



Team Lead Profiler Report

Report Prepared for

27-03-2025

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Given below is a summary of your feedback ratings for each of the competencies. The graphs indicate the average ratings for each competency in the review segmented by rater groups.

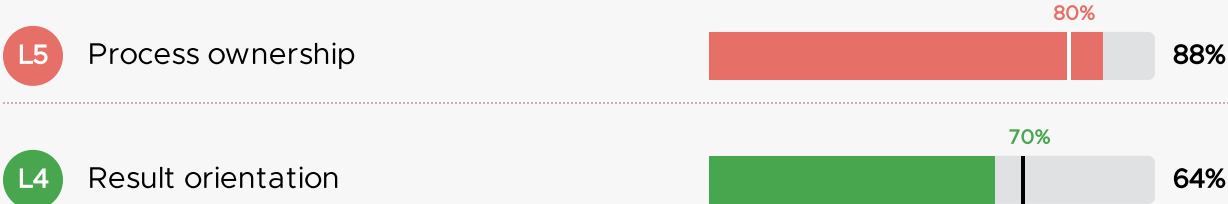


Leadership Level	Competency	Current Score	Target Score	Gap
L5	Customer centricity	84%	90%	6%
L4	Change resilience	65%	80%	15%
L5	Tech acumen	86%	90%	4%
L4	Executive presence	66%	80%	14%
L5	Innovation	85%	90%	5%

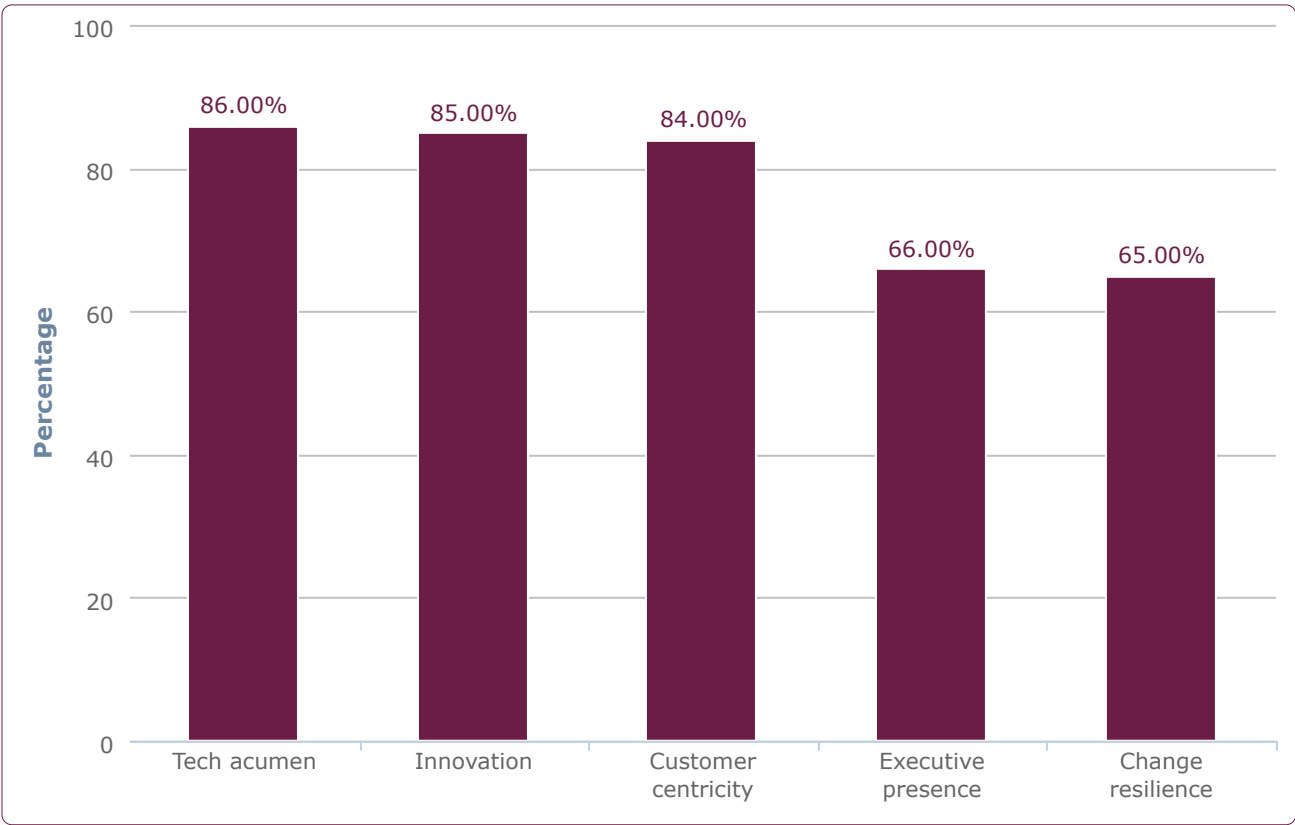
Level	Category	Target	Actual
L2	Value creation	50%	37%
L4	Talent management	50%	63%

