RAPID LEARNING INVENTORY

ASSESSMENT REPORT

Sample Report

RAPID Assessment

Assessment answered on 28 May 2022

POWERED BY JOMBAY

About the Tool

This report explores salient clusters of agility. It indicates one's approaches to learning and change by measuring aspects such as propensity to adapt, drive for results, and appetite for digital innovation. It is based on an integrated model that borrows from the works of eminent psychologists De Meuse, K.P., & Feng, S., (Seven-factor Model of Learning Agility), and Lombardo and Eichinger (Conceptual Model of Learning Agility).

- **R**eflective: This cluster taps into dimensions that encompass self-reflection and self-awareness.
- **A**vid: This cluster taps into dimensions that encompass change and adaptability.
- **P**rolific: This cluster taps into dimensions that encompass result-orientation and drive to achieve.
- **I**mmersive: This cluster taps into dimensions that encompass interpersonal dispositions such as collaboration and conflict management.
- **D**isruptive: This cluster taps into dimensions that encompass digital disruption and technological innovation.

How to interpret the report

Each of the clusters i.e. Reflective, Avid, Prolific, Immersive and Disruptive, signal a preferred approach to learning. If you have a most-preferred approach, the cluster with the highest score shall represent that. However, it is highly likely that the individual may not have a preferred approach at all. In such instances, it is recommended that one deep dive into the dimensions given in the report to understand how one's standing across the 5 clusters of agility outlined in the RAPID Learning Inventory is.

A Reflective Learner attempts to learn through inward practices that focus on self-awareness. Approaches such as introspection and honing a growth mindset are valued in the process of developing a clear and strong sense of self. This view of self propels one to be agile across situations.

An Avid Learner attempts to learn through change-focused practices that are characterized by envisioning the future and being able to navigate it. Approaches such as risk-taking and creative thinking are valued in the process of developing a resilient mindset towards change. This mindset propels one to be agile across situations.

A Prolific Learner attempts to learn through result-oriented practices that focus on delivering outcomes in a swift and rounded manner. Approaches such as possessing the toolkit to achieve goals and doing so promptly contribute to developing a last-mile delivery mindset. This mindset propels one to be agile across situations.

An Immersive Learner attempts to learn through people-focused practices that are characterized by understanding and relating to others. Approaches such as working through conflict and harnessing collective performance are valued in the process of developing an affliative and distinguished disposition. This disposition propels one to be agile across situations.

A Disruptive Learner attempts to learn through digital-first practices that are characterized by enabling digital transformation through a multiperspective and data-backed method. Approaches such as embracing a preemptive outlook towards digital change and gearing towards it are valued in the process of developing a digitally dexterous outlook. This outlook propels one to be agile across situations.

Overview of Clusters

| 1	2	3	4	5	6

Reflective

Avid

Prolific

Immersive

Disruptive

RAPID LEARNING INVENTORY

Cluster-wise Dimensions

Cluster	Dimension	1	2	3	4	5	6
Reflective	Introspective	●	●				
	Cognizant	●	●				
	Fluid	●	●				
	Secure	●	●	●			
Avid	Ideating	●	●				
	Daring	●	●	●			
	Pioneering	●	●				
	Navigating	●					
Prolific	Driven	●	●	●	●		
	Resourceful	●	●	●			
	Prompt	●	●	●			
	Impactful	●	●	●			
Immersive	Assimilative	●					
	Tenacious	●					
	Synergetic	●	●				
	Bold	●					
Disruptive	Foreseeing	●					
	Proactive	●	●	●	●	●	
	Nonlinear	●					
	Objective	●	●				
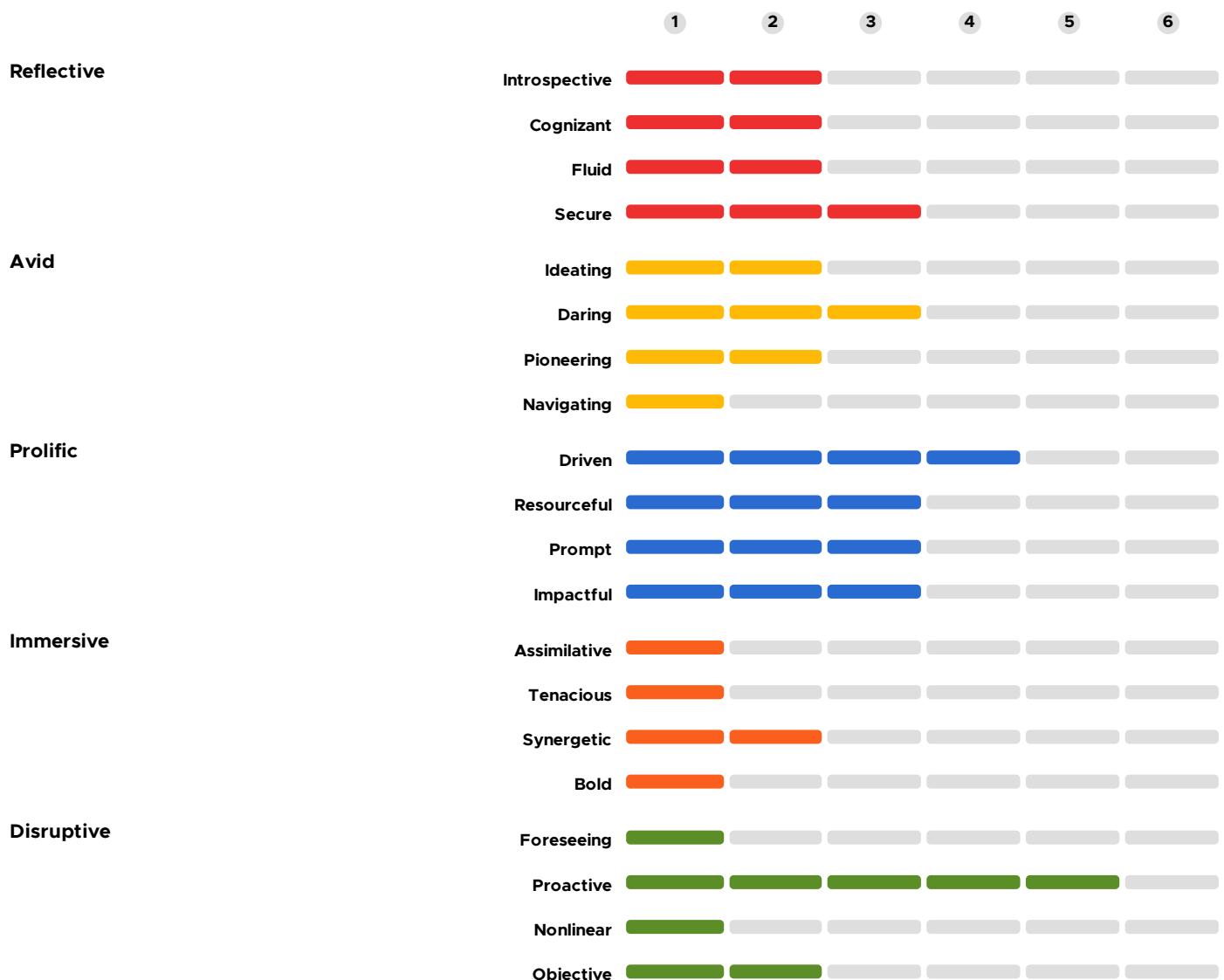
Dimensions in Depth

