



SAMPLE REPORT

LATINO CAREER ASSESSMENT™

PROFILE REPORT AND DEVELOPMENT GUIDE

Validated Self-Insights for Career Success

Contact us at 1.800.680.7768

www.LatinoCareerAdvancement.com

Powered by CMP

"Life is too short to be little, keep learning, be self aware, act and take control of your journey!"

- Maryanne Piña Frodsham

Congratulations for taking your first step toward creating a rewarding and purposeful career!

The Latino Career Assessment™ (LCA™) is an empirical tool developed with a single purpose: to provide each Latino professional with the insights and development actions needed to build a successful career.

While taking the LCA™, your **Strengths** and **Gaps** in 14 Career Predictors were assessed. Each of these Career Predictors represents behaviors that set the foundation for a successful career—a career in which you generate possibilities and gain support in whichever organization you choose to be in or build. The 14 Career Predictors for Latino professionals are:

- | | |
|--|---|
| 1. Being Optimistic | 8. Increasing Self-Awareness and Impact |
| 2. Practicing Determination and Grit | 9. Speaking Up |
| 3. Dealing with Prejudice and Discrimination | 10. Taking Initiative |
| 4. Career Alignment with Purpose and Values | 11. Leveraging Diversity |
| 5. Extending Influence | 12. Taking Calculated Risk |
| 6. Learning Continuously | 13. Thinking Outside the Box |
| 7. Building Networks and Advocacy | 14. Investing in Relationships |

YOUR LCA™ REPORT HAS THREE SECTIONS

Section 1 - LCA™ Profile Report

Summarizes your ratings on each of the 14 Career Predictors as **Gap**, **Developing**, and **Strength**.

Section 2 - LCA™ Development Guide

Provides custom development modules on your 3 lowest rated Career Predictors. The order of your development is based on the **PIO Progression Model** (described in more detail on page 5). Each of these modules has the following i3 LCA™ process for sustainable behavioral development:

- ◆ **Awareness:** Overview of the career predictor.
- ◆ **Action:** Specific action to develop the targeted Career Predictor.
- ◆ **Adelante:** Application of your newfound knowledge of the Career Predictor and how to move forward.

Section 3 - LCA™ Targeted Development Plan

Offers guidance and template to document your commitments to develop your career habits, behaviors and success.

Your Profile Report summarizes your Latino Career Assessment™ (LCA™) responses. The 14 Career Predictors listed in your LCA™ Profile Report below provide a clear path for your career development and success as a working professional. Take some time to review and understand the results.

RATINGS LEGEND

GAP

Concentrate on strengthening this Career Predictor to achieve greater career impact and success.

DEVELOPING

You have solid behaviors in this Career Predictor but there is room for improvement.

STRENGTH

You are strong in this Career Predictor and can mentor others in this area.

| Career Predictor | Description | Insight Ratings | | | Description |
|---|---|-----------------|------------|----------|--|
| | | Gap | Developing | Strength | |
| Being Optimistic | You're pessimistic and don't expect good things to happen. | | ● | | You're optimistic and work hard to make good things happen. |
| Practicing Determination and Grit | You give up when confronted with a challenge or obstacle. | | ● | | You persevere through challenges and obstacles. |
| Dealing with Prejudice and Discrimination | You feel limited by prejudice and discrimination. | | | ● | You don't feel limited— you have strategies for navigating prejudice and discrimination. |
| Career Alignment with Purpose and Values | Your career purpose and values are unknown or misaligned. | ● | | | Your career direction is aligned with your purpose and values. |
| Extending Influence | You're hesitant to communicate and connect with key stakeholders. | ● | | | You proactively communicate and connect with key stakeholders. |
| Learning Continuously | You're less inclined to explore new educational opportunities. | ● | | | You explore and pursue new educational opportunities. |
| Building Networking and Advocacy | You don't seek feedback or adjust to new information. | ● | | | You're introspective, seeking and adjusting to feedback. |
| Increasing Self-awareness and Impact | You're less active in networking and developing partnerships. | ● | | | You seek out opportunities to network and partner. |

