

# Leadership Assessment Index (LAI)

## Sample Report

### BASIC INFO

Refers to the essential details of the assessment.

Candidate Name:

Sample Candidate

Candidate ID:

000000000000

Email:

candidate@sample.com

Invited By:

PMaps Admin

<testadmin@pmaps.in>

Language:

English

Attempted Questions:

195/197

Exam Started:

09/07/2026, 14:46:22 pm

Exam Ended:

09/07/2026, 15:41:04 pm

Time Taken:

49/97

## Leadership Overview

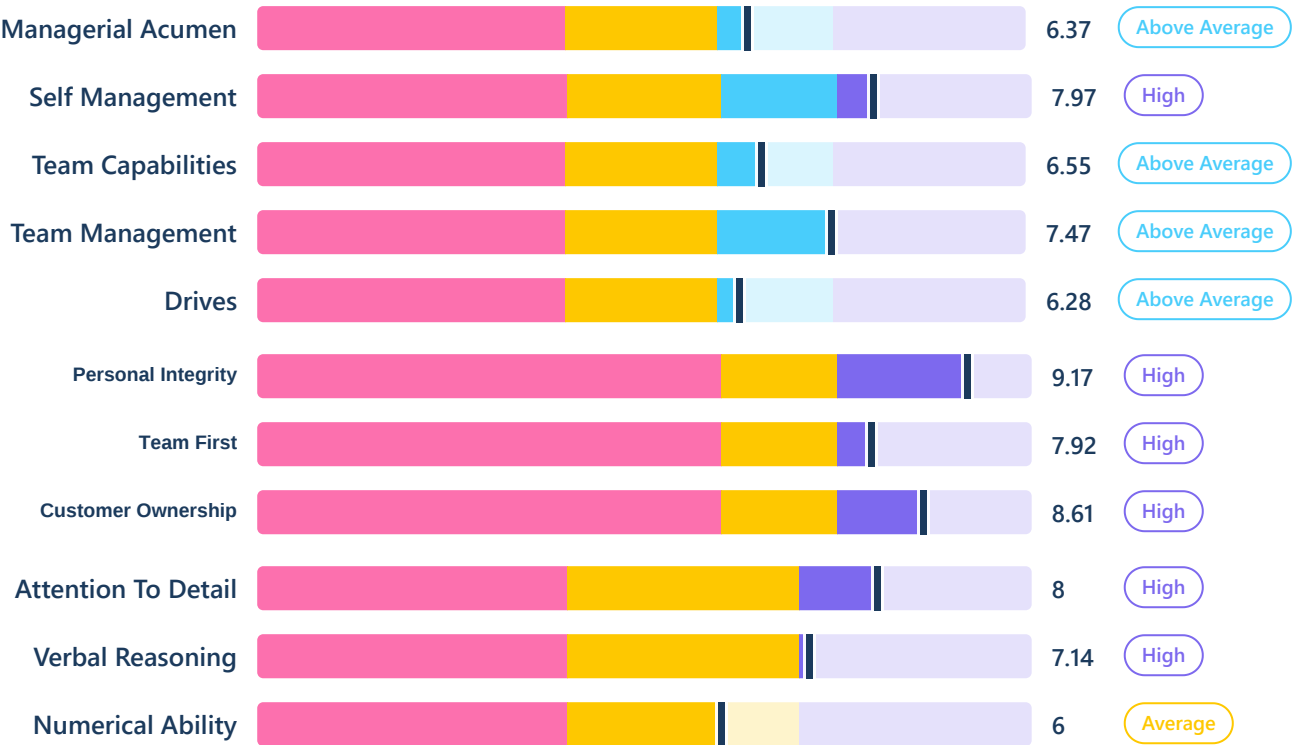
A holistic snapshot of the candidate's leadership profile

### AI SUMMARY

John demonstrates strong managerial capabilities coupled with effective problem-solving skills, positioning them well to navigate complex leadership roles. Their high proficiency in planning and organization reflects a commendable ability to structure and prioritize tasks effectively. They possess notable self-management and emotional maturity, which support their capacity to lead with awareness and composure. Additionally, a sense of ownership and strong mentoring capabilities enhance their team leadership potential. However, there are opportunities for development in strategic thinking and work motivation, which could bolster their overall effectiveness. Ultimately, John is well-suited for leadership roles, exhibiting a readiness to champion team success and customer-centric initiatives.

