



# ASSESSMENT REPORT

FOR MARY MOTHERSBAUGH  
EDOMIDAS

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Mary Mothersbaugh, edoMidas,

## INTRODUCTION

This talent summary is the result of an in-depth talent discussion together with a number of psychometric tools. It is intended to foster a better understanding of your key talents and strengths and provide you with guidance to leverage these even further.

This summary looks at your talents through the lens of three key areas of leadership: MIND, MARK and MOTION.

### MIND is mental agility

SCAN is breadth of thinking; the curiosity to look beyond the obvious and seek information from several different sources

PROBE is the rigour of thinking; the ability to spot, frame and solve problems

FLEX is agile thinking; the ability to work with complex and ambiguous information

### MARK is purpose and impact

SHAPE is conviction; the drive to step up and ability to create shared purpose

STRETCH is bringing challenge; the appetite to stimulate transformation and growth in self and others

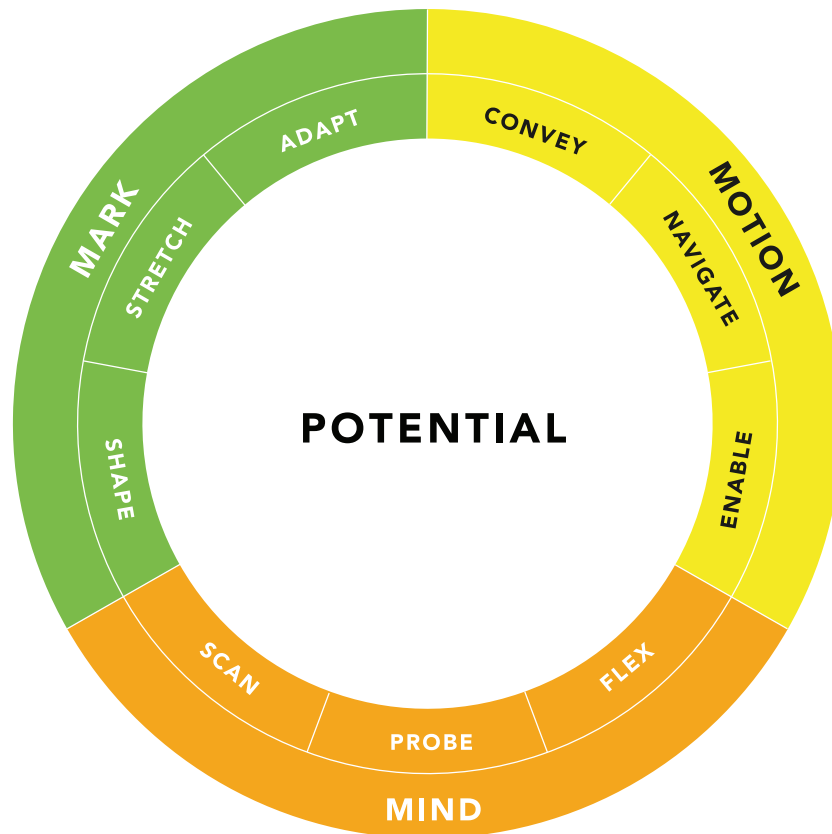
ADAPT is resilience; the ability to adjust and persevere in the face of change and obstacles

### MOTION is influence

ENABLE is working through others; establishing the conditions for others to deliver their best

NAVIGATE is stakeholder mgmt; reading and engaging a broad range of people across functions

CONVEY is communication; the ability to effectively relay and share information with different audiences