| Career Predictor | Description Gap | Insight Ratings | | | Description Strength |
|----------------------------|---|-----------------|------------|----------|--|
| | | Gap | Developing | Strength | |
| Speaking Up | You keep quiet and avoid sharing your opinions. | | ● | | You speak up and actively share your opinions. |
| Taking Initiative | You're passive and let others make decisions. | | | ● | You're proactive and engage in decision-making. |
| Leveraging Diversity | You gravitate toward working with people of the same background and beliefs as you. | | ● | | You actively value the perspectives of people with different backgrounds and beliefs than you. |
| Taking Calculated Risk | You avoid risk and uncertainty in career decision-making. | | ● | | You're willing to take calculated risks and seize opportunities. |
| Thinking Out of the Box | You stick with how things are done—you don't seek for improvements or new approaches. | ● | | | You seek new ideas and surface new and novel approaches. |
| Investing in Relationships | You place little value on building business relationships. | | ● | | You create bonds and place a high value on building business relationships. |

"Sometimes the biggest accomplishment in life is to find yourself."

Luisa Fernanda Cicero



"The opposite of success is not failure... it's being stuck.
You have a unique strength that's meant to be shared."

Jennifer Villareal

After reviewing your LCA™ Profile Report in detail, it is time to more fully understand the areas you need to improve to develop your career. The LCA™ Development Guide provides targeted and actionable feedback to facilitate your development, growth, and career success.

The i3LCA™ process guides participants through identifying key **Strengths** and **Gaps** to maximize their career and business impact. On the next page, you will find the **PIO Progression Model**. This divides each of the 14 Career Predictors into three sections: **Personal Victory**, **Interpersonal Investment**, and **Organizational Navigation**. Focusing on the Career Predictors related to Personal Victory first, then moving on to Interpersonal Investment and so on will ensure an optimal level of career success.

This section provides custom development modules on your three lowest-rated Career Predictors. Each of these modules provides insights in the following i3LCA™ format:



Awareness: Overview of the Career Predictor, including a detailed description and why it is critical for your career.

Action: Specific actions to develop the targeted Career Predictor, including key behaviors to assess yourself and build your capability.

Adelante: Application of your newfound knowledge of the Career Predictor, including development questions to help you move forward.

You will find a lot of information in each of these 3 modules. Take some time to review each module for full understanding. You will not be able to complete all the development actions listed immediately. Instead, for each module, identify the critical action(s) you believe are achievable and will directly support your development. Feel free to get input from people you trust. Your 3 Development Modules are:

- ◆ Building Networking and Advocacy
- ◆ Learning Continuously
- ◆ Increasing Self-awareness and Impact

Once you have thoroughly reviewed your 3 Targeted Development Modules, complete the Targeted Development Plan at the end of Section 3 of this LCA™ report.

PIO PROGRESSION MODEL



To achieve sustained career engagement and impact, the order of your development matters. Development moves from the inside-out, starting with your **Personal Victory**, and the foundational Career Predictors. If your enabling Personal Victory beliefs and behaviors are not established first, you will have less sustained success.

As Personal Victory is established, you move to the **Interpersonal Investment** and then finally **Organizational Navigation** Career Predictors. You are likely already doing some things well. Focus on the Career Predictors that are current **Gaps** as assessed in your feedback report.

**"Feeling successful is essential.
Set mini-goals to get to your larger goal."**

Yaneth Medina

It's time to commit! Your career success is in your hands. In this section, you will commit to turning your LCA™ insights into tangible development actions.

STEP 1: REVIEW ASSESSMENT RESULTS

Objective: Absorb and synthesize your LCA™ feedback within your career context.

Carefully review the results of your LCA™ Assessment and Targeted Development Guide. Spend time considering:

1. Your three lowest competencies.
2. Any gaps in your **Personal Victory** Career Predictors.
3. Your strongest competencies.
4. The areas you are most motivated to develop.
5. The competencies most critical for you develop given your company and career aspirations.

STEP 2: REFINE AREAS OF FOCUS

Objective: Isolate and test your areas of development focus.

