



Leader  
**NOVO**  
2026

**EMERGING LEADER  
ASSESSMENT  
SAMPLE REPORT**

LeaderNovo Learning Academy is a Pune-based talent management firm empowering organizations to unlock workforce potential through innovative solutions—ranging from psychometric profiling and leadership development to strategic coaching

# Holistic Leadership Overview

Comprehensive Personality, Behavior, and Competency Analysis

20 February 2026

## Holistic Leadership Profile

You demonstrate emerging leadership potential with a balanced orientation towards people and task, leaning slightly toward stability and relationship focus. Your profiles suggest you

Key Strengths : • You combine steadiness and reliability with adequate influence and communication, enabling you to build trust and maintain harmony under pressure. Your high

Development Priorities : • Strengthen strategic clarity, adaptability, and people management

Leadership Readiness Statement: You are suited to structured, collaborative leadership roles

This report presents your profile in terms of STEN scores. STEN is a simple 1–10 scale that shows where you stand compared to others in your peer group: As a rule of thumb, a STEN of 1–3 = lower than most, 4–6 = around average, 7–10 = higher than most.

## Disclaimer

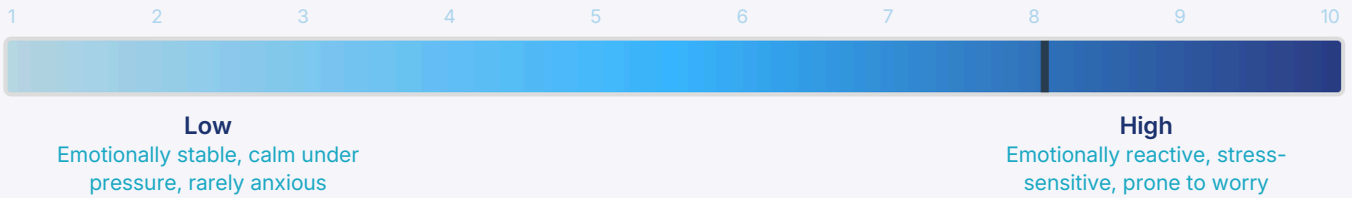
This assessment measured behavioural preferences and personality traits. Results indicate tendencies, not fixed abilities. The report should be read as patterns in context and not as a definitive judgment. The report first presents profiles of the candidate on the constituent tools used (e.g., personality, interests, behaviour) and then provides synthesized insights for specific competencies and predictive behaviours or scenarios. Scores are standardized using best practices in psychometrics. They are interpreted using comparison-group norms and may vary across settings or over time. For high-stakes decisions, please use this report as one input alongside interviews, performance data, and other relevant evidence, not as the sole basis.

## Personality Profile – OCEAN Model

The OCEAN model measures five core personality dimensions that influence how you typically think, feel, and behave: Neuroticism (emotional stability and stress resilience), Extraversion (social energy and stimulation preferences), Openness to Experience (receptivity to new experiences and ideas), Agreeableness (interpersonal warmth and cooperation), and Conscientiousness (organization, discipline, and goal-directed behavior).

Factor	Sten score (Out of 10)	Interpretation
Neuroticism	8	Emotionally sensitive, easily stressed, yet capable of reflective self-awareness
Extraversion	2	Reserved, prefers low-stimulation settings, limited social energy and enthusiasm
Openness to Experience	4	Selective curiosity, practical mindset, open to ideas with cautious experimentation
Agreeableness	1	Direct, guarded, prioritises self-interest over harmony, may appear uncompromising
Conscientiousness	3	Moderately organised, sometimes inconsistent, intentions strong but follow-through fluctuates

### Neuroticism (STEN: 8)



### Neuroticism Facets

#### Anxiety (STEN: 9)



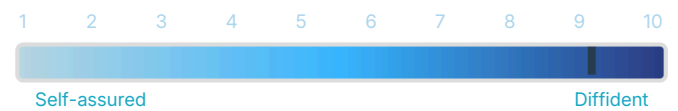
#### Anger (STEN: 4)



