



John Example

Agile Mindset Assessment

Client
ixly ontwikkel/test

Consultant
Example Advisor

Date completed
15-03-2022



Introduction

Before reading your results

This report is a tool for gaining self-insight. We therefore cannot accept responsibility for the accuracy of the descriptions and conclusions. Your own and your adviser's critical attitude remain vital in this process. Psychological evaluation reports remain valid for up to two years and should be destroyed after that period. Your adviser should request your permission before discussing this report and its conclusions with others.

Structure

This automated report describes your personality traits. These are determined based on the answers you have provided in the questionnaire. Your answers were compared to answers given by a large group of peers. We will first provide a description of your personal style in terms of Agility. This includes attributes related to your tolerance for, or need for, change and your flexibility in the workplace. A report will then be given on how you score according to the three pillars of agility, which are power, change and growth. Power indicates the level of energy and power you possess for change. Change indicates the extent to which you embrace changes. Growth provides an indication of your individual needs for personal growth and development. An indication of your agile mindset is obtained by combining these three pillars.

Disclaimer and copyright

In accordance with NIP guidelines, this report is valid for a maximum of two years as people may change over a period of time.

This automatically generated report describes an individual's personality traits as derived from the answers to the questionnaires. The answers are compared to those given by a large group of other people. The subjective nature of assessments based on questionnaires should be taken into account when interpreting the results. The test supplier can therefore not accept responsibility for the accuracy of the results and descriptions.

© 2014-2022 Ixly. The intellectual property rights and copyrights of the tests and reports rest with the test supplier. The commissioning party and clients may copy these for internal use only.

Agile mindset

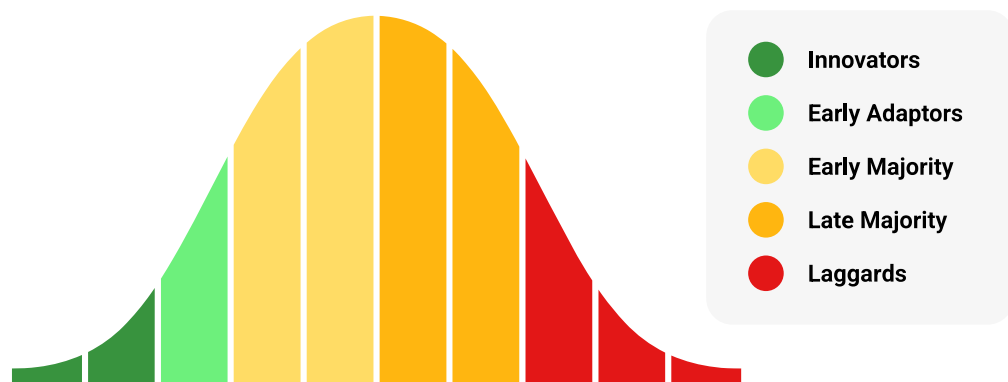
Dealing with change is the central theme of this part of the report. Everyone faces change in his or her personal life. Organisations are also consistently undergoing changes. We will highlight your personality traits relevant to change.

Introduction

An agile mindset stands in contrast to a 'fixed' mindset. The two are not mutually exclusive; rather a scale from one extreme to another with most people belonging to the average majority. An agile mindset is characterised by a flexible attitude. People with an agile mindset handle change well, are able to begin working on a project without a clear final outcome and experience the need for continued personal growth. A fixed mindset is characterised by a need for certainty and clarity. People with a fixed mindset are convinced that they have several set qualities and wish to utilise these skills rather than mastering additional skills. They find it difficult to go along with change and prefer to stick with familiar routines.

People handle changes differently. On one side of the scale there are the *Innovators* who initiate changes. They are followed by the *Early Adopters* who enthusiastically embrace change as soon as possible. People characterised as *Early Majority* take a positive view of change but have a somewhat hesitant attitude. By contrast, people belonging to the *Late Majority* are critical of innovation, but eventually go along with the changes. Lastly, the *Laggards* experience the most resistance to change.

During change processes within organisations, it is essential to create a good balance of individuals. A team of Innovators would result in a good deal of unrest and little quality assurance. An excess of Late Majority or Laggards can lead to stagnation and can damage the organisation's capacity for change.

