



# LEADERSHIP REPORT

Client Name: **Quint Consulting Services Pvt. Ltd.**

Client Number: **16-10078**

Participant Name: **Shamoda Jayasekara**

Personality Group: **The Visionary**

Report Type: **Onsite**

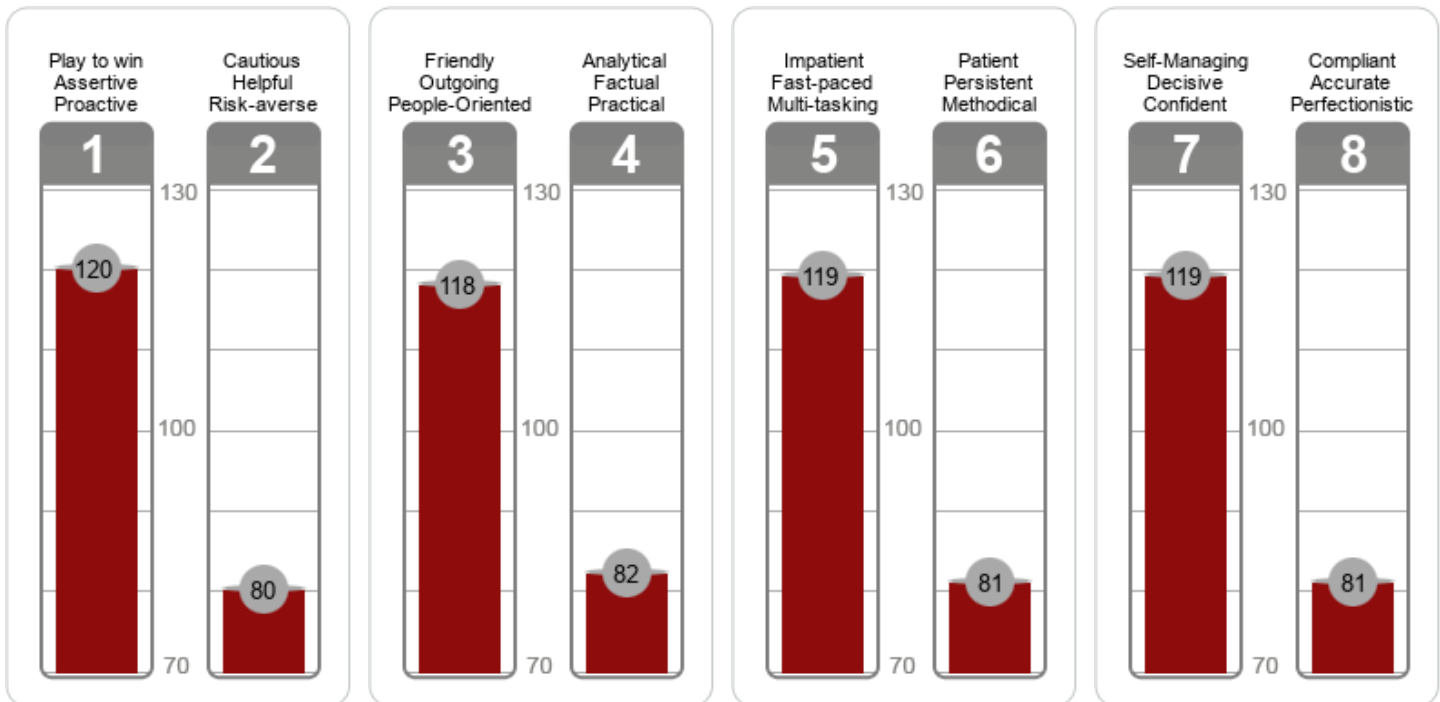
Profile Number: **1640534WB**

Report Date: **January 18, 2023**

Dept./Div.: **QA.2223.1346**

## Your Leadership Style: **VISIONARY**

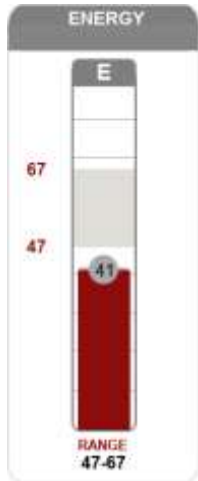
You are assertive, outgoing, fast-paced, decisive and self-managing. Strengths include a bold leadership style, drive, efficiency, influencing people and innovative problem solving.