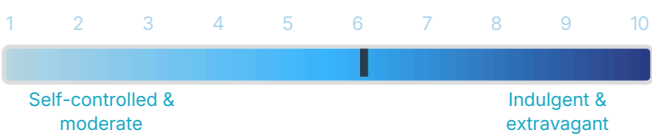
#### Depression (STEN: 8)



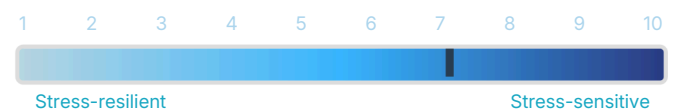
#### Self-Consciousness (STEN: 9)



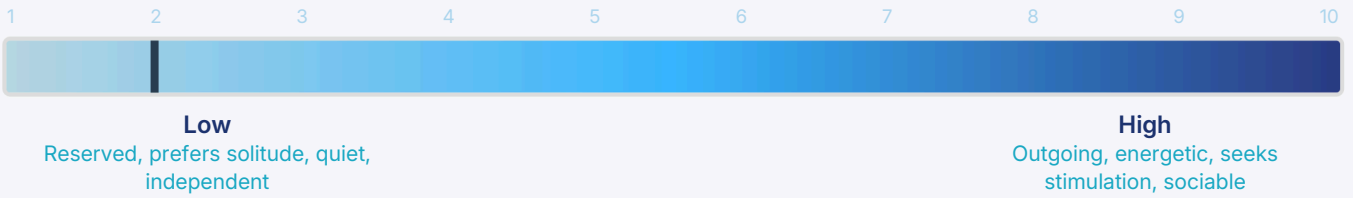
#### Immoderation (STEN: 6)



#### Vulnerability (STEN: 7)

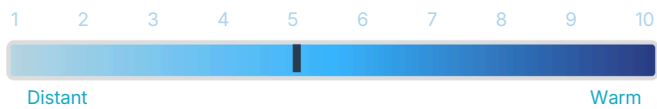


### Extraversion (STEN: 2)

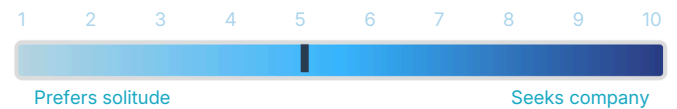


### Extraversion Facets

#### Friendliness (STEN: 5)



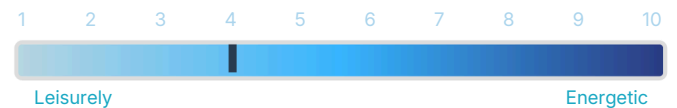
#### Gregariousness (STEN: 5)



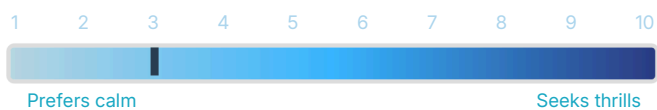
#### Assertiveness (STEN: 1)



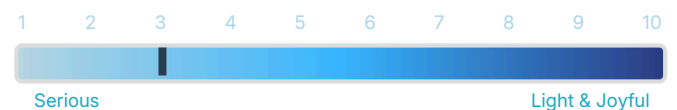
#### Activity Level (STEN: 4)



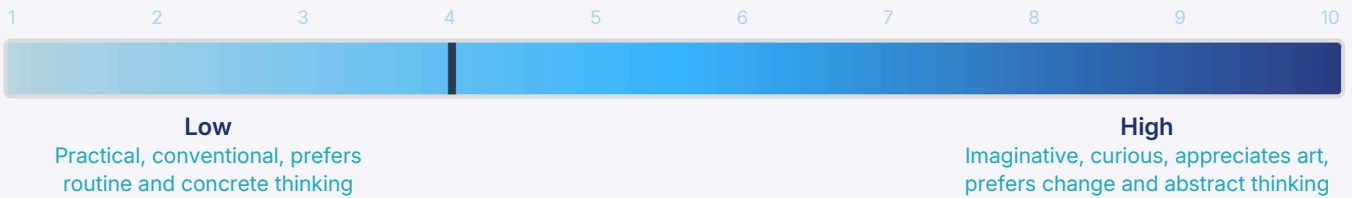
#### Excitement-Seeking (STEN: 3)



