



SELF

HRCOMPETENCY

Self Assessment

Simon Sample

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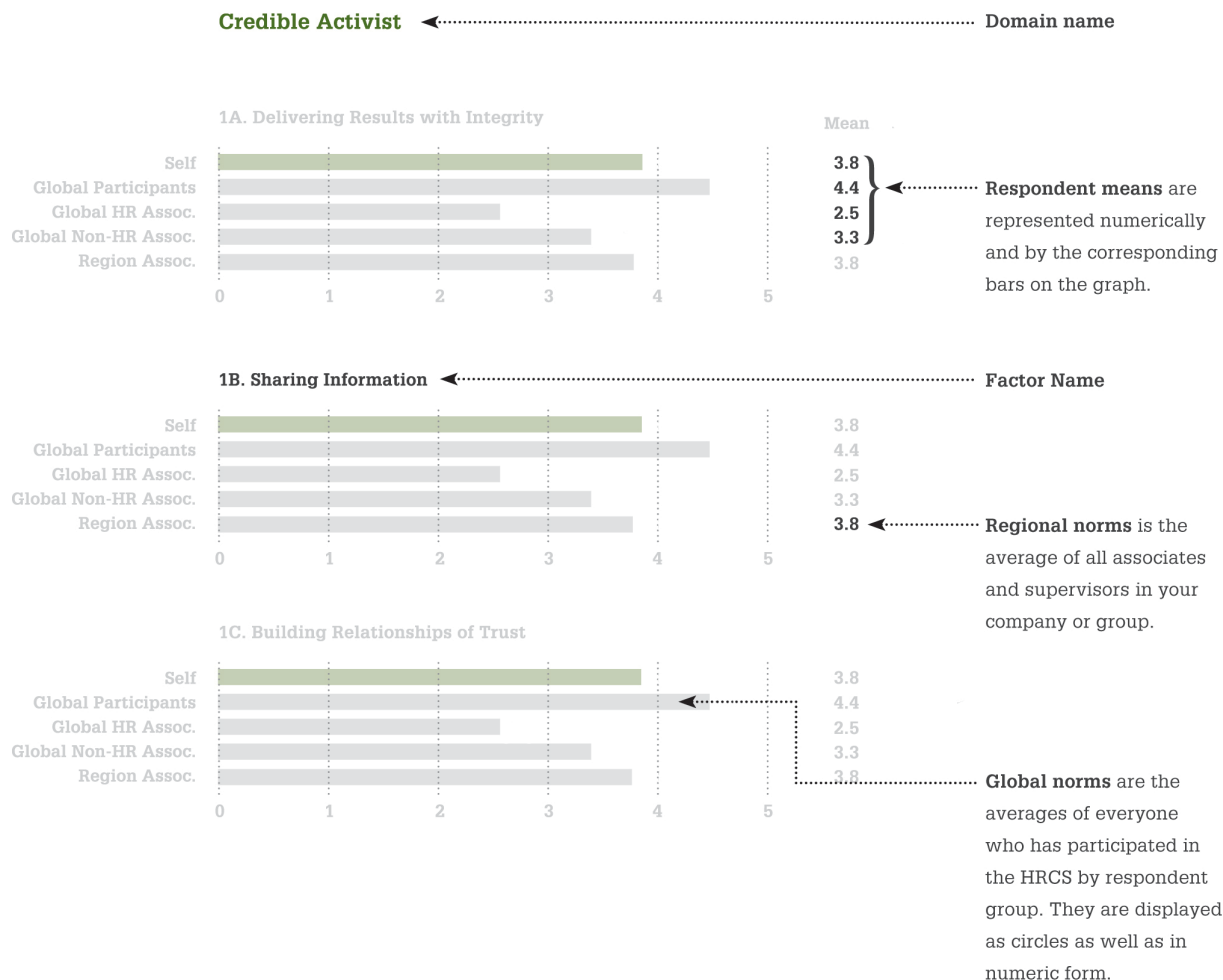


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How to Read the Graphs



3 Demographic Information

This section offers information about the people whose responses make up the information upon which this survey is based. Understanding the demographics included in a survey will help you better understand your results.

