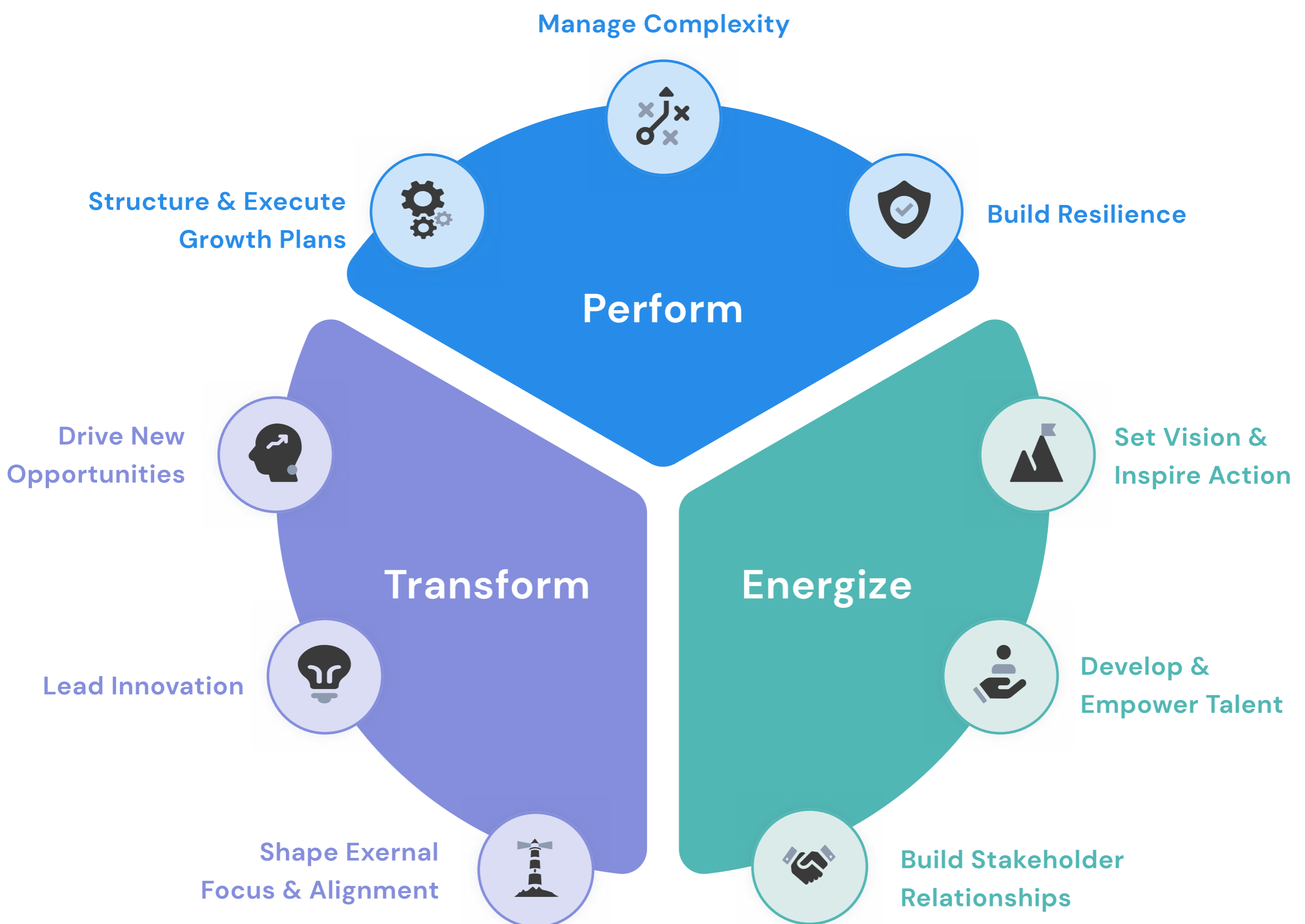




GROWTH LEADER ASSESSMENT

Sandhya Sample

Jan 24, 2024



Your Growth Leader Snapshot

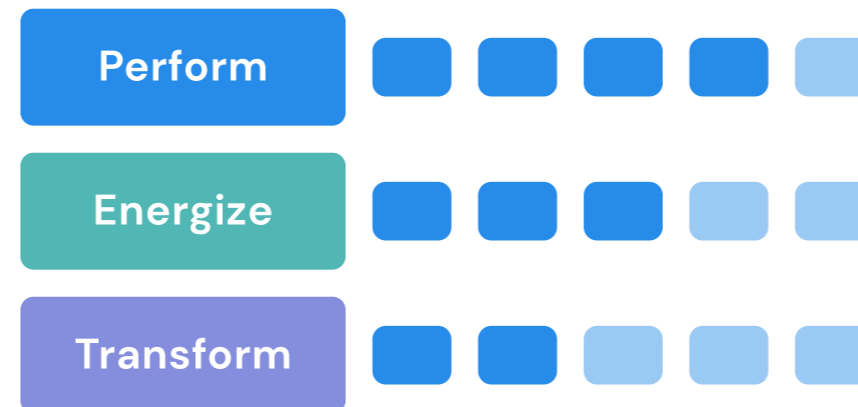
Creates focus, discipline and structure needed to measure progress, closes performance gaps and delivers on priorities. Creates a performance culture where risks are raised early, and goals are delivered.

Report generated: [March 1, 2024](#)

Current Role: [Product Designer](#)

Role Level: [Individual Contributor](#)

How you compare to your peers



Your strengths to leverage

Style (Who you are)	Strategies (What you do)
<ul style="list-style-type: none"> Shape External Focus & Alignment Manage Complexity Develop Growth Mindset 	<ul style="list-style-type: none"> Shape External Focus & Alignment Manage Complexity Develop Growth Mindset

What you bring to a team (Team Roles)

Change

Entrepreneur

