

STRENGTHS · PROFILE

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Your top realised strength

ACTION

Your top unrealised strength

LEGACY

Your top learned behaviour

WORK ETHIC

Your top weakness

ADAPTABLE

Your Unique Quadrant Profile

Congratulations on starting your strengths journey.

By realising your strengths, you can understand your uniqueness, what motivates you and what you love to do. Use these insights to shape your personal and career success by being your authentic Best Self every day.

Strengths Profile assesses 60 strengths. Your most significant results are included within your unique Quadrant Profile below. This reveals, in ranked order, up to 7 realised strengths, up to 7 unrealised strengths, up to 4 learned behaviours and up to 3 weaknesses.

If you have less than these in any quadrant, it simply means that your responses were more aligned to the other quadrants.

Use your Quadrant Profile, and the advice that follows, to help you work on the right things now and in the future.

REALISED STRENGTHS
Strengths you use and enjoy

Perform well Energising Higher use

Use wisely

| | |
|---------------------------|-------------|
| 1 Action | 5 Listener |
| 2 Spotlight | 6 Feedback |
| 3 Personal Responsibility | 7 Incubator |
| 4 Empathic | |

UNREALISED STRENGTHS
Strengths you don't use as often

Perform well Energising Lower use

Use more

| | |
|-------------------------|-----------------|
| 1 Legacy | 5 Competitive |
| 2 Strategic Awareness | 6 Self-belief |
| 3 Authenticity | 7 Moral Compass |
| 4 Relationship Deepener | |

LEARNED BEHAVIOURS
Things you've learned to do but may not enjoy

Perform well De-energising Variable use

Use when needed

| | |
|--------------|--------------------|
| 1 Work Ethic | 3 Centred |
| 2 Courage | 4 Unconditionality |

WEAKNESSES
Things you find hard and don't enjoy

Perform poorly De-energising Variable use

Use less

| | |
|-------------|----------|
| 1 Adaptable | 3 Growth |
| 2 Service | |

Use your realised strengths wisely

- Develop them even further
- Dial them up and down depending on the situation

1 Action 

- You feel compelled to act immediately and decisively.
- You are much more comfortable with forward momentum than you are with careful strategy and reflection.
- Getting started is the only way for you. You will learn as you go along and if it doesn't work, then at least you tried.

Use wisely - Be careful not to crash or take others down the wrong path. Try to pause before important decisions or ask others for their input.

2 Spotlight 

- Whether in a meeting or in a social gathering, you naturally speak up and hold the floor.
- You love capturing people's interest and attention, and find this easy to do.
- You find that you can get people to listen to you and focus on what you're saying or doing, whatever the distractions.

Use wisely - Ensure you use your Spotlight for a good reason; to achieve an outcome. That way you can rest it when it isn't required, giving others a chance to shine as well.

3 Personal Responsibility 

- You are always true to your word, knowing that if you make a promise, then you are sure to keep it.
- You never blame others, but take ownership of everything that you do.
- You are seen as someone who is always prepared to do what you have committed to do.

Use wisely - When did you last delegate or say no? As you always deliver on your commitments, it might be a good idea to practice saying these or even push back sometimes.

4 Empathic 

- You have a natural connection with other people.
- You are very finely tuned in to the emotions of others and feel what they are feeling.
- You love to put yourself 'in another person's shoes', to experience the same emotions and feelings as they are.

Use wisely - Consider how you might protect your own emotional well-being, as others are probably only too keen to share their distress with you.

5 Listener 

- You show a keen interest in what people have to say.
- You focus intently not only on the words, but on how those words are used.
- Everything that someone says is important. You don't miss a thing!

Use wisely - Take a break sometimes and just enjoy a natural, relaxed conversation. Make sure you are exposed to a variety of conversations to keep you energised and engaged.

6 Feedback 

- You enjoy giving people both positive and negative feedback.
- You believe people need to know what they have done well, so that they can build on it and progress.
- You give people accurate developmental feedback so that they know where they can improve.

Use wisely - Know when feedback will be welcome and balance both positive and negative. Give people a chance to tell you how they think they have performed in advance of your feedback.

7 Incubator 

- You love to think, to ponder and to reflect throughout your day, every day.
- You enjoy taking moments out of your day to give yourself dedicated thinking time.
- You don't like to be rushed, allowing you the time and space to come up with ideas and questions.

Use wisely - Explain your reflective style to others, as there is the risk that it may be perceived as a lack of commitment or action. Appreciate you may on occasion have to make faster decisions.