#### Cheerfulness (STEN: 3)

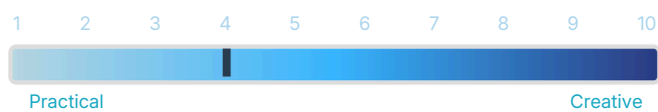


### Openness to Experience (STEN: 4)

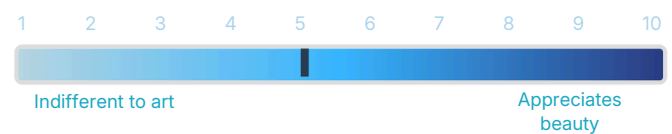


### Openness to Experience Facets

#### Imagination (STEN: 4)



#### Artistic Interests (STEN: 5)



#### Emotionality (STEN: 3)



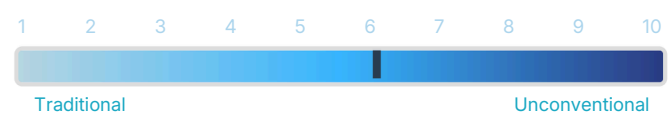
#### Adventurousness (STEN: 7)



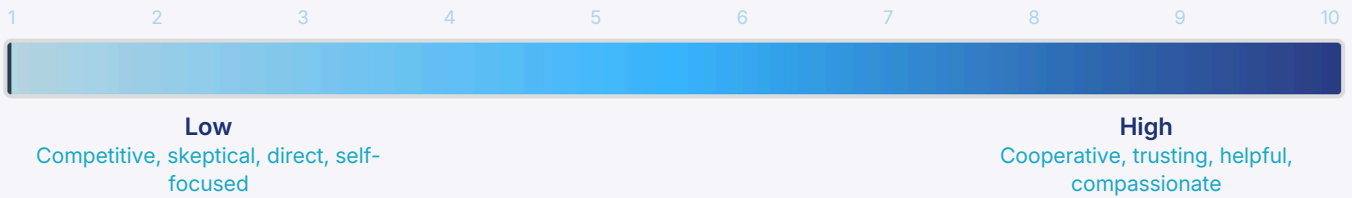
#### Intellect (STEN: 2)



#### Liberalism (STEN: 6)



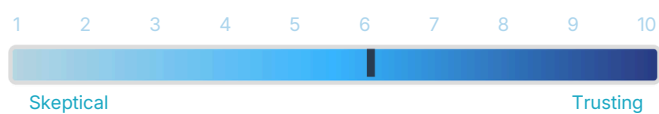
## Agreeableness (STEN: 1)



Your Agreeableness score (overall STEN 1, low) indicates a tendency toward directness, independence, and strong personal boundaries. While you can be reasonably trusting and

## Agreeableness Facets

### Trust (STEN: 6)



### Morality (STEN: 1)



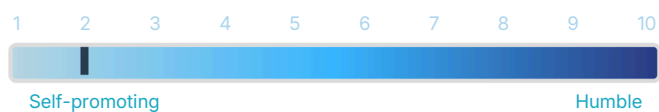
### Altruism (STEN: 4)



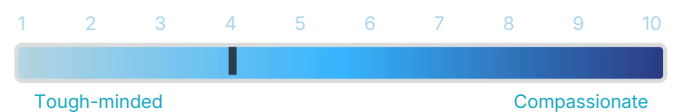
### Cooperation (STEN: 1)