Team members with this role like to pursue new business opportunities; they are likely to help the team take risks and push the organization for change

Innovator

Team members with this role like to create new ideas; they are likely to help the team brainstorm and innovate new processes, products, or services

Execute

Results

Team members with this role like to speak out, take charge, and drive results; they may help the team set and achieve high targets

Connect

Relationship

Team members with this role build relationships and connect with others; they are likely to help the team focus on relationships, people, and stakeholders

Your key opportunities for development

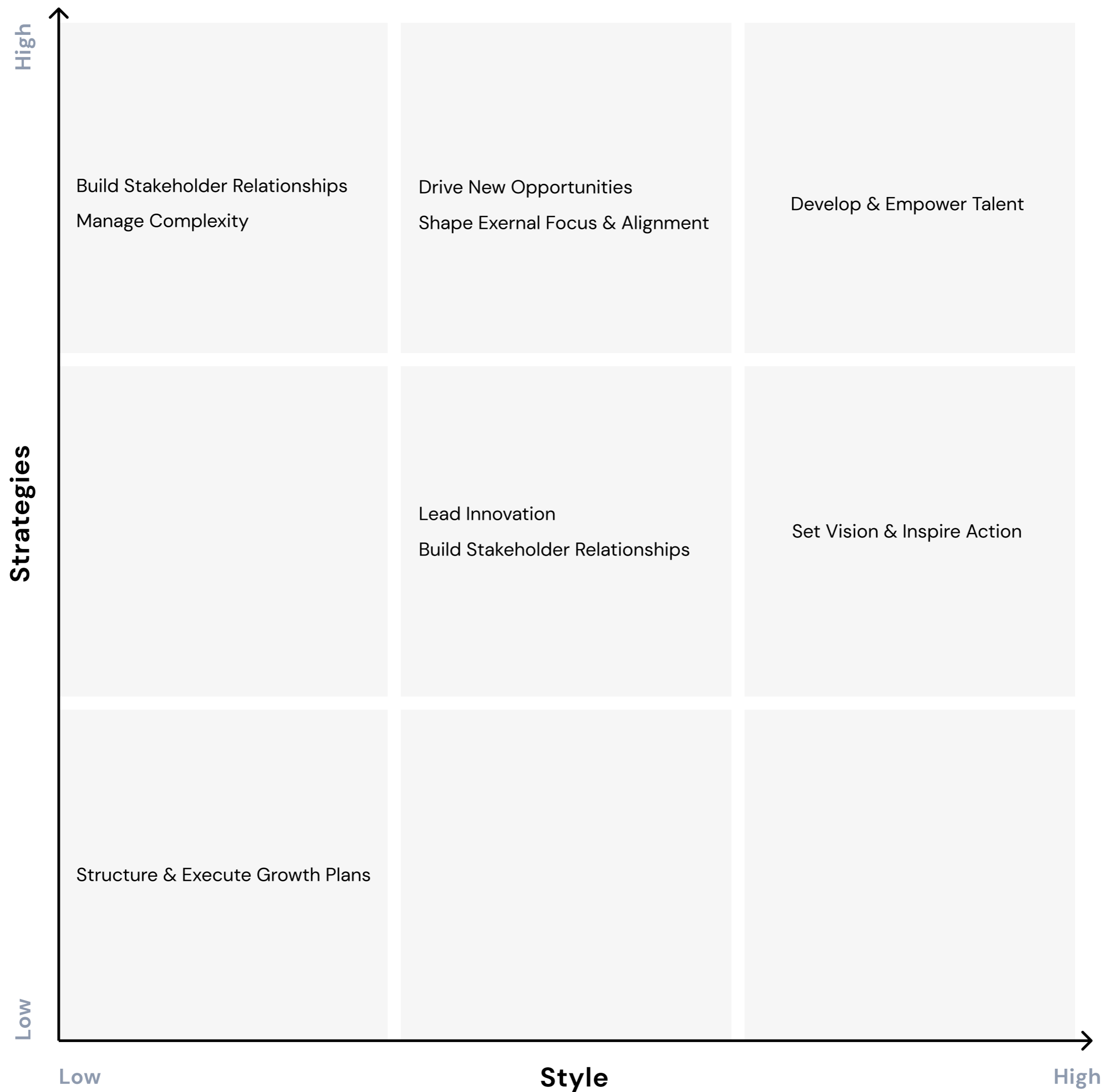
You key role challenges are	Produgie recommended development
Solve Large, Complex, Ambiguous Challenges	Manage Complexity
Drive Accelerated Sales/Revenue Growth	Shape External Focus and Alignment
Learn and/ or Adapt quickly to a new, dynamic or changing environment	Build Resilience