## Leadership Scorecard

Overview of scores across all competencies, plotted against each competency's benchmark range.



## Leadership Profiler - Detailed Report

Scores and descriptions across all leadership behavioural dimensions

## Managerial Acumen

6.37 / 10 — Above Average

### DEFINITION

Managerial Acumen assesses an individual's ability to sense and understand the business situation quickly and appropriately. It means how an individual obtains essential information about problem solving, recognize the relevant alternate options and select an appropriate course of action to implement along with strategic forecasting to uphold the organization's position at it's excellence.

### COMMENT

John may have a strong grasp of the understanding and analysis required for business problems and may offer successful solutions. They may not offer a diverse range of solutions attributed by them over practical approach to handle situations. With an open-minded thought process, they may be open to exploring various solutions for a given challenge. They may adhere to the organization's established standards while applying solutions to current problems. They may prefer to solve a problem in a planned and organized manner. They may prefer to solve a problem by communicating with team members and taking their suggestions. When the immediate resolution of a problem is required, John may not disclose enough information to team members. When it comes to proper planning and implementing strategies, they may be able to work in an orderly and planned manner. They may be disciplined and detail-oriented while working on plans to achieve certain goals. They may think broadly about different plans of action and apply new ideas and approaches to a project or product. Their here-and-now approach may restrain them from thinking innovatively and developing strategies within the organization. Their openness to new ideas and innovation may support them in thinking strategically for the benefit of the organization.

### SUB-COMPETENCIES

#### Problem Solving

7.01 — Above Average

##### DEFINITION

Problem solving assesses an ability of individual to analyse a problem, identify its causes and choose an appropriate solution from alternatives. It assesses a person's capability to solve problems and make effective decisions by taking inputs from the team and gathering information from all the sources and to choose an appropriate course of action.

##### COMMENT

John may have perceptual and reasoning abilities that demonstrate effective judgment and complex problem-solving skills required to solve organizational issues. They may be more inclined to think practically, which may make it difficult for them to offer multifaceted solutions to a problem. They may accept new challenges and may also be able to conduct required research and ideate accordingly, enabling them to offer relevant solutions or make appropriate decisions. They may pay attention to solving a given problem systematically by applying ideas and solutions that align with organizational rules and procedures. They may focus more on a thorough and organized approach while offering solutions to a given problem. They may understand other team members' perspectives while solving difficult organizational problems and may prefer an interactive approach to reaching conclusions or solutions. They may reveal only minimal information about probable solutions to a crisis situation to team members.

## Planning and Organization

8.28 — High

### DEFINITION

Planning and organizing assesses an individual's skills to carefully and systematically formulate clear and effective plans and objectives to achieve targeted goals. It also assesses an individual's ability to organize tasks by setting the future course of action from a set of alternatives to reach them.

### COMMENT

John may have high moral standards and adhere to principles defined by the organization, enabling them to adopt a systematic approach to planning and organizing. Their self-disciplined attitude and careful, organized way of working may enable them to create a timely plan of action or an alternative course of action when needed. To accomplish a goal, they may be open to selecting the best alternative solution for a given problem by focusing on new and unusual methods to develop a plan of action.

## Strategic Thinking

3.83 — Low

### DEFINITION

Strategic thinking assesses an ability of an individual to come up with effective plans in line with an organization's objectives. It also assesses individual's capabilities to propose new solutions to problems, and to constantly reinvent unique and beneficial solutions from organizational point of view.

### COMMENT

John's practical and static approach may not allow them to develop new strategies and fresh thinking for long-term organizational development. They may be able to think dynamically and understand the relationship among business and related functional levels to develop useful and successful strategies.

