

Participant
John Example

Client
HFMtalentindex

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What is Learning Agility?



Learning Agility

Learning Agility is the ability to rapidly develop new, effective behaviour on the basis of new experiences and subsequently apply this successfully. It is a form of learning ability and, as such, provides an indication of your potential. People who achieve high Learning Agility scores learn more and also more quickly from new situations than those whose scores are low. Learning Agility is measured in 5 dimensions.



Change Agility

If you score high on Change Agility, your curiosity is constantly fuelled by new and unfamiliar things. You like to experiment, try things out and have a passion for new experiences. This means you experience more. You will learn more from those experiences because you are intrinsically motivated to research things and take pleasure in things that are still unfamiliar to you.



Mental Agility

A high Mental Agility score means that you enjoy it when issues are complex or unclear and create new clarity with new ideas. You like analysing and are able to understand issues by thinking outside the box. You have an open perspective and new ideas challenge you. This means you are quickly able to recognise patterns in a new experience. You understand the situation more quickly, including what you can learn from it.



People Agility

If you score high on People Agility, this means you are constructive towards others and are open to people from different backgrounds and opinions. You feel the need to properly understand what others mean and you take the opinions of others seriously. This means you find it easy to make contact with others and learn from their contribution. Moreover, you find it easier than others to adjust to people from different cultures and so others share more with you.



Results Agility

A high Results Agility score indicates that you have a strong desire to be successful. You are always looking for the best way to achieve a result. You are ambitious, confident and remain calm under pressure. Because you are more able to set goals in new and unfamiliar situations, you maintain greater focus and learn more quickly what is and what is not relevant in the context of converting new issues into success.



Self-awareness

A high Self-awareness score means you know your strengths and weaknesses. You are focused on how you can do things better. You have a great willingness to learn. Self-awareness occupies a special position in Learning Agility: a high score in this dimension indicates greater potential in the other dimensions, while a low score indicates lower potential. Being aware of the opportunities for improving your skills makes you more effective.

Why Learning Agility?

Changing roles

Roles and positions are changing faster and faster. A changing role demands a different way of working, being able to respond effectively to the reality of the day and continuous learning. Learning Agility indicates whether you have the potential to familiarise yourself quickly with new issues. Issues which are perhaps not yet relevant but may become relevant at a later date.

Develop your Learning Agility

Learning Agility is not a static concept but depends on how you view situations and how you respond. This means that you can increase your Learning Agility by first being aware of your current score. Then think about how you can achieve your growth potential by starting to work with the results of the Learning Agility GO report.



Report structure

The Learning Agility GO consists of the parts below:

On the previous pages you can see what Learning Agility is, how Learning Agility is structured and why Learning Agility is important.

The second part sets out your Learning Agility total overview and your score profile on the different dimensions. The Learning Agility growth measurer always indicates your current score (in orange) or your growth potential (in blue). Subsequently, you will see your scores per Learning Agility dimension. Here, we give specific tips on how you can increase your Learning Agility. With the Learning Agility GO Development Module, you can immediately get started with these tips.

The last part gives the results of your choices in the Learning Agility GO Development Module. You will get a clear overview of your current score and your growth score with the tips you have chosen to increase your Learning Agility. Your notes will appear at each tip on how you actually are going to begin working on this tip. In addition to this report, you can now also download your Learning Agility GO Overview. Your Learning Agility GO growth measurer and your 5 tips all on a single page: handy as a reminder or to share.

Your Learning Agility

Score overview

Your current Learning Agility score and your growth potential have been determined on the basis of a number of specific personality traits and motivations. The growth measurer first shows your current score (in orange) and subsequently your growth potential (in blue).



Where are you now?

You are sufficiently focussed on your personal development and are able to adapt to changing situations and circumstances. You know your own qualities reasonably well and you will take action to improve yourself in order to satisfy the demands of the environment and the organisation. The need to improve yourself is prompted by the opportunities and pressure from the environment. You can be selective in your personal development and therefore not always consciously put the right amount of effort into realising the maximum. You can strengthen your ability to change by looking closely in respect of which elements of Learning Agility improvement is possible. Use your strong Learning Agility dimensions. A proactive attitude towards your development and opportunities can strengthen your adaptability, which in turn allows you to not only follow change but even instigate it.

Your characteristics

Everyone is different. The characteristics set out below are noteworthy for your Learning Agility score. You:

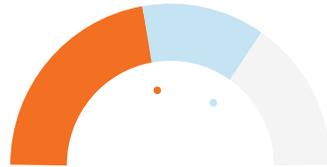
- are inquisitive
- have confidence in others
- are strongly performance-oriented
- are creative
- need success
- have wide interests
- occasionally look for something exciting
- occasionally like something new
- cooperate if it is functional
- are not too engaged in personal development
- see many risks

Your Learning Agility Score profile



Change Agility

Curious, likes to experiment, likes to try things out, has a passion for new experiences.