Decide on your most immediate areas of development focus.

Seek feedback—share your development areas with your mentors and possibly a few trusted friends.

STEP 3: OPERATIONALIZE YOUR DEVELOPMENT PATH

Objective: Apply best practices in creating a personalized development plan.

Write down SMART Goals (described below) for each of your development areas. Remember to only work on one area at a time; otherwise, you will quickly lose steam and fail to grow in any Career Predictor.

- ◆ **Specific:** What do you want to accomplish? What will you do to achieve it?
- ◆ **Measurable:** How will you determine if you've been successful?
- ◆ **Achievable:** Is this goal doable? Will you be able to reach it?
- ◆ **Relevant:** How does this goal align with your development areas? How does it fit into your overall career goals?
- ◆ **Time-Bound:** What is the time period for accomplishing your goal?



Building Networks and Advocacy Awareness—i3LCA™

“It is literally true that you can succeed best and quickest by helping others to succeed.”

Napoleon Hill
Self-Help Author
Think and Grow Rich

WHAT DOES “BUILDING NETWORKS AND ADVOCACY” MEAN?

Networking is about establishing beneficial alliances, partnerships, and relationships between people. No one can survive and thrive on their own. As the saying goes, “No person is an island,” meaning no one is truly self-sufficient. Everyone must rely on the company and comfort of others to survive and be successful. Many opportunities and insights can only be discovered through a network. This is especially true in shaping a career.

Creating connections and relationships through intentional and expansive networking must be a priority to optimize your career. From a strong network comes advocacy.

Advocacy is the act of others speaking out on your behalf, finding opportunities, and influencing key decisions and decision-makers.

Growing a strong personal network and building long-term relationships is critical to sustained career success.

**What does "networking"
mean to you?**

Write your responses here

**Think about a time you
advocated on behalf of
someone. Why did you do it?
What made you feel
compelled to speak out
on their behalf?**

“Your network is your net worth.”

Porter Gale

Marketing Expert and Entrepreneur

*Your Network Is Your Net Worth: Unlock the Hidden Power
of Connections for Wealth, Success, and Happiness in the
Digital Age*

WHY DOES IT MATTER?

Even with the speed, ease, and global reach of information, people still make decisions based on personal experience and relationships. It's in our DNA; we want to feel good about the people we support, endorse, work for, or partner with.

How people make us feel is an important aspect of any relationship. We want to know someone is genuinely interested in us. After all, which would you prefer: to have someone tell you their life story or ask you about yours? When someone is curious about you and your life, you feel more connected to them. Likewise, the more you're curious about another person and their life, the more they'll feel connected to you. The more you cultivate those bonds, the greater impact you'll see in your career. Why? Because people rely on their own experiences with a person more than objective data or outstanding resumes.

When you have an opportunity to expand your network, ask yourself the following: Who do I need to connect with and why? How can I help?

Your circle of connections, influence, and advocacy will be a regular flow of intelligence and opportunity, but it takes steady focus.

BEHAVIORAL INSIGHTS

Below are the behaviors of people who are effective at **Building Networks and Advocacy (Strengths)** and the behaviors of people who are not effective at **Building Networks and Advocacy (Gaps)**.

In reviewing the lists, which behaviors are true of you?

| BEHAVIORAL STRENGTHS | BEHAVIORAL GAPS |
|--|--|
| <input type="checkbox"/> You make connecting with key people a priority. | <input type="checkbox"/> You don't make developing relationships a priority. |
| <input type="checkbox"/> You actively listen. | <input type="checkbox"/> You show little interest in learning more about others. |
| <input type="checkbox"/> You connect with others to expand your network. | <input type="checkbox"/> You don't maintain or expand your network. |
| <input type="checkbox"/> You proactively build relationships with people in your organization. | <input type="checkbox"/> You fail to engage with key decision-makers and stakeholders. |
| <input type="checkbox"/> You participate in select industry and community networks and associations. | <input type="checkbox"/> You don't participate in industry or community networks and associations. |
| <input type="checkbox"/> You identify and engage with key decision-makers and stakeholders. | <input type="checkbox"/> You're unsupportive of others' needs and successes. |
| <input type="checkbox"/> You show confidence and take initiative. | <input type="checkbox"/> You're risk-averse. |
| <input type="checkbox"/> You actively partner with new connections. | <input type="checkbox"/> You're unresponsive to new connections. |
| <input type="checkbox"/> You actively support the success of others in your network. | <input type="checkbox"/> You build relationships only when it's in your immediate self-interest. |

“Every moment is an organizing opportunity, every person a potential activist, every minute a chance to change the world.”

