

STRENGTHS · PROFILE

Sales Team

Team Expert Profile · Monday, October 3, 2022

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Your team's top realized strength
RAPPORT BUILDER

Your team's top unrealized strength
COMPASSION

Your team's top learned behavior
DETAIL

Your team's top weakness
ADHERENCE

Your Team

The people listed below are included in this profile.

Marc Lopez
Jenny Thompson
Bob Quincy
Tyrone Williams

Caitlin Lavelle
Casey Lloyd
Adam Sumner

Naomi O'Hara
Matt Jackson
Jay Wright

Your team's unique Quadrant Profile

Welcome to your Team Expert Profile.

By knowing the collective and individual strengths of your team, you can improve the way you work together. Understanding what drives the group (and what doesn't) can ensure people are engaged by working on the right things.

Strengths Profile assesses 60 strengths. Your team's expert Quadrant Profile below outlines the team's 7 most frequent realized strengths, their 7 most frequent unrealized strengths, their 4 most frequent learned behaviors and their 3 most frequent weaknesses. This is taken from the Expert Profiles of each individual in your team.

Use the information in this profile to bring your team together, share strengths, achieve results and create a positive shared strengths language for daily use.

REALIZED STRENGTHS
Strengths you use and enjoy

Perform well Energizing Higher use

Use wisely

| | |
|-----------------------------------|---|
| 1 Rapport Builder ^{9/10} | 5 Connector ^{8/10} |
| 2 Explainer ^{9/10} | 6 Humility ^{8/10} |
| 3 Esteem Builder ^{8/10} | 7 Personal Responsibility ^{8/10} |
| 4 Moral Compass ^{8/10} | |

UNREALIZED STRENGTHS
Strengths you don't use as often

Perform well Energizing Lower use

Use more

| | |
|------------------------------|--------------------------------|
| 1 Compassion ^{5/10} | 5 Counterpoint ^{3/10} |
| 2 Innovation ^{5/10} | 6 Creativity ^{3/10} |
| 3 Mission ^{4/10} | 7 Empathic ^{3/10} |
| 4 Legacy ^{3/10} | |

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

Perform well De-energizing Variable use

Use when needed

| | |
|------------------------------|----------------------------------|
| 1 Detail ^{9/10} | 3 Self-awareness ^{7/10} |
| 2 Work Ethic ^{7/10} | 4 Adherence ^{6/10} |

WEAKNESSES
Things you find hard and don't enjoy

Perform poorly De-energizing Variable use

Use less

| | |
|-------------------------------|---------------------------|
| 1 Adherence ^{4/10} | 3 Planner ^{3/10} |
| 2 Persistence ^{4/10} | |

Use your team's realized strengths wisely

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

1 Rapport Builder

- The team establishes rapport and relationships with others quickly and easily.

Use Wisely

- Identify individuals or teams you may not know very well, who it would be useful for you to get to know! Use your skills to start building relationships and find out more.
- It may benefit the team, on occasion, to go beyond an immediate rapport. Allow time to invest in longer, more meaningful relationships when needed over the longer term.

2 Explainer

- The team loves to simplify things so that others can understand.

Use Wisely

- List topics that the team is responsible for keeping up-to-date. How can you share this information to enable the wider business to understand current issues?
- Use a variety of ways to engage your audience and adapt your approach, to the level of knowledge your audience has. Consider video, seminars, meetings, and one-to-ones.

3 Esteem Builder

- The team helps others to believe in themselves and to see what they are capable of achieving.

Use Wisely

- Try to balance praising people and giving developmental feedback. While it is nice to motivate a colleague, they may gain more in knowing how to take their abilities further.
- Praising too often can be perceived as being inauthentic. Work in pairs to be a "boost buddy". Get to know them well, so you know just when you need to give praise.

4 Moral Compass

- The team has a strong ethical code, always acting in accordance with what they believe is right.

Use Wisely

- Be a sounding board in ethical matters. Listen to ideas and provide people with guidance on best practice. Explore the consequences of different actions and outcomes.
- Appreciate that team members may have different moral codes. Find a compromise that the whole team can agree with and follow, that is aligned to the business values.