Results Agility

Remains calm under pressure, shows leadership, specifies results in new situations, creates focus.



Mental Agility

Creative, open-minded, has new ideas, can deal with complexity.



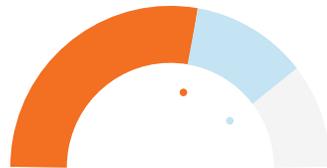
Self-awareness

Knowing oneself, self-critical, development-oriented.



People Agility

Constructive towards others, has a need to understand others, is open to other cultures and opinions.





Your Change Agility

Curious, likes to experiment, likes to try things out, has a passion for new experiences.



Where are you now?

You are generally positive towards learning by picking up work which you have not done before. You will not experiment for the sake of it, but if there is a degree of familiarity with the work, you are open to change and are prepared to engage in it. Depending on how comfortable you feel with the work, you will sometimes show initiative to start new tasks and sometimes you will be a little more reticent in this. A stimulus from your environment (by your supervisor, for example) can motivate you to start new tasks which you would not readily start by yourself.

How do you increase your Change Agility?

Experiment more

You find it interesting to experience new things, but you are also looking for a solid base. If you experience this solid base, room to do new things opens up. By more consciously looking for new experiences, you can make sure that you will be exposed to things from which you can learn something. Look for new experiences, through an internship or at a different department, for example.

Look for opportunities

You have a critical approach and see many risks in new situations. You will regularly find that you see a problem where others don't. So ask others why they view the situation differently from you. This will teach you how to look at a new situation in different ways and so also identify new opportunities.

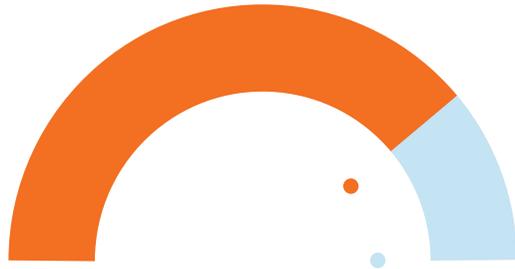
Exploring boundaries

You will get energy from experiencing exciting things as long as you are able to assess the consequences in advance. If you are able to appraise situations, you are willing to act and are able to learn from new experiences. By preparing, perhaps with the assistance of others, you are more quickly inclined to look for new situations. This allows you to increase and broaden your knowledge quicker and as a result use your capacities better.



Your Mental Agility

Creative, open-minded, has new ideas, can deal with complexity.



Where are you now?

You like thinking about how things work. You learn by wanting to understand systems and you think it is important to have knowledge of (complex) theories. You are creative and able to quickly detect patterns when provided with new information. It gives you energy and you learn by spending a lot of time and attention to carefully analysing problems and/or situations.

How do you increase your Mental Agility?

Thinking about new things

You get energy from the thorough analysis of issues. You think it is important to carry out a proper and thorough theoretical research of problems. This makes it easy for you, as regards efforts and motivation, to learn to think about how things work and how problems can be solved. By deploying this deliberately on subject matters in which you have less experience, or have less knowledge of, you can become even quicker and more effective on elements in which you want to develop yourself.

Broaden knowledge

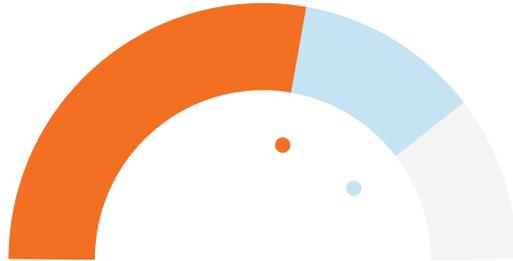
You are interested in particular subjects and within those you dedicate time and attention to find out how things work. You learn because you want to know how things work in the areas you think are important. By figuring out which subject matters interest you, you could also find something outside your current knowledge area which you want to find out more about. Which courses/training would you like to follow and why, for example? How can you prepare for the future by broadening your knowledge?

Thinking out of the box

You like thinking about issues and using your imagination. This offers you the opportunity to visualise how things work and come up with scenarios through which you improve your insight into how things work. You can use this intentionally by philosophising about options and opportunities within your area of expertise. You can compare solutions from other business sectors with solutions from your own experience and expertise, for example.

Your People Agility

Constructive towards others, has a need to understand others, is open to other cultures and opinions.



Where are you now?

