

# HOW TO USE THE CARE ADVANTAGE LEADERSHIP IDENTIFIER REPORT

## The leadership identifier report

This report delivers detailed insights into a candidate's personality and suitability for leadership roles. It offers suggestions as to which skills are strongest and which need work and refinement.

### 1 Graphical Summary

The Leadership Identifier Graph provides an overview of how well a candidate or existing employee might fit into a management/leadership role. The scores are taken from the Care Advantage Personality Questionnaire and Cognitive Ability Test and compared to 8 common leadership competencies.

### 2 Leadership Competencies

This tells you how well the candidate has scored on the Cognitive Ability Test and is an indication of how well he/she can solve problems, learn new thing, process information and what level of challenge they can handle.

### 3 Leadership Competency Score

Rated as being Above Average, Average or Below Average it is easy to see the extent of the candidate's leadership potential.

### 4 Narrative Description

The narrative description provides an interpretation of the candidate's score and a summary of their preferred behavioural approach to work in relation to each specific competency area.

### 5 Sample Interview Questions

This provides a suggested interview question to ask that is specific to the leadership competency and the candidate's score. Use the interview questions to help probe and verify the potential level of leadership ability.

## Care Advantage

### Leadership Identifier Report for Ali Ange

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Characteristic	Above Average	Average	Below Average
Solving Problems		●	
Making Decisions	●		
Motivating Others	●		
Planning and Time Management	●		
Handling Confrontational Situations	●		
Making Presentations	●		
Handling Change		●	
Win-Win Team Approach		●	

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#### Solving Problems

A large part of leading others involves the ability to assimilate information, think about how that information affects the big picture or situation and then being able to effectively communicate information and ideas to others in order for them to effectively do something with that information. The speed at which the individual learns new information can dramatically affect not only the ability to understand how different factors affect the big picture, but also in how they ultimately communicate and teach others.

- Ali tends to prefer to deal with more immediate or tactical problem solving versus more strategic type problems
- Ali may take more time thinking through solutions for problems particularly if they are the type of problems they haven't seen before

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Question: Describe a time when you were faced with a problem in your job that did not have a solution. What was the problem, and what did you do?

#### Making Decisions

- Ali typically finds it comfortable to directly question things and make decisions
- Determination and independent nature may cause Ali to make decisions without taking the time to get buy in from others
- It is important to allow plenty of time for Ali to think through things before ultimately making decisions particularly if they are new types of decisions or issues

ad to work through a committee or group to get something