Participant's Name: Simon Sample

Region: India

Your data

Respondents in region/group..... **3331**

Global database

HR participants..... **1359**

Supervisors **1653**

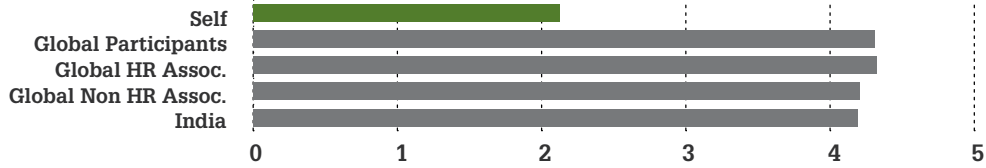
Associates..... **6722**

5 Factor Scores

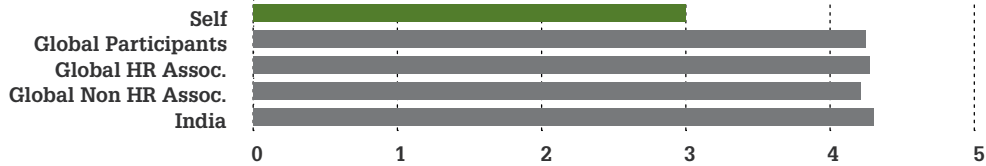
1. Credible Activist

Delivering Results with Integrity

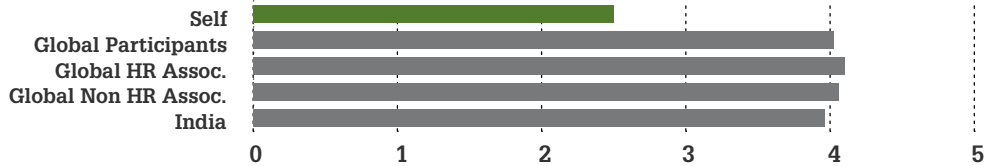
Mean



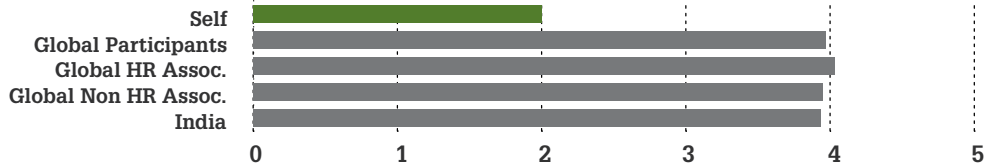
Sharing Information



Building Relationships of Trust



Doing HR with an Attitude



7 Most Positive & Least Positive Items

Building on your strengths

This section indicates the ten items for which you received the highest scores. In the event of a tie (if there are more than ten items that would rank among the top ten) the lowest numbered items are shown in this section.* You can refer to Section 6 to review all the scores for each individual item.

Building on strengths means identifying what you do well and finding opportunities to do it more often. Peers admire what we do well, and we should emphasize our strengths in working with them.

Highest 10 Item Scores	Domain	Factor	Self	Global Assoc.	Region
1. Social issues that impact your business	BUSINESS ALLY	Interpreting Social Context	4.0	3.8	3.9
2. Market capitalization valuation and intangibles	BUSINESS ALLY	Articulating the Proposition	4.0	3.0	3.3
3. E-Commerce	BUSINESS ALLY	Leveraging Business Technology	4.0	3.1	3.4
4. Demographic trends that influence your business	BUSINESS ALLY	Interpreting Social Context	4.0	3.7	3.8
5. Research and Development	BUSINESS ALLY	Leveraging Business Technology	4.0	3.2	3.4
6. Organizational design	TALENT MANAGER ORG. DESIGNER	Shaping Organization	4.0	4.0	4.1
7. Establishes standards for required talent	TALENT MANAGER ORG. DESIGNER	Ensuring Today's and Tomorrow's Talent	4.0	4.0	4.0
8. Promotes appropriate people	TALENT MANAGER ORG. DESIGNER	Ensuring Today's and Tomorrow's Talent	4.0	3.9	4.0
9. Designs value added, developmental work experiences	TALENT MANAGER ORG. DESIGNER	Developing Talent	4.0	3.7	3.8
10. Sets expectations for leadership behaviors	TALENT MANAGER ORG. DESIGNER	Developing Talent	4.0	3.8	3.7

* If you have additional items that received the same score as those listed above, you can review those items in Section 6 of this report.