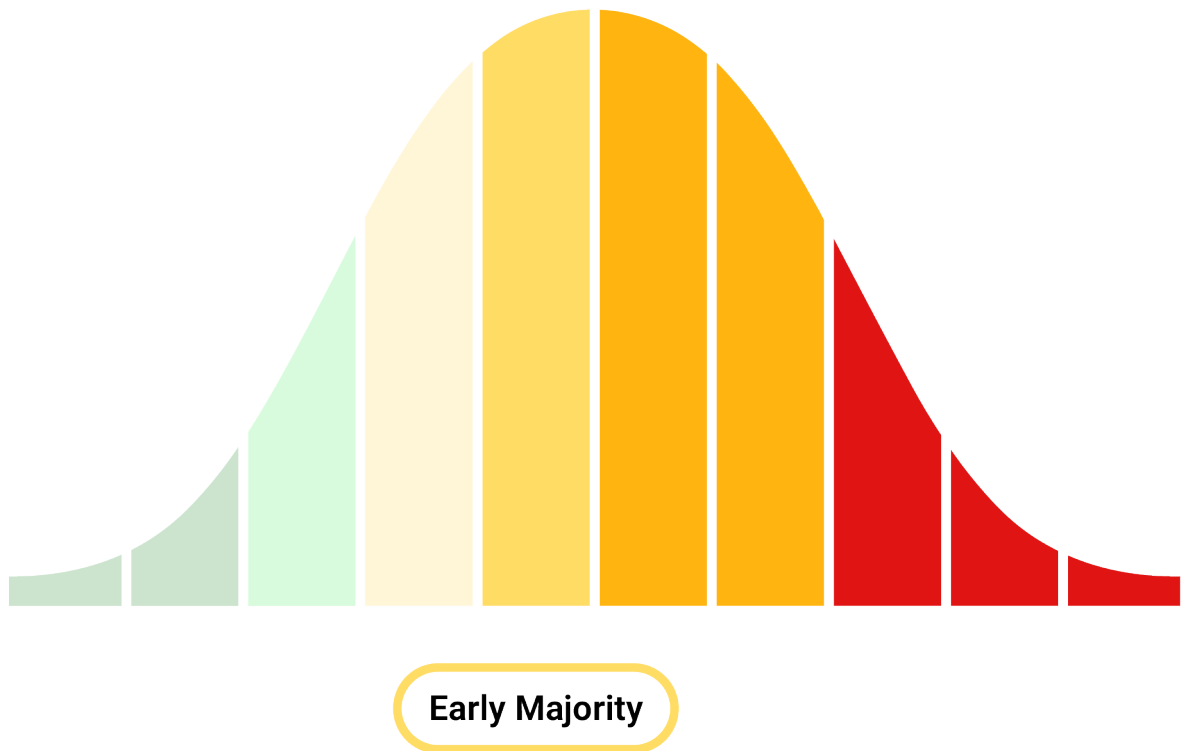


Agile working, what is it?

Agile stems from software development and is applied with growing scope. Agile is characterised by short and cyclical processes, which allows organisations to anticipate the needs of clients and markets with increased speed and accuracy. Agile divides larger developments into short, organised periods. It is the 'learning by doing' philosophy: booking success with small steps is more effective than attempting to implement large changes in one single effort. It requires a flexible Agile Mindset with openness and tolerance for uncertainty. People who flourish in an agile team are not afraid of change are less inclined to search for guarantees. It is essential that people are willing and capable of getting to work without a pre-determined result in sight.

Your Agile Mindset

Based on your personal attributes, we find that you fit into the category:



Early majority

You belong to the 'early majority'. You are slightly more likely than average to go along with innovation, though you prefer to wait until the bugs have been ironed out. While you have a positive attitude toward change, you want to know how it will affect you. You're more comfortable with plans, changes and new working methods if they have first been well tested.

You will function quite well with Agile and will appreciate that it also includes structured working methods. Do not, however, view the method as an objective in itself. Ultimately, the focus lies in the style of working and the realisation of suitable, new products and working methods.

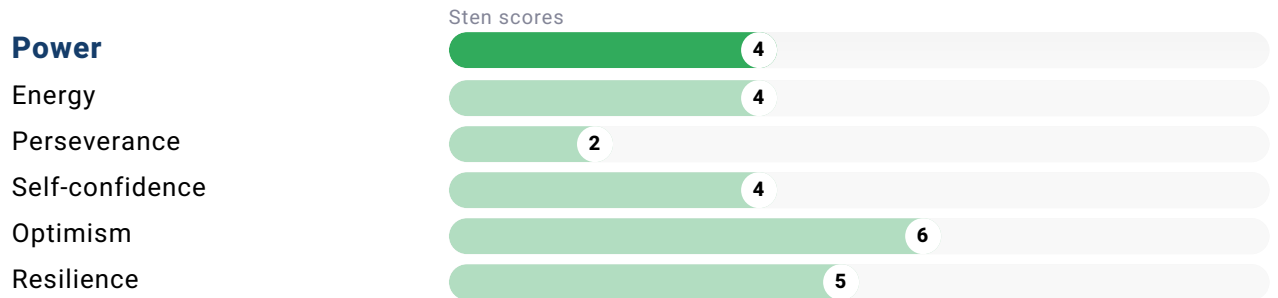
Pillars of the Agile mindset

The agile mindset has three pillars: power, change and growth. Power indicates someone's power and energy for change. Change indicates the degree in which someone is open to change. Growth reflects the need for personal growth and development.

Each of these pillars consists of five sub-scales. These are based on your personality and motivation. Your scores according to these pillars will be illustrated in the following pages.

