

L.A.M.P. Software

LEADERSHIP, ATTITUDE, MOTIVATION, PERFORMANCE

What is this product we are trying to sell?

Product: This is a unique interactive software developed to evaluate the four skills required by any professional / executive to discharge his duties effectively.

What are the skills evaluated?

Leadership qualities inherently present in the individual.

Attitude of the person.

Motivation present in him to do the particular job – present / absent.

Performance capability.

Leadership

Identifying and enhancing leadership qualities will help the organization in using the available human resources in an effective manner. Module includes Skills and Techniques to inculcate leadership abilities, Service, Mission, Thinker, Personal Philosophy, Ethics, Change Masters, Helping Nature, Making Decisions, Using Power, Motivating Others, Listening Skills, etc.

Attitude Change

Attitudes are complex subsystems that are a product of our ideas, opinions, and belief systems. Attitudes influence our thoughts, perceptions, feelings, and actions. Most of our ineffective behaviors are due to our negative attitudes. Developing positive attitude towards work and life is quite essential in bringing about optimal performance.

Motivation

The strength of the organization depends upon the people who are part of its functioning. If people working in the organization have their aspirations and goals demarcated their motives can be directed successfully. Need for achievement, need for social advancement, need for competition, need for cooperation, and other psychological needs are to be measured and cultivated.

Potential

An organization consists of a group of professionals and executives whose collective effort contribute to the productivity and welfare of the company. The company sets a standard / objective potential in the professional and hires him. This becomes the IDEAL POTENTIAL.

Even with effective interview and cross checking his academic achievement, previous job experience, attestations and recommendations, the company does not know his REAL POTENTIAL. It could be more (when the company is not taking advantage of it), or less (company hired an inadequate staff).

How much of this real potential is being used by the executive in discharging his duties is his USED POTENTIAL.

This is what the company is getting out of him. This could be far less.

Most of the professionals have tendency to think too much of themselves when they are actually not, OR think less of their capability when actually they are more capable. This is IMAGINED POTENTIAL.

Why evaluate these skills in a professional / executive?

A professional / executive is hired to perform certain job effectively and in time, with minimal wastage of efforts and to maximize productivity.

This achievement is possible only with his total involvement in the job.

Self-awareness by evaluation of such professional involvement goes a long way in identification of tasks and setting up of goal and changes in his behavior.

Only then he can perform with less stress, less time and less effort.

Advantages of the software to the end user and company:

- Helps in identifying the training needs
- Improves occupational adjustment
- Increases job satisfaction
- Optimizes proficiency
- Develops human relations
- Eases communication process
- Maximizes productivity.

Strategy:

A company benefits best when its executives are delivering their used potential close to their real potential. Only then a company will achieve its ideal potential.

Similarly an executive will achieve best when his imagined potential is close to his real potential and he is capable of delivering it as used potential.

By evaluating these different potentials, the company can identify the training needs and rectifying them to reach their GOAL.

Summary:

In today's world of knowledge management the insight into the strengths and weaknesses of the workers helps an organization in reallocating the human resources adequately. Lack of such awareness leads to under utilization of resources and duplication of effort. We propose to bridge this gap by introducing a systematic and objective psychological assessment.

The conclusions drawn at the United Nations Inter-Agency Meeting on Partners in Life Skills Education organized by the Department of Mental Health, **World Health Organization (WHO)** at Geneva stress the immediate need for nurturing Life Skills. This report can be viewed at www.who.int/mental_health/media/en/30.pdf.

Contents:

The software is an interactive module that poses simulated situations where the executive chooses by clicking one of the alternatives. Very few questionnaires and inventories are present, which reduces errors in testing. The software not only measures a candidate but also immediately analyses data and generates report.

Interactive psychometric games and modules.

We have avoided using direct questionnaire, which will bring out only the OVERT part of the user. He may pretend or answer what is right for the examiner and not himself.

Thus the executive is asked to project his/her thoughts, feelings, and perceptions on to a neutral stimulus and thereby measures are elicited. Especially when the executive's actions are concerned it is better to test them directly rather than asking questions or projecting internal behavior. Hence, situational tests are given to the executive where the decisions are made directly in dealing with these situations

Both positive and negative dimensions are included in the test to ensure that there is no habituation formed in the tested individual. One should score high on positive dimensions and low on negative dimensions

Results sheet in the end that can be printed and recorded.
Multiple attempts enabled for the user to try his best attempt.
User name and password protection to preserve individual privacy.
Requires to be downloaded into a computer of his choice.
Works only on Microsoft windows operative platform.
Security to prevent copying and transferring of the software.

Time :

The time taken to complete this test shall be restricted between 30 to 40 minutes as too much of time spent on test-taking would result in distraction and boredom thus invalidating the performance of the executive on the test.