5 Connector

- The team makes connections between people, instinctively making links and introductions.

Use Wisely

- How can the team use relationships with other organizations to improve your work? A few excellent partners will be more effective than a lot of less genuine partnerships.
- Think about how you network with stakeholders throughout your organization. How can you work together to be more strategic in the networking that you do as a team?

6 Humility

- The team is happy to stay in the background, giving others credit for their contributions.

Use Wisely

- Get the team to practice speaking about their own achievements, by creating a mock presentation to another team about what they have accomplished.
- How can the team publicize or talk about what they have achieved more widely across the business? Case studies are a great way to get others talking about your success.

7 Personal Responsibility

- The team takes ownership of their decisions and holds themselves accountable for their promises.

Use Wisely

- Does the team ever take on too much? Challenge yourselves to delegate more effectively when a task is not your responsibility. Consider the benefits before saying yes.
- Explore learning new skills as a team, by taking on an activity outside of your business area. This could be a more difficult project that others have shelved.

Use your team's unrealized strengths more

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

1 Compassion

- The team cares about others, trying to do all they can to help and sympathize.

Use more

- Support each other proactively, especially in caring for beginners and people undergoing stressful challenges. Build in social time for the team, where they can share and care.
- Are there any opportunities to set up a mentoring team and offer the team's services to make people feel cared for? This could be in an informal or more formal way.

5 Counterpoint

- The team often brings a different viewpoint, whatever the situation or context.

Use more

- Practice offering alternative perspectives in a team role play scenario to build confidence. Imagine a range of situations and consider how to tailor responses to suit each of them.
- Are there any projects or tasks that the team is stuck on or has stalled? Consider a session to think about different ways forward, aligning individuals to take action.

2 Innovation

- The team tends to look at things in ingenious ways, coming up with new and different approaches.

Use more

- Encourage your team to feel confident sharing ideas with each other. Even if you're unsure how to implement them, you may find the support you need through team discussion.
- What is not working very well on the team? How was it approached and implemented? Identify ways to improve this and build upon it by coming up with a different approach.

6 Creativity

- When possible, the team enjoys producing work that is original, by creating and combining things in imaginative ways.

Use more

- Consider seeing a task from a different angle. How would a child approach it, or someone in 10 years' time? Does this change how you look at something?
- Buddy up with another team member when given a task and share how to approach it. Combine the best parts of the two perspectives to come up with a more creative solution.

3 Mission

- The team likes to pursue things that give them a sense of meaning and purpose in their lives.

Use more

- Keep the mission of the team clear, visual and in focus. This will give the team a sense of direction and remind them of what they are working towards.
- Develop a deeper understanding of the team's mission by promoting the importance of team goals to beginners. Share news about your successes and impact with other teams.

7 Empathic

- The team tends to feel connected to others, through their ability to understand what they are feeling.

Use more

- Appoint an individual to act as the "thermometer" for gauging the mood of the team. By observing the team, they may identify ways to improve how people are feeling.
- Build relationships and networks beyond the team itself. The initial connection will help to build a strong and long-lasting relationship that will benefit the team.

4 Legacy

- The team cares about creating things that will outlast them and will deliver a positive and sustainable impact.

Use more

- Take a step back and look at one current project or objective. How much impact will it have in the long term? Explore your findings and suggest ways as a team that can make it longer lasting.
- If time or money wasn't a constraint, how would the team do things differently to ensure their work is more sustainable? Perhaps some elements can be adopted now.

Use your team's learned behaviors when you need them

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

1 Detail

- The team has learned how to focus on the small things, and has developed strategies that help them spot inaccuracies.

Use when needed

- Consider team strategies. For example, break up tasks over the week or across the team, or pick a time of day that suits you. Ensure that the benefits outweigh the time spent.

2 Work Ethic

- The team has learned to work hard, putting effort into what they do.

Use when needed

- Make a note of how working longer hours will benefit getting the job done. If there is no obvious benefit, then save using the extra effort for another task.