Reflective: 2

Introspective 2

Refrains from engaging in self-reflection and gaining insight into one's thoughts, emotions, decisions, and behaviors. Puts little emphasis on evaluating past experiences and learned patterns. Hesitates to cultivate an introspective outlook.

Cognizant 2

Evades the desire to be aware of personal strengths and weaknesses. Shows minimal inclination towards developing cognizance of one's potential. Retains certain blind spots in understanding of self.

Fluid 2

Shows limited desire to focus on self-evolution. Views capabilities as fixed. Deprioritizes mastering new and existing capabilities.

Secure 3

Fathoms the importance of recognizing intangible goals outside of work. Attempts to pursue diversified interests. Puts finite emphasis on balancing work and individual needs to achieve secure outcomes at work.

Dimensions in Depth

Avid: 2

Ideating 2

Prefers to adopt a tunnel vision. Tends to miss out on envisioning future possibilities. Places limited importance on achieving ideas placed in the future.

Daring 3

Recognizes the merit in tinkering with new ideas. Adopts an experimental approach towards testing new ideas only when the outcome is expected to be favorable.

Pioneering 2

Adopts a pragmatic approach to solving challenges. Tends to perceive creative solutions as secondary to tangible methods. Deprioritizes novelty within solutions.

Navigating 1

Prefers stable work rhythms. Experiences discomfort during periods of change. Tends to perceive re-alignment of vision with changes as daunting.

Dimensions in Depth

Prolific: 3

Driven   **4**

Desires to strive for goals and meet objectives. Prefers to keep definite goal posts with flexibility in work rhythms. Finds seeing ambiguous projects challenging through to completion.

Resourceful   **3**

Displays a fair drive for goal achievement even through certain complexities. Demonstrates professional determination and an enterprising attitude toward work. Likely to place less emphasis on creating smart workarounds to bypass constraints.

Prompt   **3**
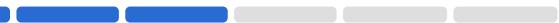
Spends a fair amount of time in ideation before moving to execution. Tends to limit swift execution in favor of meticulous ideation.

Impactful   **3**

Attempts to create convincing outcomes. Urges to meet critical goals with robust and reliable solutions, however, limits the emphasis on precise execution. Brings satisfactory results to stakeholders.

Dimensions in Depth

Immersive: 1

Assimilative 1

Refrains from soliciting feedback from others. Tends to perceive negative feedback unfavorably. Deprioritizes considering the merits of constructive feedback.

Tenacious 1

Refrains from being involved in conflicting situations and their mitigation. Tends to compromise on composure during conflicts. De-emphasizes swift management of conflicts through mutual agreement.

Synergetic 2

Encourages learning through an individualistic mindset. Shows restrained emphasis on knowledge sharing and collaborative learning. Places little value on cooperation and team experiences.

Bold 1

De-emphasizes vocalizing disapproval or conflicting opinions. Shows an evasive approach towards reaching mediation. Shows inclination against confrontation or assertion during disagreements.

Dimensions in Depth

Disruptive: 2

Foreseeing **1**

Places limited focus on anticipating future changes or identifying shifts in future trends. Deprioritizes the need for contingencies.

Proactive **5**

Inculcates digital expertise at work. Strives to develop dexterity in all the latest technological innovations. Takes charge of incorporating a digital ecosystem.

Nonlinear **1**

Perceives fragmented ideas at face value, without attempting to find a common connection. Refrains from trying to converge unrelated concepts. Deprioritizes a holistic understanding of abstract perspectives to draw conclusions.

Objective **2**

Perceives data and information at its face value. Deprioritizes objectivity in evaluating the data. Compromises on intuition when evaluating information.

Disclaimer

This is a system-generated report. The results are based on a statistical computation of the responses that the respondent selected when completing the assessment.

It should be remembered that the information contained in this report is sensitive. Every effort should be made to ensure that its confidentiality is maintained.

It is recommended that the RAPID Learning Inventory be used in combination with other assessment techniques to make a more informed employment decision

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