



Summary Profile Report

Name: Chris Sample

Company/Affiliate: XYZ Corporation

Date of Assessment: 12/15/15

Current Position: Director of Marketing

ID: HA1107151001

Introduction

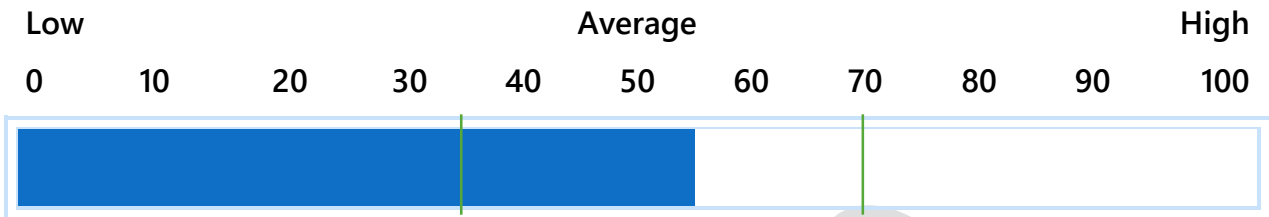
In times of change, leaders need to be more agile than ever. Adapting to new business strategies, working across cultures, dealing with temporary virtual teams, and taking on new assignments all demand that leaders be flexible and agile. But why are some better at this than others and how did they get to be this way? How can we measure this?

This report presents your individual responses to the *Burke Learning Agility Inventory™*, an instrument developed at Teachers College, Columbia University and offered to you by EASI•Consult, LLC. This instrument provides a robust and reliable measure of learning agility. It measures nine essential components of agility that you can develop over time.

Sample

Overall Learning Agility Assessment Summary

Norm Group: Mid-Upper Management (2015) N= 393



Percentile: 53

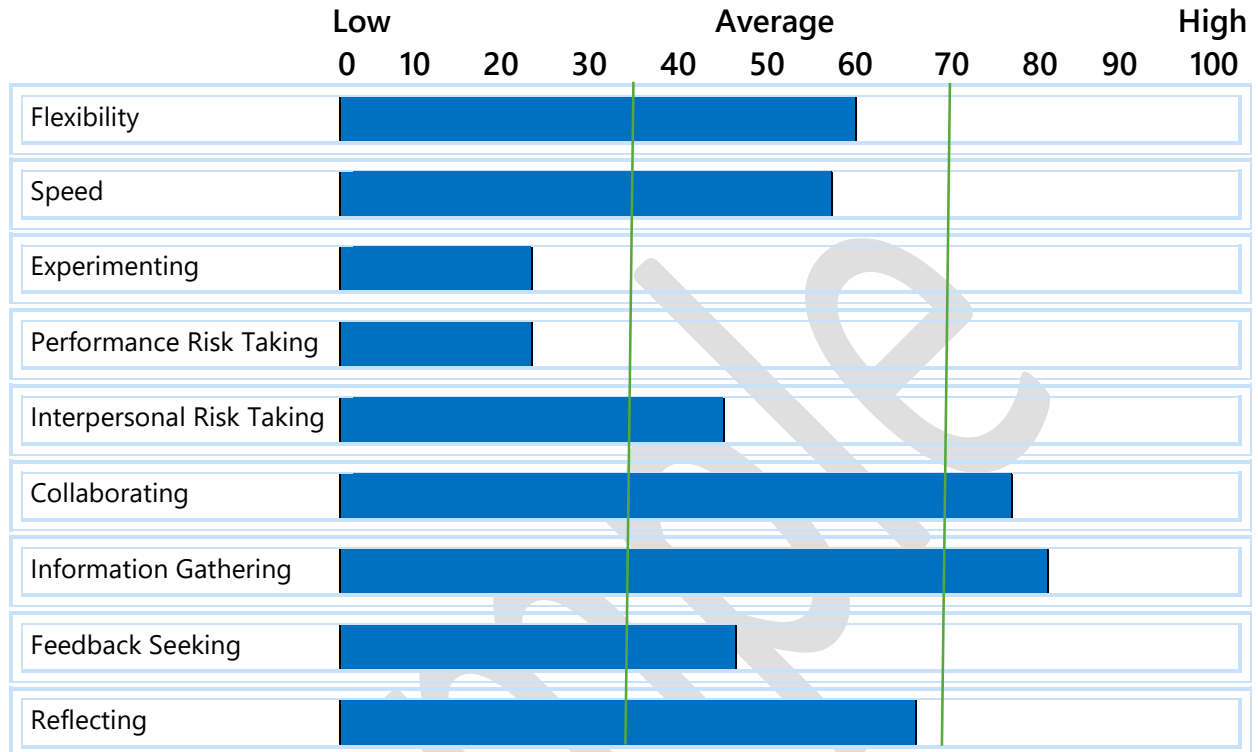
Raw Score: 5.34

Overall Score Interpretation

Based on a seven-point Likert scale, where 1 is "low" and 7 is "high," your overall score was 5.34. Your score, at the 53rd percentile, is average for the norm (comparison) group indicated above. Compared with peers from this group, you are likely to be moderately skilled, motivated, and consistent in applying the agile behavior necessary for fast and flexible learning.

