



SOCR® Report

(KII® Summary & Organizational Competencies Report®)

Report For:

Angela Baker

Job Title

XYZ Company Name

1234 Street Name

City, State 01234

**SAMPLE
REPORT**

**COMMITMENT &
ORGANIZATIONAL
COMPETENCIES**

Report Date: **04/01/2015**

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KII® Summary & Organizational Competencies Report® (SOCR®)

Published by Karen Keller International, Inc. Michigan, USA

First Edition.

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The Keller Influence Indicator® results and SOCR® Report are for your personal and professional development. Ethical use of the KII® and SOCR® is the responsibility of the participant and organization. Your KII® scores are to be used as a valid measure of existence and degree of the Seven Traits of Influence®.

The purpose of the KII® is to identify strong and challenging areas and how this impacts your potential to be influential. The KII® was created to facilitate an understanding of what makes you influential or what could be stopping your from being influential at work, at home and in the community. Your K-Factor® and Seven Influence Trait® Scores do not determine who you are as a person.



Note:

Not all SOCR® sections are included in this sample report. However, the information presented is based on your KII® responses.

The SOCR® Sample Report discusses your Commitment Trait Score in relationship to each of these 5 Organizational Competencies;

- Leadership
- Communication
- Team Effectiveness
- Strategy & Solutions
- Execution & Evaluation

Please read the definitions of the Seven Influence Traits® and the 5 Organizational Competencies on the following pages. Knowing these definitions will help you understand how your Commitment Trait score is reflected or plays a role in how well you perform in these competencies.



Seven Influence Traits® Definitions

(see KII® Report for complete traits definitions)

Confidence

Attitude of believing, trusting and relying on yourself; self-assuredness in your personal judgment; comfort in unknown situations and outcomes; the whatever-it-takes mind-set

Commitment

Force behind achievement; achieved without excuses or debate; defined sense of purpose; dedication to intention and action

Courage

Strength, power, and determination; meeting head-on fear, painful or disturbing situation; pushing to the edge; foundation for all other virtues and values

Passion

Gift of the spirit united with life experiences; living and communicating with enthusiasm and eagerness; mind, body, and spirit work together creating ideas, energy and sacred values; compelling emotion and intense drive

Empowering

Practice of sharing information, rewards, and power with people; giving resources, authority, opportunity to increase competency and fulfillment; encourage others to gain control over their life and success

Trustworthiness

A moral value that is a virtue; you are honest, value loyalty and keep promises; comes through accepting responsibility and meeting expectations; demonstrating integrity

Likeability

A measure of how positively you are viewed by another; depends on ability to create positive attitudes in others; bringing joy, ease and respect to a relationship

5 Organizational Competencies Definitions

Organizational Competency #1: Leadership

Leadership has multiple definitions and expectations for a person or within a team or group of people. Regardless, the encompassing definition of leadership is the ability to lead in times of turbulence, challenge and opportunity. It involves courage and determination even the harshest critics will respect. Impactful leadership is necessary to course correct, make difficult decisions and establish standards of performance that are constantly improving all the time.

Warren Bennis said, “Leadership is the capacity to translate vision into reality.” It is the process of influence, which maximizes the efforts of others, towards the achievement of a goal. The goal of leadership is to ask, “Am I creating a context where others can lead?” rather than the question, “Am I leading?”

The Seven Influence Traits® effect how well a person develops their leadership abilities, their level of integrity and the respect they earn from others. Leadership promotes learning and adaptation. The Seven Influence Traits® are the basis for the rest of the organization to be assured that the person is making the best decisions, thereby building the faith of the organization in Him.

“A leader is best when people barely know he (she) exists, when his (her) work is done, his (her) aim fulfilled, they will say: we did it ourselves.”

- Lao Tzu

Organizational Competency #2: Communication

Communication is more than the imparting or exchanging of information. Communication is the glue that holds an organization together. It is more than speaking skills, assertiveness and the ability to read an audience or situation. It’s about eye contact. It’s about executive presence. And communication is the ability to condense complicated information into a meaningful message. When that happens is when you have communication that has impact.

The Seven Influence Traits® influence how well a person imparts his message, direction or solution. These influence traits are the foundation for increasing healthy communication across levels within the organization, and breaking down barriers. Solid communication practices are where beliefs and behaviors – which are impacted by the Seven Influence Traits® - are practiced consistently and relentlessly.

“In the absence of great communication the best ideas wither and die.”