3 Self-awareness

- The team has learned that it is important to try and understand their behavior and emotions.

Use when needed

- You probably don't need to pay attention to your behavior on familiar or well-defined tasks. Use these tasks to focus on delivering the best outcome instead.

4 Adherence

- The team has learned to follow processes, operating within rules and guidelines.

Use when needed

- Do compliances or regulations currently hold the team back? If they are required to follow processes regularly, what rules are unnecessary and what is crucial for the team?

Use your team's weaknesses less

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

1 Adherence

- The team is not motivated to follow rules and guidelines.

Use less

- Ensure the team is clear on the importance of essential procedures and knows how to follow them. The more adherent team members will need to support critical tasks.

2 Persistence

- The team may find it difficult to keep going, particularly when things are difficult.

Use less

- Step back from the obstacle and find different ways to motivate each other. Sometimes it is okay to give up, but make sure you do everything you can to keep going first.

3 Planner

- The team may find it hard to make plans, preferring to deal with things as they come up.

Use less

- Consider different formats for planning other than spreadsheets or Gantt charts. Try diagrams, or flowcharts, or use a shared document to allow everyone to contribute.

Introducing the Strengths Families

The five strengths families below are conceptual groupings of the 60 strengths. Each strengths family contains a set of strengths that share related characteristics.

They are designed to provide a framework that might help you understand the patterns of strengths in your Profile. Below is the list of strengths that are included in each of the five Strengths Families.

