Trellix

Post-Training 6Cs assessment for Trellix Managers School program Report

Triguna

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Start Date : 01-Oct-2024

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End Date : 31-Oct-2024

Color's Legend : | Not Applicable or Cant Say/ Dont Know | 1% - 20% | 21% - 40% | 41% - 60% | 61% - 80% | 81% - 100% |

Immediate Manager : 1
Self : 1

Overall Report

This overall rating is the average of responses from all the relationships that you have chosen.

Category	Before Assessment	After Assessment
Care	2.8/4 — 70%	2.9/4 — 72.5%
Celebrate	2.6/4 — 65%	2.8/4 — 70%
Clarity	2.8/4 — 70%	2.9/4 — 72.5%
Collaborate	2.6/4 — 65%	2.6/4 — 65%
Connect	2.8/4 — 70%	2.7/4 — 67.5%
Coach	2.2/4 — 55%	2.9/4 — 72.5%

Detailed Review

This detailed rating is the average of responses from selected relationships that you have chosen.

Care

1 : How would your seniors rate you on your ability to do work independently without their support or guidance?

Before Self : 3/4 — 75%

Before Immediate Manager : 3/4 — 75%

After Self : 3/4 — 75%

After Immediate Manager : 3/4 — 75%

2 : If asked for feedback from your own manager about your proactiveness, how would they rate you on a 4 point rating scale with following descriptors:

Before Self : 4/4 — 100%

Before Immediate Manager : 2/4 — 50%

After Self : 3/4 — 75%

After Immediate Manager : 2/4 — 50%

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3 : Based on the regular feedback you have received from either your clients or your manager, tell us, how would they rate you on your ability to: a.) Present well in front of clients (be it insights, solutions, critical deliverable, any ppt)

Before Self : 2/4 — 50%

Before Immediate Manager : 2/4 — 50%

After Self : 3/4 — 75%

After Immediate Manager : 2/4 — 50%

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4 : Based on the regular feedback you have received from either your clients or your manager, tell us, how would they rate you on your ability to: b.) Structure your conversation (to make others understand what you exactly want them to)

Before Self : 3/4 — 75%

Before Immediate Manager : 3/4 — 75%

After Self : 3/4 — 75%

After Immediate Manager : 3/4 — 75%

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5 : Q5. How would your team rate you on your quantity along with quality of investment of "time and effort" made tangibly, in grooming them in their professional journey for their role - e.g. formal learning sessions, debrief meetings, sharing of best practices in a formal set up

Before Self : 0/4 — 0%

Before Immediate Manager : 0/4 — 0%

After Self : 3/4 — 75%

After Immediate Manager : 0/4 — Not Applicable

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6 : How would your leadership team, HR team, Peers rate you on your effectiveness in hiring of the right talent in your team and therefore the resultant involvement / ownership of the person you hire

Before Self : 0/4 — Not Applicable

Before Immediate Manager : 0/4 — Cant Say/ Dont Know

After Self : 0/4 — Not Applicable

After Immediate Manager : 0/4 — Not Applicable

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7 : What would you say is your natural style of decision making?

Before Self : 3/4

Before Immediate Manager : 3/4

After Self : 4/4 — 100%

After Immediate Manager : 3/4 — 75%

8 : How often would you say your team's opinions and suggestions count in making big decisions in your business?

Before Self : 4/4

100%

Before Immediate Manager : 2/4

50%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%

9 : What is the frequency with which you recognize your team?

Before Self : 2/4

50%

Before Immediate Manager : 1/4

25%

After Self : 2/4

50%

After Immediate Manager : 1/4

25%

10 : How well does your team understand the parameters of evaluation for recognizing performance of others in your team?

Before Self : 0/4

0%

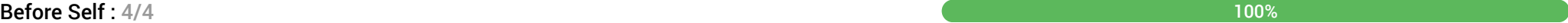Before Immediate Manager : 0/4

0%

After Self : 3/4

75%

After Immediate Manager : 3/4

75%

11 : Who recognizes whom and what gets recognized in the team?

Before Self : 4/4

100%

Before Immediate Manager : 2/4

50%

After Self : 3/4

75%

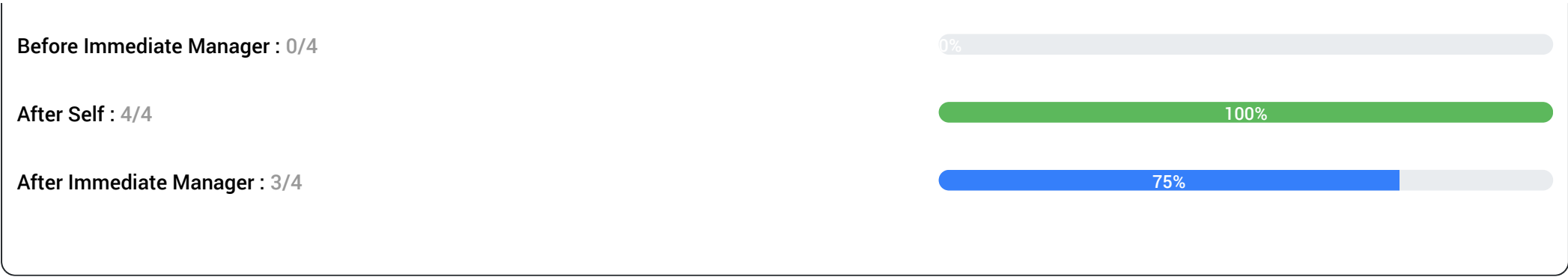After Immediate Manager : 2/4

50%

12 : What would you think would be the state of your team's motivation and enthusiasm for the large part of the year?

Before Self : 3/4

75%

Before Immediate Manager : 1/4

25%

After Self : 4/4

100%
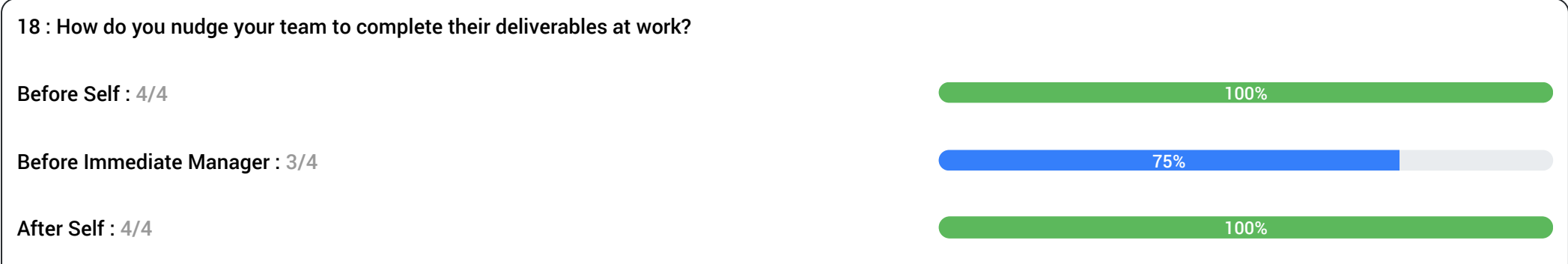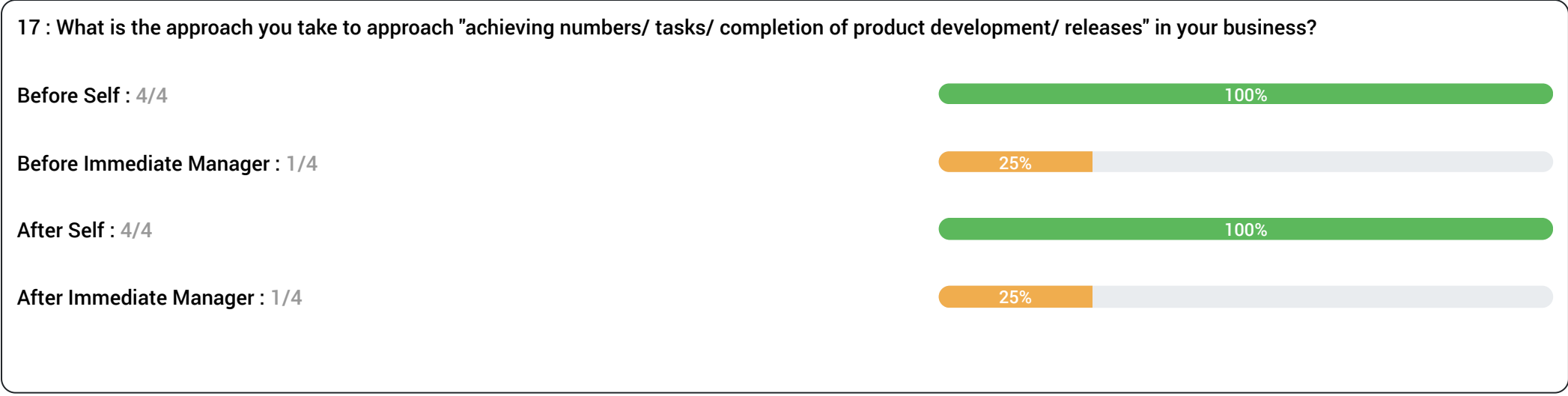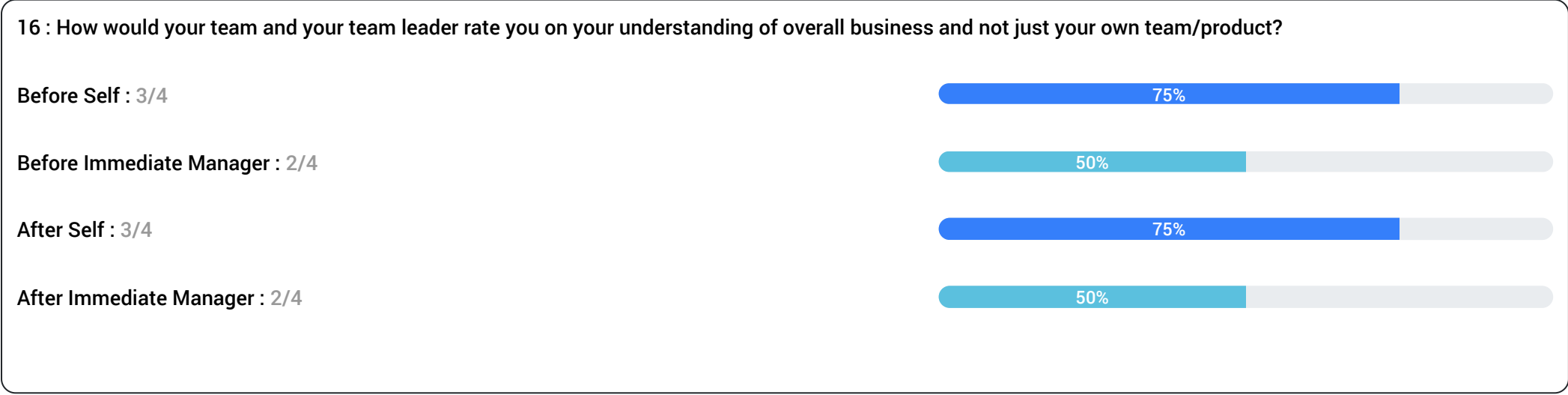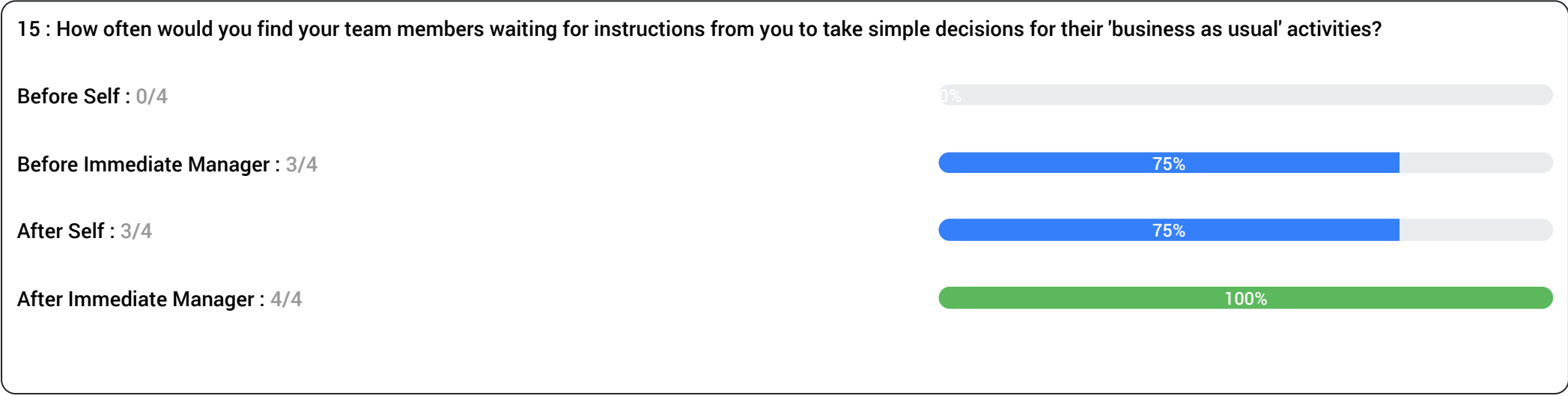
After Immediate Manager : 2/4

50%

13 : In your view, what is the role of personal life accomplishments and using those as a way to keep the team motivated?

Before Self : 4/4

100%

Before Immediate Manager : 0/4 — 0%

After Self : 4/4 — 100%

After Immediate Manager : 3/4 — 75%

Clarity

14 : How consistently-clear are you about your priorities and that of your organization (including your global COE leaders) throughout the year?

Before Self : 4/4 — 100%

Before Immediate Manager : 2/4 — 50%

After Self : 0/4 — Not Applicable

After Immediate Manager : 2/4 — 50%

15 : How often would you find your team members waiting for instructions from you to take simple decisions for their 'business as usual' activities?

Before Self : 0/4 — 0%

Before Immediate Manager : 3/4 — 75%

After Self : 3/4 — 75%

After Immediate Manager : 4/4 — 100%

16 : How would your team and your team leader rate you on your understanding of overall business and not just your own team/product?

Before Self : 3/4 — 75%

Before Immediate Manager : 2/4 — 50%

After Self : 3/4 — 75%

After Immediate Manager : 2/4 — 50%

17 : What is the approach you take to approach "achieving numbers/ tasks/ completion of product development/ releases" in your business?

Before Self : 4/4 — 100%

Before Immediate Manager : 1/4 — 25%

After Self : 4/4 — 100%

After Immediate Manager : 1/4 — 25%

18 : How do you nudge your team to complete their deliverables at work?

Before Self : 4/4 — 100%

Before Immediate Manager : 3/4 — 75%

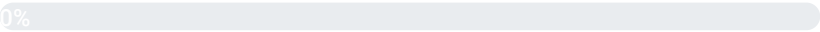**After Self :** 4/4 — 100%

After Immediate Manager : 3/4

75%

19 : What is the levels of awareness you have about your team members' levels of performance at any given point of time in the year?

Before Self : 0/4

0%

Before Immediate Manager : 2/4

50%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%

20 : How would you rate your ability to understand the needs of a modern day workforce that constantly faces a challenging enviornment both technologically and socio-economically?

Before Self : 3/4

75%

Before Immediate Manager : 2/4
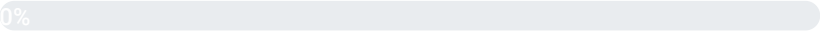
50%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%

21 : How do you establish sync between individual and organizational objectives?

Before Self : 0/4

0%

Before Immediate Manager : 0/4

0%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%

Collaborate

22 : How diverse is your team at present and what has that led to?

Before Self : 3/4

75%

Before Immediate Manager : 2/4

50%

After Self : 0/4
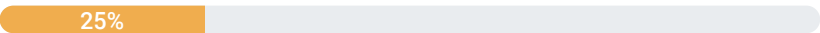
Not Applicable

After Immediate Manager : 2/4

50%

23 : How often do you or your team reach out to the other teams for their support in achieving your business objectives?

Before Self : 4/4

100%

Before Immediate Manager : 1/4

25%

After Self : 4/4

100%

After Immediate Manager : 1/4

25%

24 : What do people mostly collaborate for in your team?

Before Self : 4/4 — 100%

Before Immediate Manager : 2/4 — 50%

After Self : 4/4 — 100%

After Immediate Manager : 2/4 — 50%

25 : If asked from your global counterparts and peers (local / global) about your recurring pattern of fostering collaboration vs establishing your competence at things alone, how would they rate you?

Before Self : 3/4 — 75%

Before Immediate Manager : 2/4 — 50%

After Self : 3/4 — 75%

After Immediate Manager : 2/4 — 50%

26 : What is your team's competence at getting aboard and managing key leaders, specialists, process or product leaders, stakeolders from other teams in your overall scheme of deliverables such as cross vertical trainings, knowledge share etc.

Before Self : 2/4 — 50%

Before Immediate Manager : 0/4 — 0%

After Self : 3/4 — 75%

After Immediate Manager : 2/4 — 50%

27 : What would you say about the levels of friendship and connect within your team?

Before Self : 4/4 — 100%

Before Immediate Manager : 2/4 — 50%

After Self : 4/4 — 100%

After Immediate Manager : 2/4 — 50%

Connect

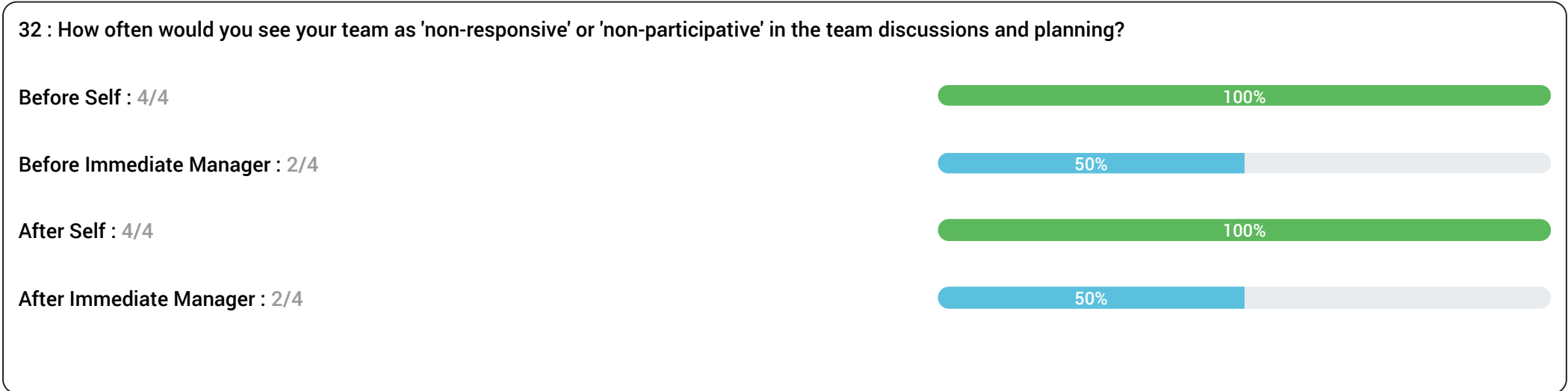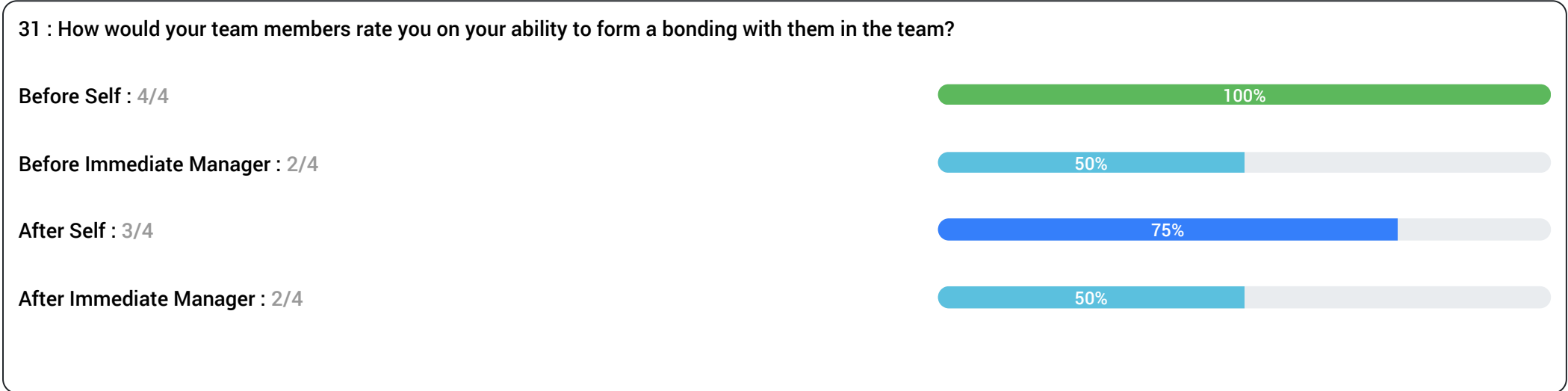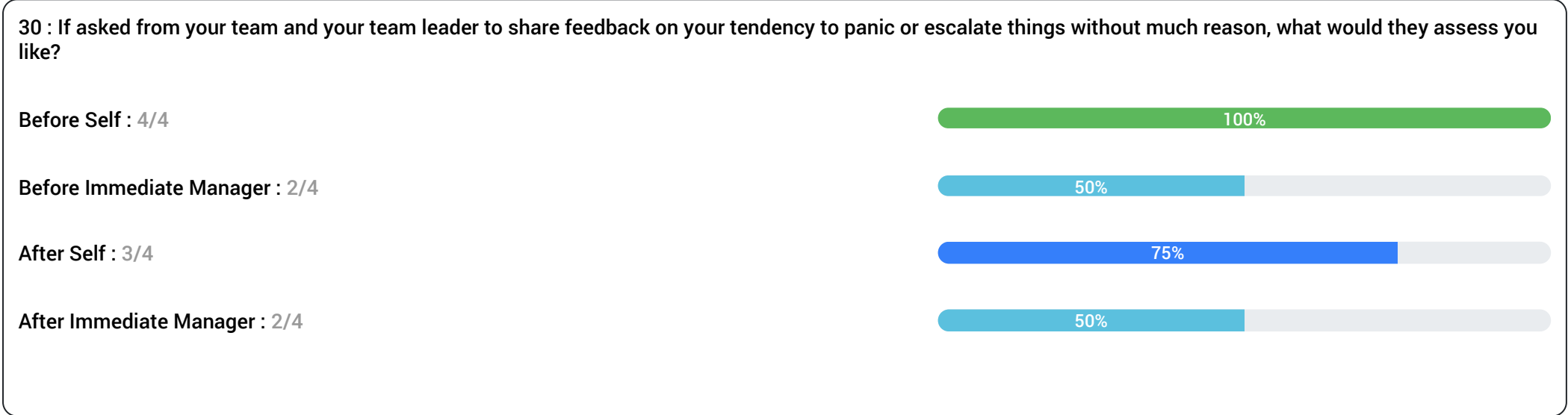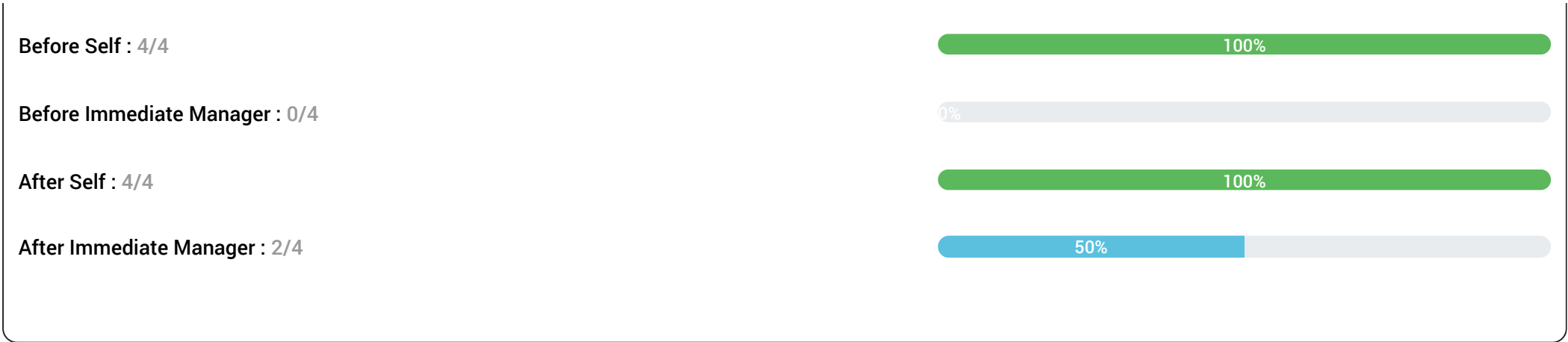**28 : How would your leaders rate you at your ability to "Independently" do the 'tough talk', with your team, whenever needed!**

Before Self : 2/4 — 50%

Before Immediate Manager : 0/4 — 0%

After Self : 3/4 — 75%

After Immediate Manager : 2/4 — 50%

29 : How would your team respond to "problem situations" with internal / external clients when they get stuck in the middle of something?

Before Self : 4/4

100%

Before Immediate Manager : 0/4

0%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%

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30 : If asked from your team and your team leader to share feedback on your tendency to panic or escalate things without much reason, what would they assess you like?

Before Self : 4/4

100%

Before Immediate Manager : 2/4

50%

After Self : 3/4

75%

After Immediate Manager : 2/4

50%

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31 : How would your team members rate you on your ability to form a bonding with them in the team?

Before Self : 4/4

100%

Before Immediate Manager : 2/4

50%

After Self : 3/4

75%

After Immediate Manager : 2/4

50%

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32 : How often would you see your team as 'non-responsive' or 'non-participative' in the team discussions and planning?

Before Self : 4/4

100%

Before Immediate Manager : 2/4

50%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%

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33 : How would you be rated on your effectiveness to become a bridge between your team members and leadership team?

Before Self : 0/4

0%

Before Immediate Manager : 2/4

50%

After Self : 0/4

Not Applicable

After Immediate Manager : 2/4

50%

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34 : How would your manager rate you at your effectiveness to succeed your their role at any given point in time?

Before Self : 3/4

75%

Before Immediate Manager : 2/4

50%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%

35 : What is your familiarity with the skill of 'Coaching'

Before Self : 3/4

75%

Before Immediate Manager : 3/4

75%

After Self : 3/4

75%

After Immediate Manager : 3/4

75%

36 : How would you go about working with a person who resists change in your team?

Before Self : 2/4

50%

Before Immediate Manager : 1/4

25%

After Self : 4/4

100%

After Immediate Manager : 1/4

25%

37 : How often would your team say that you enable them to resolve issues on their own?

Before Self : 0/4

0%

Before Immediate Manager : 2/4

50%

After Self : 4/4

100%

After Immediate Manager : 3/4

75%

38 : How would you deal with the person who tends to give up on their ownership and rather expects you to deal with their set of deliverables (upward delegation)?

Before Self : 3/4

75%

Before Immediate Manager : 1/4

25%

After Self : 4/4

100%

After Immediate Manager : 1/4

25%

39 : When it comes to knowing 'what port connects which person' how would you rate your understanding of your team member's "activators" to move in the direction of learning?

Before Self : 3/4

75%

Before Immediate Manager : 2/4

50%

After Self : 4/4

100%

After Immediate Manager : 2/4

50%