Depending on the subject matter, you will approach others to help you understand problems. You are open to opinions from others, but do not immediately assume that these are always better than your own. You come to a critical assessment in this. You assume that you can solve problems yourself, but are aware that this does not apply to all subject matters. You are selective as regards the people who may assist you and from whom you can learn.

How do you increase your People Agility?

Learning from others

You assume that others will be prepared to help you. This makes it easy for you to involve others in things that are new to you. To make optimum use of this it is important to be alert to situations in which you not only could use others' help, but where you can also learn something specific.

More cooperation

You like looking for cooperation and to vary this with things you do alone. In new situations you can often learn much from the insights and the approach of others. So in those situations look more actively for cooperation in order to learn from the experiences and ideas of colleagues and/or people outside the organisation.

Looking for criticism

You have a critical attitude towards your knowledge and things you are good at, but you also realise that others may be better at things or know more. By testing your own approach, of which you are convinced, to that of others and by asking different people for advice and tips on those aspects at which you are less good, you can speed up and improve your learning.



Your Results Agility

Remains calm under pressure, shows leadership, specifies results in new situations, creates focus.



Where are you now?

You think that the result is important and in areas that you think are important it will be reason to adjust your approach and so learn from the experience. You don't have to be the best, but you do think it is quite important to be successful and if that is not forthcoming, you are open to learning experiences. You are sufficiently able to keep a cool head and pursue your goals, but could also experience that too much pressure has a negative influence on your ability to maintain focus.

How do you increase your Results Agility?

Analyse success

You get energy from achieving visible success. This means that you are self-motivated to look for ways to get better and better at things. You can increase the learning effect even more by keenly analysing which goals you have reached in what ways and with what approach and which other opportunities you still have for growth.

Setting learning goals

You are driven to give good performances. You will naturally put a lot of energy into making this a success. You like to have a goal and are able to use this to increase the quality of your learning experience. In situations in which you do not have the answers yet, try not only to specify the final goal of your work, but also set yourself specific learning goals which you can monitor.

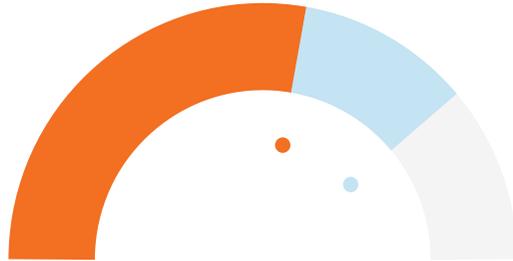
Better preparation

If you experience new, unfamiliar situations, you can experience quite a bit of pressure from this. It is harder to learn effectively under pressure as you are more focussed on the uncertainty it produces than on an adequate approach. You can strengthen your learning process by, when encountering new things, thinking in advance about your goals and the possible obstacles you could encounter so that you are less likely to be surprised and so will experience less pressure.



Your Self-awareness

Knowing oneself, self-critical, development-oriented.



Where are you now?

You are focused on improving your qualities and in general you will want to develop yourself. The choices here are dependent on the urgency you feel and the opportunities offered by the environment. You seize the opportunities for personal development where they are on offer, but do not always actively seek them out. You are open to feedback, but do not always actively look for it. The development you are pursuing offers opportunities for improving your qualities, but a more proactive attitude in this could lead to an acceleration of your development.

How do you increase your Self-awareness?

Putting more energy in development

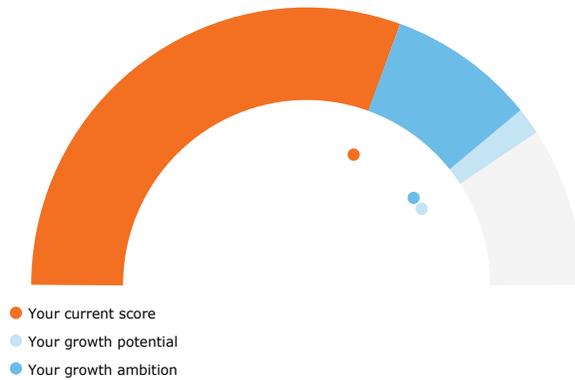
You don't get much energy from developing yourself and that is why you will also not give much priority to or spend time on your own development. This means that you will only make limited use of your capacities to learn about yourself. The opportunities to develop yourself and learn new skills depend to a greater extent on your willingness to learn about yourself. If you put more effort in your own development and know what your options or talents are, you will be able to increase your ability to become more effective and handle change. Spend 30 minutes each week thinking about what could be improved and what you can do to become better. What actions can you take? Investigate what colleagues are good at and question whether you are, or could be, just as good.