Summary of Your Style and Strategies

The Growth Leader Assessment measures both Style and Strategies. Style includes relatively stable traits or attributes, while Strategies include learnable behaviours, skill and practices that change at different levels of leadership.

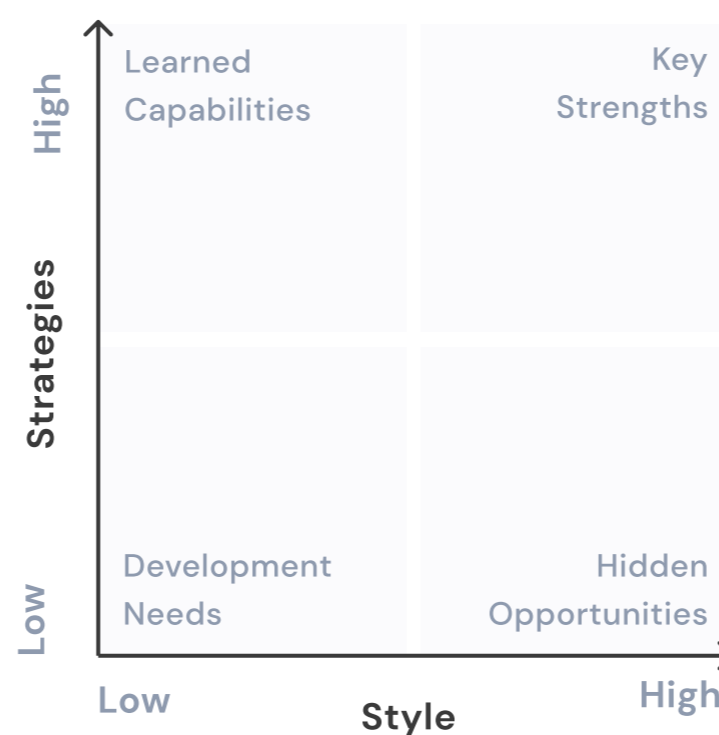
Here are your 9 Growth Leader Capabilities



Consider different approaches to developing your leadership capabilities

If you have Learned Capabilities, consider minimising your development focus in these areas

If you have Development Needs, focus on the strategies that will have the greatest impact



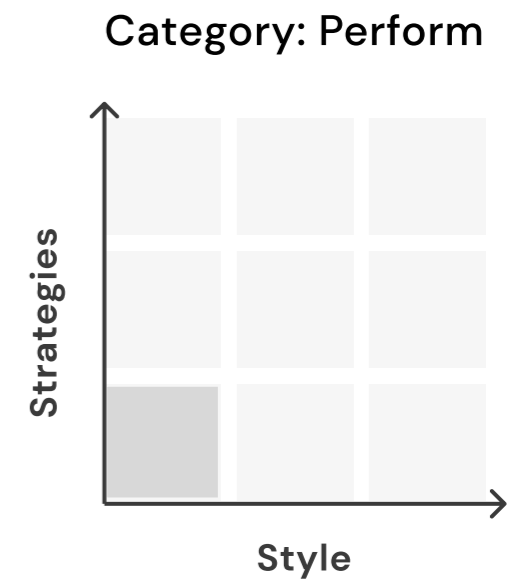
If you have Key Strengths, be sure to celebrate! Keep practicing these capabilities

If you have Hidden Opportunities, focus on these to make them a key strengths



Structure & Execute Growth Plans

Creates focus, discipline and structure needed to measure progress, closes performance gaps and delivers on priorities. Creates a performance culture where risks are raised early, and goals are delivered.