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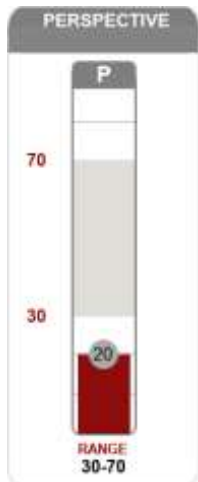
## LEADERSHIP STYLE



You selected fewer words on the assessment than the average range.

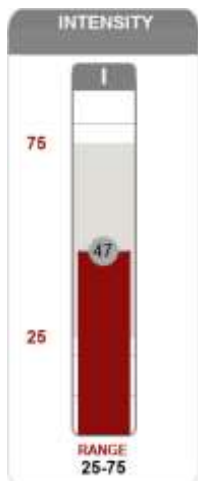
Contributing factors could include stress, illness, fatigue, or even reluctance to take the assessment. Because the assessment is a snapshot in time, this is typically a temporary response.

Scores below 41 indicate you selected far fewer words than the norm.



A Perspective score below the average range can reflect stress or discomfort with your responses on the assessment.

Under pressure, you may not always assess the consequences of decisions. A low Perspective score can also reflect understandable concern over taking the assessment as an existing employee.



Intensity measures the strength of your personality traits.

A score within the average range indicates you have clearly defined traits and good focus. It should be comfortable for you to articulate your motivators and workplace needs.

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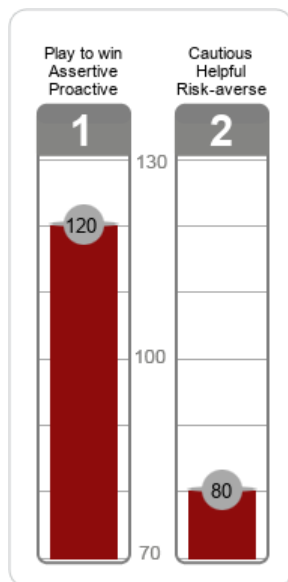
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## LEADERSHIP STYLE



You have a **Visionary Leadership Style**, indicating you are **assertive, persuasive, fast paced and resilient**.

Your column 1 is significantly taller than column 2; this means you are **take-charge, bold, competitive and driven**. Your assertiveness column is taller than the many people who take the assessment; you might be even more aggressive in your leadership style than the majority of Visionary leaders.

You have a high level of confidence and assertiveness, which helps you proactively take charge of employees and ensure they are on track to meet sales or service targets. You are willing to take action to resolve issues or implement new programs; you like to keep things moving forward. You are motivated by challenges and able to show determination and resolve when you need to overcome obstacles.

If the individuals you manage have a similar level of column 1, they can relate well to your ambitious, proactive outlook. Like you, they will want to be challenged and are self-motivated to achieve progress. They will be inspired by performance-based incentives and growth opportunities. People on your team with a lower level of column 1 could sometimes find your ambitious goals a bit daunting, especially if they have a higher column 2 than 1. They could have a greater need for support than you might anticipate, and might want back-up from you when they have to resolve major problems or overcome significant obstacles.

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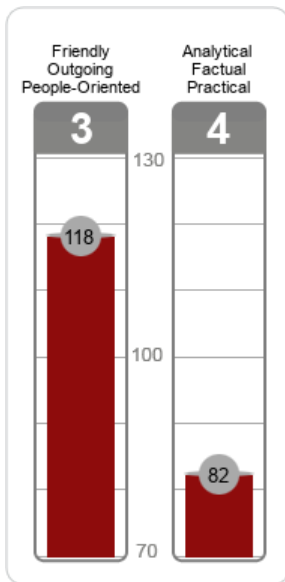
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## LEADERSHIP STYLE

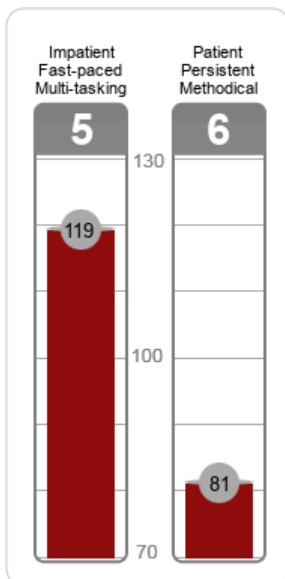


Your column 3 is significantly taller than your column 4, which indicates you are **socially oriented, articulate, expressive and comfortable following your intuition.**

Your column 3 is taller than many people who take the assessment, indicating you are even more people-focused than the majority of Visionary leaders.

You are comfortable interacting with people and quick to establish relationships with team members and clients. As a manager, you can be inspiring, since you present new ideas eloquently and offer liberal praise and recognition to your team. You are capable of communicating in a positive, empathetic manner, and you aim to create an upbeat, enjoyable work environment.