- Dr. Karen Keller

LEADERSHIP

1

COMMUNICATION

2

5 Organizational Competencies Definitions (cont...)

Organizational Competency #3: Team Effectiveness

Evaluating team performance and effectiveness is related to two factors; the task and the social factors that influence the experience of the team as a social unit. For both of these factors to work together the team needs to review and achieve objectives, and have a healthy way of supporting its members, resolving conflict and achieving team cohesiveness. These factors directly and significantly impact the overall performance, freedom and experience of the team both within and outside the team.

The Seven Influence Traits® have an impact on team motivation, autonomy, and relationships. These influence traits enhance the individual's skill of building and working within a team structure. They are a major determinant of how well the person will perform, produce, and procure leading edge results within a team or group.

“Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilization work.”

-Vince Lombardi

Organizational Competency #4: Strategy & Emerging Solutions

Quantum physicist, David Bohm, defines dialogue leading to emerging solutions as dialogue that encourages a person to learn individually and collectively new ways of thinking. He believed communication gets blocked as a result of the unique assumptions people bring to the conversation. The key to formulating and managing strategy is the ability to detect emerging patterns, help them take shape and, based on personal knowledge and intimate understanding, build from a sense of wisdom the best solutions.

Strategy and emerging solutions need each other in the world of business. Promising solutions depend on sound strategies and vice versa. Strategy and emerging solutions thrive under innovative business models, and add business value – all the while confronting persistent challenges and embracing diverse ideas. This approach to strategy and emerging solutions leads to greater agility in bringing products to the market faster than the competition.

The Seven Influence Traits® have an impact on strategic planning and emerging solutions, i.e., the quality of strategic planning. They are instrumental in forming individual and team motivation, autonomy, and relationships. The quality of strategic planning has an effect on strategy success. These influence traits determine and give the individual a sense of responsibility, creativity and insight.

*“When I came to IBM I was a guy who believed in strategy and analysis.
What I learned was that corporate culture is not part of the game:
It is the game.”*

- Lou Gerstner, Former CEO of IBM

TEAM
EFFECTIVENESS 3

STRATEGY
& SOLUTIONS 4

5 Organizational Competencies Definitions (cont...)

Organizational Competency #5: Execution and Evaluation

A brilliant strategy or innovative plan can put you on the competitive map, but only execution can keep you there. The ability to execute then evaluate your solution or outcome is paramount to long-term longevity of the organization or business.

Executing for success is not planning for success. It is not a single decision or action – it is a process. Execution success depends on best practices and personal work habits. Sound execution demands that all levels of the organization roll up their sleeves and pitch in to make a difference. Execution calls for commitment to and a passion for results.

Organizations that create great ideas must be able to execute through clear task definition, delegation, and distraction-free priority implementation. Execution is a systematic process of rigorously discussing how's and what's, questioning, tenaciously following through, and ensuring accountability. Execution is the key to competitive success.

Evaluation and celebration of team success is done by stepping back and reflecting on what was accomplished and what was learned by the group. In many cases, these accomplishments require tremendous effort, sacrifice and perseverance, which need to be acknowledged. Recognizing how the individual contribution makes a difference is part of the evaluation process.

The Seven Influence Traits® have an impact on motivation, autonomy, and relationships. These influence traits impact the heart of the execution and evaluation in these three processes; people, strategy and operations. Great executors have clear goals, strive for simplicity, and simplify things so that others in the organization can understand, evaluate, and act on them.

*“The right idea is important, but having
the right execution is imperative.”
- Dr. Karen Keller*

Scores

These are the K-Factor® and Seven Influence Trait® scores for: **Angela Baker**.



K-Factor
Score: ?



Confidence
Score: ?



Commitment
Score: **73**



Courage
Score: ?



Passion
Score: ?



Empowering
Score: ?



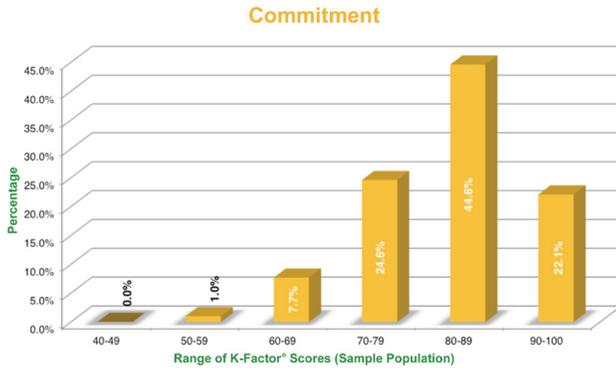
Trustworthiness
Score: ?