### Modesty (STEN: 2)



### Sympathy (STEN: 4)

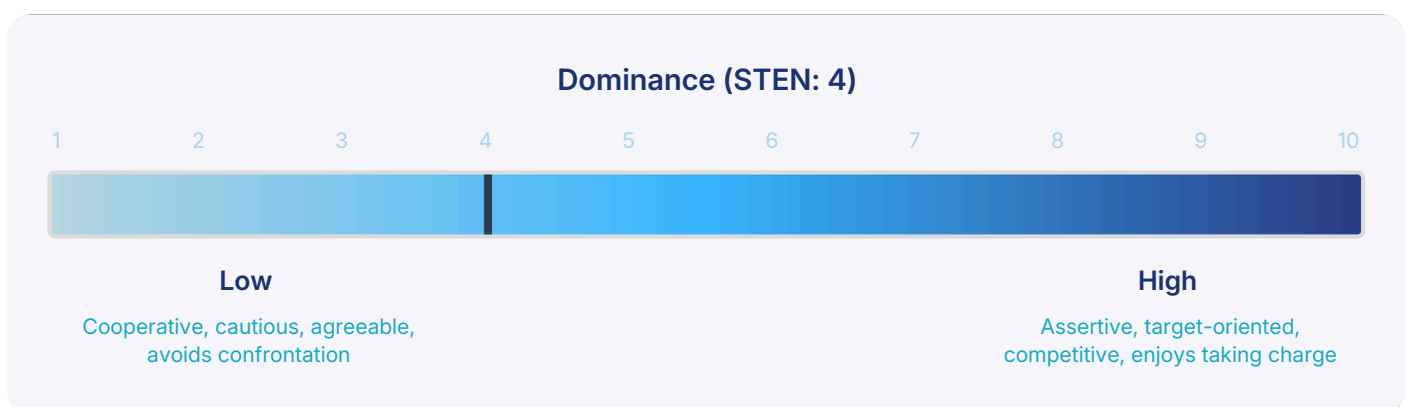




## Behaviour Profile – DISC

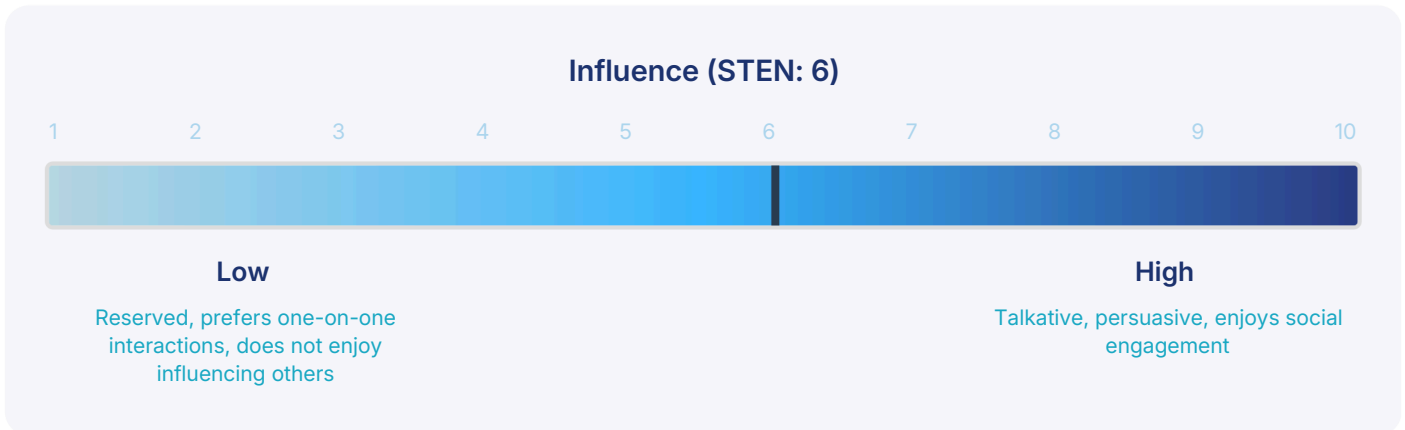
The DISC profile provides insight into a person's behavioral tendencies across four key dimensions — Dominance, Influence, Steadiness, and Conscientiousness. It helps understand how individuals approach challenges, interact with others, respond to change, and follow rules or procedures.