Dolores Huerta
Activist

DEVELOPMENT ACTIONS

Actions you can take to **Build Networks and Advocacy** include:

1

Make authentic connections.

When you attend a networking event or meet someone for the first time, make it all about them. Don't “fake it till you make it.” Instead, be genuine. Have questions prepared if you have trouble coming up with them on the spot. Make sure they're open-ended and always ask follow-up questions. This will let the other person know you're listening.

2

Build your network.

When you meet people at work or the outside world—at the airport, on a bus, at a party—ask for their contact information. Even if a person's work and background seem unrelated to yours, you never know when you may be able to connect them to someone. Similarly, give your contact information freely and follow up promptly.

3

Find the decision-makers and know who the gatekeepers are.

Within any network, there are a handful of people who influence the big decisions (including the disbursement of rewards). Think about any tight-knit family—usually the head matriarch or patriarch makes the big decisions. The same can be said for companies and networks. A few people greatly influence what is supported and completed in broader, more informal networks. These people may or may not have a formal title, but people within the network always know who they are.

4

Get involved in groups and associations.

There are formal networks of people in all conceivable professions and industries. Your country, state, province, and online communities (such as LinkedIn) have associations for everything from accountants to Zamboni drivers. Investigate and join a few associations that align with your career interests. Your active involvement within these formal networks can connect you to people and information, opening you up a wider array of opportunities.

5

Keep in touch.

We often get so caught up in our daily challenges that we rarely take the time to reach out and contact anyone other than immediate associates and family. If you ask or accept someone's social media request to be connected, ask yourself why you are requesting or accepting it. Once you do, you must hold yourself accountable for leveraging that connection. Those who make it a priority to regularly reach out to an individual or a larger group of people will enjoy the benefits of a robust network. Is it an additional responsibility? Yes. But think of the value you gain from it.

6

Work outside your circle.

It's easy to focus on getting your job done and adopt an "it's not my job" perspective on anything not in your job description. However, this approach will limit your network and stifle your influence. Take time to understand how you can support the success of people on your team. This will create goodwill, and others will advocate for you to get noticed and provide references and opportunities.

Your investment in building networks will pay long-term dividends. Schedule it. If you consistently spend two to three hours a week on these activities, you will build career opportunities for yourself and others.

"Networking is a lot like nutrition and fitness: we know what to do, the hard part is making it a top priority."

Herminia Ibarra
Professor and Author

SAMPLE REPORT Building Networks and Advocacy Adelante—i3LCA™

7

This is the **Adelante Phase**, where you will process what you have learned and manifest it into a behavioral change. ¡Adelante!

To support you in employing the developmental actions suggested prior, read the story below. **Put yourself in the situation and consider which Behavioral Strengths you may or may not be practicing.**

SCENARIO: GUSTAVO AND MONICA

Gustavo and Monica both graduated from Texas A&M with bachelor's degrees in chemical engineering in 2005. Frito-Lay immediately recruited Gustavo for a packaging material position. He got an excellent compensation package, a great place to work, and the chance to enroll in an MBA program two years after graduating.

Monica spent eight months job searching and finally landed a position with a small packaging material manufacturer. Those eight months were challenging for Monica. The daily stress and uncertainty of finding a new job motivated her to reach out to people outside her circle, build relationships, and become actively involved in various organizations. Monica's peers find her engaging, authentic, and someone they can count on to advocate for them.