Competency Summary

Individual Drivers



Business Drivers | Graph



Business Drivers | AI Based Questions

Customer centricity

Ques: Explain a time when you had to implement a change based on customer feedback. What steps did you take to communicate this change to your team, and how did you ensure that the team was aligned with the new customer-centric approach?

Given Answer:

A major client pointed out delays in order confirmations. I took this feedback seriously and discussed it with my team in a structured meeting. Together, we identified the delay in internal processing and implemented a shared tracker for real time updates. I ensured everyone knew how their role affected customer experience. The change improved our turnaround time by 30% and boosted client trust significantly.

 AI Based Answer:

Score = 85 Analysis = Your answer effectively demonstrates customer centricity by addressing a specific client concern and implementing a solution that improved service. The structured team meeting and shared tracker show a proactive approach to communication and alignment, resulting in tangible improvements.

Business Drivers | AI Based Questions

Customer centricity

Ques: Can you share an experience in here you had to prioritize customer needs in a challenging situation? How did you manage to align your team's efforts to ensure a positive outcome for the customer while also addressing any internal challenges? (Time Limit - 2 Mins)

Given Answer:
[recording_1743076066.mp4](#)



AI Based Answer:

Score = 85 Analysis = Your answer effectively demonstrates customer centricity by prioritizing the customer's urgent needs and maintaining transparent communication. You also showcased strong leadership by realigning team efforts and managing internal challenges to ensure a positive outcome.

Business Drivers | AI Based Questions

Change resilience

Ques: Reflect on a time when a change initiative did not go as planned. How did you handle the setbacks, and what steps did you take to maintain team morale and adapt to the new circumstances?

Given Answer:

We introduced a new scheduling method, but it was not well received. Some people struggled with it, and timelines were affected. I encouraged everyone to keep going and hoped things would settle. After a while, we adjusted a few parts of the process, but the team was a bit demotivated. I did appreciate their efforts, but we didnt make any major changes after that.

 **AI Based Answer:**

Score = 40 analysis = Your answer acknowledges the issue and shows some effort to encourage the team, but it lacks specific actions to address the setbacks effectively. More proactive measures and clear communication could have helped maintain morale and adapt to the new circumstances better.

Business Drivers | AI Based Questions

Change resilience

Ques: Can you share an experience where you anticipated a change in your organization and proactively prepared your team for it? What measures did you take to build resilience and ensure a smooth transition? (Time Limit - 2 Mins)

Given Answer:
[recording_1743076200.mp4](#)



AI Based Answer:

Score = 85 analysis = Your answer effectively demonstrates proactive leadership and change resilience by preparing your team ahead of an anticipated transition. You highlighted specific actions, such as introducing digital tools and identifying early adopters, which contributed to a smooth transition and boosted team confidence.

Business Drivers | AI Based Questions

Tech acumen

Ques: In your role as a Team Lead at _____, how do you ensure that your team stays updated with the latest technological advancements? Provide examples of strategies or initiatives you have implemented to enhance your team's technical acumen.

Given Answer:

I ensure that I regularly share updates from industry newsletters, vendor webinars, and internal tech circulars. We also conduct monthly knowledge sharing sessions where team members take turns showcasing something new they have learned. I recently facilitated a workshop on a new machinery interface that helped boost operational efficiency. This consistent focus on learning has created a culture of curiosity and agility.