Style

Sometimes delays action or gets distracted; not organized

Low

Tenacity

Starts work quickly; persistently pursues plans; is organized

High

Sub-scales

Compared to others, you make decisions in the following way:

Diligent You generally set and follow plans steadily; you sometimes may meet deadlines at the last minute

Organized You likely are not organized and ordered; you may not put structured plans or routines in place

Proactive You may become distracted or sometimes delay or postpone acting; you may not act quickly when facing difficult challenges

Strategy

Has too many priorities, too few resources, or lacks stakeholder alignment

Low

Focus and Align

Focused on key priorities; resources and stakeholders aligned

High

Sub-scales

Compared to others, you make decisions in the following way:

Plan You likely do not have many processes or resources in place to monitor and deliver on goals; you likely need to better align with stakeholders

Questions for Reflection

Tenacity

- Diligent: Do I start, focus on and pursue goals quickly?
- Organized: Do I like putting structured plans and timelines in place?
- Proactive: Do I take charge of situations before having to respond to them?

Focus and Align

- Plan: Do I create project plans and focus and align others?
- Focus: Do I focus effort and resources on the most critical few priorities?
- Align: Have I aligned my stakeholders and have their full support for our



Set Vision And Inspire Action

Sets a clear, inspiring vision for growth which motivates others to follow. Creates a sense of urgency and builds enthusiastic support for bold moves. Connects well with others; motivates them.

Category: Energize



Style

Focuses on tasks over people; may be direct

Low

Relationship Oriented

High

Focuses on people over task; may be empathetic and considerate

Sub-scales

Compared to others, you make decisions in the following way:

Considerate You usually show interest in others' lives, problems, and well-being; you sometimes like to do things for others

Empathetic You often likely understand and sympathize with others' moods, points-of-view, and feelings; you may understand and sympathize with their needs

Strategy

Uses few communication methods to motivate others

Low

Motivate

High

Motivates by communicating purpose, support, and involvement

Sub-scales

Compared to others, you make decisions in the following way:

Motivate Peers You likely do not communicate direction and goals to your project team members; you may not support or help them manage competing goals

Questions for Reflection

Relationship Builder

- Considerate: Do I take an interest in the lives of others?
- Empathetic: Do I easily read the feelings/views of others?

Motivate. Do I regularly...

- Motivate Peers: Do I provide direction and support to peers?
- Inspire Purpose: Communicate vision, priorities & importance?
- Provide Support: Help others resolve workload/balance issues?
- Involve Others: Involve others in improving the work environment?



Growth Leader Team Roles

Individual personality and practices shape the roles each person plays on a team. There are six roles team members may play. The highlighted roles below are those you are most likely to play when you are on a team.

Change

Entrepreneur

Team members with this role like to pursue new business opportunities; they are likely to help the team take risks and push the organization for change

Innovator

Team members with this role like to create new ideas; they are likely to help the team brainstorm and innovate new processes, products, or services

Execute

Results

Team members with this role like to speak out, take charge, and drive results; they may help the team set and achieve high targets

Structured

Team members with this role are proactive and like to plan and organize to deliver results; they may help the team focus on key priorities and align stakeholder support