Over a decade after graduation, Monica is a certified Six Sigma Specialist, has traveled to Asia and Latin America for different speaking engagements, and is currently leading a Product Development Division for a new company. Gustavo has only received one promotion at Frito-Lay. He still works hard and enjoys his workplace and colleagues, but he feels he is not challenged enough and has become disillusioned with his career.

Take sufficient time answering the questions on the next three pages.

This is for your eyes only.

Based on the LCA Behavioral **Strengths** and **Gaps** regarding **Building Networks and Advocacy** and your observations of Gustavo and Monica:

What is Gustavo experiencing and why?

What is Monica experiencing and why?

What are some of Gustavo's Strengths and Gaps?

**What are some of Monica's
Strengths and Gaps?**

**If you were providing coaching to
Monica, what would you tell her to do?**

**If you were providing coaching to
Gustavo, what would you tell him to do?**

Think of a previous or current boss, coworker, or friend who models exceptionally high **Behavioral Strengths** in **Building Networks and Advocacy**.

How has their behavior influenced you or others?



What would it mean for your career if you focused on strengthening those traits?

What consequences might you experience if you did nothing?



“What good is an idea if it remains an idea? Try. Experiment. Iterate. Fail. Try again. Change the world.”

Simon Sinek
Author and Motivational Speaker



Learning Continuously

Awareness—i3LCA™

“Any time you have an opportunity to make a difference in this world and you don’t, then you are wasting your time on Earth.”

Roberto Clemente
Puerto Rican Baseball Player

WHAT DOES “LEARNING CONTINUOUSLY” MEAN?

Learning Continuously is the level and extent of time you spend on your professional and leadership development. This includes what you do to stay updated on any new information regarding your career field and other related topics of importance and interest (e.g., formal courses, degrees, certifications, and less formal engagement with experts, books, and online resources). Development can also include experimentation and reflecting on successes and failures. Self-reflection enables learning continuously, as it helps you apply your knowledge and experience and will position you for impactful and individual growth.

Learning continuously is often driven by an inner curiosity—the desire to know something on a broader or more profound level simply because you love to learn. What do you enjoy learning about? Science, politics, current events, new languages, arts, culture? Seeking new knowledge and applying it through practice and self-reflection is key to finding success as a professional, as you need it to stay contemporary and achieve maximum impact in your chosen career(s). Spending dedicated time focusing on your development, whether you’re happy with your current career or considering a career change, is a strategic move. It can give you a competitive advantage.

WHY DOES IT MATTER?

Our environment is in constant change. To adapt, survive, and thrive, we must continuously learn and develop by practicing curiosity and applying that knowledge to our improvement.

As a firm, CMP has conducted thousands of executive assessments and researched the predictive attributes of success. The characteristics of learning continuously (sometimes called “Curiosity and Continuous Learning” or “Learning Agility”) are highly correlated with professional and leadership success.

We are all born with innate curiosity, but our desire to question and learn can be extinguished. We see this natural desire to learn in children—they question everything, asking “Why?” at every turn. But as they age, that natural curiosity fades. They stop asking. They stop being curious. Why is that? Whatever the reason, it’s essential for your current career that you bring back your childlike curiosity and desire for continuous learning.

Being curious about how things work, how specific processes are achieved, and how concepts and ideas interact and become something else drives businesses into innovation and achievement. Education allows you to bring structure to your curiosity, turning it into knowledge you can then bring into your day-to-day reality.

Curiosity is vital in navigating disputes. The vast majority of people are conflict-averse; they tend to avoid difficult discussions. Imagine for a moment you are involved in a contentious conversation:

What are you feeling?

What do you want to do?

Where do you see this ending?

What if you or the other party could assume a stance of curiosity? Research tells us that those who do so feel empowered by their ability to make the other person feel heard. Both parties become more informed about the counter-perspective and experience greater empathy for the other person, leading to an amicable resolution. Understanding this, consider what effect being curious during a conflict would have on your ability to resolve it!