Use your unrealised strengths more

- Look for new ways to use them
- Align them to your goals

1 Legacy 

- You care about future generations and want to leave a legacy through what you do.
- You like to work on things that make a difference and will have a positive impact on others.
- You want to make a positive contribution and create things that will outlast you.

Use more - Look to bring Legacy into your current projects and goals. Take a step back from what you are achieving, and think about the impact in not just 5 years, but in 50 years.

5 Competitive 

- You are motivated by competing against others. For you, winning is the thing that matters.
- You like to measure your abilities relative to others. You gauge your progress and success by this.
- You feel great when you are first, but you tend to take it hard when you lose. Losing can sometimes hurt.

Use more - If you have held back your competitiveness, look for groups and hobbies, or work situations, that will encourage your will to win once again.

2 Strategic Awareness 

- You are interested in understanding changes in the wider world that could impact on your plans and objectives.
- Your big picture thinking enables you to develop and shift long term plans effectively.
- You like to take steps to deal with whatever circumstances may arise in the future.

Use more - When making decisions, think through what the impact will be now, as well as in 2 years' and 5 years' time. Consider all the diverse factors that may influence your outcomes.

6 Self-belief 

- You can be confident and self-assured, with an unwavering belief in your own abilities.
- You believe that most things are within your reach, if you set your mind to them and work hard to achieve them.
- This self-belief shines through most days and instils a confidence in the people around you.

Use more - What would you do differently if you were 10% more confident? Remember, confidence is something you have, but it needs daily practice and nurturing.

3 Authenticity 

- Whatever you do, you tend to do it with conviction and without pretence.
- You keep to your own values and beliefs, no matter what people want you to do.
- You are typically proud to stand up for what you believe in, doing the things in a way that is right for you.

Use more - Are there any groups or charities that you could work with to encourage people to be happier with who they are? Encourage them to play to their strengths.

7 Moral Compass 

- You are aware of the difference between right and wrong.
- You act in accordance with what you believe is right.
- Your decisions and your actions tend to be guided by your ethics and values.

Use more - What opportunities, volunteering or work-based, match your personal values? Who would really appreciate having a sounding board or champion for ethics that you know?

4 Relationship Deepener 

- Building close relationships with people is important to you.
- For you, getting to know someone, and for them to know you, takes time.
- Your relationships with people tend to develop slowly over time, but typically last for the long term.

Use more - Get more involved, at work or home, with people on a one-to-one basis. Perhaps coaching, befriending, managing, or building client relationships?

Your Potential - Ideas to use your unrealised strengths more

Your unrealised strengths are your greatest area for your future success. Use the ideas below to support your potential and growth.

1 Legacy

- Review an area of your work to see whether you could make changes that have an impact on the future success of the team, organisation or community.
- Create a checklist of broader issues to consider with new ideas or projects. For example, the environment, community or future education.
- What are you passionate about and known for? What difference would you love to make? Involve others to bring some of these ideas to fruition.

2 Strategic Awareness

- Encourage your team to consider the longer-term goals in decision-making. List the questions for consideration to prompt thinking beyond now.
- Review your current goals and list the benefits they will achieve beyond now. What else could you do to ensure sustainability in the longer term?
- Shadow or watch presentations of more senior people at work or in similar organisations. Learn how they approach big picture thinking.

3 Authenticity

- Review approaches that need an open or sensitive evaluation of its effectiveness. Suggest improvements based on the people as well as the business.
- Support newcomers to a group. You'll quickly ensure they have an honest picture of the positives as well as the challenges being faced so they can help.
- When you don't agree with a decision, consider the broader context. Still share your beliefs but understand that flexibility may be necessary.

4 Relationship Deepener

- Widen and diversify your network for your future. Consider more senior people or those with different interests so you have plenty of support.
- Get involved in longer-term projects, supporting the development of relationships over time. Encourage positive team working and outcomes.
- Work with those where it's important to build trust early on in a relationship. Try new clients or vulnerable people who need consistency in communication.

5 Competitive



- Review how your work or business is doing compared to your competitors. Share and implement ideas for improvement on where you can gain an edge.
- As well as focusing on the end goal and results, regularly review your approach to ensure you continue to be effective and are still enjoying the process!
- Evaluate any areas where healthy competition is needed. Perhaps in showcasing achievements or shining the light on individuals, teams, events or charities.

6 Self-belief



- Support new business or sales opportunities. You'll come across to potential clients as a confident provider that can deliver exceptional work.
- Review your other strengths and consider how you could stretch yourself outside of your comfort zone further. Which would you love to do more of?
- Promote yourself in an authentic way using strengths. Use this report language to update your work or social profile, sharing all your achievements.