Request feedback

You are someone who is curious about how things work and how you perform and handle issues. This enables you to think about yourself in broad terms and find out why you are, or are not, good at particular tasks. Your insights about yourself also allow you to use this information to improve your skills. Try to obtain as much feedback from various angles and people as possible to make optimum use of your willingness to learn. Investigate which situations and which positions challenge you the most and from which you can probably learn the most.



My Learning Agility GO!



Here, you can see your Learning Agility Growth Measurer with your current score and the growth potential which you are going to work towards. This is also the place where you will see the 5 tips with which you will start to work to increase your Learning Agility. Good luck!

My 5 tips

Exploring boundaries

If you are able to appraise situations, you are willing to act and learn from new experiences. You are more quickly inclined to look for new situations with preparation and support. In this way you will increase your knowledge quicker and you will make better use of your capabilities.

Thinking about new things

You like to investigate problems theoretically in a proper and thorough way. By using this deliberately in respect of subject matters with which you are less familiar, you can quickly become more effective on those elements on which you want to develop yourself.

More cooperation

You like cooperating, alternated by doing things alone. In new situations you can often learn a great deal from others. So in those situations look more actively for cooperation in order to learn from the experiences and ideas of people outside the organisation.

Analyse success

You get energy from achieving visible success and are looking for ways to become even better. Increase your learning effect by analysing which goals you have achieved in what manner, with which approach and the opportunities you still have for growth.

Putting more energy in development

You are not very interested in developing yourself and make limited use of your capacities to learn about yourself. Spend 30 minutes per week thinking about what you can improve. Investigate what colleagues are good at and consider whether you are also able to do this.

I am going to work on:

Exploring boundaries

You will get energy from experiencing exciting things as long as you are able to assess the consequences in advance. If you are able to appraise situations, you are willing to act and are able to learn from new experiences. By preparing, perhaps with the assistance of others, you are more quickly inclined to look for new situations. This allows you to increase and broaden your knowledge quicker and as a result use your capacities better.

I am going to do this:

General: try and think bigger.

Start: expand the live-events we organise.

First visit events organised by others more often to get ideas, preferably with a colleague.

Together with the department, prepare a list of events we could visit.

Make a mental note whether there are speakers to approach.

At the latest 6 months before our own event, discuss all ideas and see what we can do new/differently.

Practical issues to pay attention to:

- speakers
- decor
- goodie bags
- invitations
- parking
- creativity
- follow-up?

I am going to work on:

Thinking about new things

You get energy from the thorough analysis of issues. You think it is important to carry out a proper and thorough theoretical research of problems. This makes it easy for you, as regards efforts and motivation, to learn to think about how things work and how problems can be solved. By deploying this deliberately on subject matters in which you have less experience, or have less knowledge of, you can become even quicker and more effective on elements in which you want to develop yourself.

I am going to do this:

To be able to consider new ideas at all, I will work at home every other Friday to be able to go through all ideas and notes.

What has value and, especially, what does not.

Ask other departments what is going on/what the current trends are.

Contact people to interview.

Work out a few things with colleagues in time for the new year.

I am going to work on:

More cooperation

You like looking for cooperation and to vary this with things you do alone. In new situations you can often learn much from the insights and the approach of others. So in those situations look more actively for cooperation in order to learn from the experiences and ideas of colleagues and/or people outside the organisation.

I am going to do this:

Make appointments with different departments to see what they are doing.
Consider how we could improve or expand collaboration.

Think of:

- research
- what is current with clients
- how can we do more together
- ask whether they know of external people who are interesting for me to talk to

I am going to work on:

Analyse success

You get energy from achieving visible success. This means that you are self-motivated to look for ways to get better and better at things. You can increase the learning effect even more by keenly analysing which goals you have reached in what ways and with what approach and which other opportunities you still have for growth.

I am going to do this:

Quickly make an appointment with the entire department to see what had been successful and what not (or less so).
Together brainstorming on why success is success.
How can we carry this forward to the future?
Together with someone else trying to actually work this into success points
Put it on the office wall!

I am going to work on:

Putting more energy in development

You don't get much energy from developing yourself and that is why you will also not give much priority to or spend time on your own development. This means that you will only make limited use of your capacities to learn about yourself. The opportunities to develop yourself and learn new skills depend to a greater extent on your willingness to learn about yourself. If you put more effort in your own development and know what your options or talents are, you will be able to increase your ability to become more effective and handle change. Spend 30 minutes each week thinking about what could be improved and what you can do to become better. What actions can you take? Investigate what colleagues are good at and question whether you are, or could be, just as good.

I am going to do this:

A full training course will really take too much time, however. A few courses of a couple of days each could be an option.
Leadership? Or actually something more specific?
Scheduling time to discuss this with Anna (and other managers) for ideas.
Must be based on what I am capable of.
Ask more feedback, both internally and externally