Likeability
Score: ?



Angela Baker's Commitment Trait Score: 73



Strong Strength

- Can easily identify problems and how to move forward
- Does not let failure stop Him from achieving desired outcomes
- Easily defends his beliefs even in the face of opposition
- Takes action in spite of things looking hopeless
- Fear doesn't stop him from getting results
- Looks for ways to invest in what he believes in
- Willing to develop new behavioral patterns in order to reach a goal
- Makes promises that he follows through on
- Will not change a worthy goal when dismissed
- Follows through on promises made
- Has a high sense of allegiance
- Expects to be held accountable
- Being responsible does not cause anxiety for him
- Relentless in pursuing goals
- Persistent in achieving specific results
- Places high value on loyalty and dependability

Moderate Strength

- Tries not to second guess decisions
- Doesn't get discouraged often
- Returns to unmet goals and usually finishes them

Moderate Challenge

Strong Challenge



SECTION TWO: 5 Organizational Competencies and the Seven Influence Traits®

Organizational Competency #1: Leadership

The Seven Influence Traits® effect how well a person develops their leadership abilities, their level of integrity and the respect they earn from others. Leadership promotes learning and adaptation. The Seven Influence Traits® are the basis for the rest of the organization to be assured that the person is making the best decisions, thereby building the faith of the organization in him or her.

**LEADERSHIP 1**

Leadership and Angela's Commitment Score 73

- Struggles with managing organizational resources
- Capable of providing direction to solve problems although needs support
- Struggles with seeing the work through to results
- Questions her ability to self-manage while leading others

- Does not necessarily see the importance of engaging people at all levels of the organization
- Intermittent loyalty to the people she guides
- Avoids leading when circumstances are difficult

Organizational Competency #2: Communication

The Seven Influence Traits® influence how well a person imparts their message, direction or solution. These influence traits are the foundation for increasing healthy communication across levels within the organization, and breaking down barriers. Solid communication practices are where beliefs and behaviors – which are impacted by the Seven Influence Traits® - are practiced consistently and relentlessly.

**COMMUNICATION 2**

Communication and Angela's Commitment Score 73

- Quickly makes assumptions before thinking
- Avoids or ignores conflict or disagreement
- Rarely checks to see if message was received and understood
- Struggles in identifying best practices of communication

- Little awareness of the effect of their communication
- Some fear of expressing thoughts, feelings and opinions
- Little discipline in being tactful
- Tries to improve the flow of information
- Tends to avoid accountability

Organizational Competency #3: Team Effectiveness

The Seven Influence Traits® have an impact on team motivation, autonomy, and relationships. These influence traits enhance the individual's skill of building and working within a team structure. They are a major determinant of how well the person will perform, produce, and procure leading edge results within a team or group.

Team Effectiveness and Angela's Commitment Score 73

- Leaves the direction of team goals and vision to other team members
- Does not give much thought to how team results impact other organizational jobs outside the team
- Inconsistently engages and expresses an expectation of each team member individually and as a whole
- Struggles with holding other team members accountable

- Does not pay attention to boundaries, roles and responsibilities of individual team members
- Sees little value in establishing clear and meaningful responsibilities, duties and tasks within the team
- Works on achieving team goals out of a sense of duty
- Prefers to use resources rather than provide them

- Does not concern herself with the connection between team commitment and team performance
- Will lead the team only if asked but doesn't volunteer
- Occasionally provides support and assistance to other team members



TEAM
EFFECTIVENESS 3

Organizational Competency #4: Strategy & Solutions

The Seven Influence Traits® have an impact on strategic planning and emerging solutions, i.e., the quality of strategic planning. They are instrumental in forming individual and team motivation, autonomy, and relationships. The quality of strategic planning has an effect on strategy success. These influence traits determine and give the individual a sense of responsibility, creativity and insight.

Strategy & Solutions and Angela's Commitment Score 73

- Tends to blindly accept processes, assumptions, and certainties
- Tepid belief in what is possible and how to get there
- Does not expend her best energy and effort in identifying and reaching a common goal
- Restrains her creativity until someone else takes the lead

- Unsure about the amount of investment required to discover new possibilities
- Struggles defending her approach and result
- Has a difficult time seeing her role in finding an answer to the problem
- Easily distracted by problems – needs to place more attention on solutions



STRATEGY
& SOLUTIONS 4



Organizational Competency #5: Execution & Evaluation

The Seven Influence Traits® have an impact on motivation, autonomy, and relationships. These influence traits impact the heart of the execution and evaluation in these three processes; people, strategy and operations. Great executors have clear goals, strive for simplicity, and simplify things so that others in the organization can understand, evaluate, and act on them.