Subscale Scores

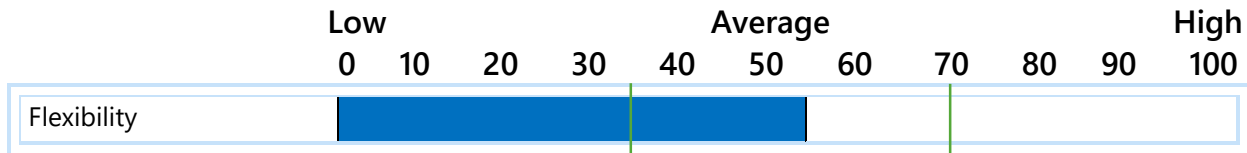
Norm Group: Mid-upper Management (2015) N=393



Summary Score Interpretation

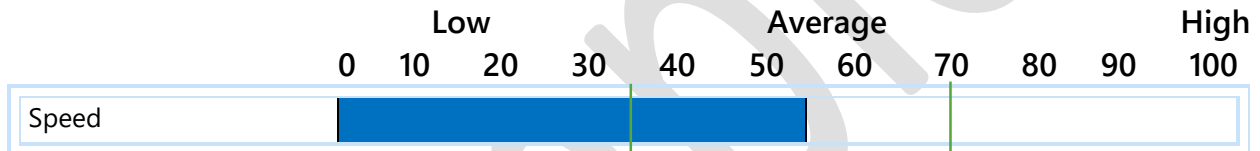
When compared with the norm group, you are average on most of the subscales or dimensions of learning agility or your overall combination of subscales puts you in the average level for learning agility. This means that you are a moderately skilled agile learner. Your areas for improvement are: Experimenting and Performance Risk Taking. But, you have a sound base of skills and motivation from which to improve your agility to learn even more rapidly and flexibly. To increase your learning agility, refer to the recommendations below.

Subscale Interpretations



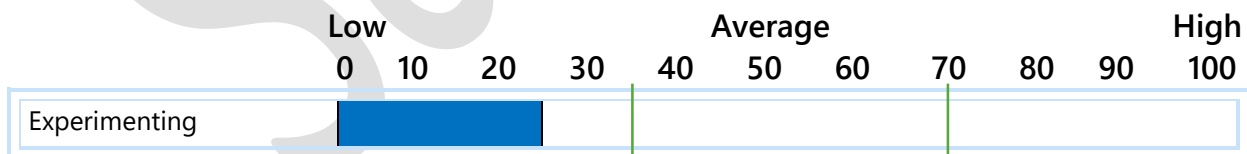
Raw score – 5.40 Percentile – 55

You do not appear to be "stuck in your ways" when compared with the norm group, yet you have room for improvement. For example, when facing a situation you have never encountered before, consider NOT responding immediately with an old habit such as "what additional data do I need?" Instead, go ahead and try something that may or may not work. In so doing, you can learn fairly quickly what to pursue next in your effort to adapt to something new and different.



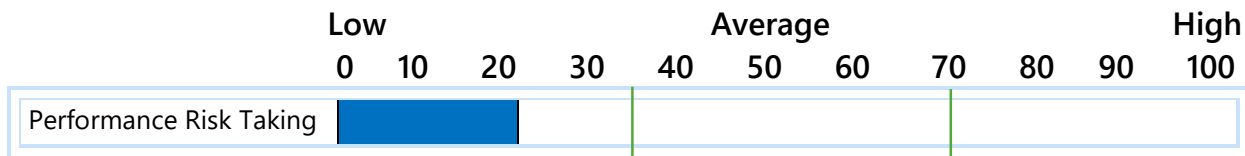
Raw Score – 5.60 Percentile – 54

This subscale, combined with flexibility, represents the essence of learning agility. Speed refers to trying new behaviors quickly and, if they result in mistakes, not dwelling on failure and moving on to the next attempt or experiment as soon as possible. You scored average on speed, which is okay, but picking up your pace may help your overall agility. When you take action, quickly assess whether the action paid off.



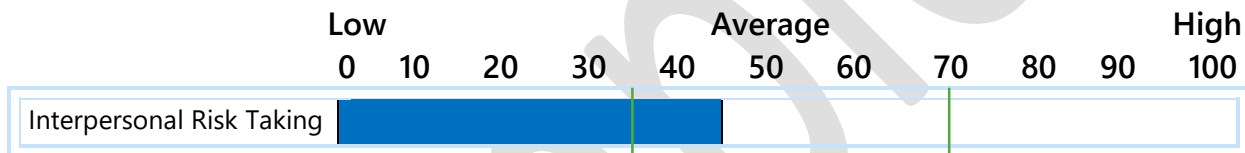
Raw Score – 4.25 Percentile – 24

This subscale involves testing ideas that may be obvious as well as testing ideas that may seem "like a stretch." You are below average on this dimension when compared with the norm group. You could benefit from trying new behaviors, seeking feedback from others, and then drawing conclusions for yourself. You could also improve on this dimension by testing a new idea with others that may seem unusual at first but could stimulate further thinking. New learning can be the outcome. Some individuals rule out options before testing them, try to avoid this.