**DISC Profile:** Your DISC profile reflects below-average Dominance, average Influence, above-average Steadiness, and average Conscientiousness. You are unlikely to push aggressively or take control immediately, preferring cooperative approaches and avoiding unnecessary confrontation. With average Influence, you can be personable and



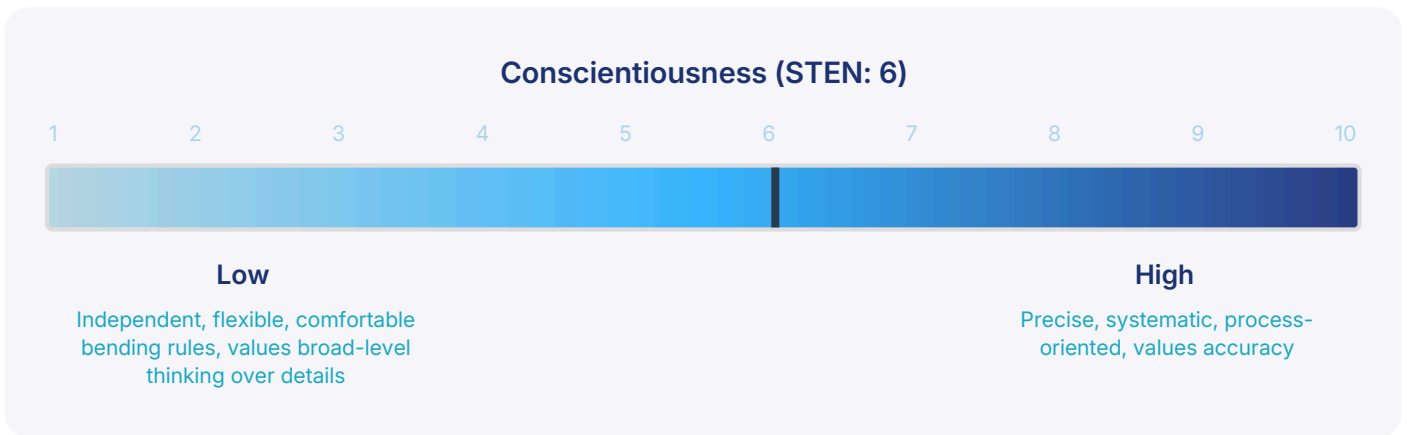
Your DISC Dominance score (STEN 4, below average) suggests you typically avoid highly forceful or confrontational approaches. You are unlikely to push aggressively for your own





Your DISC Influence score (STEN 6, average) indicates a balanced, situational use of social charm and persuasiveness. You can be engaging and expressive when needed, yet you do