Execution & Evaluation and Angela's Commitment Score 73

- Has the best of intentions to deliver on her goals but doesn't always get there
- Relies on solid information vs. self-interest but sometimes gets sidetracked
- Some uncertainty of her role and responsibilities in executing strategy
- In most instances addresses the root cause of an issue and not only the symptom

- Not always capable of improving the accuracy and reliability of forecasting results
- Thinks that accountability can be increased through both actions and words
- Indecisive about how to create a space for exchanging information discussing issues
- Not sure of how to change the strategy to support actions that need to be taken
- Understands the resistance to making things happen or taking action

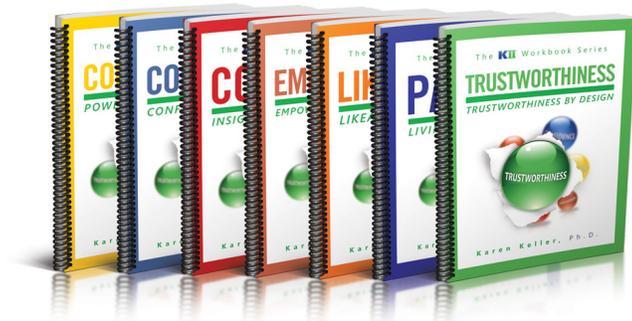
Seven Influence Traits® Descriptors

Based on Angela Baker's responses, this page shows the words that describe his personal behavior with regard to each of the Seven Influence Traits®. They describe how he tends to impact others, his approach to taking action, how he responds to pressure and manages conflict.

Arrogant Forceful Intimidating Aggressive Compelling Persuasive Steady Secure Self-assured Assertive Proactive Optimistic Certain Positive	Stubborn Strong-willed Selfless Unwavering Steadfast Persistent Determined Dedicated Decisive Loyal Allegiance Faithful Accountable Focused Disciplined Responsible Reflective	Threatening Intimidating Dominating Overreaching Confrontational Emancipating Invincible Pioneering Risk-taker Adventurous Brave Fearless Action-oriented Intentional Self-disclosing Discriminating Firm Eager Independent	Rage Self-righteous Over-reacting Demonstrative Driven Motivated Determined Purposeful Creative Energetic Enthusiastic Inquisitive Ambitious Visioning Expressive Alive	Total hands-off Permitting Consenting Authorizing Investing Nurturing Inspiring Entrusting Tactful Constructive Contributing Productive Supportive Advocate Collaborative Encouraging Helpful	Gullible Inclusive Steadfast High Integrity Reliable Dependable Trusting Faithful Competent Resourceful Responsible Consistent Fair Straightforward Ethical Credible Transparent Factual	Charismatic Superficial Phony Generous Forgiving Truthful Sincere Genuine Compassionate Engaging Non-judgmental Patient Respectful Considerate Interesting Cooperative Sociable Diplomatic Approachable
Confidence	Commitment	Courage	Passion	Empowering	Trustworthiness	Likeability
Modest Humble Insecure Ambiguous Unsure Uncertain Negative Vulnerable Reluctant Indecisive Self-limiting Scared	Harmonious Unnoticeable Indifferent Hesitant Distracted Cautious Unfaithful Disloyal Noncommittal Resistant Vague Stuck Immobile Paralyzed Exploitive	Agreeable Gentle Delicate Hesitant Weak Avoiding Daunting Conflicted Yielding Distant Procrastinates Fearful Reckless Anxious Foolhardy Cowardly	Restless Warm Dreamer Boring Tired Burned-out Anxious Unrealistic Low-keyed Restrained Unreceptive Indifferent Passive Apathetic	Challenging Competitive Directive Pessimistic Complacent Impatient Insensitive Disapproving Revoking Isolating Commanding Critical Perfectionist Rigid Mistrusting Undermining Controlling	Guarded Evasive Ambiguous Misleading Situational Defensive Skeptical Sneaky Unreliable Irresponsible Judgmental Cynical Skeptical Deceiving Sarcastic Unethical Hypocritical	Reserved Moody Insensitive Cool Boring Impatient Superficial Opinionated Suspicious Boastful Harsh Unapproachable Envious Scheming Obstinate

KII® Workbook Series

Embark on a Life-Changing Journey of Personal and Professional Influence. To learn more about KKI Influence products, services, programs and events contact a KKI Team Member at info@karen-keller.com and they will answer all your questions!