 AI Based Answer:

Score = 85 Analysis = Your answer effectively addresses the question by highlighting specific strategies such as sharing industry updates, conducting knowledge-sharing sessions, and facilitating workshops. These initiatives demonstrate a proactive approach to enhancing your team's technical acumen and fostering a culture of continuous learning.

Business Drivers | AI Based Questions

Tech acumen

Ques: As a Team Lead at _____, how do you balance the need for technical expertise with the necessity of meeting project deadlines? Provide a specific example of a situation where you had to make a decision that involved prioritizing technical acumen. (Time Limit - 2 Mins)

Given Answer:
[recording_1743076365.mp4](#)



AI Based Answer:

Score = 85 analysis = Your answer effectively demonstrates a strategic approach to balancing technical expertise with project deadlines. By leveraging team strengths and implementing smart scheduling, you ensured high-quality output without compromising on time. The example provided is relevant and clearly illustrates your decision-making process.

Business Drivers | AI Based Questions

Executive presence

Ques: How would you handle a situation where different teams have conflicting priorities, while understanding their perspectives and guiding them toward a collaborative solution?

Given Answer:

When two teams I was coordinating with had conflicting goals where one focused on speed and the other on quality, I set up a joint discussion. I listened to both sides and mapped out common objectives. We identified areas where timelines could be adjusted slightly without affecting quality. I proposed a revised workflow that offered small compromises from both teams. As a result, we met the delivery expectations and avoided internal tension.

 AI Based Answer:

Score = 85 analysis = Your answer effectively demonstrates executive presence by showcasing your ability to facilitate communication, understand diverse perspectives, and guide teams toward a collaborative solution. The structured approach and successful outcome align well with the question's requirements.

Business Drivers | AI Based Questions

Executive presence

Ques: Can you share an experience where your leadership presence was crucial in resolving a conflict within your team? How did you approach the situation to ensure a positive outcome? (Time Limit - 2 Mins)

Given Answer:
[recording_1743076546.mp4](#)



AI Based Answer:

Score = 40 Analysis = Your approach to the conflict was cautious and aimed at allowing team members to resolve their issues independently, which can be a positive leadership trait. However, the lack of direct intervention and facilitation might suggest a missed opportunity to actively demonstrate leadership presence and ensure a more structured resolution. The answer could benefit from highlighting any specific strategies or communication techniques you used to monitor or support the resolution process.

Business Drivers | AI Based Questions

Innovation

Ques: Describe a situation where you implemented an innovative solution to a problem within your team. What was the problem, what innovative approach did you take, and what was the outcome?

Given Answer:

Our packing process was creating delays due to last minute manual checkes. I proposed a barcode based pre check system where errors could be flagged earlier. After testing it with one shift, we expanded it to all our teams. The stystem reduced errors by 40% and saved almost an hour per batch. It also boosted team ownership because they contributed ideas during pilot testing.

 AI Based Answer:

Score = 85 Analysis = Your answer effectively addresses the question by clearly outlining the problem, the innovative barcode-based solution, and the positive outcomes. The approach demonstrates creativity and collaboration, leading to significant improvements in efficiency and team engagement.

Business Drivers | AI Based Questions

Innovation

Ques: Can you share an example of a time when you encouraged your team to challenge the status quo and think outside the box? What steps did you take to support and guide them in developing innovative solutions, and what was the impact on the team's performance or project outcome? (Time Limit - 2 Mins)

