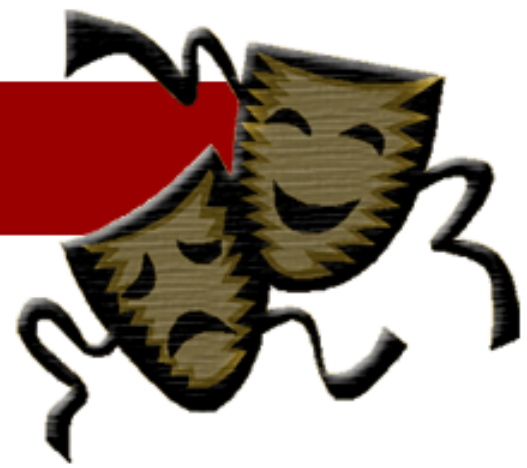


SELF-ASSESSMENT, SELF-AWARENESS & SELF-MANAGEMENT

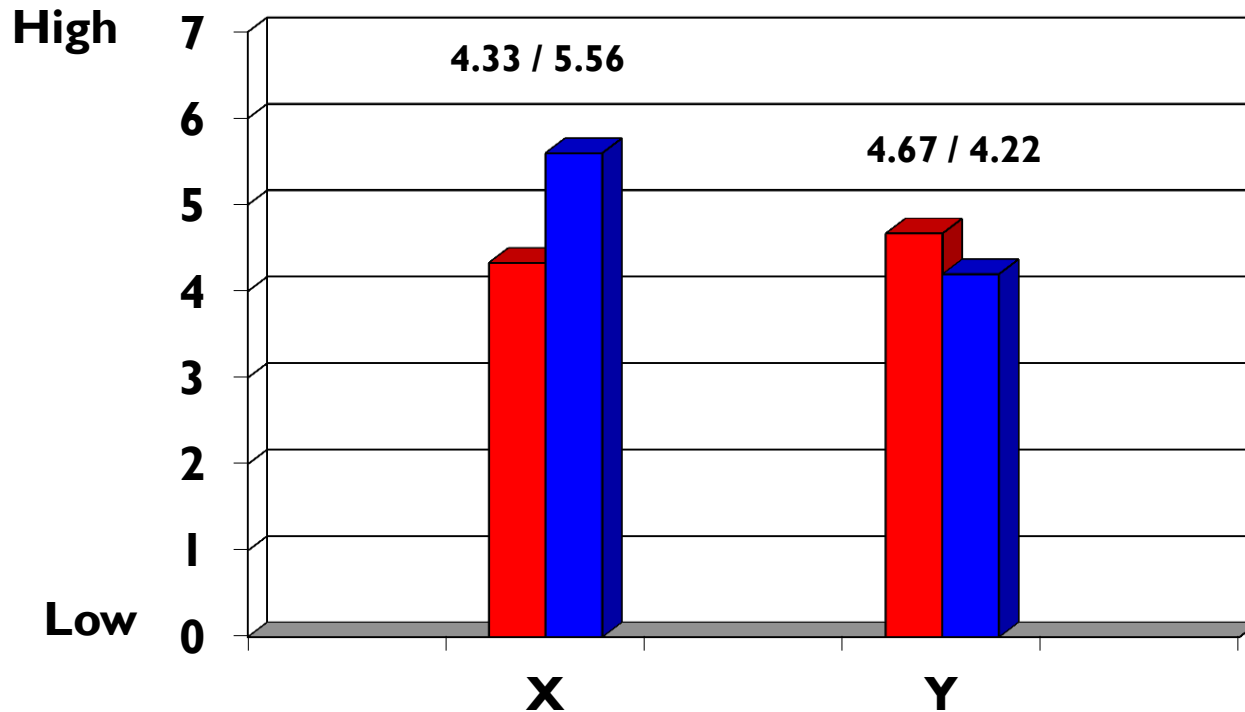
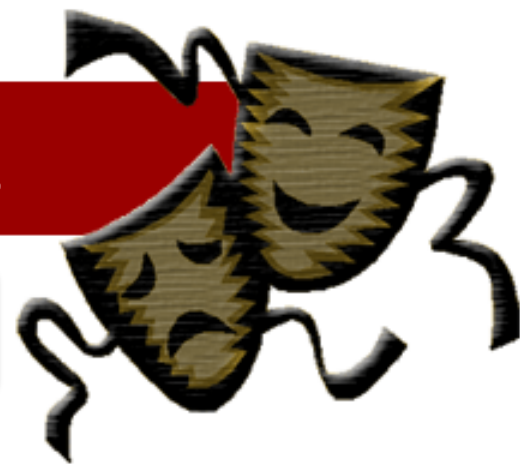
The Assessments

- **Managerial Assumptions**
- **Tolerance for Ambiguity**
- **Global Intelligence**
- **Cognitive Style**
- **Time Management Profile**
- **Internal / External Control**
- **Intuitive Ability**
- **Self-Monitoring**
- **Team Leader Skills**
- **Conflict Management Strategies**



Managerial Assumptions

Represents the individual's view of human nature. Theory X assumes people dislike work and prefer to be led rather than lead. Theory Y assumes people are willing to work hard, accept responsibility, and are capable of self-control/self-direction.

