

Sample

HPTI Individual Leadership Potential Report



Jane Doe HPTI Leadership Potential Debrief Report (Date)

Low	Moderate		Optimal		Excessive	
	Cons	Adju	Curi	Risk	Ambi	Comp
Jane Doe	57	66	66	56	68	50

Summary

Jane Doe agreed with most of her results, but felt that her Conscientiousness and Adjustment scores were a little too low. She has optimal results on Curiosity and Ambiguity Acceptance, and high moderate scores on the remaining traits. Jane Doe was careful, thoughtful, and self-aware throughout our discussion. She is interested in taking on leadership roles, and she demonstrated good leadership potential.

Recommendation: Jane Doe suggested her results on Conscientiousness and Adjustment were lower than she expected. Continue discussions with her throughout the next few months, and further confirm her trait results based on her performance.

Conscientiousness

Jane Doe agrees with her result on this trait, and confirmed that she feels she is usually optimal on this trait. She indicated that she is facing the difficulties of working on new and challenging projects. Jane Doe suggested that she works hard to get her work completed on time and completes considerable research. She stated that recently she has occasionally let small details slip through when “she’s struggling with the volume of new work, and “a lot of things going on”. Jane Doe confirmed that she is trying to manage her work-life balance, and to mitigate her workaholic tendencies. Based on her trait result and our conversation she appears to have many optimal behaviours related to this trait.

Recommendation: Jane Doe is very interested in moving into leadership roles, and in completing additional leadership training.

Adjustment

Jane Doe has a high moderate result on this trait, which she feels may be a little low. She confirmed that she is currently experiencing some stress both professionally and personally. She indicated that she does not usually experience much anxiety at work, and that she feels confident about her productivity and the quality of her work. She suggested that she feels supported by her supervisor and colleagues, and has sought support and information from others in her field.

Curiosity

Jane Doe is optimal on this trait, and confirms that she is very interested in new ideas and enjoys learning. She provided an example of working to address significant issues in her new role. Jane Doe indicated that she is completing substantive research, using information from her recent education and from others in her field. She stated that she has developed a plan to address the issues based on her research, and her ability to develop a phased plan using new processes and methods.

Risk Approach

Jane Doe has a high moderate result on this trait. She confirms that she will take risks on projects, and will analyze and work to mitigate risks. Jane Doe indicated that she is not entirely comfortable with conflict, and is interested in enhancing her skills in conflict resolution. She agrees that that she is comfortable in moderate risks, both interpersonally and on projects.

Recommendation: Jane Doe confirmed that she would like to receive conflict resolution and assertiveness coaching and training.

Ambiguity Acceptance

Jane Doe has a very high optimal result on this trait. She said, "I love when it's not clear cut, I love to find solutions". Based on our conversations and her HPTI result, she seems well-suited to a position that includes substantive complexity and lack of clarity. Jane Doe indicated that she is aware that other colleagues may not be as high on this trait, and she said she works to motivate, involve and engage her colleagues in resolving issues. Jane Doe provided an example of recently using a team meeting to describe the issues and opportunities in addressing project challenges, and engaging the team in moving the project forward.. She said, "I got some really good feedback in the meeting, and more interest in the issue".

Competitiveness

Jane Doe is on the border of moderate and optimal on this trait. She confirms that she enjoys competitiveness that is focussed on reaching goals, but does not need "to win". She indicated that she is working hard to attain the goals and timeframes required in her work. Jane Doe said she doesn't need a lot of recognition, but she does appreciate hearing when she's done a good job. She provided an example of how she has given recognition to the person whom reports to her.