STRENGTHS·PROFILE

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Introductory Profile • March12 2021



Your top realized strength **EXPLAINER**

Your top unrealized strength **CONNECTOR**

Your top learned behavior WRITER Your top weakness

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 realized strengths, up to 7 unrealized 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.

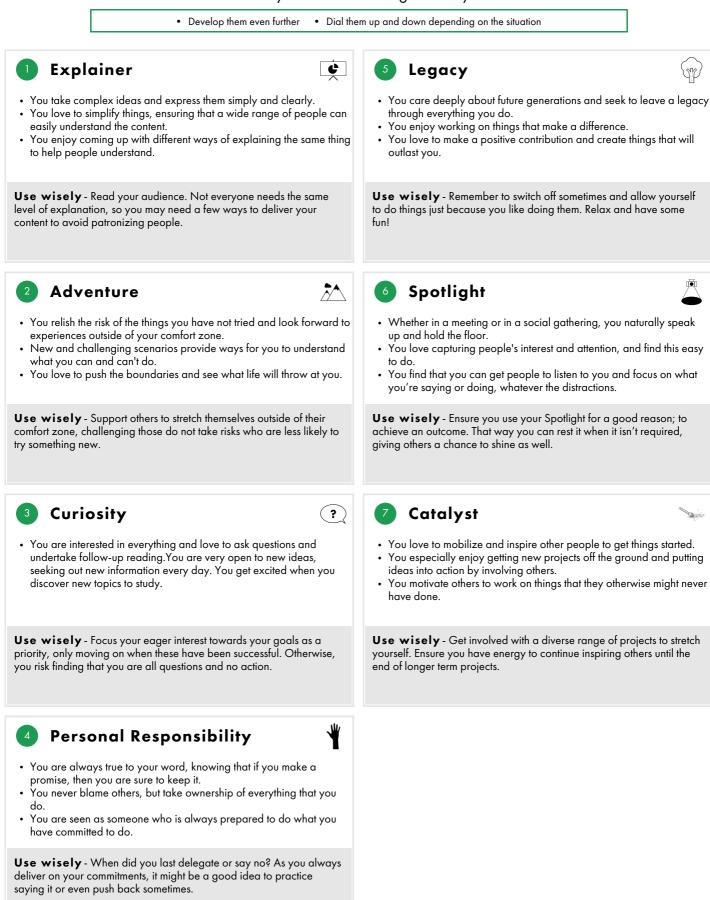
Use your Quadrant Profile, and the advice that follows, to help you work on the right things now and in the future.



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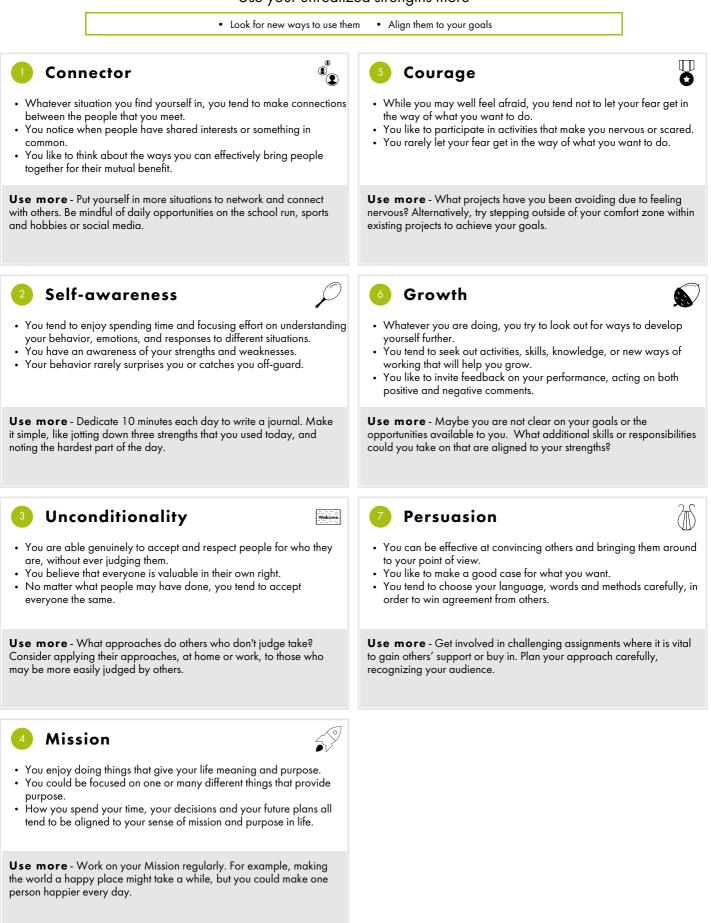
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Use your realized strengths wisely