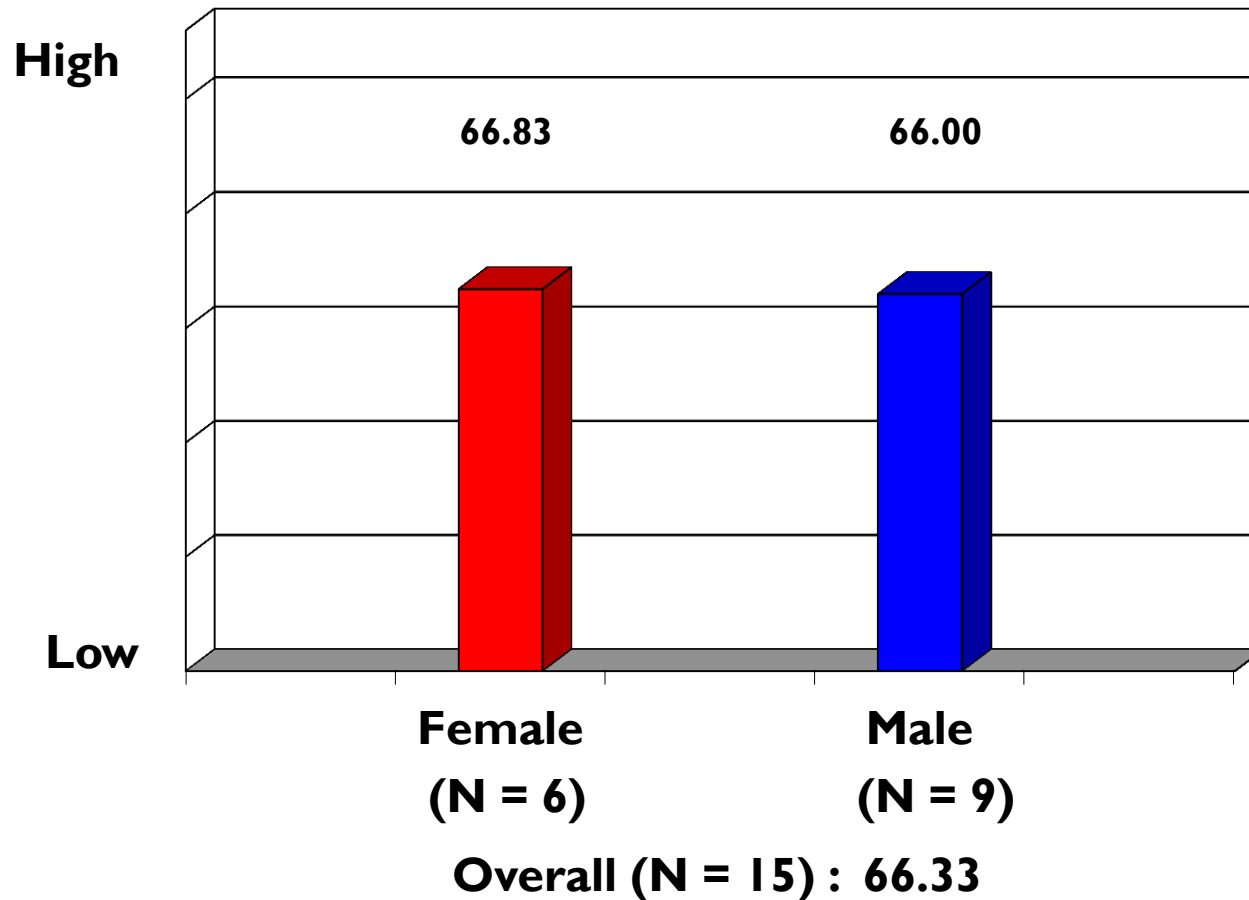
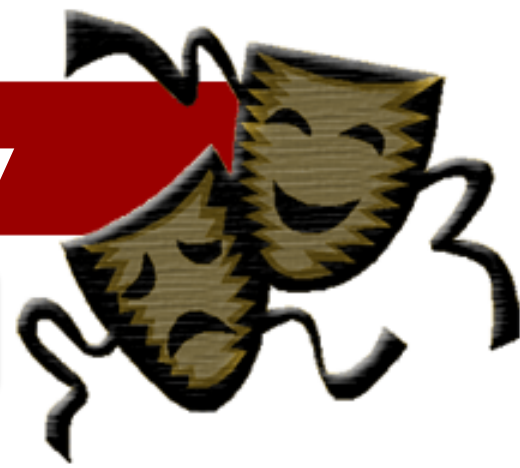


Female (N = 6) / Male (N = 9)

Overall (N = 15): Theory X – 5.07; Theory Y – 4.40

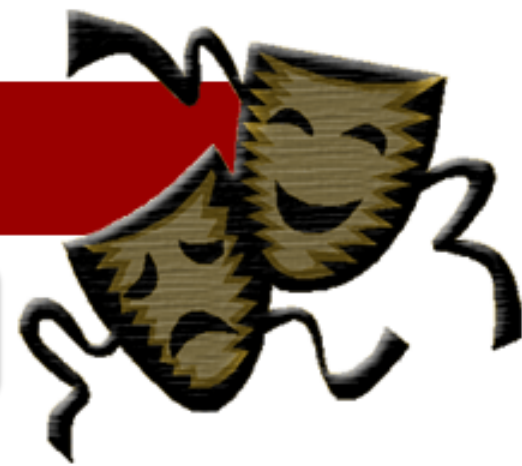
Tolerance for Ambiguity

Describes the relationship an individual has with ambiguous situations. Individuals with a high tolerance for ambiguity are comfortable with uncertainty while individuals with a low tolerance for ambiguity prefer predictability and structure.

