

9 BOX

(TECHNICAL COMPETENCE & CUSTOMER FOCUSED)



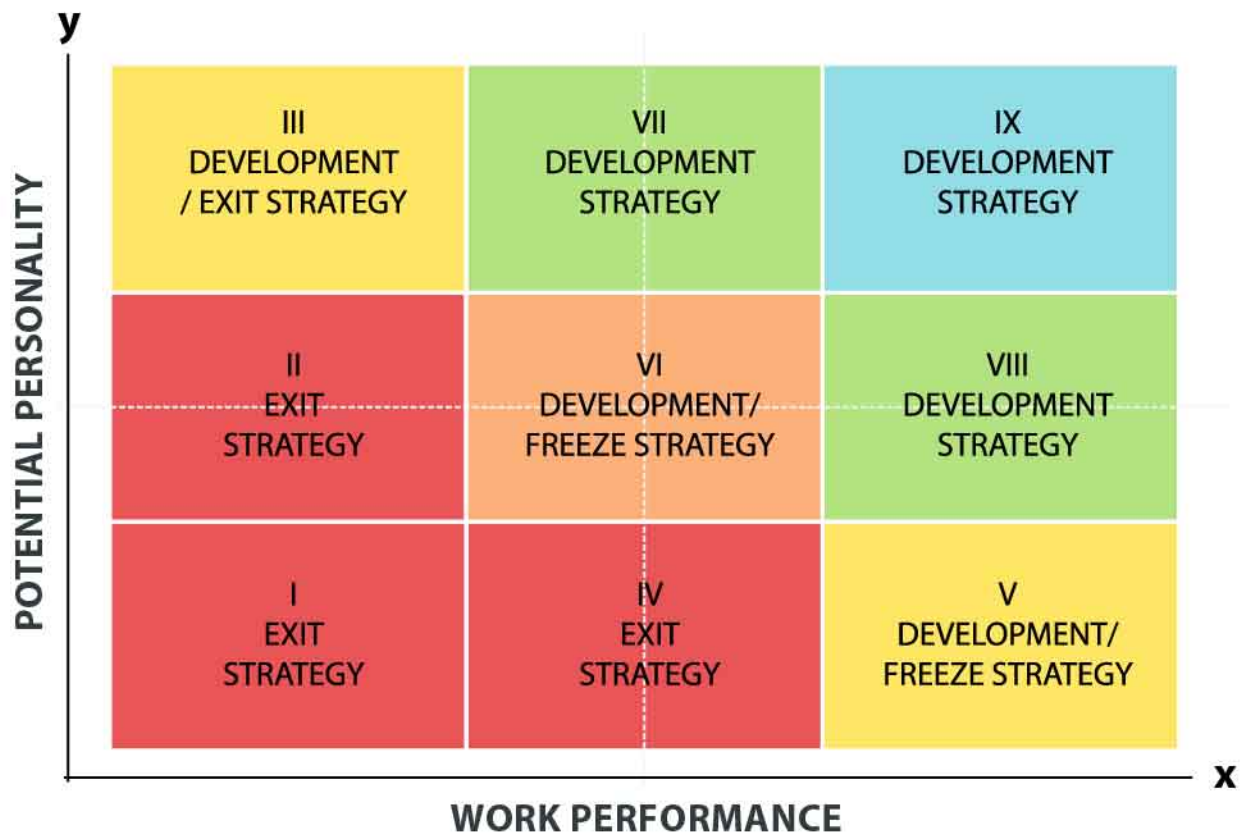
This model 9 Box "Performance vs Potential" predicts the work performance level of a person based on the potency a person has and the suitability of a person's personality characteristics in working on a particular cluster, such as in a technical and customer-focused (banking, service, governance, etc.) work.

Model 9 Box "Performance vs Potential" classifies work performance level prediction to 9 groups which represent the development/exit strategy of a testee for a specific work cluster.

NOTES

If the score of a testee is below the white dash line:

- Y-axis: if the score of a testee is on the left of white line, it indicates that testee "needs an improvement in the work performance quality level"
- X-axis: if the score of a testee is below the white line, it indicates that testee "needs an improvement in the personality, which depends on the work cluster. If it is a technical cluster, it is very likely that testee needs to improve the work focus and procedural work ability. If it is a customer-focused cluster, it is very likely that testee needs to improve the adaptability and social communication ability."



GROUP DEVELOPMENT STRATEGY

- Group IX (Future Leader):
Predicted to have a good personality capacity and work performance level, therefore can work in a complex work environment. Has a broad opportunity to be the leader of tomorrow.
- Group VIII:
Predicted to have a good work performance level and can work in a complex work environment, but still needs to increase the personality capacity in order to develop even better. Advised to join soft skill trainings which strengthen the personality's flexibility and adaptability.
- Group VII:
Predicted to have a good personality capacity, therefore has a good level of adaptability to the work environment, but it is predicted that the quality of work performance still needs to be improved. Advised to join technical trainings which strengthen the technical and basic competency in the job being carried out.

GROUP DEVELOPMENT/FREEZE STRATEGY

- Group VI:
Predicted to have a moderate level of personality capacity and work performance. Might be considered having difficulties in working in a complex environment or less objective/too much involving feelings in making decisions. Advised to join technical and soft skill trainings in order to develop even more, otherwise could be considered stagnant (freeze) in the career development ahead
- Group III:
Predicted to have a good personality capacity, but is predicted to find difficulties to develop in a complex work system. Might show a not optimal work performance level. Advised to join technical trainings in order to develop even more, otherwise could be considered stagnant (freeze) in the career development ahead.

GROUP EXIT STRATEGY

- Group IV:
Predicted to have a moderate level of work performance capacity, but has a low level of personality potency capacity. Very advised to join trainings that increase technical ability as well as personality capacity, communication, and social adaptation ability.
- Group II:
Predicted to have a moderate level of personality capacity, but has a low level of work performance capacity. Might be less focused and less persistent in working. Very advised to join trainings that increase technical ability as well as personality capacity, communication, and social adaptation ability.
- GROUP I
Predicted to have both a level of work performance capacity and personality potency. Very advised to join trainings that increase technical ability as well as personality capacity, communication, and social adaptation ability.

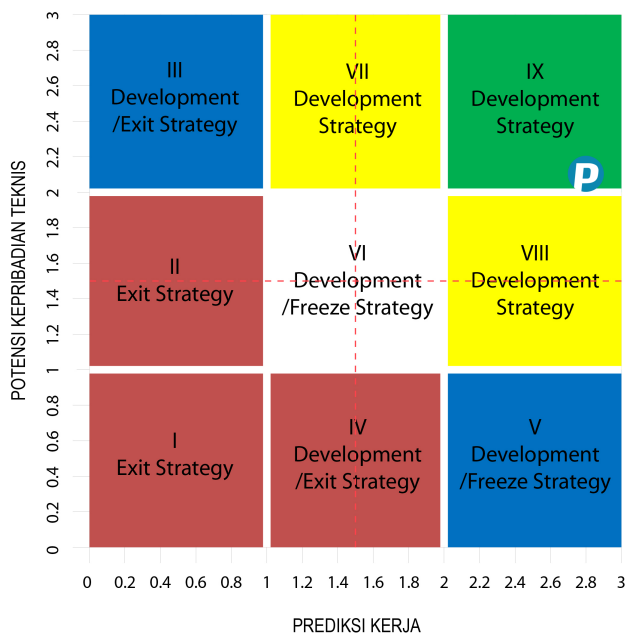
STEP

1



DATA INTERPRETATION

TECHNICAL PERSONALITY



CUSTOMER FOCUSED