## Self Management

7.97 / 10 — High

### DEFINITION

Self Management assesses an individual's willingness to accept her/his ownership's set of actions and handle maturely her/his own emotional paradigm to move up organization into a better position.

### COMMENT

John may try to maintain composure during times of organizational stress, conflict, or pressure. They may remain relatively unperturbed in challenging situations, using their confidence to complete a target or goal. They may bring calmness to the team while working with team members towards common goals, positively affecting their decision-making. John's ability to manage their thoughts and their persistence may enable them to address difficult situations effectively. Their perseverance may enable them to continue with a task even in difficult organizational situations. Their conscience may enable them to uphold moral standards in the organization and take responsibility for successfully achieving targets. They may not give up easily when things go wrong and may be able to make decisions confidently.

### SUB-COMPETENCIES

#### Sense of ownership

8.34 — High

##### DEFINITION

Sense of ownership assesses an ability of individual to be responsible for the consequences of the actions to hold oneself and others accountable for completing tasks that have been assigned. It also assesses individual's capability to take responsibility for her/his own actions without making excuses for things for which s/he is responsible.

##### COMMENT

John's guarded attitude may indicate that they are able to work accurately with complex tasks. As a result, they may take responsibility for completing tasks on time. Their nature may be guided by a sense of duty. Thereby, they may take into account the responsibilities associated with their role in the organization. They may be confident about actions taken within the organization. Thus, they may not be unduly affected by minor mistakes or failures while taking on further duties and responsibilities.

## Emotional Maturity

7.59 — High

### DEFINITION

Emotional maturity assesses an ability of individual to understand social surroundings, facts and the quality of responses to a situation by handling the pulls and pushes of pleasant and unpleasant feelings and emotional state. It also assesses individual's capacity of balancing the mind with the external and environmental factors.

### COMMENT

John may manage their emotions well and stay calm during demanding work situations, and may not be easily provoked by stressful or pressured situations. They may have a positive and confident attitude and may tend to ignore unnecessary criticism while focusing on the successful completion of tasks. They may try to remain patient and calm during challenging workplace circumstances, giving the team positive direction towards common goals. They may demonstrate self-restraint and self-discipline, particularly while handling workplace conditions with a cool-headed approach.

## Team Capabilities

6.55 / 10 — Above Average

### DEFINITION

Team Capabilities assesses an individual's willingness to invest her/his time with team members to build relationships, handle conflicts, and share altruistic essence in order to work in cohesive environment.

### COMMENT

John's energetic attitude may help them encourage team members to face workplace challenges. They may prefer to seek opinions from team members by accepting their advice or suggestions. Their transparent and genuine attitude may help them communicate clearly with team members, enabling collective work. They may try to understand other team members' points of view and ideas to maintain a cooperative working environment. Their deliberateness may delay the expression of their thoughts in front of team members. This may limit their ability to anticipate difficulties faced by the team in a timely manner. John may sometimes avoid communicating work-related information to team members, affecting collaborative working relationships. To manage conflict within the team, they may express their views respectfully and try to resolve arguments with a straightforward attitude. They may fearlessly share their opinion to resolve disagreement within the team. They may try to express themselves appropriately during an ongoing conflict or argument. They may consider a range of unique solutions to resolve team conflicts, taking into account the sensitivity of the situation.

### SUB-COMPETENCIES

#### Team Collaboration

6.04 — Above Average

##### DEFINITION

Dealing with collaboration assesses an individual's capacity to offer the opportunities to team members on an ongoing basis. It also assesses an open attitude of an individual to accept suggestions and ideas from their team and give opportunity to work in team collaboration.