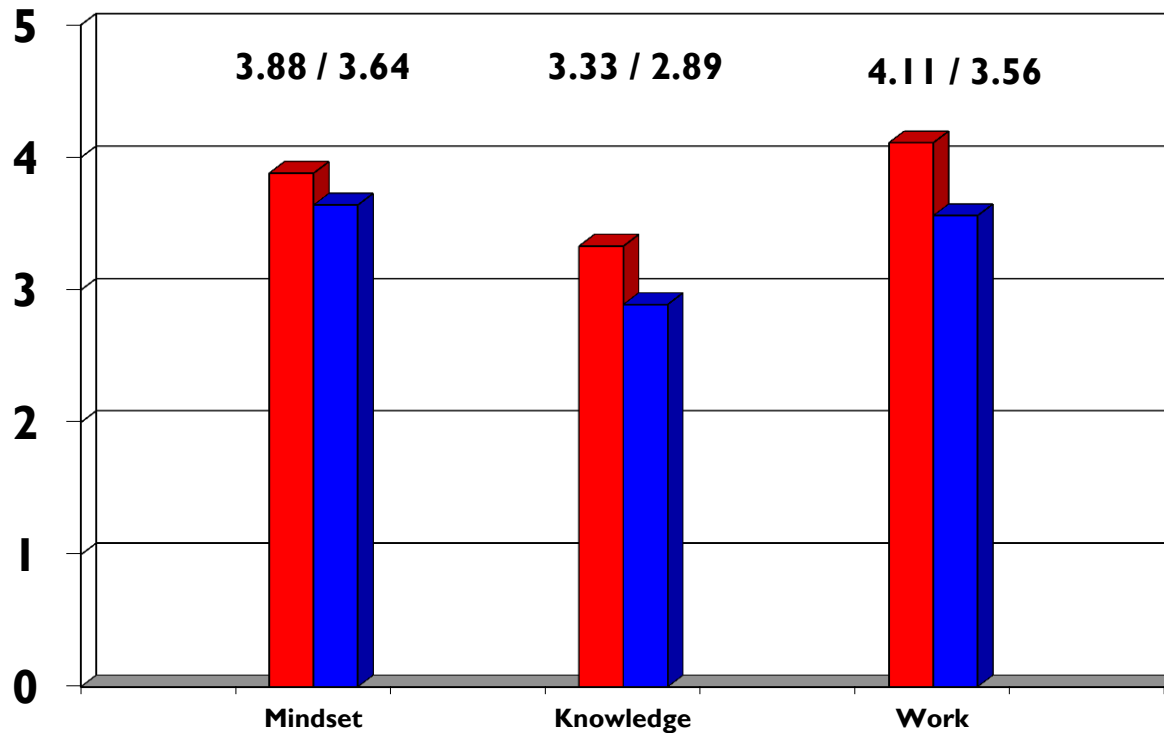


Global Intelligence

Relates to individual's ability to adapt, adjust, and work well across cultures.



High



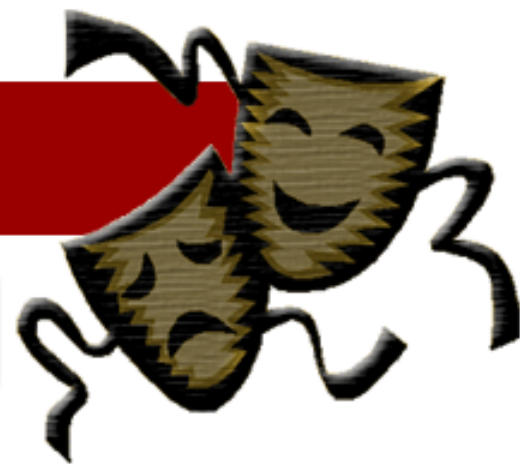
Low

Female (N=6) / Male (N=95)