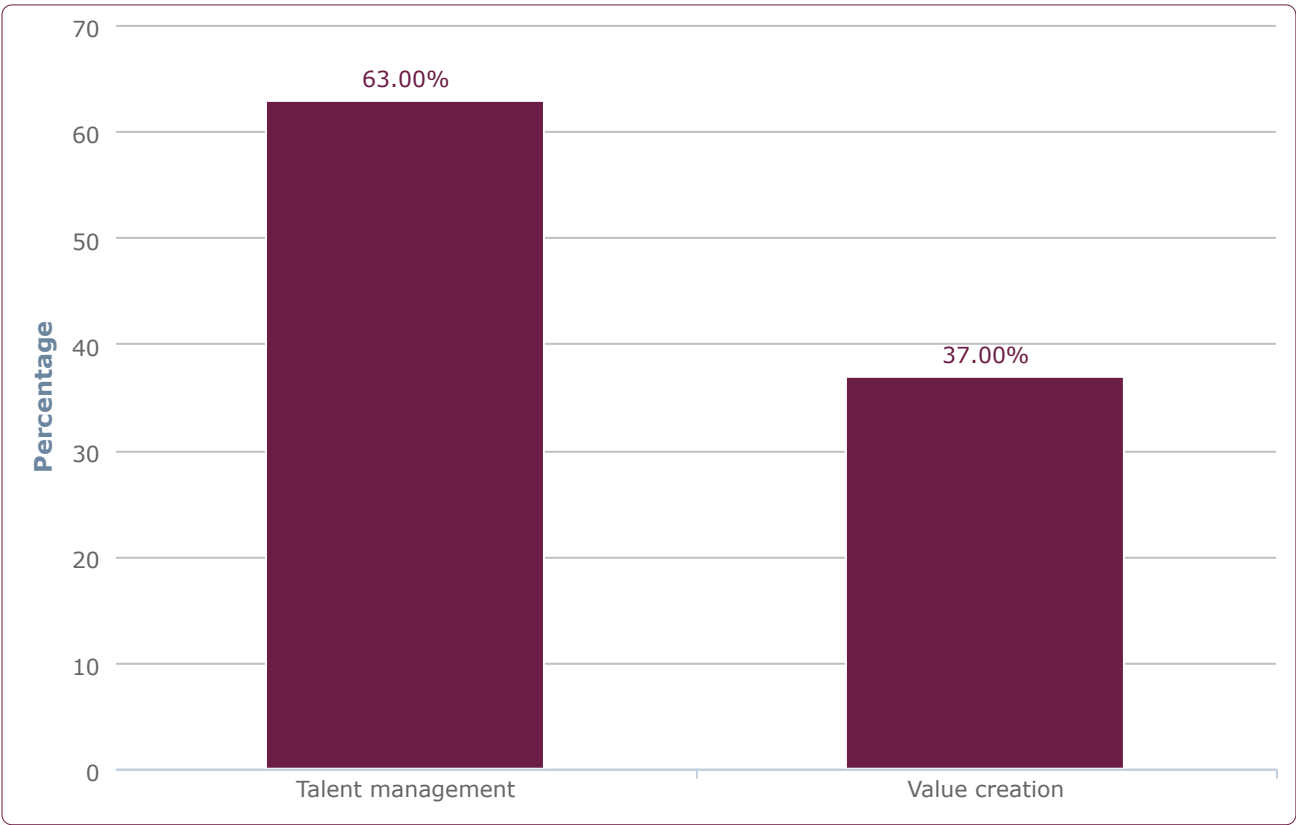
Given Answer:
[recording_1743076699.mp4](#)



AI Based Answer:

Score = 85 analysis = Your answer effectively demonstrates how you encouraged your team to challenge the status quo by facilitating a brainstorming session and testing an unconventional idea. The example clearly shows the impact on performance with a 15% reduction in inspection time and highlights the importance of recognizing team contributions, fostering a culture of innovation.

People Drivers | Graph



People Drivers | AI Based Questions

Value creation

Ques: Imagine you're leading a team where performance is high, but alignment with company values is weak. How would you instill a value system without affecting morale or performance? Provide specific actions you would take.

Given Anwser:

When a team is performing well and meeting or exceeding targets, I usually prefer not to interfere too much. I believe in giving people the space to work in their own way without micromanaging how they operate. Company values are important , but I feel they are more applicable in leadership or client facing roles. Unless there is a clear issue or complaint, I dont push the team to consciously follow a value framework. I have found too many rules can affect morale, especially when performance is already high.

 AI Based Anwser:

Score = 40 analysis = While your approach respects autonomy and acknowledges high performance, it overlooks the importance of aligning with company values, which are crucial for long-term success and cohesion. Balancing performance with values is essential, and your answer lacks specific strategies to achieve this alignment.

People Drivers | AI Based Questions

Value creation

Ques: Imagine your team is facing resistance to adopting a new process that promises long-term efficiency. Record a 1–2 minute video explaining how you would communicate with your team to encourage adoption and ensure alignment with organizational goals.