7 Moral Compass



- Be alert to sensitive subjects and supporting them to move forward. Help people to see the right thing for all concerned in the situation.
- Be a voice for audiences who struggle to be heard. Be sure to demonstrate their values and fight for the right cause for them, not your own values.
- Draw up shared values or ways of working for a group (at home too!). Consider the right approach for everyone and that all personal views are shared.

Use your learned behaviours when needed

- Try not to use them too much
- Use your strengths to support you

1 Work Ethic



- You have learned to work hard, putting a lot of effort and energy into your work.
- Experience has shown you that working hard is important.
- You don't mind working longer hours when necessary, but work is probably not the thing for which you live.

Use when needed - Don't beat yourself up, you are far from lazy! Remember only to work longer hours when necessary. Don't forget that playing to your strengths is much less effort!

2 Courage



- While you may well feel afraid at times, you have learned to try to face up to and overcome your fears.
- You do not always enjoy having to demonstrate courage, but you have learned its importance.
- You recognise the benefits of participating in activities that make you feel nervous or scared.

Use when needed - Don't always feel you have to be courageous. Balance out your bravery with working within your comfort zone, to give yourself some breathing space from time to time.

3 Centred



- You have learned to remain grounded in whatever situation you find yourself.
- You have taken time to understand who and what you are, being able to portray a natural sense of self-assurance.
- Whatever challenges life throws at you, you have learned to be poised and composed, and are rarely shaken.

Use when needed - Balance out those activities which test your self-assurance with those you have more confidence in. Whilst, it's great to gain rapid growth, know your limits before you burnout.

4 Unconditionality



- You have learned how to accept and respect people for who they are. You try hard not to be judgemental.
- You have learned not to be fazed by the way that people are, or even the things that they do.
- You know that everyone is valuable in their own right.

Use when needed - You may find it hard to be honest sometimes when it's actually required. Be more confident about saying what needs to be said sometimes.

Use your weaknesses less

- Delegate to others who have this as a strength
- Use your strengths to compensate

1 Adaptable



- You may not be skilled at rearranging resources, preferring to stick with what has worked before.
- You may find it hard to adjust, and avoid adapting plans to meet the changing demands of new situations.

Use less - What would make you more comfortable when something changes quickly? Are there any preparations or plans you could do in advance to help? Try focusing on the positive outcome.

2 Service



- You may not always feel compelled to help people as much as others may do.
- You do not naturally strive to go above and beyond in what you do for people, preferring to do what's needed.

Use less - Don't beat yourself up, you may not be required always to go out of your way for others. When it is required, however, how might you improve the level of service you offer?

3 Growth



- You may not naturally seek out development activities, preferring to stick with what you know.
- You may find it hard to invite feedback on your performance, recognising that it can be difficult for you readily to accept the comments you receive.

Use less - What is the impact of not developing yourself? Think about what holds you back from growing and consider what strengths, motivation and resources will support you.

What Next?

For Individuals

The Strengths Profile Book

An in-depth guide helping you to explore the language, coaching questions and development advice for each of the 60 strengths.

Upgrade to Expert

Build a complete picture of all 60 of your strengths, revealing where each feature within the 4 categories and the five Strengths Families.



For Coaches



Coaching Toolkit

An invaluable coaching resource featuring 18 strengths conversations including improving Confidence, Wellbeing, Leadership and Careers.

Accreditation

Explore the theory and best practice behind coaching with strengths that will help you develop the self-assurance to coach and develop individuals.

For Educators

Career Development Toolkit

Worksheets and workshop slides for 13 different career coaching conversations to make applying the strengths-based approach to your students easy.

Best SELF

Free online resources designed to help individuals become their best SELF, by realising and developing their strengths further to get the most from their career.



For Organisations
































Team Profile

Revealing your team's top realised and unrealised strengths, learned behaviours and weaknesses, it will identify hidden talents, opportunities and risks within the team.































Team Toolkit

Tips, best practices and a team facilitator guide with over 30 strengths development exercises for workshops – with topics such as leadership, goal achievement, and complementary partnering.