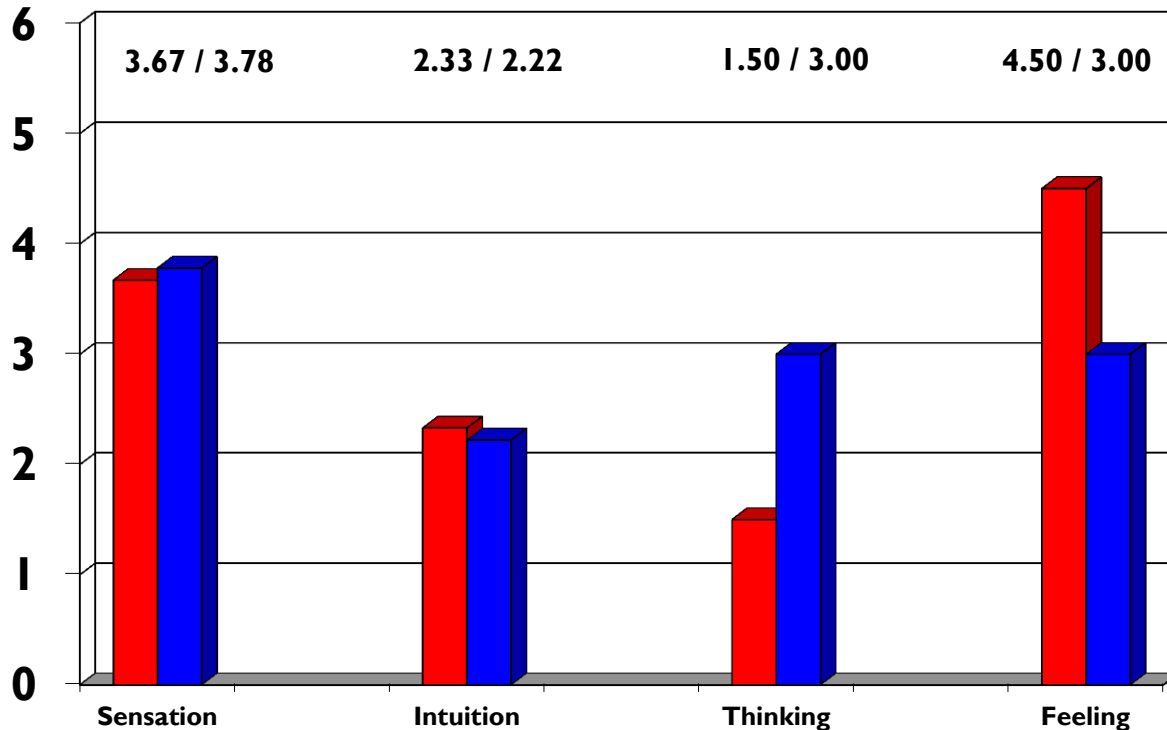
Overall (N=15): Mindset – 3.73; Knowledge – 3.07; Work Skills – 3.78

Cognitive Style

Represents the way an individual deals with information while making decisions. Information gathering is done through sensing or intuition while information evaluation is done through feeling or thinking.



High



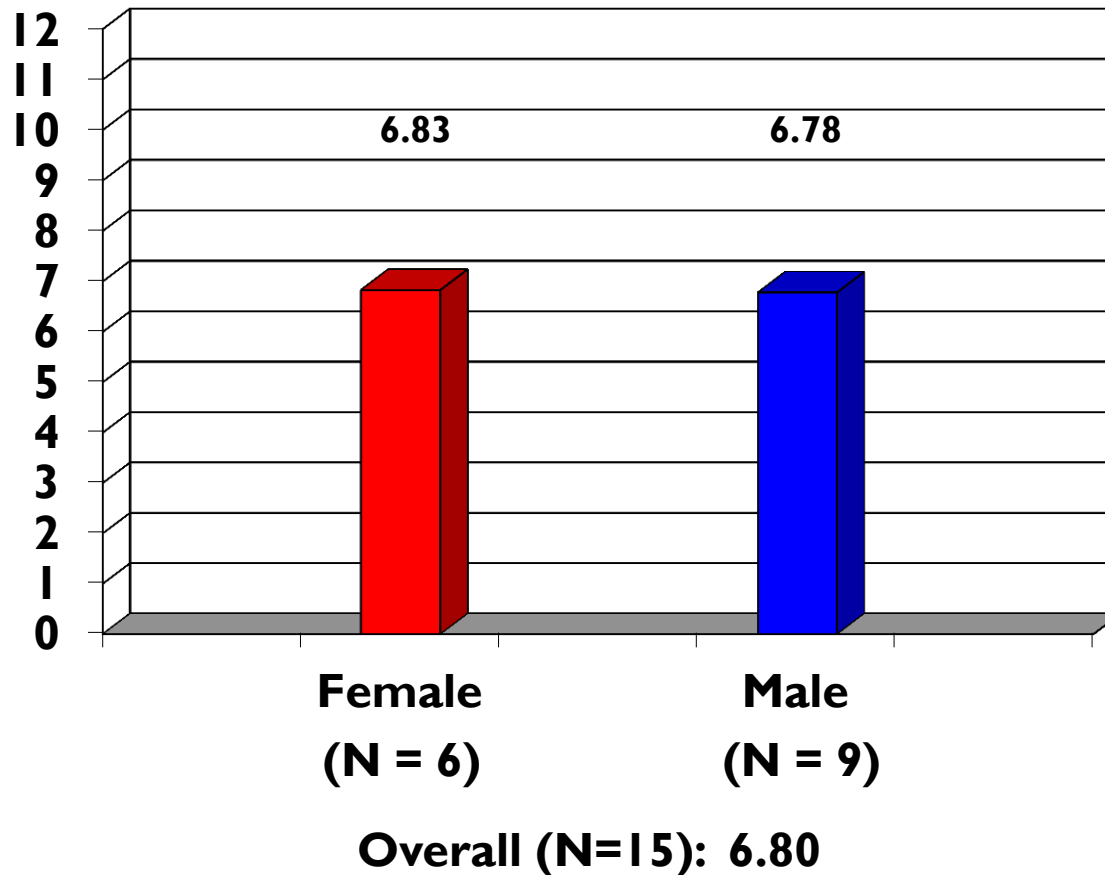
Low

Female (N=6) / Male (N=9)

