

ZERO GRAVITY LEADERSHIP®

Competency assessment REPORT

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How to use this report

This game is designed to help you gain insight into your strengths and areas for improvement when it comes to leadership competencies. Purpose of this game is to bring awareness and motivate for development.

While reading your report, please bear in mind that there is no such thing as "winning the game" or getting single "best" profile. Thus, you should interpret your scores in terms of your own career aspirations and goals rather than in absolute terms.

This game is not meant to be used as a tool of selection of individuals for a particular position.



Competency results OVERVIEW

Explore your strengths and improvement areas

Inspiring and motivating



Impact and influence



Managing others



Problem solving



Driving results



Inspiring and motivating

Communicating a compelling and inspired vision or sense of core purpose, sharing ownership, making each individual feel his/her work is important.



This is your strength!

You communicate compelling sense of purpose, focusing on possibilities which can effectively energize and inspire

SAMPLE

others. You address challenges constructively.

Explore how to further build on this competency to grow as a leader

Explore your Leadership style to learn more about your preferences in leadership. Follow the questions stated there to develop an action plan.

Ask feedback from your team members on your leadership

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Impact and influence

Adapting communication style to the circumstances to maximize understanding, winning concessions without damaging relationships.



This is your strength!

You have demonstrated highly developed competency of adapting your communication style to fit the needs of

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and messaging and to have significant impact in interactions. Check [here](#) to learn more on your influencing style.

Explore how to further build on this competency to grow as a leader

Model integrity. Use this strength to illustrate ethnicity and values you or/and your organization stand for. Become mentor to someone in your organization for

SAMPLE

Managing others

Gaining good balance between directive and supportive leadership, adapting leadership style to the situational context.



This is your well developed area.

You have demonstrated highly developed competency of adapting your communication style to fit the needs of

SAMPLE

and messaging and to have significant impact in interactions. Check [here](#) to learn more on your leadership style.

Explore how to further build on this competency to grow as a leader

Explore your Leadership style to learn more about your preferences in leadership. Follow the questions stated there to develop an action plan.

Ask feedback from your team members on your leadership style and compare it with these results. Do you see

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Problem solving

Spotting trends and patterns and drawing correct conclusions from confusing or ambiguous data.

Offering sound solutions in novel and complex situations.



This is your moderately developed area.

You show ability to respond to and solve standard problems in accordance with both analytical approach and your

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expertise and within straightforward novel situations.

Explore how to further build on this competency to grow as a leader

Enroll in complex, challenging projects that will give you an opportunity to stretch your problem solving (i.e., building new business case, taking over challenging projects, researching new and important topic).

Be curious! Make a task of exploring different perspectives

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— What can I do differently next time?

Driving results

Tracking the results, giving timely feedback, and providing information to maximize results.



This is your improvement area.

Your team has successfully finished 58% of the tasks.

You are doing better than 31% players. You have put effort in monitoring team workload but missed some



successful in discerning what is crucial from what is urgent, or simply time-waster at certain point. You could further improve in adjusting priorities according to the situational requirements.

Driving results

Tracking the results, giving timely feedback, and providing information to maximize results.

Explore how to further build on this competency to grow as a leader

Monitor productivity rates, and swiftly address consistently low performance.

Provide timely feedback. Reward high performance, and provide guidance to improve underperformance, as

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everyday work.

Consider what resources you need to achieve your goals faster. Use your network, the power of persuasion, and negotiation skills to get these resources.

Behind the game

There is more than one way to do things right. Your choices throughout the game have revealed your personal preferences in managing tasks, building your team, leadership, and influence style.



What drives you?

Leaders adopt different approaches in their quest to achieve outstanding performance. Task-oriented leaders are more focused on goals, deadlines, and outcomes while people-oriented leaders invest time in building relationship to their employees.

You show high preference toward people-oriented approach. You are very likely to put effort in building

SAMPLE

structure.

Think about:

What are key strengths of this preference?

How can they help you in your leadership role? What can you

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Building your team

A well-composed team has the required complement of knowledge and skills, while also considering how the individual differences combine to shape teamwork. What have you considered as important in composing your teams?

You have built somewhat diverse team, focusing mostly some capacities that can be seen on the list below. Emphasizing only certain aspects of the team can be risky because your team may lack some important qualities. Building diverse team, balanced across all aspects

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decision making you rely more strongly on circumstantial info then on an analytical approach.

Think about:

What are your core leadership values? Which qualities are most important to you?

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learning onward?

Leadership style

Leadership style means that the leader adapts and adjusts their management style based on the situation at hand and the development and maturity levels of their team members.

You show high preference toward people-oriented approach. You are very likely to put effort in building

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Think about:

To what extent does your leadership style match current

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Influencing style

Highly collaborative nature of today's work makes influencing essential part of effective management. What tactics do you use to influence others?

You tend to influence others either by putting forth your ideas and challenging ideas of others or by pulling

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can come across as an attempt to mislead and it can erode credibility.

Think about:

Prepare your argumentation by collecting relevant data, generating multiple options, doing a benefits/issue

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a plan to obtain their support and commitment.

Lead
or lead not.
There is no try.