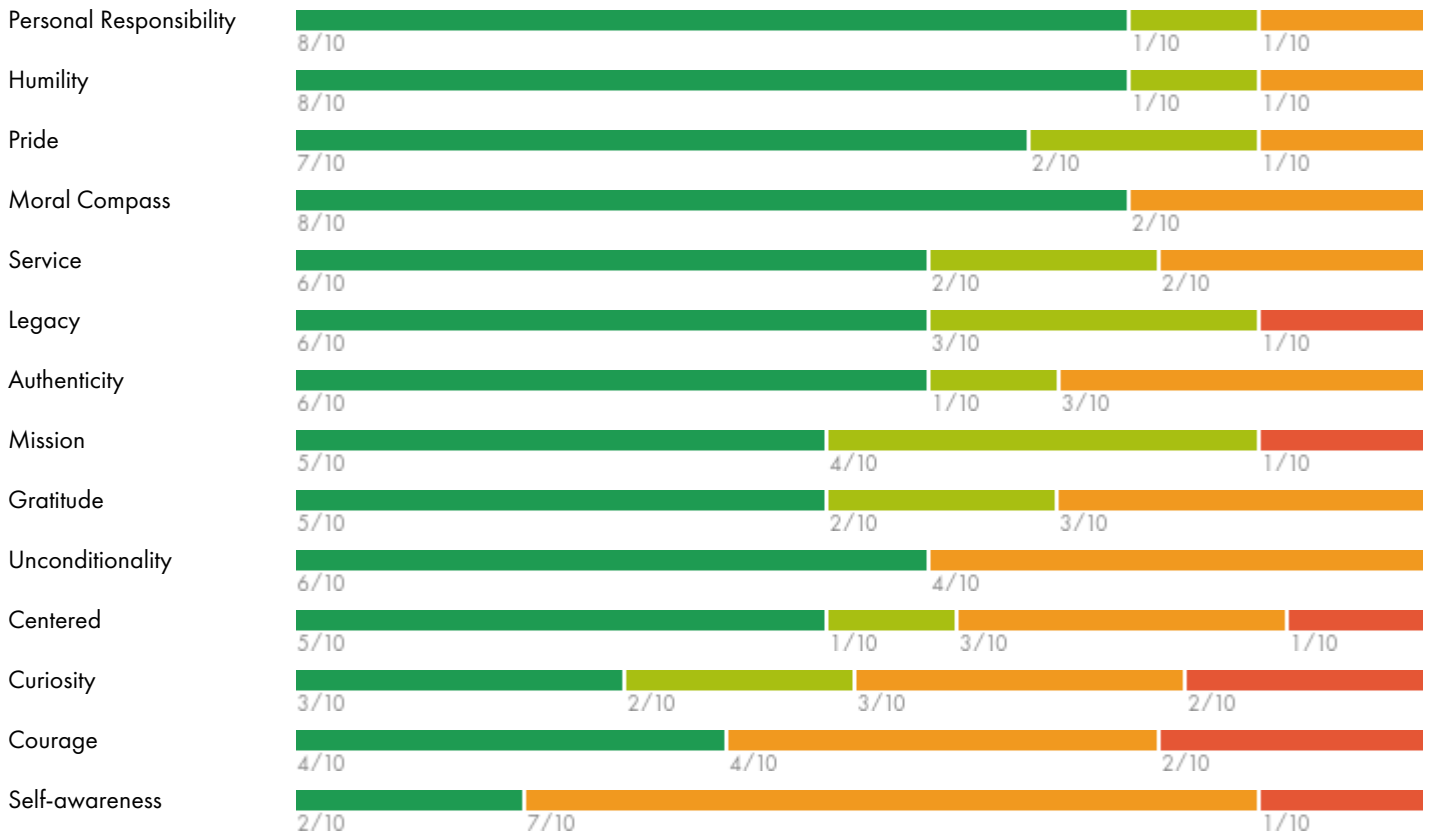
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|---------------------|----------------------|-------------------------|-----------------------|--|
| 14 Strengths | BEING | | | Our way of being in the world |
| Authenticity | Gratitude | Moral Compass | Service | |
| Centered | Humility | Personal Responsibility | Unconditionality | |
| Courage | Legacy | Pride | | |
| Curiosity | Mission | Self-awareness | | |
| 8 Strengths | COMMUNICATING | | | How we give and receive information |
| | Counterpoint | Humor | Spotlight | |
| | Explainer | Listener | Writer | |
| | Feedback | Narrator | | |
| 13 Strengths | MOTIVATING | | | Our drive towards action |
| Action | Change Agent | Improver | Work Ethic | |