Overall (N=15): S – 3.73; N – 2.27; T – 2.40; F – 3.60

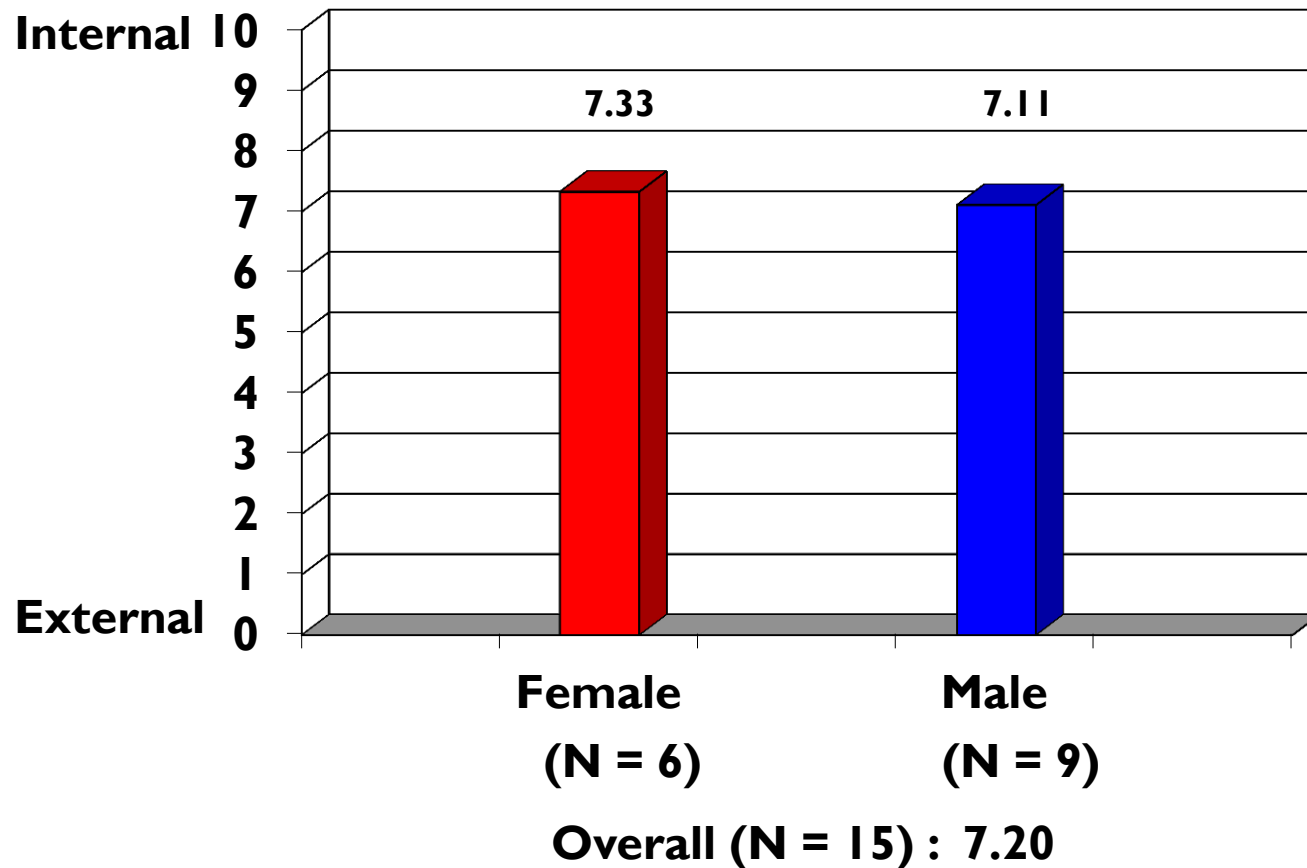
Time Management Profile

Represents an individual's ability to plan and control the amount of time spent on specific activities to increase effectiveness, efficiency, and/or productivity.



