mean scores are computed and displayed for Overall Learning Agility and each of the seven facets. The mean scores are presented initially in a 1-100 percentile format, which is consistent with the individual scores presented in Sections 1 and 2. Subsequently, the mean scores are presented in a format aligned with the scores displayed in the Individual Feedback and Professional Coach's Reports.

# Section 1: Summary of Individuals' Key Learning Agility Scores

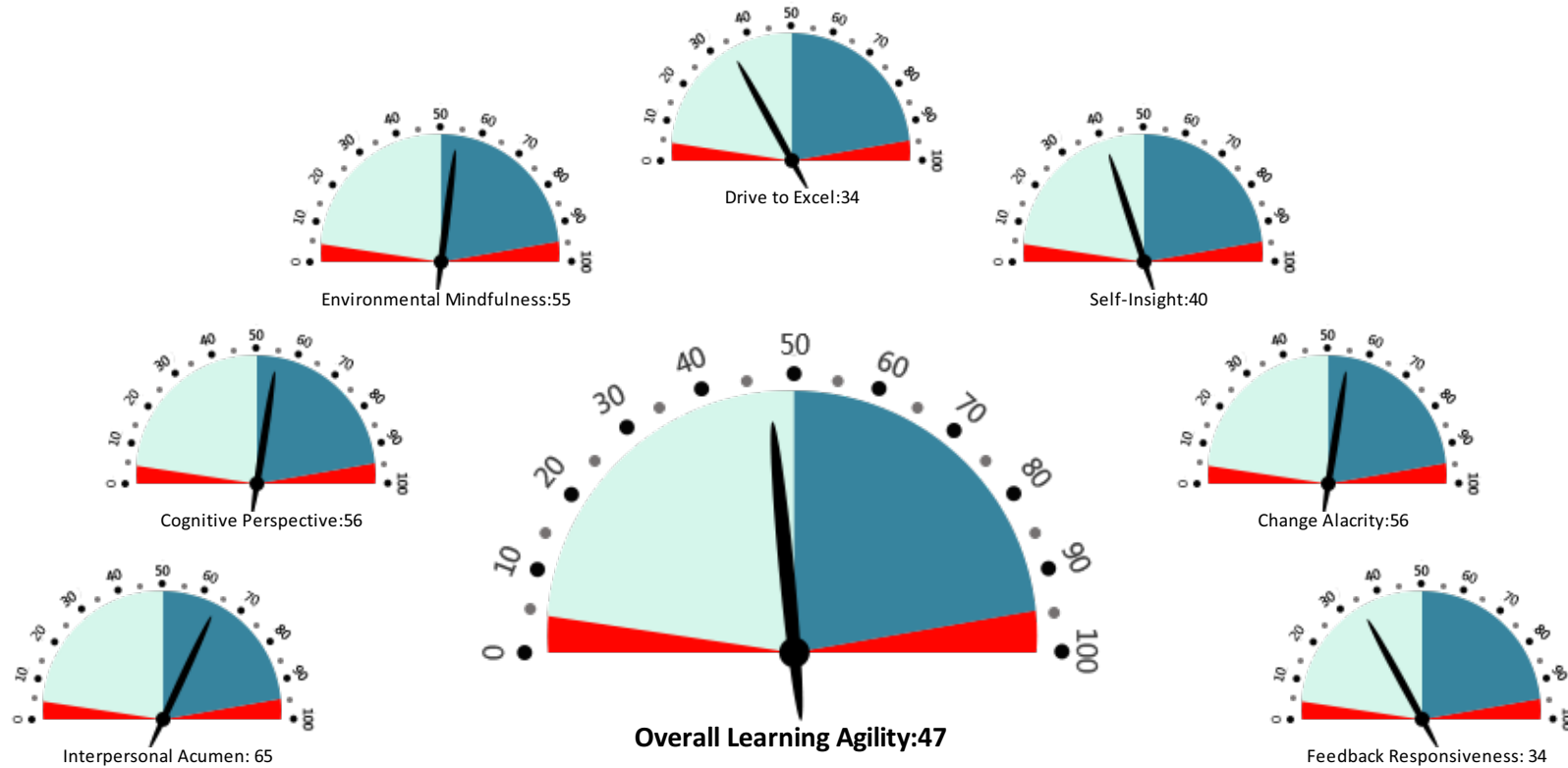
	Individual	Highest Facet Score	Lowest Facet Score	Overall Score	Accuracy Index*		
1.	Sample 1	Cognitive Perspective	89	Environmental Mindfulness	1	46	★★★★☆☆ 3
2.	Sample 2	Change Alacrity	73	Self-Insight	19	53	★★★★☆☆ 2
3.	Sample 3	Interpersonal Acumen	100	Drive to Excel	26	70	★★★★☆☆ 4
4.	Sample 4	Environmental Mindfulness	75	Feedback Responsiveness	19	55	★★★★☆☆ 4
5.	Sample 5	Environmental Mindfulness	72	Drive to Excel	5	10	★★★★☆☆ 4

When an asterisk (\*) appears following the stars for an individual, it indicates the individual retook the assessment. The reported scores reflect the second administration.

## Section 2: Individuals' Scores on Seven Facets of Learning Agility

Individual	Interpersonal Acumen	Cognitive Perspective	Environmental Mindfulness	Drive to Excel	Self-Insight	Change Alacrity	Feedback Responsiveness
1. Sample 1	67	89	1	66	1	85	19
2. Sample 2	62	42	63	44	19	73	60
3. Sample 3	100	69	66	26	94	63	45
4. Sample 4	41	72	75	31	65	54	19
5. Sample 5	54	6	72	5	19	5	25

# Section 3: Group Mean Scores of Learning Agility



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