Given Answer:
[recording_1743076867.mp4](#)



AI Based Answer:

Score = 20 Analysis = The response lacks a proactive approach to addressing resistance and encouraging adoption of the new process. It focuses more on a hands-off management style rather than actively communicating the benefits of the change and aligning the team with organizational goals, which is crucial for value creation in this context.

People Drivers | AI Based Questions

Talent management

Ques: Describe a situation where you had to identify and nurture talent within your team. What strategies did you use to ensure their growth and how did you measure the success of your talent management efforts?

Given Answer:

One of my team members regularly wen beyond their assigned responsibilities and often came up with prractical solutions during team discussions. I recognized their potential early and started assigning them tasks to help expand their skills. I also paired them with new joiners to support onboarding. Later, I nominated them for an internal upskilling program, and they actively participated and applied what they learned. Over time their confidence and visibility within the team improved and they were promoted in the following appraisal cycle.



AI Based Answer:

Score = 85 analysis = Your answer effectively demonstrates talent identification and nurturing through task assignment, mentorship, and upskilling opportunities. The promotion outcome highlights successful talent management, though more specific metrics for measuring success could enhance the response.

People Drivers | AI Based Questions

Talent management

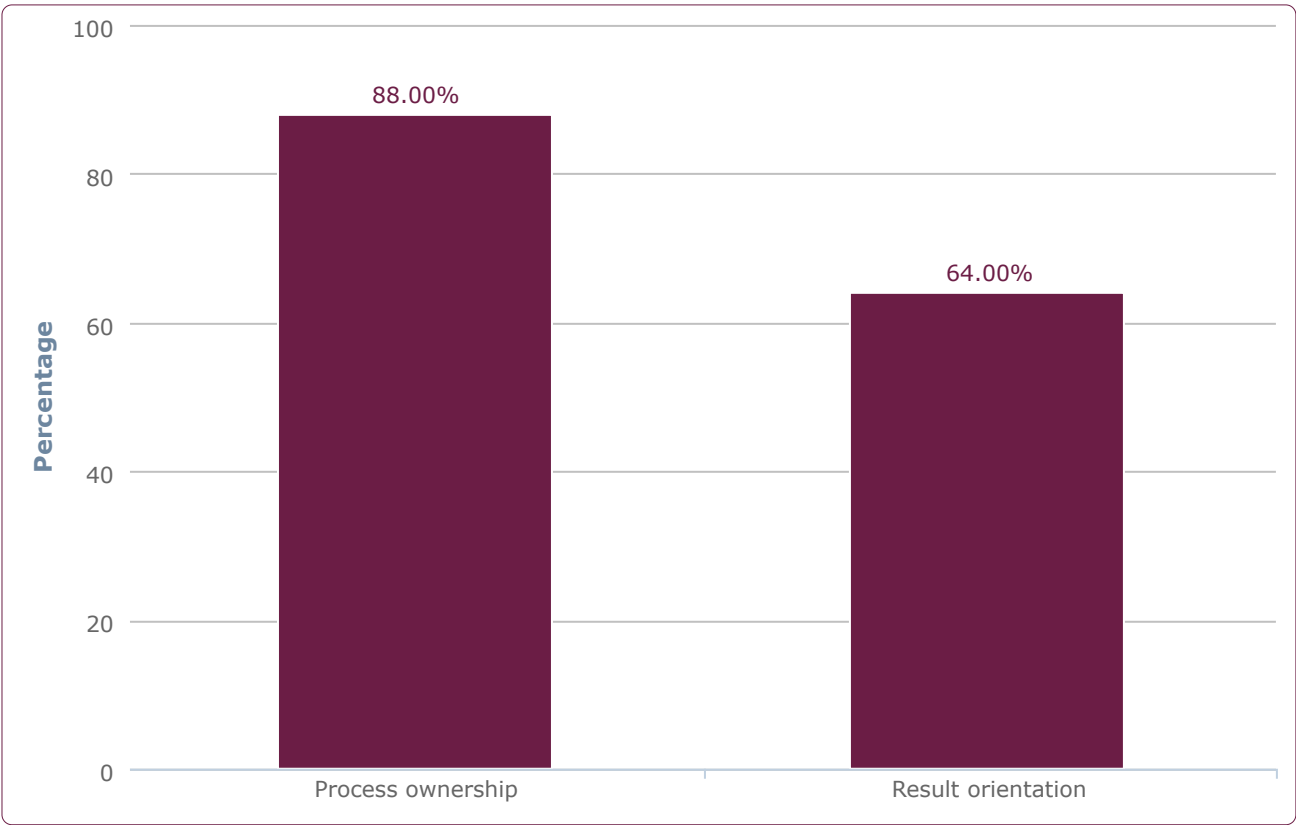
Ques: Can you share an experience where you had to address a skills gap within your team? What steps did you take to develop the necessary skills in your team members, and how did you evaluate the effectiveness of your talent development initiatives? (Time Limit - 2 Mins)