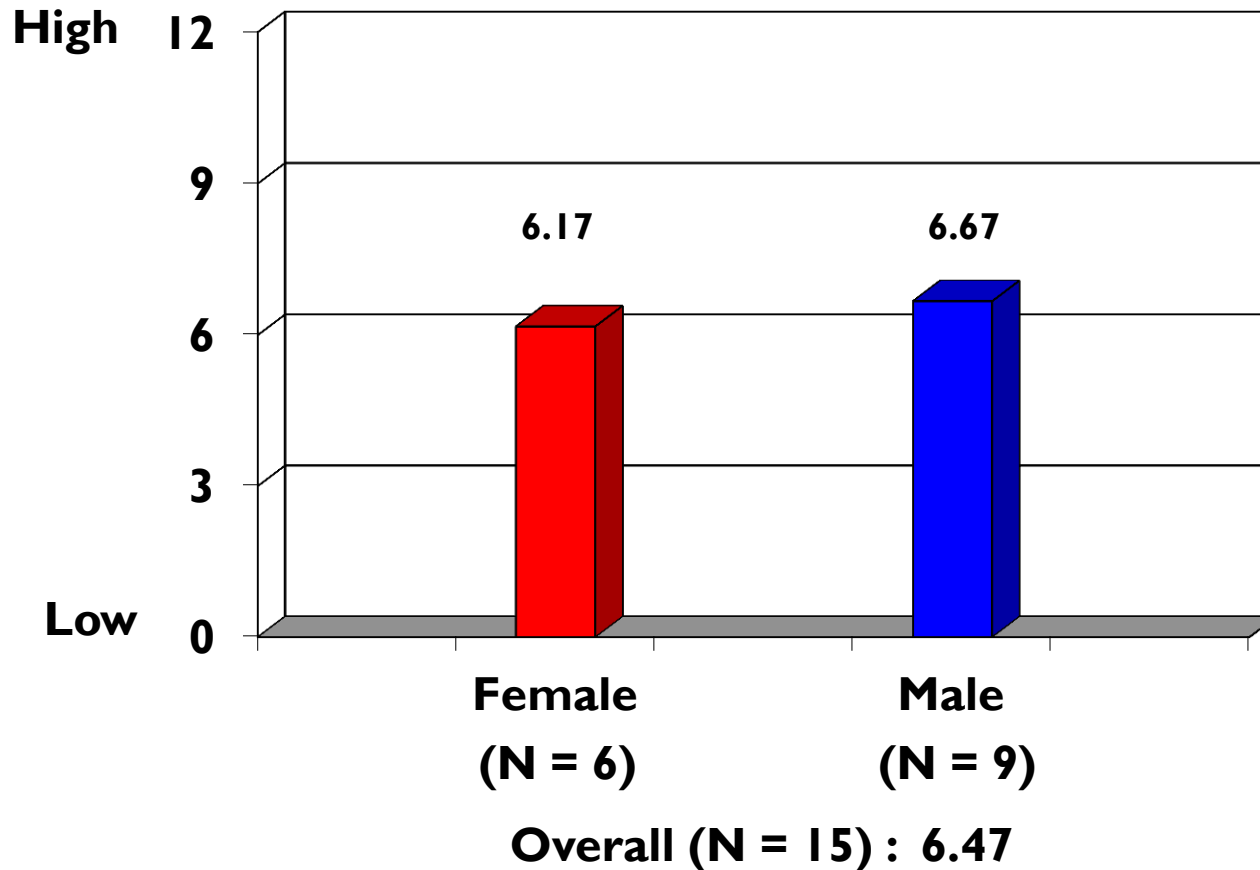
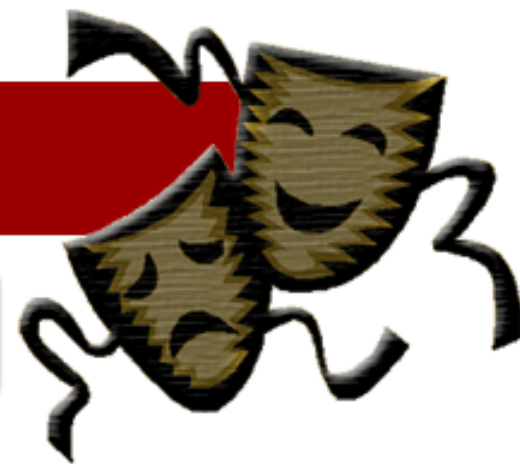
Internal / External Control

Reflects the extent to which an individual believes they are in control of their circumstances. Internals believe they have control their own destiny. Externals believe they have no control over what happens to them.



