

Decision Dynamics

TalentView™ Leadership Growth Potential

08 May 2015

Susan Sample

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Decision Dynamics is a leader in methods and tools for strategic human resources development that illuminate and enhance the interplay between people and organizations. Our scientifically based approach is built on more than 40 years of continuous research and practical use in organizations. Our clients have already used our solutions to profile and develop more than one million employees around the world.



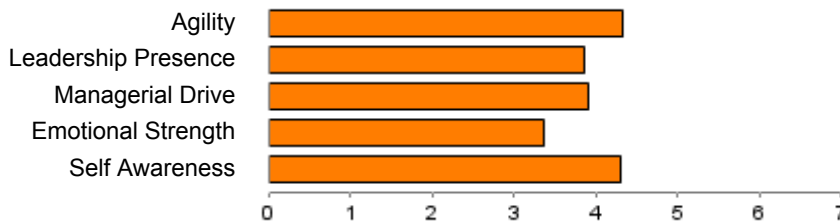
TalentView™ Leadership Growth Potential

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TalentView™ integrates the assessments of Decision Styles, Emotional Behaviors, Complexity Motives as well as Career Concepts and Motives of individuals. It is built on more than 40 years of research on leadership success, potential and engagement. The purpose of this profile is to assess Leadership Growth Potential as a key indicator of future success in more senior managerial roles.

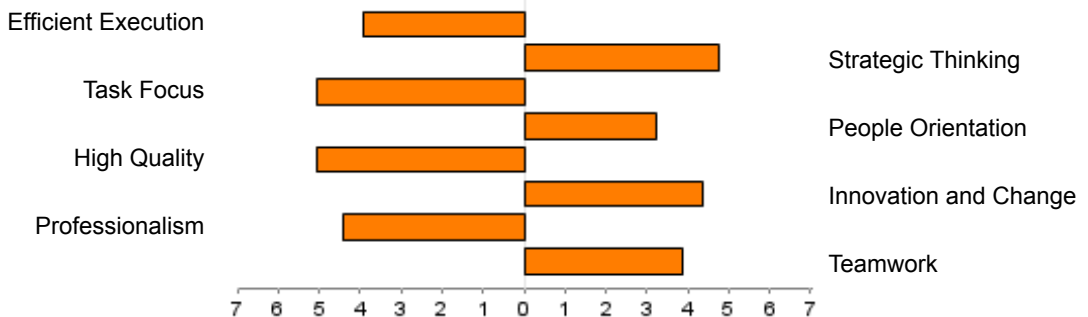
Leadership Growth Potential: *High*



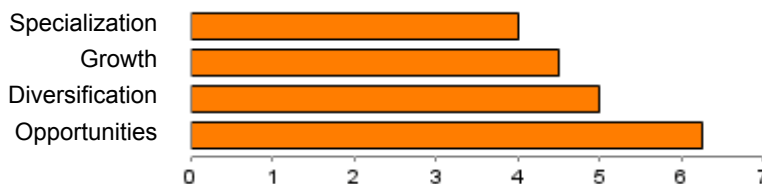
Leadership Orientation: *Solid Performance*

Solid Performance

Agile Leadership



Strategic Orientation: *Opportunities*



Leadership Growth Potential

Key indicator of potential to perform successfully in more dynamic and complex managerial roles, at higher levels.

Agility - A person's dynamic ability and willingness to learn and perform successfully in a range of new and different jobs and situations.

Leadership Presence - A person's capacity for and engagement towards taking on and commanding managerial positions. Consists of:

- > **Managerial Drive** - confidently aiming for and being engaged by assuming increasingly higher managerial positions.
- > **Emotional Strength** - socially competent tolerance of ambiguity, as well as showing composure, empathy, and confidence.
- > **Self-awareness** - knowledge of own strengths, weaknesses, and engaging development.

The Leadership Growth Potential is described as:

- > Very High > 5
- > High 4 - 5
- > Not Confirmed < 4

Leadership Orientation

Key indicator of what leadership level the person has potential for; Agile Leadership supports higher performance in more senior executive roles. Solid Performance supports higher performance in supervisory roles. A balanced profile indicates potential for high performance in middle manager roles.

Solid Performance Measures

Refers to the following four indicators of clear, stable, action-oriented focus of performing a few specialized tasks:

- > **Efficient Execution** - Getting things done through decisive action and achieving goals in cost-efficient ways, according to well-established routines.
- > **Task Focus** - Focusing on planning, performing, and following up on a few, clearly defined, and specialized tasks in adherence to existing procedures.
- > **Quality** - Refining long-term quality through careful control, attention to details, and commitment to high standards.
- > **Professionalism** - Monitoring and applying specialized professional knowledge, work standards, and experience in an objective way.

Agile Leadership Measures

Refers to the following four indicators of dynamic and complex leadership abilities that enable a person to accomplish the transitional challenges of moving to higher managerial levels:

- > **Strategic Thinking** - Analyzing the big picture and planning for a focused long-term vision and how the organization can achieve it.
- > **People Orientation** - Being open-minded, participative, and socially adaptive to the great diversity of people to better understand and influence them.
- > **Innovation and Change** - Managing and driving the complex dynamics of creative development and organizational change processes.
- > **Teamwork** - Building effective teams with open communication and flexible cooperation based on mutual understanding and constructive relationships.

Strategic Orientation

Key indicator of what strategic orientation is likely to be most engaging for the person as indicated by their motives.

- > **Specialization** - improving quality and being the best.
- > **Growth** - increasing efficiency and market share to become the largest.
- > **Diversification** - creatively diversifying into related areas based on core technology.
- > **Opportunities** - flexibly pursuing immediate targets of opportunity.



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40 Years of Research and One Million Satisfied Users

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Decision Dynamics was founded by two industrial and organizational psychologists from Princeton and Yale Universities. The company was soon taken on by demanding and development-intensive clients such as NASA, the Aerospace Corporation, and Rockwell.

Our research and development efforts continues in Decision Dynamics Research and are aimed at advancing the state of art in assessment methods and technologies. Meanwhile you benefit from having immediate access to the very latest, fully developed tools and methods in our portfolio adapted for providing practical usage, measurable results and rapid impact of today's demanding workplace.

The Decision Dynamics approach functions as a catalyst to support organizations' efforts to increase engagement and performance. Together with our global network of partners and resellers we provide profiling tools, training, and consultative services.

Decision Dynamics tools and business solutions are used for:

- > Strengthening engagement
- > Selection and recruitment
- > Leadership development
- > Talent management and succession planning
- > Career development and coaching
- > Team development