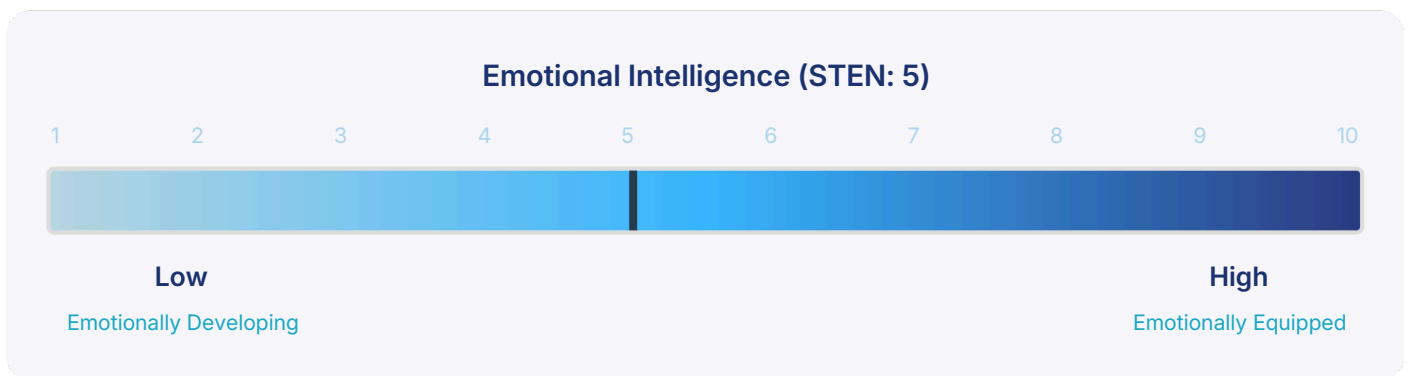


Your DISC Conscientiousness score (STEN 6, average) reflects a moderate focus on accuracy, quality, and adherence to standards. You are capable of working carefully and



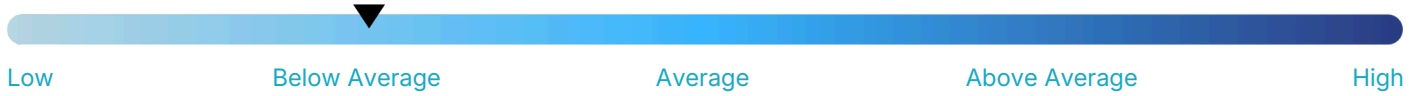
## Emotional Intelligence Profile

Emotional Intelligence (EI) reflects your ability to perceive, understand, regulate, and effectively use emotions in yourself and others. It plays a crucial role in decision-making, relationships, leadership, and personal effectiveness.



# Synthesized Insights

## Strategic Clarity



**Contributing Factors (STEN):**

- [Blurred text]
- [Blurred text]

• [Blurred text]

• [Blurred text]

Your current level of strategic clarity is developing but not yet consistent, indicating that you can see connections and patterns but may struggle to convert them into a clear



## Decisive Execution

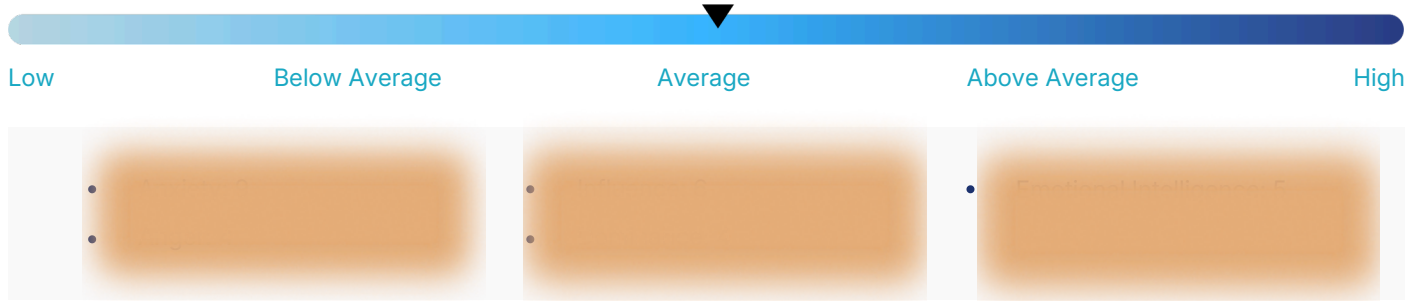


	Contributing Factors (STEN):	
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Your decisive execution is moderate, suggesting that you can deliver when required but may not always act with speed or confidence under pressure. You are capable of