##### COMMENT

John may show attentiveness towards team members and try to anticipate their views when reaching a solution or making a decision, which may support cooperative work within the team. When it comes to project deliverables or executing a plan of action, they may be assertive enough to get work done through team members. As a result, they may give directions, set deadlines, and empower the team to achieve common goals. They may seem mostly interested in working with other team members. However, their careful and diligent approach may sometimes limit their focus to their own interests while developing relationships with others. They may openly communicate their views and suggestions with team members by fostering collaboration and may not hesitate to cross interpersonal boundaries to work effectively with them. They may share a project or problem with team members only when they feel comfortable doing so. This may cause minor delays in deliverables or miscommunication within the team. They might like to work with team members to discuss a project, product, or issue in the organization and may try to strengthen team spirit.

## Conflict Management

7.06 — Above Average

### DEFINITION

Conflict management assesses an individual's willingness to effectively resolve conflicts within and between teams by considering and understanding other team members viewpoint.

### COMMENT

<sup>John</sup> may be assertive and straightforward while handling conflict, which may result in fair and efficient resolution. They may take the lead in resolving team conflicts, which may result in confident resolution among team members. They may understand and acknowledge conflicts within the team maturely without becoming anxious about them. They may be open-minded and listen constructively to different views from team members before giving their opinion on a conflict. As a result, they may address such issues with an open mind and without being clouded by existing thought processes or biases.

## Team Management

7.47 / 10 — Above Average

### DEFINITION

Team Management assesses an individual's capability to implement and share her/his calibrated knowledge and experiences with other team members for growth and productivity of organization. It also assesses an individual's adaptability to culturally diverse population for a successful interpersonal transition.

### COMMENT

John may have a strong ability to guide team members to perform better in the organization, largely owing to their intellectual capability. They may be well aware of their own abilities before directing or mentoring team members. They may be attentive and honest when giving feedback and insights to team members so that they can contribute effectively to organizational growth. They may not be able to listen compassionately or help team members with timely training and mentoring to meet desired goals. As a change catalyst, John may train team members to apply different methods and explore new ideas to meet common goals or deliver projects successfully. They may value opinions and thoughts from team members of different cultural backgrounds and may willingly discuss ideas and viewpoints with them. Their trusting attitude towards culturally diverse team members may help them assign appropriate tasks to achieve project goals successfully. They may pay attention to listening to the personal experiences or thoughts of culturally diverse team members to work more effectively with them within the organization.

### SUB-COMPETENCIES

#### Team Mentoring

7.5 — High

##### DEFINITION

Team Mentoring assesses an individual's capability to facilitate knowledge and encourage best method of learning to team members for achieving mutual targeted goals and organizational growth.

##### COMMENT

John may be more inclined to guide team members in their professional development because their skill-based knowledge may make them a good mentor. They may evaluate their positive and self-decisive qualities before successfully guiding and mentoring team members. Their dutiful and principled behaviour may enable them to mentor and guide team members through motivational dialogues and training. They may have difficulty understanding and evaluating requirements expressed by team members while providing coaching and guidance. They may think critically and assimilate different ideas and thoughts without barriers or restrictions, enabling them to guide team members to think "outside the box" and achieve common goals.

## Understanding Diversity

7.44 — Above Average

### DEFINITION

Understanding diversity assesses an individual's ability to interact respect, accept, and show acknowledgement towards culturally and ethically different population.

### COMMENT

<sup>John</sup> may have an acculturate approach towards the team members of different culture, religion, ethnicity and gender in the organization. This may enable her/him to allocate tasks and responsibilities amongst the group members with an unbiased approach. They may be forthright and show willingness to accept the different opinions or ideas given by diverse team members. Hence they may give opportunity to others to share their experiences to build a strong team and deliver successful projects. They may show a genuine interest to attain diverse team members, that may help them to understand their thoughts and point of views at time of dealing with different project or a task.

## Drives

6.28 / 10 — Above Average

### DEFINITION

Drives assesses an individual's ability to motivate her/himself by setting high standards and stimulating own capabilities through high energies and self- booster. It also measures individual's willingness to mobilize team member's emotions as well as encourage and empower them to accomplish the desired tasks by engrossing positive growth.