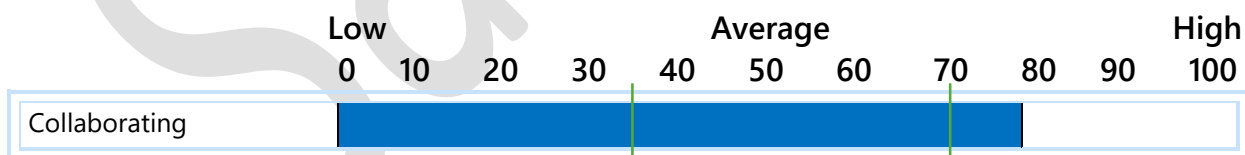
Raw score – 4.25 Percentile – 22

This subscale could be described as “sticking your neck out.” When compared to the norm group, you seem to be reluctant to take this kind of risk. You may be able to improve your learning agility by taking initially a small risk of volunteering for an assignment that would be challenging but not beyond your capacity. If reasonably successful, you could then be encouraged to take on a larger, more challenging, assignment and with continued success, improve your agility at learning.



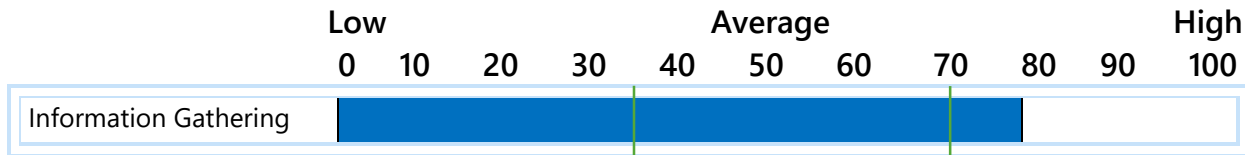
Raw score – 5.00 Percentile – 45

This subscale is about making oneself vulnerable with others, admitting mistakes, asking for help, and at times, confronting others. You scored average on this subscale when compared with the norm group. Finding ways to feel safe when taking these kinds of risks might be helpful for you in this arena of learning agility.



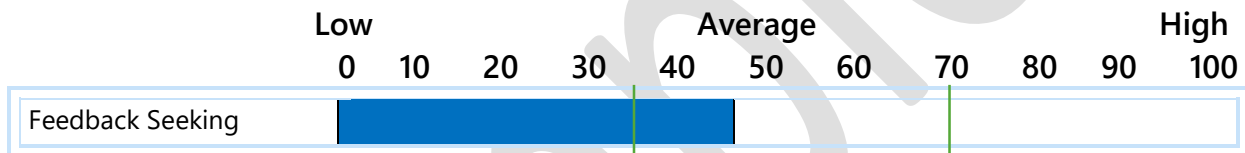
Raw score – 6.25 Percentile – 79

This subscale concerns working closely and complementarily with others. Your above average score identifies collaborating as one of your strengths. It is likely that you understand the importance of working together with others, and may even choose to work with colleagues who have strengths that you may not have and vice-versa. This collaborative approach is likely to support more learning than competition among colleagues. Your cooperative nature helps to strengthen your overall learning agility.



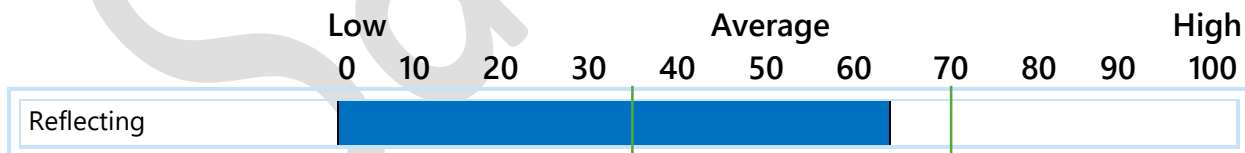
Raw score – 6.25 Percentile – 79

This scale pertains to “keeping up,” that is, staying informed about professional and work matters, especially those that are subject to change frequently. Your score indicates that you do this kind of seeking more than most people in the norm group. You seem to value spending time reading, asking questions, using the internet and other related learning activities. You scored above average on this subscale and are therefore in a good position to leverage additional learning into other domains and improve your learning agility overall.



Raw score – 4.50 Percentile – 47

This subscale focuses on active solicitation of feedback from others about performance. Your average score suggests that you could benefit from being more active with respect to comparing your own views about your work performance with others’ perspectives regarding your performance.



Raw score – 5.50 Percentile – 62

This subscale measures one’s effort to take the necessary time to enhance one’s learning by thinking in depth about past events in terms of what went well and what may not have gone so well. This dimension is highly conducive for learning, yet takes time and patience. Your score is average and perhaps to improve, you simply need to leverage this quality by taking time and having patience even more than you already do. Try to frame and categorize your thoughts; then connect experiences that you have had.