In summary, there are at least five clear reasons why you should focus on continuous learning (adapted from the article “7 Reasons Why Continuous Learning is Important,” Amit Nagpal, LinkedIn, 30 June 2017):

- 1. To remain relevant.** With the rapid advancement of about every discipline and the emergence and availability of new insights and practices, continuous learning is essential to staying current within your job, function, and industry.
- 2. To prepare for the unexpected.** The only constant is change; we live in a world of increasing ambiguity and opportunity. By expanding your knowledge and skills, you will be more ready to step out of (and into) roles and take full advantage of the opportunities that present themselves.
- 3. To spark new ideas.** Curious learners who ask “Why?” are the engines of innovation. You will see connections and opportunities, creating “aha” moments for yourself and others.
- 4. To broaden your perspective.** As you are curious and continue to learn, you will be better able to see multiple sides of the same issue and the larger impact of your (and others’) actions and decisions.
- 5. To boost your profile.** The more you learn, the more you’ll be a reference point for others. People will come to you with problems, advice, and insight. You’ll be an invaluable resource to the team and company, which will expand your opportunities.

it is not the most intellectual of the species that survives;
it is not the strongest that survives; but the species that
survives is the one that is able best to adapt and adjust to
the changing environment in which it finds itself.

Leon C. Megginson (paraphrasing Charles Darwin)
Professor at Louisiana State University

BEHAVIORAL INSIGHTS

Below are the behaviors of people who are effective at **Learning Continuously (Strengths)** and the behaviors of people who are not effective at **Learning Continuously (Gaps)**.

In reviewing the lists, which behaviors are true of you?

| BEHAVIORAL STRENGTHS | BEHAVIORAL GAPS |
|---|--|
| <input type="checkbox"/> You're a good listener. | <input type="checkbox"/> You don't listen or change opinions. |
| <input type="checkbox"/> You take time to reflect. | <input type="checkbox"/> You take things at face value. |
| <input type="checkbox"/> You're interested in learning. | <input type="checkbox"/> You don't ask questions. |
| <input type="checkbox"/> You regularly spend time learning and expanding your knowledge. | <input type="checkbox"/> You're easily bored and lose interest quickly. |
| <input type="checkbox"/> You like to explore and discover. | <input type="checkbox"/> You're unobservant. |
| <input type="checkbox"/> You're open to different solutions. | <input type="checkbox"/> You avoid problem-solving. |
| <input type="checkbox"/> You have a strong desire to increase your personal knowledge. | <input type="checkbox"/> You'll seek out someone else to recommend or direct a solution. |
| <input type="checkbox"/> You're interested in exploring new ideas, activities, and experiences. | <input type="checkbox"/> You're a reactive—not a proactive—team member. |
| <input type="checkbox"/> You stay up-to-date on advances within your industry or profession. | <input type="checkbox"/> You don't gather new insights. |
| | <input type="checkbox"/> You revert to the same answers. |
| | <input type="checkbox"/> You don't stay up-to-date on advances within your industry or profession. |

SAMPLE REPORT Learning Continuously Action—i3LCA™

5

“Success is a matter of one’s own feelings about oneself.”

Edward James Olmos
Mexican-American Actor

DEVELOPMENT ACTIONS

To increase your ability to **Learn Continuously**, apply these best practice tips:

1

Suspend judgment and listen for understanding.

Thinking and fully engaging with an issue can be hard work. If you come to a conclusion without fully exploring all sides, ask yourself, “Why am I pre-judging this issue?” Take the time to listen for full understanding. Probe and suspend judgment, even if you disagree. The simple task of leaning into an issue or discussion and asking questions before forming an opinion will connect you with people at a deeper level and provide you with “aha” insights you can’t get any other way.

2

Learn to ask better open-ended questions.

Ask open-ended questions. These are questions that generate deeper insights and substance—those that start with “what,” “why,” or “how.” Closed-ended questions are those answered with “yes” or “no.”

3

Allow yourself to be in the “unknown.”

Be an explorer. Be that child once again who continually asked, “Why?” Go where no one has gone before. Challenge the status quo.

4

Fall in love with learning.

Read diverse kinds of books. Curious minds are energetic minds, and energetic minds become clever minds. Curiosity is linked with intelligence, creativity, and problem-solving.

5

Dedicate time to learning.