Employees with a similar level of column 3 will appreciate your willingness to provide recognition and praise, and thrive in the type of optimistic, relationship-oriented work environment you create. Those who have a higher column 4 than 3 might prefer receiving feedback that is more discreet, constructive and specific than you might anticipate. These employees respond best to measurable goals and want to feel they are evaluated on their knowledge and specific achievements. Make sure you discuss their work with them one-on-one and use specific facts and examples when giving feedback.



Your column 5 is taller than most Visionary leaders and substantially taller than your column 6, which means you have **a strong sense of urgency and high level of multi-tasking flexibility.**

You set a brisk, timely pace for your team and encourage them to meet goals or turn around assignments quickly. You are constantly looking for ways to make processes in your department or company more efficient. You are comfortable making changes and trying new things. Versatile, you can coordinate various initiatives and activities simultaneously without feeling overwhelmed, and you have a good tolerance for interruptions.

People with a similar level of column 5 will thrive in the dynamic, quick-moving environment you create. Like you, they appreciate short-term goals and need a frequent sense of accomplishment. However, it will be important for you to ensure there are good systems in place to help everyone set priorities and stay organized. Employees with less column 5 in their pattern may need more time to adapt to changes and new priorities than you expect. This will be especially noticeable if their column 6 is taller than column 5. Rather than juggle tasks like you, they want to follow a routine and do one thing at a time. Make sure you give them plenty of advance warning of your needs.



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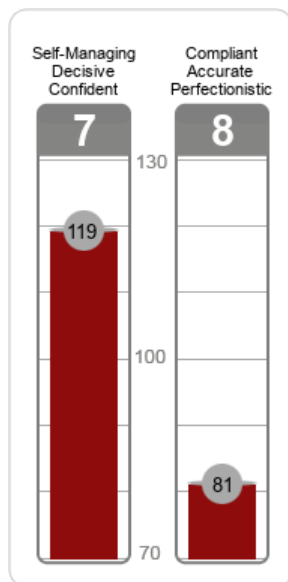
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## LEADERSHIP STYLE



Your column 7 is even taller than most Visionary leaders and significantly taller than your column 8. This indicates you are ***an innovative, results-focused thinker who is comfortable self-directing.***

You see the big picture well, which is important for leadership. You can come up with an overall vision for your team and comfortably delegate the specific tasks involved. Not inclined to need a lot of structure, you are willing to think outside the box and use your own judgment. You also have a thick skin for shrugging off criticism and bouncing back from disappointments.

Employees with a similar level of column 7 will appreciate your willingness to allow for some autonomy and creativity. Like you, they prefer to self-manage and can feel stifled by close oversight. However, employees with more column 8 in their pattern will look for more detailed guidelines and more ongoing feedback than you might anticipate. They want to ensure they do things the right way, and thus prefer to check in with their manager and get approval for

new/unfamiliar types of decisions. Ensure you make yourself accessible to these individuals, and go into detail when providing them with instructions.



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## PARTICIPANT'S KEY TRAITS

This summary is based on the highest of the 8 columns. This page is **ideal for use with employee coaching.**

You are a goal-driven, aggressive competitor who plays to be first or best. You are comfortable with confrontation and risk; at times you could have difficulty backing down or taking a non-leadership role in group or team settings. You strive to create or discover new opportunities and make things happen. You are driven by individual performance-based pay such as commission. Highly ambitious, you may have to make an effort to create realistic, attainable business goals. You tend to be more authoritative and demanding than supportive.

You are an outgoing, upbeat individual. You have a strong need to interact with people and may have to make an effort to focus on tasks requiring solitary concentration. You have an enthusiastic communication style; you tend to use emotion and personal connection, rather than detailed or technical information, when trying to persuade. You rely mostly on instincts when evaluating situations/devising strategies. You are a good networker, promoter, and motivator, and potentially a better speaker than listener. You appreciate public recognition.

You are fast-paced and potentially impatient. You fit well in a time-driven environment where deadlines might be given or altered with short notice. You are comfortable multi-tasking and adapting to new situations, priorities, or schedules. You may have to make an effort to finish tasks before starting another; there is potential for overextension. You are a naturally flexible individual who could quickly become frustrated with routine, repetitive tasks.

You are an independent decision-maker; you like doing things your own way. You're not necessarily a rule-bender but you do not want to feel controlled. You prefer general guidelines as opposed to strict procedures and you are good at envisioning new ways for reaching goals. You have a low need for close guidance. You brush off criticism. More concerned with results than processes, you are not naturally attentive to details. You may have to make an effort to maintain quality and motivation when handling tasks such as reporting and documentation.