### COMMENT

John may strive for perfection in their actions and consistently work towards targets, which may serve as an inherent source of motivation to achieve goals. They may show some impatience at work and may take decisions impulsively. This energy may motivate them at work, but their impatience and excitement may also increase stress levels and affect productivity. They may have an unjustified fear of making mistakes and may become excessively preoccupied with random thought processes that reflects negatively on them. John may have a high level of trust in team members. At the same time, they may encourage team members to share and freely implement their ideas, fostering positive energy within the team. They may try to show connection with team members by anticipating their needs, which may help motivate others to meet deadlines. They may be even-tempered and may try to balance organizational demands with the emotional state of team members while working towards goals.

## SUB-COMPETENCIES

### Work Motivation

5.59 — Average

#### DEFINITION

Work Motivation assesses an individual's ability to strive for achieving excellence in the given task. It assesses the individual's willingness to perform fiercely towards her/his goals and remain aligned to it till it is achieved, that is, it assesses an individual's persistence for achieving its goals despite of the obstacles and setbacks.

#### COMMENT

John may maintain high personal standards and exhibit high self-discipline enabling them to work in all kinds of situation. Such high standards motivates them to achieve the desired results. They may be more relaxed and have a composed attitude towards their work. Therefore, they may be content with their current achievements and may not worry about the future vision. They may be confident in judging their own strengths and abilities in case of making decisions or solving problems as and when required at the workplace. Hence, they may be motivated enough to work effectively towards the given projects or targets.

## Motivating Others

6.97 — Above Average

### DEFINITION

Motivating Others assesses an individual's ability to motivate others by showcasing bond of trust and acceptance among the coordinates. It assesses an individual's proficiency towards motivating others to achieve common goals of the team/organization and lead others to deliver projects within the given deadline, leading them to take required actions towards success.

### COMMENT

John may be comfortable in depending and relying on their fellow team members with respect to the quality of projects and its timely deliverables. Hence, team members feel secure in sharing their opinions without the fear of judgment or retribution. Thus, team members can willingly interconnect on projects, that may induce a trust level between John and the team members. They may try to maintain informal relationship with their team members. At the time of delivering a project or a plan, they may successfully drive the team members and encourage them to do collaborative discussions. Still if needed, they may also be open to work on their own. They may have an ability to remain calm and composed while facing organization's ups and downs. Accordingly, they may try to channelize and boost team members to remain calm and relaxed during such situations.

## Personality Profiler - Detailed Report

Scores and descriptions across all leadership behavioural dimensions

## Personal Integrity

9.17 / 10 — High

### DEFINITION

Assesses the ability to take ownership with integrity by upholding ethical standards, complying with rules, and driving results through fairness, accountability, and innovation.

### COMMENT

John is inclined to take initiative and full ownership of tasks, demonstrating honesty, fairness, and responsibility. They are likely to comply with rules and policies consistently, treating others with respect while safeguarding organizational values and reputation. John has the ability to set ambitious yet realistic goals, persist until they are achieved, and remain thoughtful in their decisions. They are likely to explore new ideas with curiosity, embrace change, and take accountability for both successes and setbacks.

Team First

7.92 / 10 — High

DEFINITION

Assesses the ability to collaborate by sharing knowledge, celebrating success, and valuing diverse perspectives while demonstrating trust, empathy, and transparency to build team synergy.

COMMENT

John is inclined to share knowledge openly and create synergy across teams. John consistently celebrates others' success and contributes to collective wins. They are likely to remain open to diverse perspectives and show tolerance for different viewpoints. John communicates with empathy, resolves conflicts constructively, and collaborates with trust and transparency. They are inclined to prioritize team goals over individual interests, fostering an environment of mutual respect and support.

Customer Ownership

8.61 / 10 — High

DEFINITION

Assesses the ability to prioritize customer needs by delivering accurate, empathetic, and high-quality service while demonstrating discipline, urgency, transparency, and curiosity to improve and exceed expectations.