Given Answer:
[recording_1743077015.mp4](#)

 AI Based Answer:

Score = 40 Analysis = While the answer acknowledges the skills gap and informal peer support, it lacks a structured approach to talent development. There is no mention of formal training, progress tracking, or evaluation of effectiveness, which are crucial for addressing skills gaps effectively.

Individual Drivers | Graph



Individual Drivers | AI Based Questions

Process ownership

Ques: Explain how you would approach improving an existing process that is underperforming. What strategies would you employ to identify the root causes of inefficiencies, and how would you engage your team in the process of implementing changes?

Given Answer:

I start by gathering input from the people involved in the process daily, as they often have valuable insights. I also look at data which includes cycle times, error rates and delays to identify patterns. Once I spot the root causes, I bring the team together for a discussion and ideation. I make sure they feel involved and heard, which improves buy-in. We test solutions in small pilots first before scaling up. Regular feedback loops help us refine the changes until we see consistent improvement.



AI Based Answer:

Score = 85 analysis = Your answer effectively addresses the question by emphasizing collaboration, data analysis, and iterative testing. It demonstrates a strong understanding of process ownership and team engagement, though it could benefit from more detail on specific tools or methodologies used for root cause analysis.

Individual Drivers | AI Based Questions

Process ownership

Ques: Can you share an example of a time when you identified a need for a new process in your team? Describe how you went about designing and implementing this process, and what impact it had on your team's performance and efficiency. (Time Limit - 2 Mins)

Given Answer:
[recording_1743077231.mp4](#)



AI Based Answer:

Score = 85 Analysis = Your answer effectively demonstrates process ownership by identifying a problem, proposing a solution, and collaborating with your team to implement it. The structured approach and positive impact on team performance and efficiency are well-articulated, aligning closely with the question's requirements.

Individual Drivers | AI Based Questions

Result orientation

Ques: How do you stay focused on your goals and deliver results when faced with distractions or shifting priorities? What strategies help you maintain clarity and momentum?

Given Answer:

Sometimes priorities change so quickly that it's hard to stick to one thing. I try to go with the flow and address whatever feels most urgent in the moment. If I get distracted, I just put in extra hours later to catch up. I don't really use planning tools, but I usually get things done by the deadline. I think flexibility is more important than rigid goal tracking.

 AI Based Answer:

Score = 40 analysis = Your answer emphasizes flexibility and adaptability, which are valuable traits. However, it lacks specific strategies for maintaining focus and clarity amidst distractions, and it doesn't address how you ensure consistent momentum towards your goals.

Individual Drivers | AI Based Questions

Result orientation

Ques: Record a 1–2 minute video describing a situation where your result-oriented mindset contributed to a positive outcome for your team or organization. How did your approach help create impact beyond just completing tasks?

Given Answer:
[recording_1743077374.mp4](#)



AI Based Answer:

Score = 85 Analysis = Your answer effectively demonstrates a result-oriented mindset by identifying inefficiencies and implementing solutions that enhanced productivity. The approach of automating tasks and setting clear milestones not only met the deadline but exceeded expectations, showcasing a strong impact beyond task completion.

Assessment Log

27 March 2025, 05:13:29 PM

Assessment Started

27 March 2025, 05:14:45 PM

Outside activity detected for 02 Secs

27 March 2025, 05:39:42 PM

Assessment Completed - 26 Mins 13 Secs