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Use your unrealized strengths more



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Welcome

Your Potential - Ideas to use your unrealized strengths more

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



- Support the introduction of new people to a group. Encourage additional information sharing, enabling stronger and practical relationships to be formed.
- Facilitate a fun team-building or an informal event to enable a more shared understanding of expertize, strengths and interests in a group.
- Take responsibility for delegating work or tasks to others by creating partnerships using each other's interests, motivations and strengths.

Self-awareness

- Ask others for feedback on your style, a recent task or collaboration to understand how others perceive you. Use this to influence your development.
- Get involved with new tasks or unfamiliar work to test your learning in other areas. What do your unrealized strengths say you would be good at?
- Try a strengthspotting diary each week. Which tasks were challenging and which were effortless? Why? Which strengths and weaknesses where you using?

Unconditionality

- Support those who have to make difficult or emotional decisions. Create an environment where conflicts can be explored objectively and sensitively.
- Get involved in diversity initiatives to exert a positive influence. You'll genuinely want to make a difference and can counteract any lip service.
- Speak up if you feel someone is being judged or unacceptably spoken to. Others may follow suit and you'll help to create a more positive culture.

Mission

- Use your sense of passion and purpose to support the buy-in of others to be motivated with longer-term or more challenging projects.
- Find purpose in every day life. Meaning doesn't always need to be grand gestures. How did you make a difference to that last piece of work.
- Identify your fuzzy longer-term goals, and the benefits to you and the wider community. Consider what resources you will need today to move forward.

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- Highlight the potential benefits of taking risks when collaborating. Be prepared with your research and evidence, so the risks are well-informed.
- Motivate others that are working in new or challenging situations. Partner with other courageous people and share strategies and approaches for success.
- Identify any situations you find particularly challenging. Gradually increase your exposure to these, using other strengths to overcome any obstacles.

🗿 Growth

- Invite a more open feedback culture in your team. Learn from bigger projects or encourage goal sharing and growth buddies to motivate development.
- Make a list of knowledge and skills you may have avoided in the past. Which might help a future career goal? What would help overcome any obstacles?
- Focus on learning something new in an area that would have the biggest impact to you right now. Give yourself a time limit to implement an action.

Persuasion

- Support activities in marketing or sales. Review existing promotional materials or services at work or the community and suggest a stronger voice.
- To be confident in sharing your thoughts and ideas, ensure you have access to all relevant information to help you develop your persuasive skills.
- Support people who have skills or services that need promoting. Convey your own belief in their work and help them to be less humble in approaches.

Use your learned behaviours when needed

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

Writer

- You have learned to write well.
- You have the ability to use the written word to help you to clarify your thoughts.
- You can efficiently write things that other people will read.

Use when needed - Try other forms of communication to suit your audience. Use others as a sounding board too if you are stuck, sometimes getting started is the hardest part.

Listener

- You have learned to take an interest in what people have to say.
 You know it is important to listen not just to the words, but to how those words are used.
- You try to listen to everything that someone says.

Use when needed- Paying full attention for long periods of time can be tiring. When it's necessary, take a step back and just enjoy the conversation as it is.

Compassion



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- You know that it is important to care about the people around you.
- You try to seek the best for everyone, offering sympathy and support to others.
- When people are unhappy, you have learned how to find the right things to say.

Use when needed - If you have overplayed this recently, use it more sparingly or move more into the action phase of supporting others.

Rapport Builder



- You have learned how to start conversations with people quickly and easily.
- You are comfortable meeting people for the first time.
- You are able quickly to find something that is of interest to you both, helping to establish a relationship.