Available
Individually or
as a Box Set

The **Insights into Courage KII® Workbook** will help you create a culture of personal courage, increasing your strength, power, and determination. You will discover how to move forward without fear when resources are limited, reaching your deepest truth.

The **Confidence in Motion KII® Workbook** more than heightens your awareness about your self-confidence, it teaches you to increase your “whatever-it-takes” attitude by exploring confidence fundamentals, competencies and mastery with step-by-step guidance.

The **Leading with Passion KII® Workbook** gives your step-by-step lesson plans on how to identify what matters most you, helping you connect with your purpose, and to successfully use your passion at work. You will learn about the four steps of the Passion Cycle, the Leisure-Passion Connection and how to Take-the-Leap Analysis.

The **Power of Commitment KII® Workbook** teaches you the underlying reasons for making healthy commitments, how you can stay faithful to them, and the benefits to your life. It does this by targeting key areas; acceptance, self-awareness, values, and committed action.

The **Empowering with Purpose KII® Workbook** shows you how to develop your Empowering Compass, how to conquer the 5 most common limiting beliefs around empowerment, and design a compelling personal vision. You will differentiate between empowering and delegation (and act on it) and learn to lead by giving up control.

The **Trustworthiness by Design KII® Workbook** is 150 pages of powerful exercises, guides, self-quizzes, and questions to challenge and move you out of your comfort zone and into your highest standard of trustworthiness. It will help you increase your loyalty to others, keeping your promises, and being honest by being yourself.

The **Likeability in Action KII® Workbook** will show you how to take the necessary steps in shifting your mind and approach to becoming a likeable person. You will have access to 150 pages of material that shows you which questions are the smart ones, how to utilize your resources, and how to remain likeable even in conflict.



KII® Certification Program

The goal of the KII® Certification Program is to equip people who want to use the KII® framework with the knowledge and tools to use it ethically and effectively.

Benefits of Being a KII® Certified Professional

What happens when you become a KII® Certified Professional? You will;

- Garner and sustain trust from your clients
- Improve your ability to develop targeted strategies
- Increase your value to current and prospective clients
- Convey a solid reputation and automatic credibility

Benefits to Your Clients when you become KII® Certified

- Assurance of your ability to build an influence culture
- Guarantee application of KII® material to leadership, communication and team-building
- Accurate assessment of individual influence potential
- Maximum development of human potential and development
- Practical uses of the Seven Influence Traits® and the 5 Organizational Competencies
- Increased satisfaction in employee evaluations and leadership succession

To learn more about becoming a KII® Certified Professional:

Visit www.Karen-Keller.com

Introduce the KII® to Your MBA Program

What if your MBA program could set itself apart by:

- Scientifically measuring each student's influence potential giving them a specific score?
- Quantifying how well your MBA program is growing students' leadership abilities through entrance and exit measurements?
- Tailoring course and curriculum selection based upon empirical data?
- Providing students personal assessment and guidance to increase their influence potential?
- Helping students develop and hone interpersonal communication and team skills for application?
- Improving the curriculum to build top-tier successful programs and courses?

The Keller Influence Indicator® (KII®) tool is the only scientifically-validated assessment that measures influence potential by assessing the Seven Influence Traits®

Unlike personality or leadership style tests, which provide a general, static label of preferences or styles, the KII® provides a dynamic assessment of the current level of one's influence potential. By providing each student an Influence Indicator score (K-Factor®), the KII® Report, and the SOCR® Report upon entry into your MBA program, he or she will have a clear roadmap of influence traits in which they excel in or need growth.

These reports will help the student become mindful of how they impact others, take action, handle pressure and respond to conflict. All invaluable personalized information that will determine MBA success thereby increasing the program or institution reputation and success measurements.

Because the Seven Influence Traits® are dynamic, each can be developed. The MBA student can then work within courses and/or their advisor to tailor their studies and growth to address any deficiencies and increase strengths. Professors who utilize the KII® in their course(s) will have access to outstanding detailed supplemental materials to complement their syllabus.

The Bottom Line for Your MBA Program

Including the Keller Influence Indicator® as a core component of your MBA program or MBA course provides students a unique way to increase their influence and leadership abilities – not to mention intensify their awareness, attitude and action in each course they take. The KII® can set you apart from the competition, increasing your standing as a frontrunner in the field of graduate business education.

Check out the KII® for your MBA program or course!

Seven Influence Traits[®]





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