Power

Change costs energy and requires a positive attitude, and is built on these attributes:



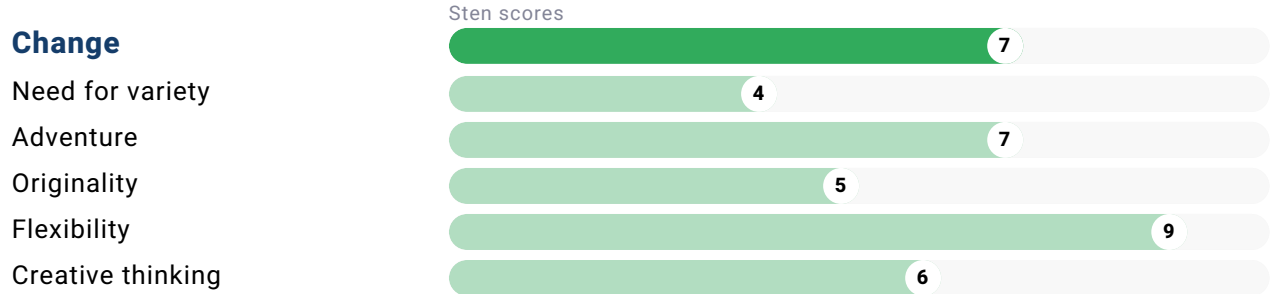
You have a penchant for delving into one topic. You prefer to work for a longer period on a project which increases your expertise rather than focusing on expansion. You also enjoy working on projects in which all processes are familiar and streamlined. Your preference, therefore, goes out to your well-developed tasks. You can become annoyed by bugs within new projects. This leads to a sceptical attitude toward innovation; this scepticism can benefit the quality of these changes. Ensure, however, that you do not allow yourself to be excessively limited by concerns as changes can also provide many positive effects. It is advisable for you to look into strengthening your power to ensure sufficient energy to enable you to secure your position in a dynamic world and to provide a positive contribution.

Tip:

- To reinforce your power, you can investigate the positive impact on other people resulting from certain innovations. Try to also evaluate which changes have occurred in your own life or working environment and how you handled these. Focus primarily on the aspects which you handled well. Have there been moments in which you initiated change by your own accord? Which positive affects resulted from this? In focusing on these elements, you can increase your self-confidence in terms of handling change.

Change

Your openness to change largely determines your motivation to accept change. The scale is built upon the following components:



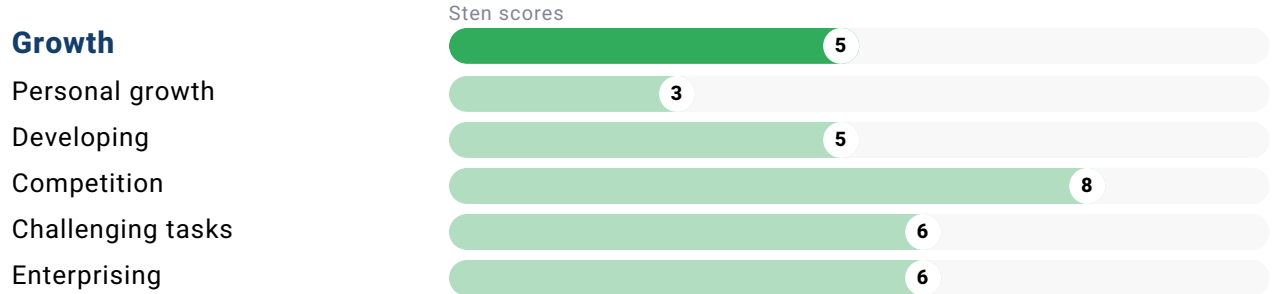
You enjoy regular changes in the workplace. You have little need for a set range of tasks and prefer a varied job. When completing set tasks, you think of new methods for approaching the work. You then find inflexible instructions and working methods demotivating. You are open to the initiation of changes, though you find that the accompanying risks must be limited.

Tip:

- With your open attitude toward changes, you would be a good compass for Innovators, who may tend to go too far ahead of the group. Prepare an estimate of the risks accompanying the change and how realistic you consider these to be and discuss this with the Innovators.

Growth

Change is a dynamic process which requires a constant need for change. The extent to which you require growth is derived from the following characteristics:



You have an average need for personal growth. You enjoy having several set tasks, but you are also open to learning new tasks. You also enjoy improving performance in your current tasks. You view your performance as a separate entity and are not inclined to comparing your performance to that of your colleagues. While you don't like making errors, you understand that this is a component of the learning process of a larger challenging task.

Tip:

- You possess a good combination of attributes: you don't mind conducting familiar tasks, but you also enjoy continued learning. Evaluate whether you are satisfied with your current balance. Are there any additional competences which you would like to master? What can you do to develop these skills? Try to take initiative and create opportunities.

Interpretation of the scores

This report contains a number of figures which we would like to explain. The graphic representation of the personality traits is shown in sten scores.

Sten scores have the following meanings:

Sten	Meaning
1	Far below average
2	Well below average
3	Below average
4	Just below average
5	Average
6	Average
7	Just above average
8	Above average
9	Well above average
10	Far above average