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## DEVELOPMENT INSIGHT

The following sections provide an overview of your behavioral characteristics and preferences.

### COMMUNICATION STYLE

You communicate in a confident, influential, persuasive, assertive manner. You are adept at presenting your ideas and getting people motivated to work toward objectives. You want to maintain an upbeat environment and keep your team motivated, yet you step in and take action if someone is not meeting expectations.

You prefer to give a general overview of your expectations instead of going into significant detail. Make sure you are specific enough when communicating your needs, though, especially for employees who have more column 4 and 8 in their pattern.

### STRENGTHS

#### Your key strengths:

- Taking charge of situations and mobilizing people and resources.
- Holding employees accountable and assertively resolving issues.
- Selling new ideas to your team and motivating them to achieve goals.
- Building relationships and showing understanding for team members' concerns and feelings.
- Working under deadlines and quickly adapting to the unexpected.
- Multi-tasking, dealing with interruptions, trying new things.
- Seeing the big picture when setting strategies, and delegating tasks to your team.
- Thinking outside of the box and using your own judgment. Being accountable for leadership decisions.



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## DEVELOPMENT INSIGHT

### CHALLENGES

#### Potential challenge areas you may need to reinforce:

- Working as part of a team, focusing on employees' growth/development.
- Approaching risks with caution, laying the groundwork prior to implementing ideas.
- Analyzing all the possible sources of data when making decisions.
- Evaluating employee performance in a highly objective manner.
- Creating continuity, stability and predictability in the daily routine. Providing advance notice of changes so team members can prepare.
- Providing structure and clearly outlining your expectations. Offering task-specific feedback.

### PACE

Your pace is time-sensitive, brisk and urgent. You adapt well to a busy work environment, and you keep work flowing in an efficient, timely manner. You look for ways to increase efficiency and minimize delays.

Team members with higher levels of column 6 could look for more advance warning than you are used to providing, though. Make sure you do not make changes more quickly or frequently than would be comfortable for your team. Also, be sure your busy pace does not prevent you from being accessible when employees need to consult with you.

### ATTENTION TO DETAIL

You prefer to emphasize the big picture instead of details.

You focus on the overall goals and direction of your area, and leave the smaller items to your team members. When you have to work on detailed tasks, make sure you take the necessary time to check your thoroughness -- or have a reliable team member do this for you.





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## DEVELOPMENT INSIGHT

### MOTIVATIONAL STRATEGIES

#### Personal motivators:

- Authority, driving results and bringing your vision to life. Control of earning potential, performance-based incentives, and opportunities to advance, take charge or tackle new challenges.
- A strong social environment, sharing ideas, building relationships, public praise and recognition of achievements through perks and special awards.
- A dynamic, fast-moving work environment, the opportunity to be spontaneous, and a frequent sense of accomplishment through short-term goals.
- Freedom to define your goals and be innovative. Thinking creatively to achieve goals your own way.

### DEMOTIVATORS

#### Personal demotivators:

- Limited opportunities for advancement, personal growth or to drive results personally. No control over increasing your earnings through individual effort. Not feeling challenged by your work. Working anonymously behind the scenes rather than leading others toward a shared vision.
- A poor social environment. A culture that does not recognize the value of motivation and engagement. Not having any way to stand out, feeling accomplishments go unnoticed; a lack of recognition.
- A highly predictable environment, tasks that are repetitive or mundane. Limited opportunity to direct change and be spontaneous.
- Bureaucracy and red tape; being closely monitored or having to get approval for every decision. A culture that inhibits innovation or discourages new ideas.



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### ACTION PLAN

#### Action plan for leadership development:

- Know that others may not share your bold drive or ambitious timetables. Make sure you are setting attainable objectives for yourself and your team. Look for ways to reward collaboration and teamwork. As a visionary, you might focus so much on outcomes that you overlook the logistical processes involved. Give your team the opportunity to ask questions and plan.
- You appreciate positive feedback/compliments so you are inclined to celebrate the achievements of your team to inspire others. Make sure you are sufficiently objective and quantifiable when setting plans and making decisions for yourself and your team. Gather facts and explain the reason behind actions, especially for the analytical members of your team.
- Given your need to work through tasks quickly, implement strategies to improve task concentration, especially for lengthy, data-intensive assignments. Plan realistically, prioritize work and maintain focus.
- You are not inclined to over-manage, but make sure you are providing the necessary instructions, details and parameters to your team, especially those who thrive on structure.