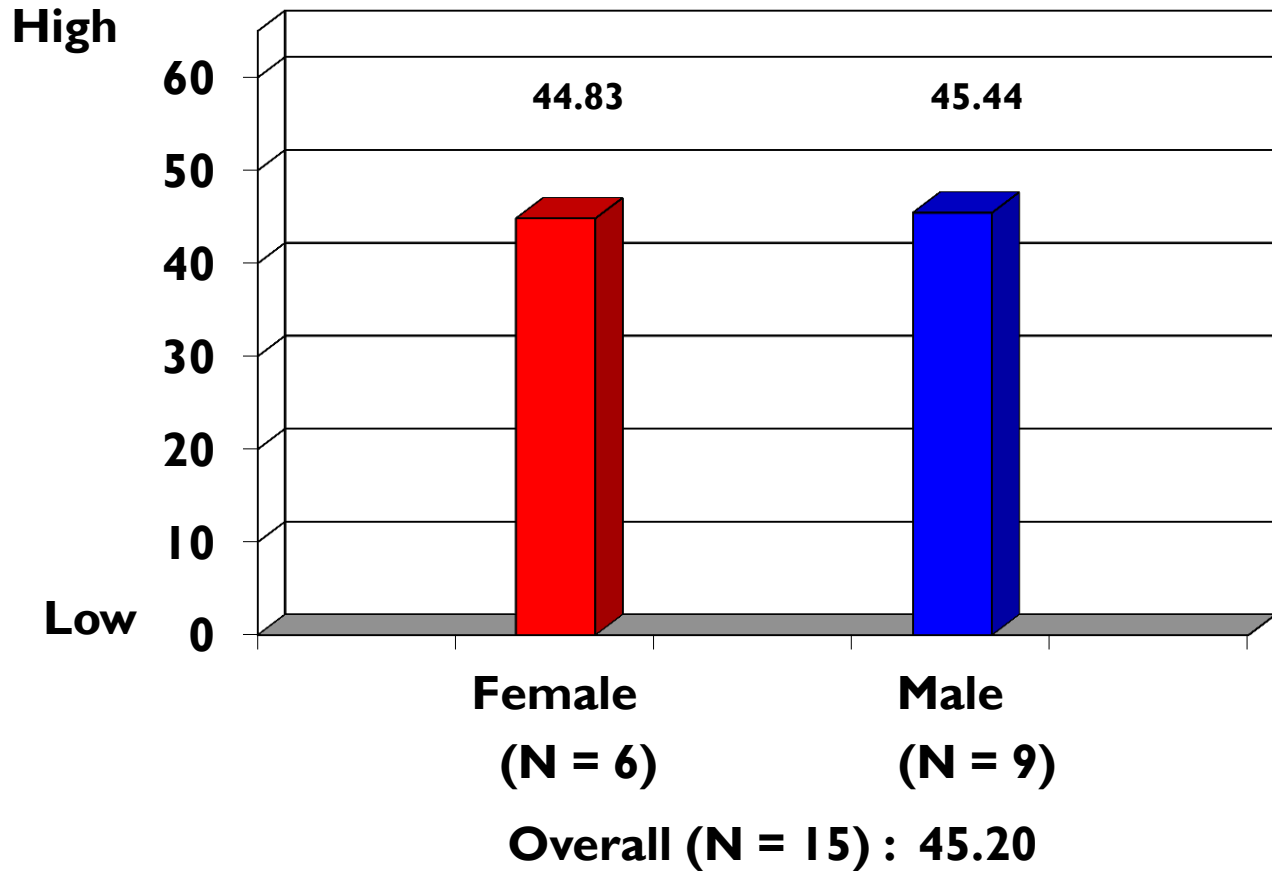
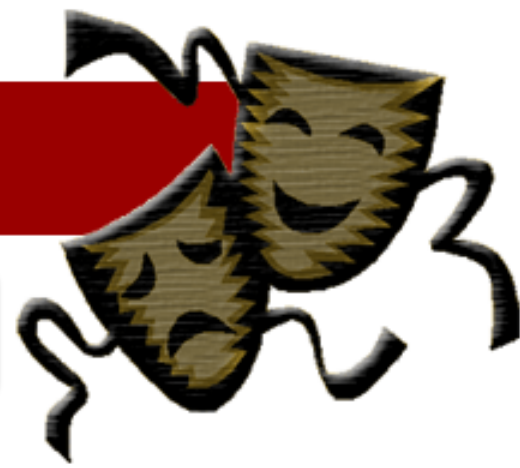
Intuitive Ability

Relates to an individual's ability to sense or "size up" a situation quickly without the need for conscious reasoning. This style of thinking is flexible and spontaneous.



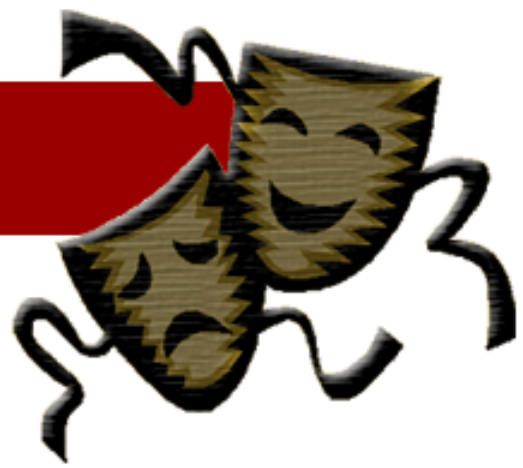
Self-Monitoring

Reflects the degree to which an individual's recognize circumstances and adjust or modify behavior in response to external factors.