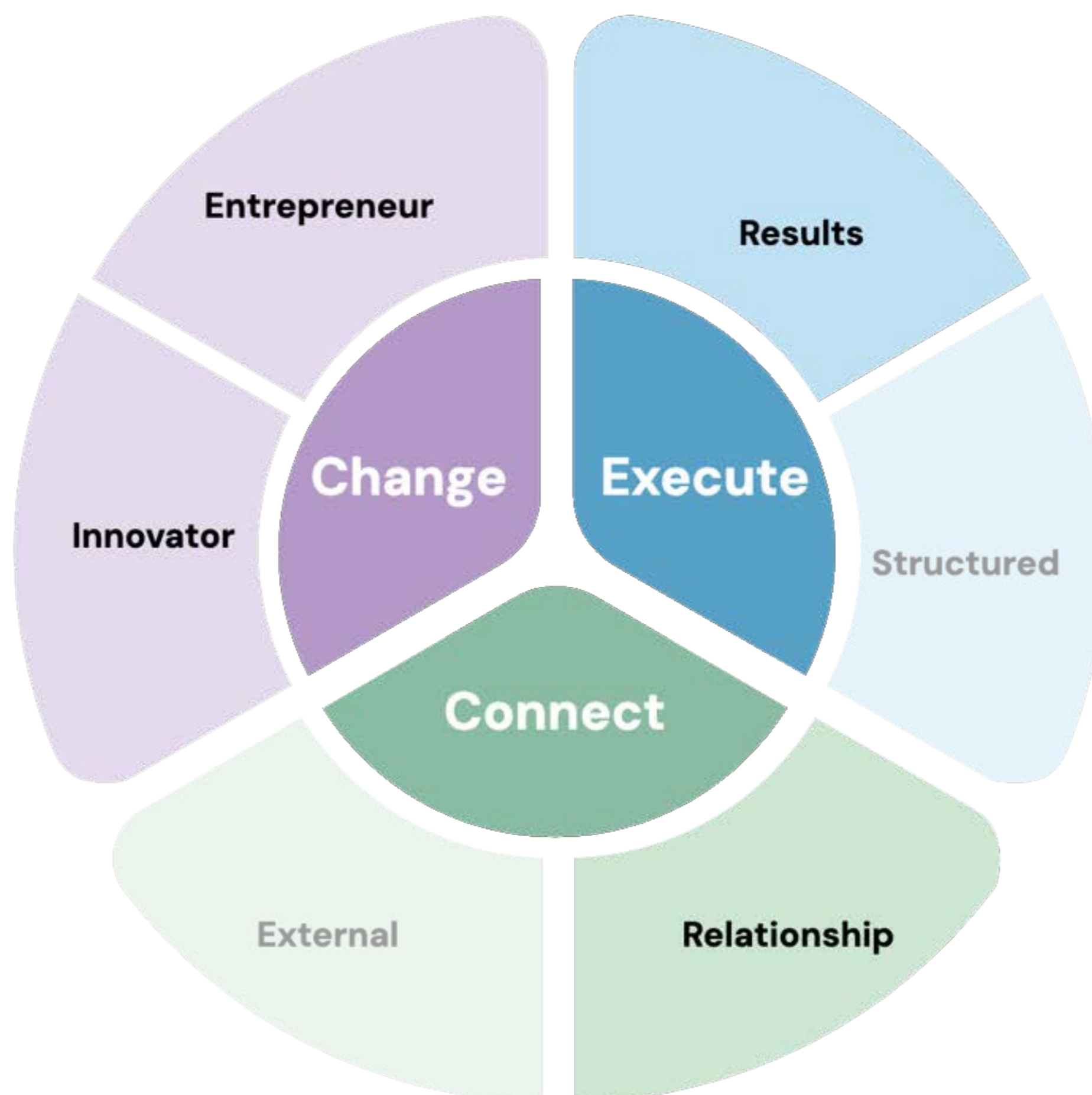
Connect

Relationship

Team members with this role build relationships and connect with others; they are likely to help the team focus on relationships, people, and stakeholders

External

Team members with this role care about and understand customers; they are likely to help the team focus externally and share this information with other teams



Recommended Development

Below are recommended areas for your development. These are based on a combination of your role challenges and your Growth Leader Profile. If your role challenges change, you can update them on your Adaptive Development Plan in Produgie and receive updated recommendations.

Your key opportunities for development

You key role challenges are	Produgie recommended development
Solve Large, Complex, Ambiguous Challenges	Manage Complexity
Drive Accelerated Sales/Revenue Growth	Shape External Focus and Alignment
Learn and/ or Adapt quickly to a new, dynamic or changing environment	Build Resilience

Recommended Sprints

Below are suggested Sprints in the 3 areas that were recommended for your development. For more detail, please go to the "Design" screen in your account to select and configure the Sprint.

Recommended for Manage Complexity

Strategy 3: Design Strategy: Design. Complete strategy plan/solution and begin implementation	Change: Create Strategy Create a change strategy and plan for a complex change or transformation	Robust Decisions Make robust decisions when complexity, risk or impact is high
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Recommended for Shape External Focus and Alignment

Share Customer Insights Share customer insights with other departments to align goals and delivery	External Network Build external network to understand and stay close to market developments	Market Trends Identify market, competitor and technology trends and share these internally
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Recommended for Build Resilience

Practice Self-Compassion Understand and practice self-compassion for greater well-being and resilience	Practice Gratitude Understand and practice gratitude for greater well-being and resilience	Calm Under Pressure Remain composed and calm when in highly stressful meetings or projects
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