Strengths Definitions

| | |
|---|---|
|  <p>Action You feel compelled to act immediately and decisively, being keen to learn as you go.</p> |  <p>Curiosity You are interested in everything, constantly seeking out new information and learning more.</p> |
|  <p>Adaptable You juggle things to meet changing demands and find the best fit for your needs.</p> |  <p>Detail You naturally focus on the small things that others easily miss, ensuring accuracy.</p> |
|  <p>Adherence You love to follow processes, operating firmly within rules and guidelines.</p> |  <p>Drive You are very self-motivated, pushing yourself hard to achieve what you want out of life.</p> |
|  <p>Adventure You love to take risks and stretch yourself outside your comfort zone.</p> |  <p>Emotional Awareness You are acutely aware of the emotions and feelings of others.</p> |
|  <p>Authenticity You are always true to yourself, even in the face of pressure from others.</p> |  <p>Empathic You feel connected to others through your ability to understand what they are feeling.</p> |
|  <p>Bounceback You use setbacks as springboards to go on and achieve even more.</p> |  <p>Enabler You create the conditions for people to grow and develop for themselves.</p> |
|  <p>Catalyst You love to motivate and inspire others to make things happen.</p> |  <p>Equality You ensure that everyone is treated equally, paying close attention to issues of fairness.</p> |
|  <p>Centred You have an inner composure and self-assurance, whatever the situation.</p> |  <p>Esteem Builder You help others to believe in themselves and see what they are capable of achieving.</p> |
|  <p>Change Agent You are constantly involved with change by advocating and making it happen.</p> |  <p>Explainer You are able to simplify things so that others can understand.</p> |
|  <p>Compassion You really care about others, doing all you can to help and sympathise.</p> |  <p>Feedback You provide fair and accurate feedback to others to help them develop.</p> |
|  <p>Competitive You are constantly competing to win, wanting to perform better and be the best.</p> |  <p>Gratitude You are constantly thankful for the positive things in your life.</p> |
|  <p>Connector You make connections between people, instinctively making links and introductions.</p> |  <p>Growth You are always looking for ways to grow and develop, whatever you are doing.</p> |
|  <p>Counterpoint You always bring a different viewpoint to others, whatever the situation or context.</p> |  <p>Humility You are happy to stay in the background, giving others credit for your contributions.</p> |
|  <p>Courage You overcome your fears and do what you want to do in spite of them.</p> |  <p>Humour You see the funny side of almost everything that happens - and make a joke of it.</p> |
|  <p>Creativity You strive to produce work that is original by creating and combining things in imaginative ways.</p> |  <p>Improver You constantly look for better ways of doing things and how things can be improved.</p> |

Strengths Definitions

-  **Incubator**
You love to think deeply about things, to arrive at the best conclusion.
-  **Innovation**
You approach things in ingenious ways, coming up with new and different approaches.
-  **Judgement**
You enjoy making decisions and are able to make the right decision quickly and easily.
-  **Legacy**
You want to create things that will outlast you, delivering a positive and sustainable impact.
-  **Listener**
You are able to listen intently to and focus on what people say.
-  **Mission**
You pursue things that give you a sense of meaning and purpose in your life.
-  **Moral Compass**
You have a strong ethical code, always acting in accordance with what you believe is right.
-  **Narrator**
You love to tell stories and see the power of these stories to convey insights.
-  **Optimism**
You always maintain a positive attitude and outlook on life.
-  **Organiser**
You are exceptionally well-organised in everything you do.
-  **Persistence**
You achieve success by keeping going, particularly when things are difficult.
-  **Personal Responsibility**
You take ownership of your decisions and hold yourself accountable for your promises.
-  **Personalisation**
You recognise everyone as a unique individual, noticing their subtle differences.
-  **Persuasion**
You enjoy bringing others round to your way of thinking and winning their agreement.
-  **Planner**
You make plans for everything you do, covering all eventualities.
-  **Prevention**
You think ahead, to anticipate and prevent problems before they happen.
-  **Pride**
You strive to produce work that is of the highest standard and quality.
-  **Rapport Builder**
You establish rapport and relationships with others quickly and easily.
-  **Relationship Deepener**
You have a natural ability to form deep, long-lasting relationships with people.
-  **Resilience**
You take hardships in your stride, recovering quickly and getting on with things again.
-  **Resolver**
You love to solve problems, the more difficult the better.
-  **Self-awareness**
You know yourself well, understanding your own emotions and behaviour.
-  **Self-belief**
You are confident in your own abilities, knowing that you can achieve your goals.
-  **Service**
You are constantly looking for ways to help and serve others.
-  **Spotlight**
You love to be the focus of everyone's attention.
-  **Strategic Awareness**
You pay attention to the wider context and bigger picture to inform your decisions.
-  **Time Optimiser**
You maximise your time, to get the most out of whatever time you have available.
-  **Unconditionality**
You accept people for who and what they are, without ever judging them.
-  **Work Ethic**
You are very hard working putting a lot of effort into everything you do.
-  **Writer**
You love to write, conveying your thoughts and ideas through the written word.