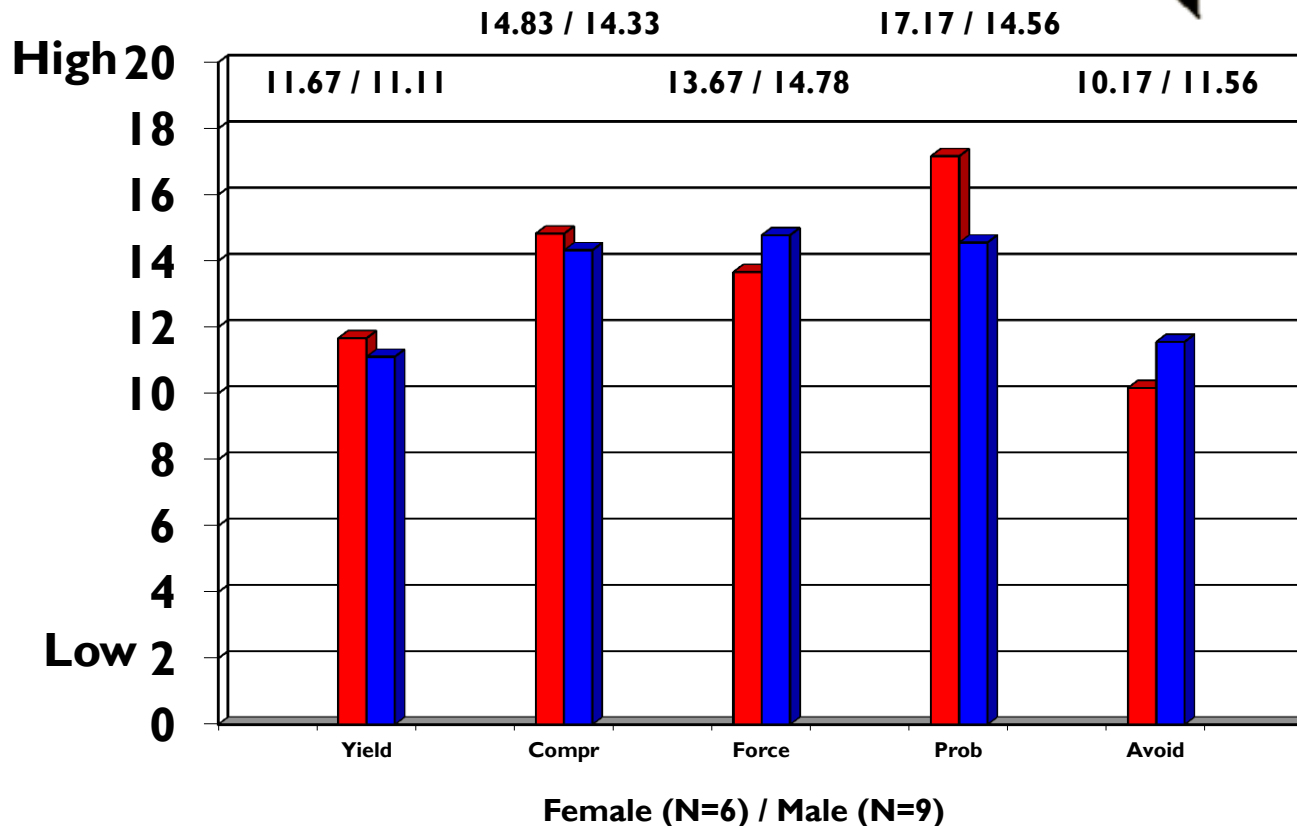
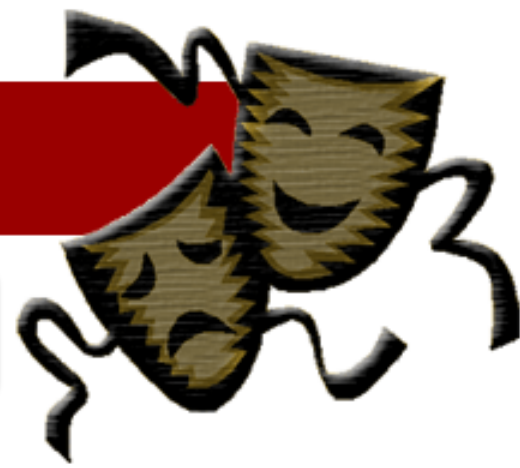
Team Leader Skills

Represents an individual's experiences working in and with teams. Measures seven dimensions of leadership.



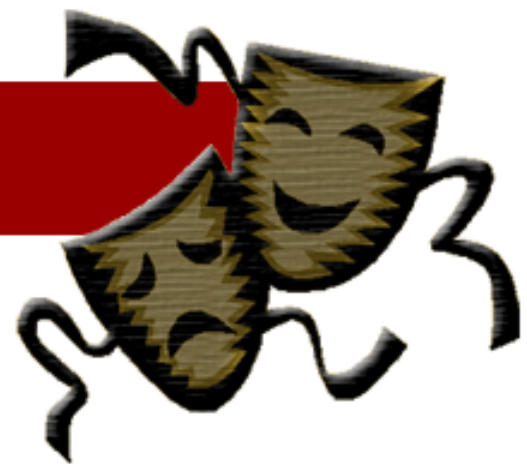
Conflict Management

Relates to the way an individual approaches or handles conflict through a combination of cooperativeness and assertiveness. Cooperativeness represents a desire to satisfy another individual's needs while assertiveness is a desire to satisfy one's own needs.



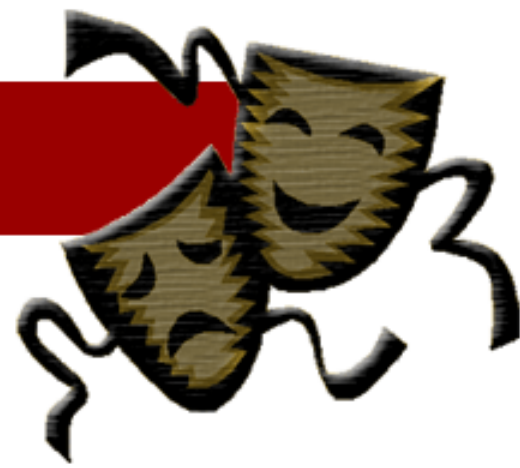
Overall (N=15): Yield – 11.33; Compromise – 14.53; Force – 14.33; Problem-Solve – 15.60; Avoid – 11.00

The Report



- **Brief Introduction**
- **Assessment Discussion (10 Paragraphs)**
 - **Layman's Description**
 - **Score Report (Range, Mine, Class Averages)**
 - **Score Interpretation**
- **Summary (Strengths / Weaknesses)**

An Example



The Time Management assessment measures how well I plan and control my time by examining activities that increase effectiveness, efficiency, and productivity.

Scores range from 0 (ineffective) to 12 (highly effective). My score was 6, which indicates that I am moderately effective when it comes to time management. I was slightly below the class average for this measure.