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# LEADERSHIP COMPETENCIES

	Risk area	Capability	Key strength
<p><b>Commerciality &amp; Innovation</b> Creating new, efficient and agile ways for the organisation to be successful, enabling innovation and disruptive design.</p>		●	
<p><b>Strategic Mindset</b> Seeing ahead to future possibilities, thinking globally to transform them into breakthrough opportunities.</p>			●
<p><b>Purposeful Leadership</b> Leading, engaging and developing highly-effective, inclusive teams and individuals with diverse skills and perspectives.</p>		●	
<p><b>Driving Results</b> Driving growth and high performance, achieving results even in times of change or ambiguity.</p>			●
<p><b>Customer Focus</b> Putting customers at the centre of everything we do.</p>			●
<p><b>Collaborating and Influencing</b> Inspiring and influential, working across organisation, team and geographic boundaries to achieve more together.</p>			●
<p><b>Crossfit</b> CrossFit is promoted as both a physical exercise philosophy and a competitive fitness sport.</p>		●	
<p><b>Kettleball</b> Boil the kettle, win the ball.</p>			●
<p><b>Rosencrantz &amp; Guildenstern</b> Fine gentlemen.</p>		●	
<p><b>Alleviation</b> Prints a text cell at the specified position. The origin is on the left of the first character, on the baseline.</p>		●	



Participant's level of strength



There is a risk this area could be overplayed

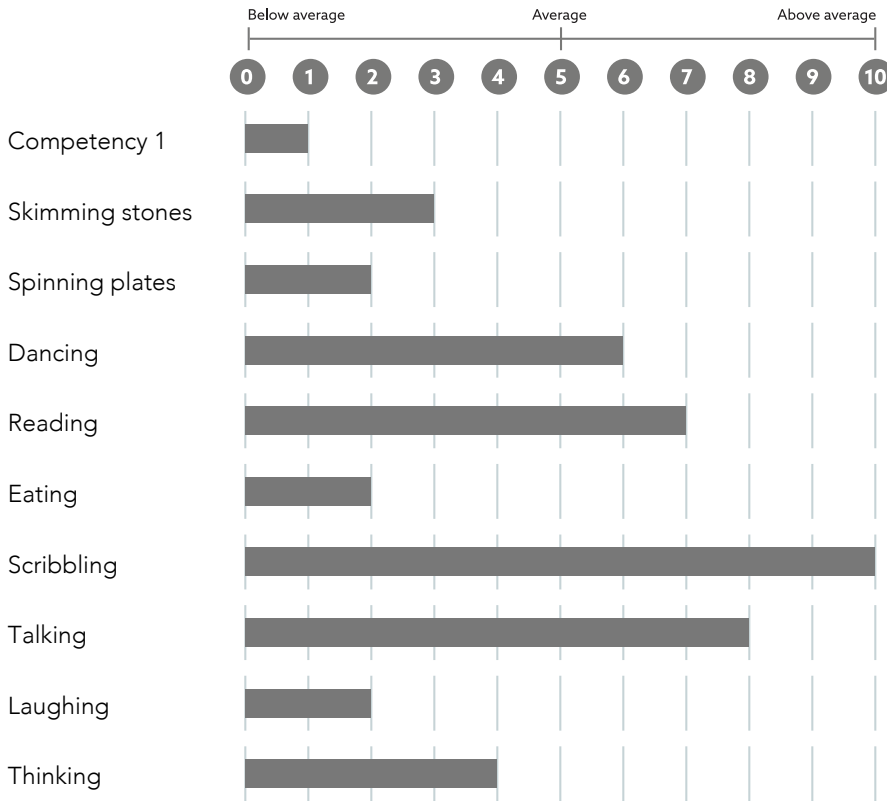


Benchmark of this role

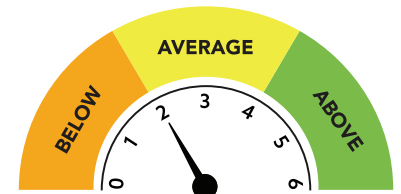
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# SPOTLIGHT DASHBOARD