Find time to learn and commit yourself to the process of continuous learning. Pick at least two of the following focused development activities every week:

- ◆ **Read blogs, magazines, or articles.**
- ◆ **Attend industry talks and seminars.**
- ◆ **Enroll in online courses and degree programs.**
- ◆ **Find a thought partner to have lunch with.**
- ◆ **Watch videos and listen to podcasts.**
- ◆ **Ask someone to be a mentor in a key area of development.**
- ◆ **Undertake challenging assignments and roles.**
- ◆ **Ask for help whenever something is unclear to you.**
- ◆ **Observe others who are more experienced than you in a particular area.**
- ◆ **Take action, then learn by trial and error.**
- ◆ **Practice and apply new skills on the job.**
- ◆ **Track your progress over time through self-analysis.**
- ◆ **Ask for feedback from others and work toward improvement.**

SAMPLE REPORT

Learning Continuously

Adelante—i3LCA™

7

This is the **Adelante Phase**, where you will process what you have learned and manifest it into a behavioral change. ¡Adelante!

To support you in employing the developmental actions suggested prior, read the story below. **Put yourself in the situation and consider which Behavioral Strengths you may or may not be practicing.**

SCENARIO: AMANDA RIVERA

Amanda is a talented IT engineer at Petagono Manufacturing LTD, a Fortune 500 company. She is a team player and is genuinely liked by all the employees in her area. At a recent meeting, Amanda listened as her colleague Brent presented an evaluation of their processes and technologies. Looking to get additional input from those attending, Brent asked Amanda to get things started.

Amanda began with several engaging questions to get people talking and get a deeper understanding of the problem. Why did it take so long to deliver products? What is the value of the current design? What are the manufacturing efficiencies (or lack thereof)? What are the technologies currently being used to support operations? The team began to speak up, offering valuable contributions and brainstorming ideas. After the meeting, the team left optimistic, knowing they could find innovative solutions supporting Petagono.

Take sufficient time answering the questions on the next two pages.

This is for your eyes only.

Based on the LCA Behavioral **Strengths** and **Gaps** regarding **Learning Continuously** and your observations of Amanda:

What skills is Amanda displaying?

Write your responses here



What are some of Amanda's Strengths and Gaps?

If you were providing coaching to Amanda, what would you tell her to do?



Think of a previous or current boss, coworker, or friend who models exceptionally high **Behavioral Strengths** in **Learning Continuously**.

How has their behavior influenced you or others?



What would it mean for your career if you focused on strengthening those traits?



What consequences might you experience if you did nothing?

“You only live once. You don’t want your tombstone to read: played it safe.”

Rosario Dawson
Actress

Follow this focused approach to build each of your career capabilities. To continue your career development, we recommend taking the LCATM annually to gather new insights into your areas of career strength and development. The targeted Development Plan sample is below.

| Career Predictor | Speaking Up |
|------------------|--|
| Specific | Increase my participation in team meetings by voicing my opinions at least twice per session. |
| Measureable | Track the frequency of my contributions during team meetings. |
| Achievable | To help me build my confidence, I'll attend a public speaking workshop. |
| Realistic | Working on this will enhance my communication skills and help me collaborate more effectively. |
| Time-Bound | Achieve my goals within the next three months. |



SAMPLE REPORT

LATINO CAREER ASSESSMENT™

TARGETED DEVELOPMENT PLAN

| | |
|------------------|--|
| Career Predictor | |
| Specific | |
| Measureable | |
| Achievable | |
| Realistic | |
| Time-Bound | |



SAMPLE REPORT

LATINO CAREER ASSESSMENT™

TARGETED DEVELOPMENT PLAN

9

**Career
Predictor**

Specific

Measureable

Achievable

Realistic

Time-Bound



SAMPLE REPORT

LATINO CAREER ASSESSMENT™

TARGETED DEVELOPMENT PLAN

10

| | |
|------------------|--|
| Career Predictor | |
| Specific | |
| Measureable | |
| Achievable | |
| Realistic | |
| Time-Bound | |



LCATM
A CMP Company

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