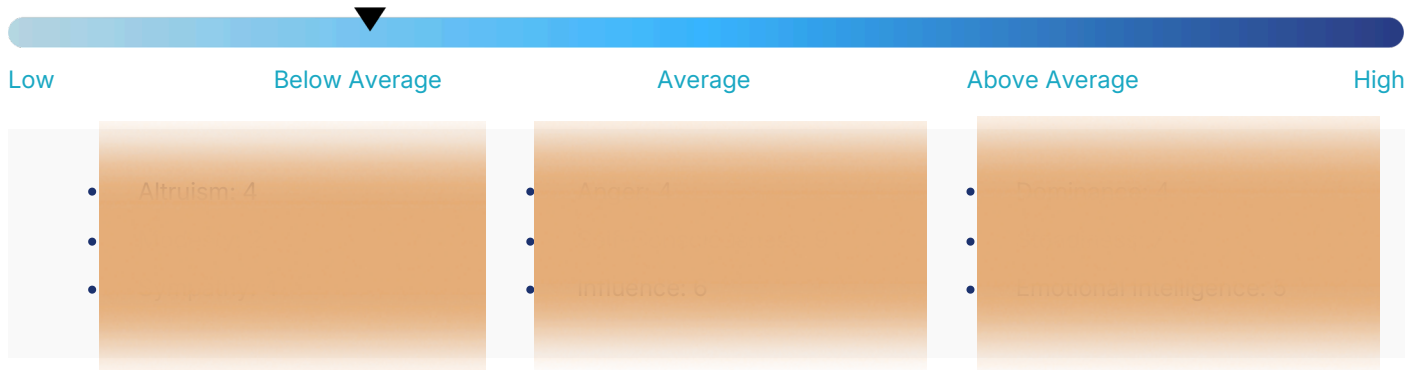
## Influence & Presence



Your influence and presence are at a reasonably balanced level, allowing you to build rapport while remaining thoughtful and controlled. You are not naturally dominant, but



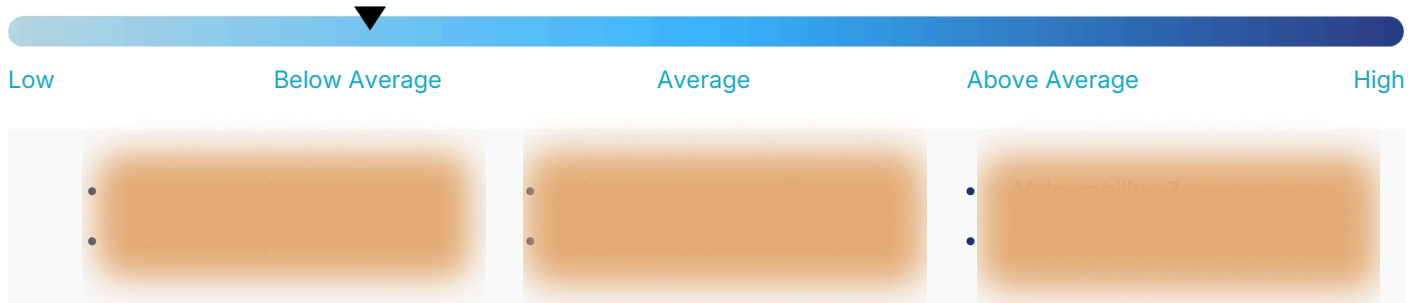
## People Management



Your current people management capability is emerging and somewhat uneven, with strengths in stability and fairness but constraints in empathy expression and trust-building. You function more comfortably in predictable, low-conflict environments than