| Adventure | Competitive | Persistence | | |
| Bounceback | Drive | Resilience | | |
| Catalyst | Growth | Self-belief | | |
| 11 Strengths | RELATING | | | How we relate to others |
| Compassion | Empathic | Esteem Builder | Rapport Builder | |
| Connector | Enabler | Personalization | Relationship Deepener | |
| Emotional Awareness | Equality | Persuasion | | |
| 14 Strengths | THINKING | | | Our approach to situations |
| Adaptable | Incubator | Organizer | Strategic Awareness | |
| Adherence | Innovation | Planner | Time Optimizer | |
| Creativity | Judgement | Prevention | | |
| Detail | Optimism | Resolver | | |

Your Team's Full-60 Profile

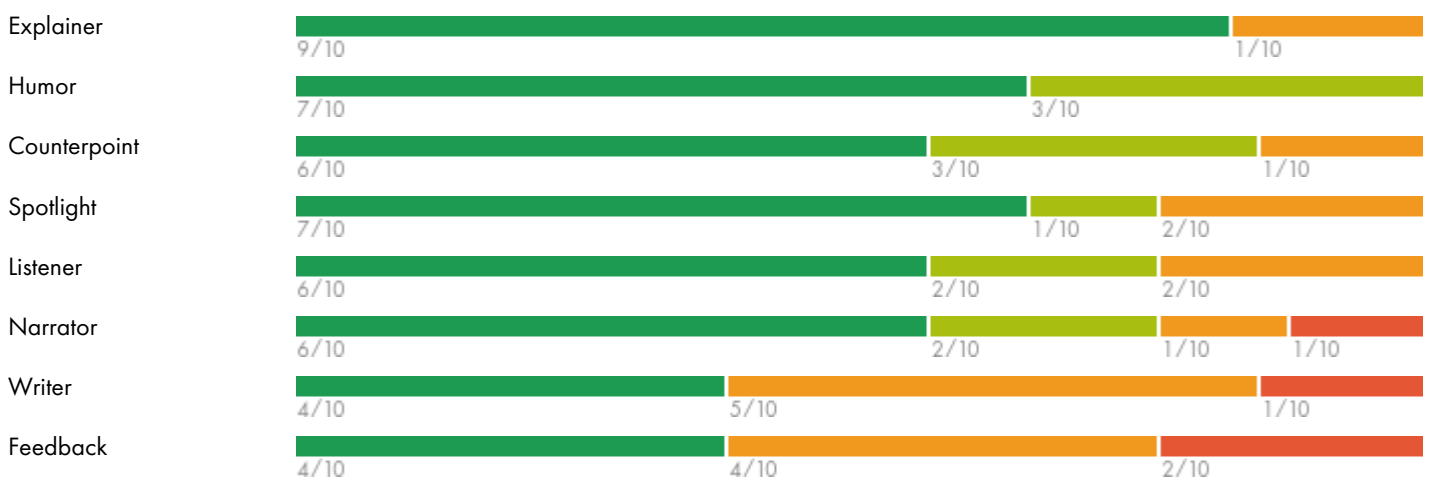
Your team's unique Full-60 profile across the five strengths families