Use when needed - If it's tiring, avoid situations where you have to do this daily. Focus on doing this well when you need to, doing so for shorter periods of time.

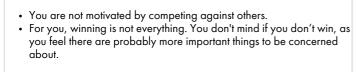
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Use your weaknesses less

Delegate to others who have this as a strength

• Use your strengths to compensate

Competitive



Use less - Does it matter? Focus on the outcome you need to achieve and use other strengths. Do you need to win with clients and customers? Build great relationships and provide an amazing level of service.

Service



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

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

Emotional Awareness



- You may find it difficult to judge people's emotions and feelings and to pick up on subtle clues.
- You may find that you are not always able to interpret people's emotions as accurately as others.

Use less - If you feel it has an impact on you, take more time in your interactions rather than thinking about your next task. Try asking more questions to get to know how people are feeling.

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Your Strengths Career Guide

Whether you're just starting out in your career or looking to gain experience in a new area, choosing a role that aligns to your strengths improves how successful you are and how much you enjoy the work you do. We've reviewed years of data across success, roles and strengths use and carefully selected 43 sectors. Below (in alphabetical order, not ranked) are the 6 sectors that most utilize your realized strengths and 2 sectors that most utilize your unrealized strengths. Use it as a guide to help you in your future career choices.

Career Suggestions

For your realized strengths - what you perform well at, enjoy and use often



Economic professionals provide specialist advice on future trends, produce forecasts and recommended improvements based on extensive research, economic theories and the study of data and statistics.

Project Management

Project Management involves overseeing, managing and ensuring projects are completed on time, within budget and within the scope of the brief. This can include setting deadlines, assigning responsibilities and monitoring progress.



Science & Pharmaceutical professionals build and expand on established knowledge and discoveries with practical and theoretical experimentation to create innovative new solutions for the problems of the modern world.



Executives lead organizations in achieving their goals and realizing their visions. This includes delivering policies and procedures, overseeing finances and budgets, and collaborating with other executives, staff and board members.



Property & Construction

Property & Construction encompasses the practical elements of building construction and remodeling, and encompasses a wide variety of specialties including plumbers, carpenters, bricklayers, electricians and labor trades.

Transport & Logistics

Transportation professionals are responsible for moving people, animals and goods using a variety of methods. This can involve work within supply chain management, coordination and building strong customer relationships.

Potential Career Suggestions

For your unrealized strengths - what you perform well at, enjoy and use less often

Straing, Advertising & PR

Marketing, Advertising & PR professionals help clients connect with their audience through the promotion of brands, products and concepts, utilizing a wide variety of platforms such as events, print, media advertising and the web.

Procurement & Purchasing

Procurement & Purchasing involves the sourcing and acquisition of goods and services for an organization. Professionals can be involved in the research and management of new and existing suppliers, as well as deal negotiations.

Learn more about your strengths and your career within our Best SELF Model

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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 Toolki t

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 realizing and developing their strengths further to get the most from their career.



For Organizations



Team Profile

Revealing your team's top realized and unrealized strengths, learned behaviors 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.

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Strengths Definitions

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Action

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

Adaptable



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

Adherence

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

Adventure

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

Authenticity

Bounceback

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

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

Catalyst

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

Centred

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

Change Agent

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

Compassion

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

Competitive

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

Connector

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

Counterpoint

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



Courage

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

Creativity

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

Curiosity

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

Detail

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

Drive

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



Emotional Awareness

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



Empathic

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



Enabler

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



Equality

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



Esteem Builder

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

Explainer

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



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Feedback

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

Gratitude × 11.

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



Growth

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



Humility

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



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



Improver

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

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Strengths Definitions

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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.

You love to tell stories and see the power of these stories to convey insights.

Optimism

Organizer

Narrator

You always maintain a positive attitude and outlook on life.

You are exceptionally well-organized 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.

Personalization

You recognize everyone as a unique individual, noticing their subtle differences.

Persuasion

Planner

You enjoy bringing others round to your way of thinking and winning their agreement.

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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 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 behavior.



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.



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 Optimizer

You maximize 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.



Welcome

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.

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