

Manager Development Report

Interpretation &
Understanding



Manager Development Report



A look into the mirror.....



The MDR reflects back to you on
how you report yourself

Purpose of the Report



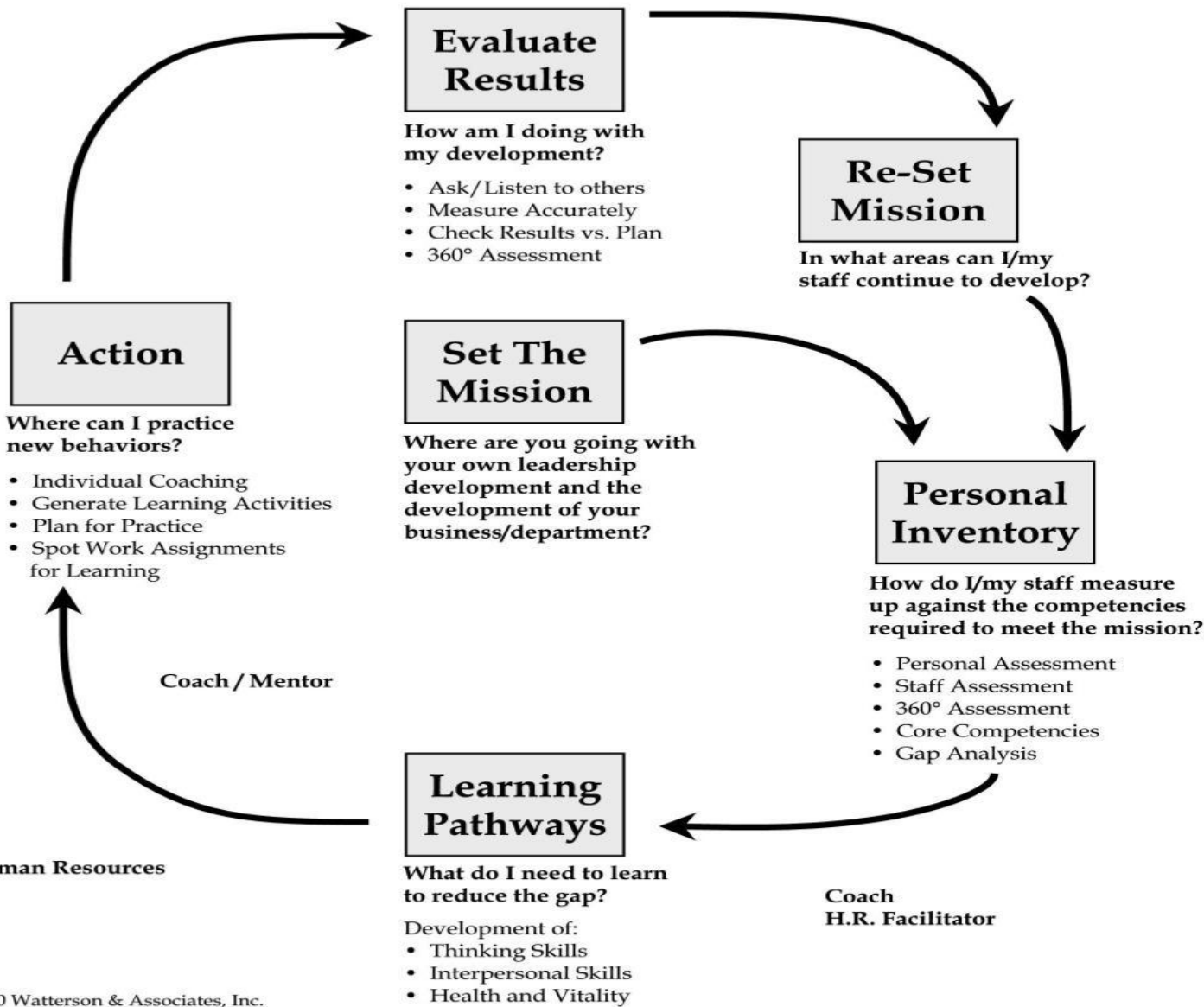
The MDR identifies your “gifts” and “limits” and provides developmental suggestions so that you can better understand yourself as it relates to your ability to perform your job

How to Use this Report



The Personal Development Process is a 5 step, repeatable, dynamic process that is on-going:

1. Set the mission
2. Personal Inventory
3. Learning Pathways
4. Action
5. Evaluate results



Dimensions Measured in the MDR



- Problem Solving
- Drive / Influence
- Emotional Resilience
- Extraversion
- Practicality
- Self Control

Interpreting the Results



For each dimension, the score is represented by a grey bar. The **TYPICAL SCORE** is the average score of a successful manager. Your exact score is shown as a dot.



= Your actual score on the dimension

Problem Solving



Ability to learn new material quickly and pay attention to the needs of business

Concrete Thinking

- Difficulty handling abstract problems
- Poorer judgement

Abstract Reasoning

- Insightful, fast learner, intellectually adaptable
- Better judgement

Drive / Influence



The capacity to influence others to successfully accomplish goals in a manner that does not demean others.

Accommodating

- Adaptive
- Shy
- Trusting
- Conservative

Drive / Influencing

- Assertive
- Bold
- Vigilant
- Experimenting

Emotional Resilience



The ability to withstand the stress and pressure of a management role that demands you create change, get results and overcome resistance.

Stress Prone

- Emotional
- Vigilant
- Apprehensive
- Tense

Resilient

- Calm
- Trusting
- Composed
- Relaxed

Interpersonal Style



Being oriented towards people and activities that involve others while also being able to stand on your own in difficult circumstances

Introverted

- Reserved
- Serious
- Shy
- Private
- Self-sufficient

Extraverted

- Warm
- Enthusiastic
- Bold
- Open
- Group-oriented

Practicality



Having a good balance of being practical and visionary, tough and compassionate, and appropriately factual and intuitive.

Receptive

- Warm
- Sensitive
- Imaginative
- Experimenting

Practical

- Reserved
- Unsentimental
- Grounded
- Conservative

Self Control



Consistently demonstrating behavior which allows others to establish respect and trust

Spontaneous

- Enthusiastic
- Expedient
- Imaginative
- Impulsive

Self-Controlled

- Serious
- Rule-conscious
- Grounded
- Meticulous

Self Management

Learning to create a Personal Vision



- What have you learned about yourself?
- How will you monitor yourself?
- What goals do you have for yourself?
- How will you clarify your vision?
- How will you devote your time and effort?

Individual Development Action Plan



- Identify strengths, weaknesses, opportunities and threats (SWOT)
- Write objectives
- Specify resources and strategies
- Identify with stakeholders
- Make a timeline
- Network for support
- Give evidence of accomplishment
- Review progress with stake holders
- Review in 6 months

Developing Personal Competence



The more you learn about you, the more acutely aware you become, of your own ignorance.



Peter Senge, author
The Fifth Discipline



the
EXECUTIVE *group*

Linking Human Capital with Strategic Intent

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