

## Strengths definitions

**Action** *Motivating*

You feel compelled to act immediately and decisively, being keen to learn as you go.

**Adaptable** *Thinking*

You juggle things to meet changing demands and find the best fit for your needs.

**Adherence** *Thinking*

You love to follow processes, operating firmly within rules and guidelines.

**Adventure** *Motivating*

You love to take risks and stretch yourself outside your comfort zone.

**Authenticity** *Being*

You are always true to yourself, even in the face of pressure from others.

**Bounceback** *Motivating*

You use setbacks as springboards to go on and achieve even more.

**Catalyst** *Motivating*

You love to motivate and inspire others to make things happen.

**Centred** *Being*

You have an inner composure and self-assurance, whatever the situation.

**Change Agent** *Motivating*

You are constantly involved with change, advocating for change and making it happen.

**Compassion** *Relating*

You really care about others, doing all you can to help and sympathise.

**Competitive** *Motivating*

You are constantly competing to win, wanting to perform better and be the best.

**Connector** *Relating*

You make connections between people, instinctively making links and introductions.

**Counterpoint** *Communicating*

You always bring a different viewpoint to others, whatever the situation or context.

**Courage** *Being*

You overcome your fears and do what you want to do in spite of them.

**Creativity** *Thinking*

You strive to produce work that is original, by creating and combining things in imaginative ways.

**Curiosity** *Being*

You are interested in everything, constantly seeking out new information and learning more.

**Detail** *Thinking*

You naturally focus on the small things that others easily miss, ensuring accuracy.

**Drive** *Motivating*

You are very self-motivated, pushing yourself hard to achieve what you want out of life.

**Emotional Awareness** *Relating*

You are acutely aware of the emotions and feelings of others.

**Empathic** *Relating*

You feel connected to others through your ability to understand what they are feeling.

**Enabler** *Relating*

You create the conditions for people to grow and develop for themselves.

**Equality** *Relating*

You ensure that everyone is treated equally, paying close attention to issues of fairness.

**Esteem Builder** *Relating*

You help others to believe in themselves and see what they are capable of achieving.

**Explainer** *Communicating*

You are able to simplify things so that others can understand.

**Feedback** *Communicating*

You provide fair and accurate feedback to others, to help them develop.

**Gratitude** *Being*

You are constantly thankful for the positive things in your life.

**Growth** *Motivating*

You are always looking for ways to grow and develop, whatever you are doing.

**Humility** *Being*

You are happy to stay in the background, giving others credit for your contributions.

**Humour** *Communicating*

You see the funny side of almost everything that happens - and make a joke of it.

**Improver** *Motivating*

You constantly look for better ways of doing things and how things can be improved.

## Strengths definitions

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