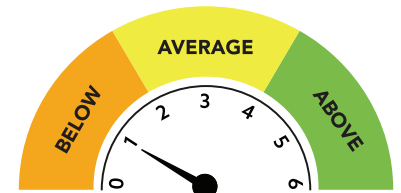
## Spotlight ratings



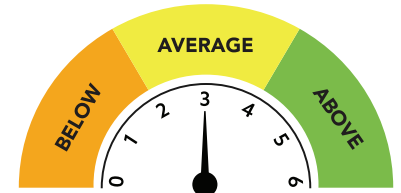
## Cognitive reasoning results



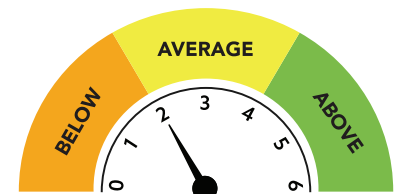
Verbal



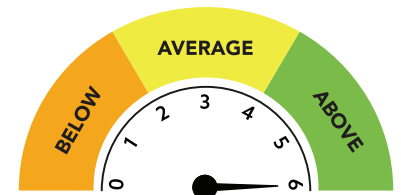
Numerical



Abstract



Competency



Skill

## Performance Analysis

### AREAS OF STRENGTH

- ✓ Strong drive, energy and purpose
- ✓ Broad and commercial perspective
- ✓ Transformational leader
- ✓ Brings challenge and innovation
- ✓ Enable delivery through others

### AREAS TO MANAGE

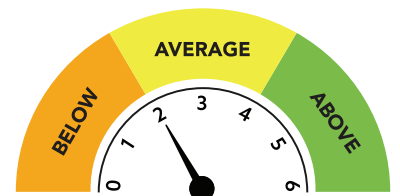
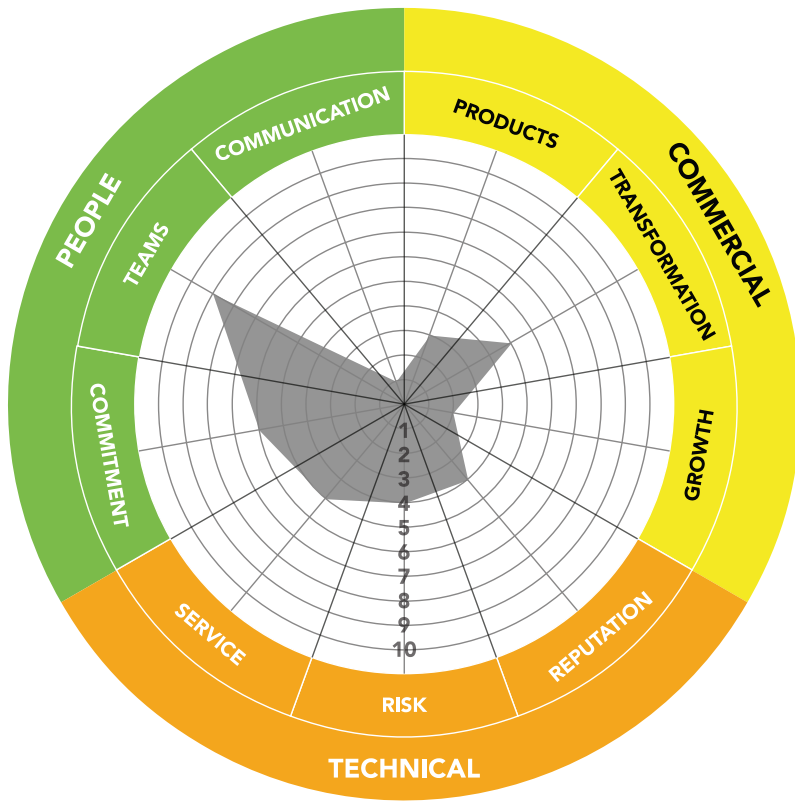
- ⚠ Lack of analytical vigour
- ⚠ Less consultative decision-making
- ⚠ One-dimensional interpersonal style
- ⚠ Impatience and frustration
- ⚠ Receiving negative feedback

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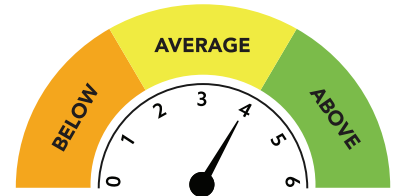
# PCT DASHBOARD