COMMENT

John is inclined to go above and beyond to solve customer problems, consistently demonstrating empathy, accuracy, and warmth in every interaction. John is likely to seek feedback actively and use it to improve service. They have the ability to act with urgency, maintain transparency, and take ownership of customer issues, whether big or small. John is disciplined in approach, dutiful in commitments, and consistently strives to exceed expectations while fostering long-term trust.

## Cognitive Competencies — Detailed Report

Scores and descriptions across all cognitive ability dimensions

## Attention To Detail

**8 / 10 — High**

### DEFINITION

Attention to Detail assess an individual's ability to recognize errors and differences in information. This competency ascertains that the individual's skill to complete tasks without any negligence or omission.

### COMMENT

John is likely to recognize errors. They are inclined to continuously check and revise work to ensure accuracy. Individuals such as John can easily notice variation in information and details. They often validate information before working further on it to avoid substandard output. They also make sure that details are not left out while communicating across all mediums. They are most likely to focus on completing tasks without negligence and omissions.

## Verbal Reasoning

**7.14 / 10 — High**

### DEFINITION

Assesses the ability to understand, analyze, and logically interpret verbal information. It involves identifying patterns, relationships, and meanings in words, analogies, and sequences to draw accurate conclusions and solve problems.

### COMMENT

John demonstrates strong verbal reasoning skills, excelling in identifying patterns and relationships between words, concepts, and ideas. They can logically sequence information, recognize cause-and-effect relationships, and draw accurate conclusions from complex analogies. John's ability to analyze both abstract and concrete verbal data allows them to quickly identify synonyms, antonyms, and nuanced meanings in language. This results in clear, well-structured reasoning and effective problem-solving in verbal tasks, even when dealing with unfamiliar or complex content.

Numerical Ability

6 / 10 — Average

DEFINITION

Numerical ability assess an individual's ability to perform basic calculations. This competency ascertains a individual's skill to work with numbers, understand mathematical concepts, and interpret data.

COMMENT

John is moderately likely to use mathematical concepts and knowledge to solve problems. They can somewhat understand the use of numbers, tables and graphs as a reasoning tool to support answers. They are sometimes able to do basic numerical, financial and statistical calculations. Individuals such as John, occasionally analyze, interpret, identify trends and patterns in data.

Strengths

Areas where the candidate demonstrates consistent and reliable leadership behaviour, as identified from the assessment

Sense of ownership

Is likely to have the potential to handle complex tasks with precision. . Is likely to be motivated by a sense of duty.

Planning and Organization

Is likely to uphold moral ideals and principles. Is likely to work meticulously and efficiently. Is likely to focus on unique and uncommon techniques creating a strategy.

Self Management

Attention To Detail

Is likely to identify errors and variations in information while checking work for accuracy; validates details to communicate across all mediums; avoids substandard outputs

Verbal Reasoning

Is likely to excel in identifying patterns and relationships in verbal tasks, drawing accurate conclusions from complex analogies.

Areas of Development

Priority growth areas identified from the full assessment — opportunities for targeted coaching and structured development.

Behavioural

**Strategic Thinking**

Needs to produce original and practical decision-making solutions.

**Work Motivation**

Needs to demonstrate urgency. Needs to have higher self-esteem required for goal-achievement.

**Team Collaboration**

Needs to be aware of and comprehend the needs and feelings of others. Needs to direct others to work in a competitive environment. Needs to focus their energy on various work related tasks.

**Cognitive****Numerical Ability**

Needs to use mathematical concepts as a reasoning tool to support answers and solve problems; learn to easily performs statistical calculations like analyze, interpret data to identify trends.

PMaps is involved in psychometric assessments and is capable of, on a best-effort basis, designing a test as per its client's requirements and making a suggestion or giving an opinion on the suitability of a candidate for a particular job role. PMaps makes no warranty or representation with respect to the accuracy of its opinion or profile report. The client will use PMaps opinion and suggestion as an input in its recruitment process, but PMaps will not be held liable for any decision that the client takes based on the suggestions, opinions, or the profile report given by PMaps.