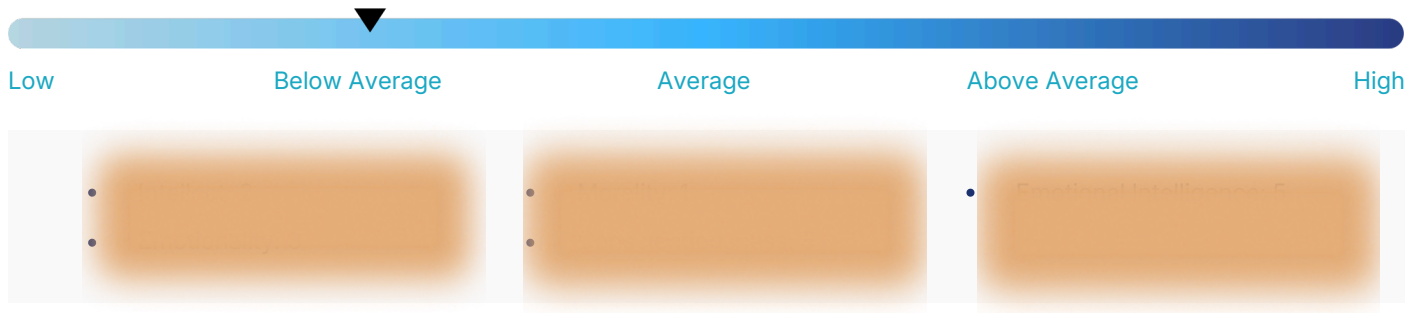
## Adaptability



Your adaptability is currently below average, indicating that change, ambiguity, and unpredictability can feel particularly demanding for you. You may function best when



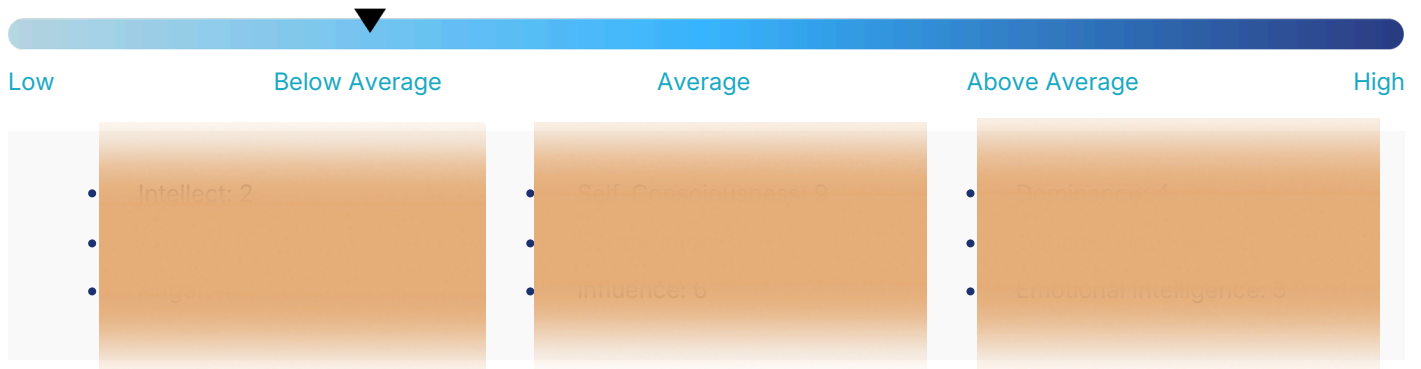
## Judgement & Integrity



Your judgement and integrity profile suggests a foundation of personal responsibility and caution, combined with emotional factors that can cloud objectivity under pressure. You



## Stakeholder Management



Your stakeholder management capability is developing, with strengths in steadiness and diligence but challenges in trust-building, openness, and visible confidence. You are generally capable of maintaining relationships, yet you may find complex, politically



## Leadership Style

Your pattern points to a primarily Democratic leadership style, with some elements of Servant leadership. You describe yourself as people-oriented and explicitly prefer a

### Key characteristics of your dominant style:

- You are likely to seek input from team members before deciding, aiming for inclusion and consensus rather than top-down direction.

## Strengths & Lacunae

You come across as a caring, participation-oriented leader who wants to be dependable for others, while still building confidence in handling tougher aspects of leadership.

### Leadership strengths:



### Potential lacunae:

- Conflict avoidance: You explicitly find difficult conversations hard and avoid conflict,



## Leadership Development Tips

### Stress Management Strategies:



### Performance Optimization:



### Inspirational Leadership:



### Self-Motivation for Development:

