Insights
Leadership SJT

Insights is an engaging way of presenting test takers with real-world job situations using animated vignettes. Test participants are presented with a range of scenarios about leadership skills. Each vignette is followed by a series of items which represent ways in which participants could respond to the situation.

Their task is to rate the effectiveness of each response option, with participant judgments scored through comparison to those of Subject Matter Experts (SMEs). It is designed to measure leadership effectiveness using the Leadership Insights behavioural framework.

Leadership Insights provides capability levels on

Thinking Cluster:

- **Acquiring Info**:

- **Generating Ideas**:
Achieving Cluster

- **Proactivity**.

- **Continuous Improvement**
Empowering Cluster:

- **Emotional Awareness**:
- **Teamwork**:
Directing Cluster:

- **Confidence:**

- **Presence**:

Task Requirements

Thinking Cluster: How a person engages with the world around them to acquire information.

- **Acquiring Info**: Gathering a rich variety of information from many different sources.

- **Generating Ideas**: Linking information to form new ideas that explain the underlying sequences and causes of events.

Achieving Cluster seen as proactivity, anticipating rather than responding to situations.

- **Proactivity** Designing implementation plans and outlining actions and responsibilities.

- **Continuous Improvement** Setting goals and targets and monitoring progress to improve performance.

People Requirements

Empowering Cluster: Having the emotional awareness to understand and inspire.

- **Emotional Awareness**: Recognises own emotions as well as the emotions of others.

- **Teamwork**: Cooperation, goal alignment, flexibility and a willingness act across functional boundaries.

Directing Cluster: Underpinned by credibility, being a function of the confidence they engender.

- **Confidence:** Making your stance on issues clear and using persuasive arguments to build support for ideas.

- **Presence**: Comportment and poise that contributes to follower alignment.

Profile Summary

Scale	Match (%)	%ile	Range	Below Average	Average	Above Average
Leadership Insights Score	72	47	Average			
Task Requirements	73	53	Average			
Thinking Cluster	72	51	Average			
Acquiring Info	70	60	Average			
Generating Ideas	65	34	Average			
Achieving Cluster	74	56	Average			
Proactivity	68	41	Average			
Continuous Improvement	80	70	Slightly Above Average			
People Requirements	71	74	Slightly Above Average			
Empowering Cluster	79	97	Above Average			
Emotional Awareness	85	99	Above Average			
Teamwork	73	67	Average			
Directing Cluster	62	22	Slightly Below Average			
Confidence	58	24	Slightly Below Average			
Presence	67	34	Average			