



Individual Summary Report

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An organization's success depends largely on its people, on talented individuals who apply a wide range of skills and competencies to help achieve organizational goals. The organizations that most effectively leverage their people are focused on assessing and differentiating talent so all employees can be effectively developed, engaged, and deployed. All talent is important, but not all talent is the same. High professionals, for instance, are those individuals who generally have deep technical expertise and are well suited to functional positions. They provide tremendous value to the organization, and their contribution is enhanced when they are developed, engaged, and deployed in particular ways. In contrast, high potentials are better suited for general management roles and benefit from different approaches to development, engagement, and deployment. The professional and potential dimensions are extremely important criteria on which to manage talent.

The key criterion that differentiates talent along the high-professional/high-potential continuum is Learning Agility. Learning agility is the ability and willingness to learn from experience and subsequently apply those lessons to perform successfully in new or first-time situations. Learning agility is primarily an indicator of adaptability rather than of intelligence. And although intelligence influences the ability to learn from a traditional perspective, learning agility is a different and distinct trait that is not significantly correlated with intelligence.

The viaEDGE™ Assessment is designed to measure an individual's work preferences and values, personality characteristics, life experiences, and work-related behaviors in order to assess and understand an individual's learning agility. The following five facets of learning agility are measured:

Working with Concepts and Ideas	The extent to which an individual embraces complexity, examines problems in unique and unusual ways, is inquisitive, and can make fresh connections between different concepts.
Working with and Relating to People	The degree to which one is open-minded toward others, enjoys interacting with a diversity of people, understands their unique strengths, interests, and limitations, and uses them effectively to accomplish organizational goals.
Tolerance for Uncertainty and Ability to Lead Change	The extent to which an individual likes change, continuously explores new options and solutions, and is interested in leading organizational change efforts.
Preference for How to Get Things Done	The degree to which an individual is motivated by challenge and can deliver results in first-time and/or tough situations through resourcefulness and by inspiring others.
Interest In and Extent of Self-Reflection	The degree to which an individual has personal insight, clearly understands his or her strengths and weaknesses, is free of blind spots, and uses this knowledge to perform effectively.

Working with Concepts and Ideas

Deep Expertise / Detail Oriented  Inquisitive / Broad Perspective

The results suggest that you are intellectually curious and have broad interests. You tend to be skilled at making connections between concepts and are comfortable with ambiguity and complexity. You often question conventional wisdom and like to experiment and come up with new solutions.

Working with and Relating to People

Autonomous / Consistent  Networking / Inspirational

The assessment indicates that you are interpersonally savvy. You can shift easily between different job roles and build relationships with a diversity of people at work. You tend to be skilled at influencing others and leveraging others' skills to get the job done. You are sensitive to the politics and can manage conflict constructively.

Tolerance for Uncertainty and Ability to Lead Change

Structured / Conventional  Experimental / Risk Taking

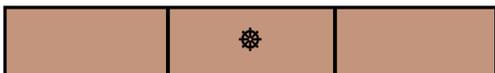
Your scores imply that you generally prefer continuity and stability but are willing to change when it is necessary. You prefer to follow rather than lead change efforts. Although you tend to be conventional and avoid risky activities, you will explore alternatives and try new behaviors when your environment changes.

Preference for How to Get Things Done

Focused / Dependable  Multitasking / Resourceful

The results reveal that you likely are a consistent performer. Although you prefer a stable environment, you are willing to go outside of your comfort zone if required. Typically, you do not rush to action. Rather you prefer to think things through and carefully plan your work activities. Generally, you focus on near-term goals and prefer to accomplish one set of tasks before moving to another.

Interest in and Extent of Self-Reflection

Self-Assured / Content  Reflective / Insightful

The assessment shows that you wish to know what others think of you but do not proactively seek their feedback. When others' feedback does not confirm your self-perceptions, you tend to doubt their judgment. Although you may be aware of your impact on people, you do not adjust your behavior to their reactions. Sometimes you feel that your strengths are not being fully recognized by others.