

**DISRUPTIVE TALENT MANAGER'S REPORT FOR:**

**JANE SAMPLE**

**REPORT COMPILED:** MARCH 14 2016

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**GENDER:** FEMALE

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**ROLE:** Employee

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**COMPANY:** JVR



## WHAT DOES THE TEST MEASURE?

The Disruptive Talent test is designed to measure both '**ENTREPRENEURIAL**' and '**INTRAPRENEURIAL**' potential. Entrepreneurial potential is defined as the potential to 'start and grow new ventures', either through identifying and meeting new needs or by meeting existing needs in new ways. Intrapreneurial potential is defined as the potential to successfully carry out entrepreneurial activities, as an employee, within an organizational context.

Disruptive Talent also measures potential in three broad entrepreneurial competency domains: **IDEATION** (the generation of innovative business ideas), **EXECUTION** (the realisation of application of innovative business ideas) and **LEADERSHIP** (leading innovative people and teams).

Finally, the test measures three behavioural derailers associated with the entrepreneurial personality: **HUBRIS**, **MERCURIAL** behaviour and **DOMINANCE**.

## HOW DOES THE CANDIDATE SCORE?

### ENTREPRENEURIAL POTENTIAL

The candidate's score indicates only **AVERAGE ENTREPRENEURIAL POTENTIAL**

### INTRAPRENEURIAL POTENTIAL

The candidate's **INTRAPRENEURIAL POTENTIAL** is not limited by high scores in any of the 3 derailers

### COMPETENCY DOMAIN

The candidate's strongest competency domain is **Ideation** (Average potential). Their weakest is **Execution** (Low potential)

## ENTREPRENEURIAL POTENTIAL

Entrepreneurial potential is measured using the mean of four facets: **Creativity, Opportunism, Proactivity and Vision.**

**The candidate's mean score is 35 which indicates 'average' entrepreneurial potential,** however, close attention should to be paid to their individual facet scores in order to understand the relative strengths and weaknesses of their profile.

DOMAIN	DESCRIPTION	LOW	AVERAGE	HIGH
<b>Entrepreneurship</b>	<i>The potential to start and grow new ventures</i>		35	
FACET	DESCRIPTION	LOW	AVERAGE	HIGH
<b>Creativity</b>	<i>The ability to generate original ideas; to create and invent</i>	31		
<b>Opportunism</b>	<i>The tendency to spot and act on new business ideas</i>	14		
<b>Proactivity</b>	<i>The energy and willingness to get stuff done straightaway and act decisively</i>	16		
<b>Vision</b>	<i>Tendency to have a meaningful mission in life and to see the bigger picture</i>			77

## INTRAPRENEURIAL POTENTIAL

The candidate's **intrapreneurial** potential is their 'entrepreneurial potential' qualified by their derailers scores. Derailers are those aspects of the 'entrepreneurial personality' which are likely to have a detrimental impact in an organizational context.

The candidate does not score high for any of the three derailleurs

DOMAIN	DESCRIPTION	LOW	AVERAGE	HIGH
<b>Entrepreneurship</b>	<i>The potential to start and grow new ventures</i>		35	
FACET	DESCRIPTION	LOW	AVERAGE	HIGH
<b>Hubris</b>	<i>Excessive pride or self confidence. Hubris is associated with overestimation of ability</i>		72	
<b>Mercurial</b>	<i>A mercurial temperament is associated with being impulsive and unpredictable</i>		45	
<b>Dominance</b>	<i>Dominant people exhibit powerful controlling behaviours that inhibit others</i>	10		

## ENTREPRENEURIAL COMPETENCY DOMAINS

For the facets attached to the three work domains, high scores indicate strong potential. And where those high scores sit together within a particular work domain, they indicate strong potential in that domain.

**The candidate's strongest competency domain is Ideation (Average potential). Their weakest is Execution (Low potential)**

It is important to note that it is possible to be strong in one work domain (high scores) and weaker in another (average or low scores) whilst still having the potential to play an important role in business innovation. For example, someone with average scores in the ideation domain but high scores in the execution domain may be ideally suited to managing creative teams. However, a low creativity or low curiosity score is of concern as it may indicate a lack of sympathy with new ideas, 'blue-sky' thinking or with the uncertainty associated with early stage innovation. Accordingly, low scores in the Ideation domain warrant particular attention.



DOMAIN	TRAIT	DESCRIPTION	LOW	AVERAGE	HIGH
<b>Ideation</b> <i>The generation of innovative business ideas</i>	Curiosity	<i>The strong desire to know and learn new things</i>			99
	Creativity	<i>The ability to generate original ideas; to create and invent</i>	31		
	Opportunism	<i>The tendency to spot and act on new business ideas</i>	14		
<b>Execution</b> <i>The application of innovative business ideas</i>	Belief	<i>The propensity to act on conviction rather than trying to please others</i>	16		
	Proactivity	<i>The energy and willingness to get stuff done straightaway</i>	16		
	Resilience	<i>The capacity to recover quickly from difficulties and to persevere</i>			67
<b>Leadership</b> <i>The ability to lead innovative people and teams</i>	Vision	<i>The tendency to have a meaningful mission in life and to see the bigger picture</i>			77
	Authority	<i>The tendency to take charge of situations and to command others</i>	20		
	Stability	<i>The ability to remain calm and optimistic under pressure</i>	29		