People, Commercial, Technical

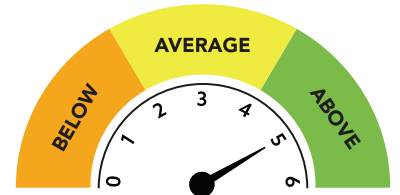
Performance Analysis



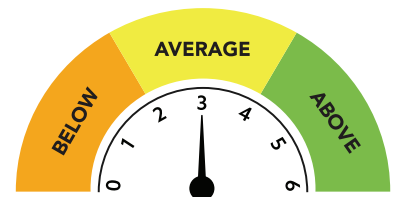
Big



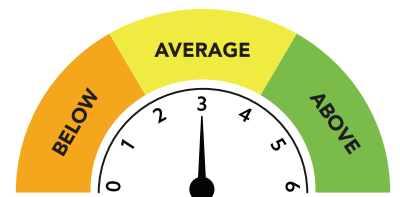
Small



Large



Medium



Disappointing

## Pros and cons

### PROS

- ✓ Good thing 1
- ✓ Good thing 2
- ✓ Good thing 3
- ✓ Good thing 4
- ✓ Good thing 5

### CONS

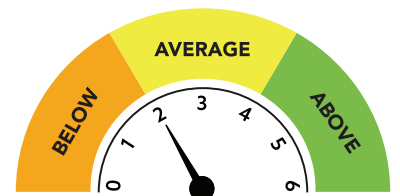
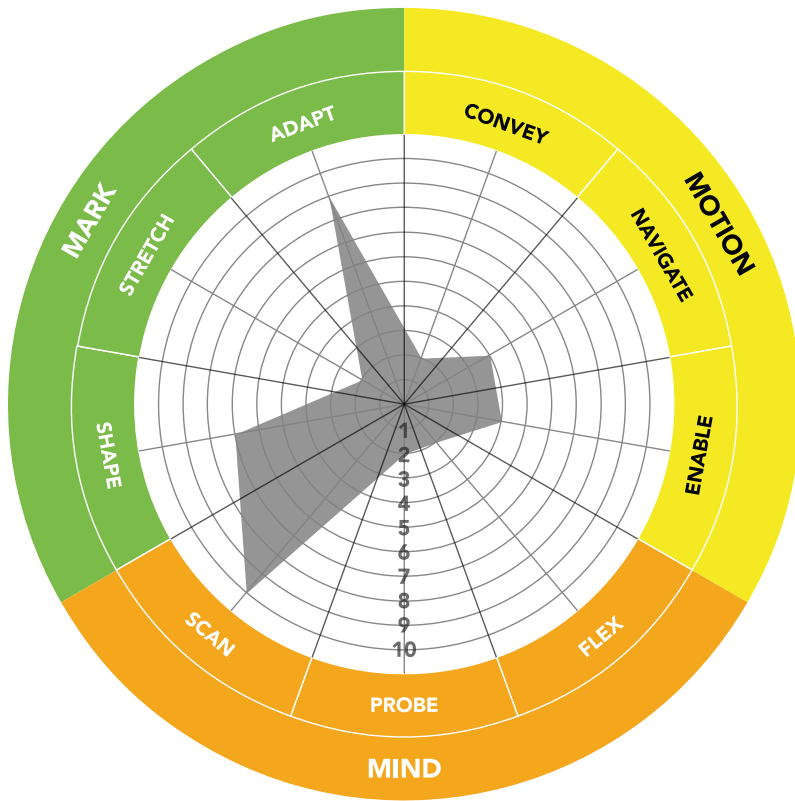
- ⚠ Bad thing 1
- ⚠ Bad thing 2
- ⚠ Bad thing 3
- ⚠ Bad thing 4
- ⚠ Bad thing 5

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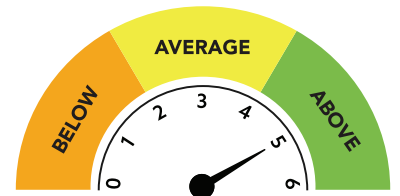
# MMM DASHBOARD

Mark/Motion/Mind

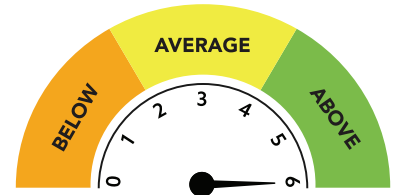
Performance Analysis



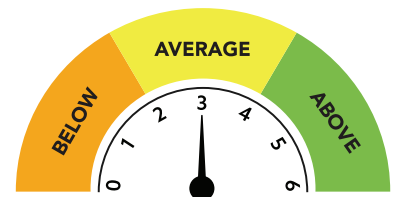
Thing



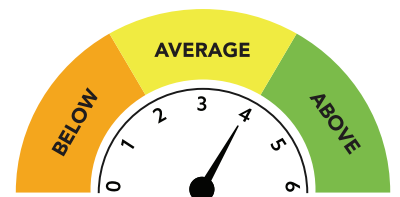
Thing



Other



Good



Bad

Performance Analysis

## ENHANCERS

- Strong
- Powerful
- Enhanced
- Transcendent
- Numinous

## INHIBITORS

- Weak
- Feeble
- Inhibited
- Impoverished
- Ravaged

## PERFORMANCE ANALYSIS

### PERFORMANCE ENHANCERS

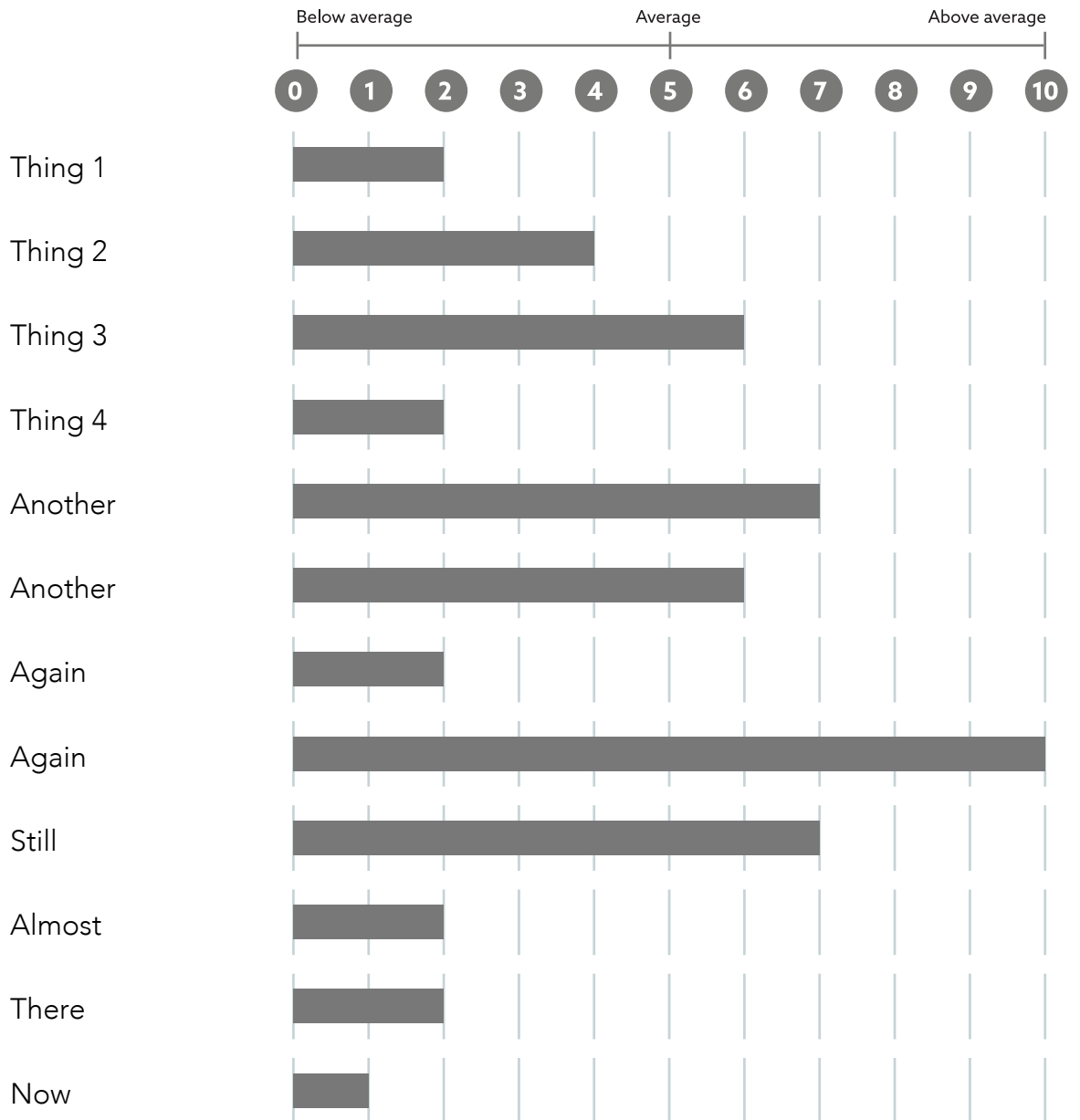
-  Where people adhere to clear rules and regulations, there are well established procedures in operation and risks are minimised
-  One important thing to remember when creating default parameters is that you should add them to the end of the required parameters that your function has. It is syntactically valid to
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### PERFORMANCE INHIBITORS

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## SPOTLIGHT





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## MY FIRST TEXT PAGE

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### Subtitle 1

#### Sub subtitle 1

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Nunc vitae erat quis libero malesuada lobortis vel ut justo. Praesent facilisis ullamcorper odio, faucibus bibendum turpis pharetra et. Aliquam est arcu, aliquam et posuere ut, ultrices eu leo. In tristique aliquet odio. Nulla ac leo eget augue malesuada dapibus non eget lectus. Suspendisse sed nibh et nisl accumsan rutrum quis ac nibh. Maecenas nec lacinia est, a tempor sem.

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### Another subtitle

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## MOTION

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### Engagement, navigation, messaging

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# LEADERSHIP IMPACT POTENTIAL

	IMPACT AREA	LEADERSHIP IMPACT POTENTIAL	
PROFESSIONAL	<b>Service &amp; Product Delivery</b> Maintaining productive delivery of goods and/or services; driving quality customer service; delivering appropriate solutions		<b>Extremely low</b> Higher potential than about 1% of the comparison group
	<b>Managed Risk</b> Actively controlling risk; championing effective corporate governance; ensuring compliance with policies, procedures and legal requirements		<b>Extremely high</b> Higher potential than about 1% of the comparison group
	<b>Expert Reputation</b> Building organisational expertise; promoting technical excellence; enhancing organisational reputation		<b>Very low</b> Higher potential than about 5% of the comparison group
PEOPLE	<b>Organisational Commitment</b> Creating a shared sense of purpose; enhancing employee motivation; building organisational morale		<b>Extremely low</b> Higher potential than about 1% of the comparison group
	<b>Successful Teams</b> Building effective teams; attracting and developing talent; utilising potential		<b>Low</b> Higher potential than about 15% of the comparison group
	<b>Communication</b> Delivering influential communication; building cross-functional/geographic communication; encouraging involvement and consultation		<b>Fairly low</b> Higher potential than about 25% of the comparison group
PROCESSING	<b>New Products/Markets</b> Identifying market gaps or routes to market; cultivating innovation; generating impactful solutions		<b>Average</b> Higher potential than about 50% of the comparison group
	<b>Organisational Transformation</b> Delivering organisational transformation; building commitment to change; actively managing change process		<b>Average</b> Higher potential than about 65% of the comparison group
	<b>Organisational Growth</b> Increasing stakeholder value; establishing challenging organisational goals; driving organisational success		<b>Fairly high</b> Higher potential than about 80% of the comparison group