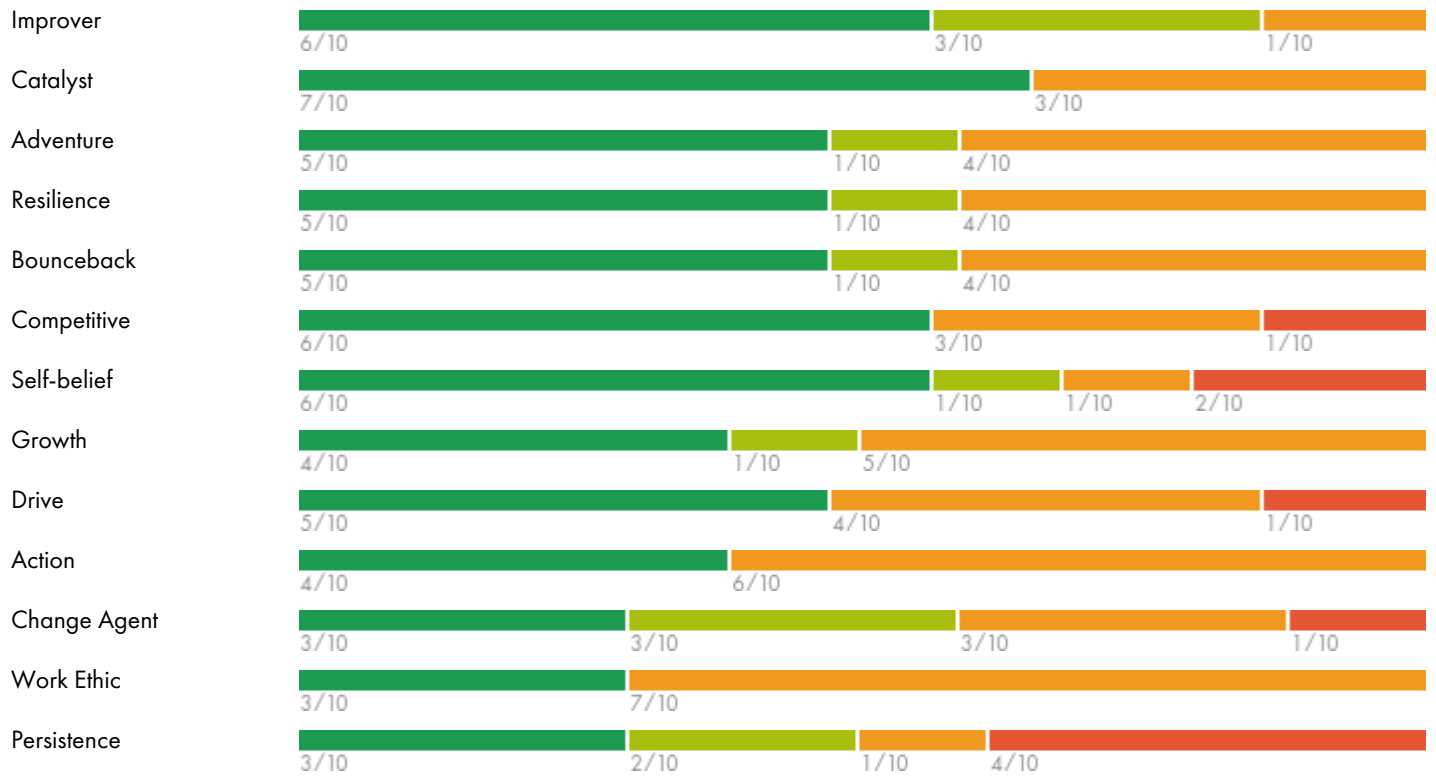
Being Our way of being in the world



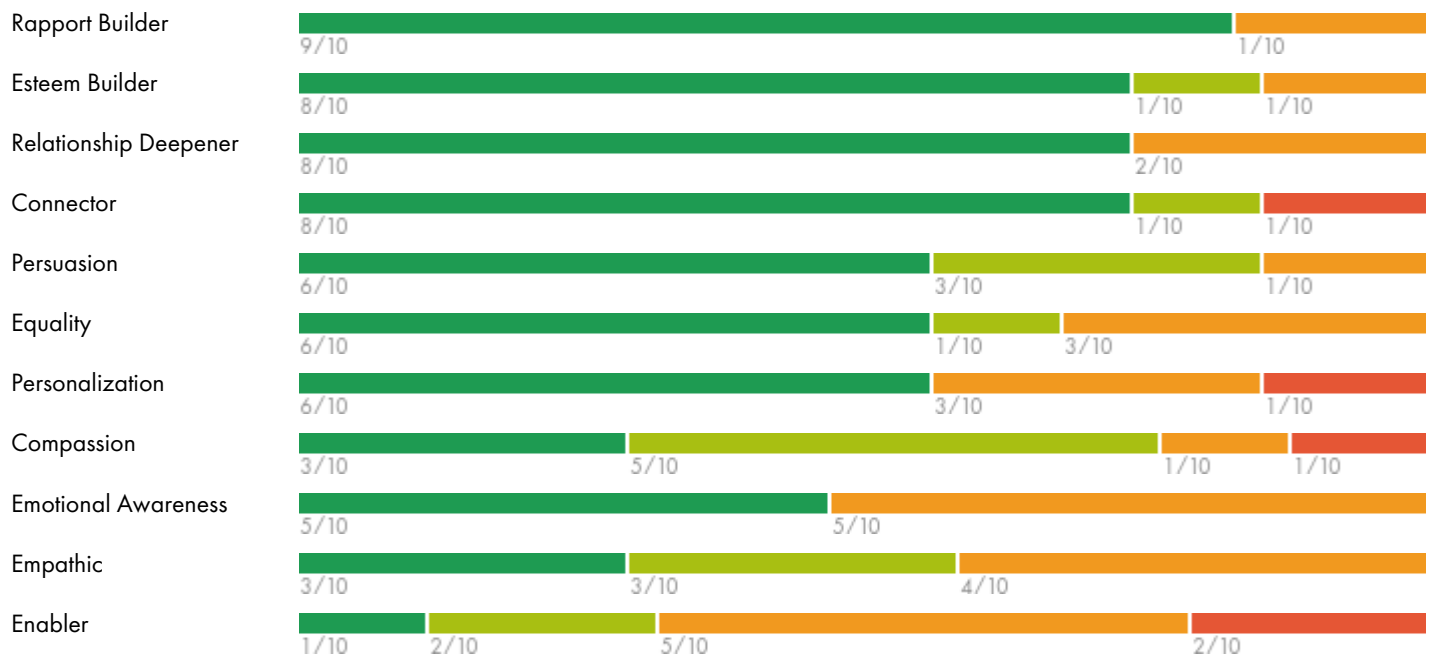
Communicating How we give and receive information



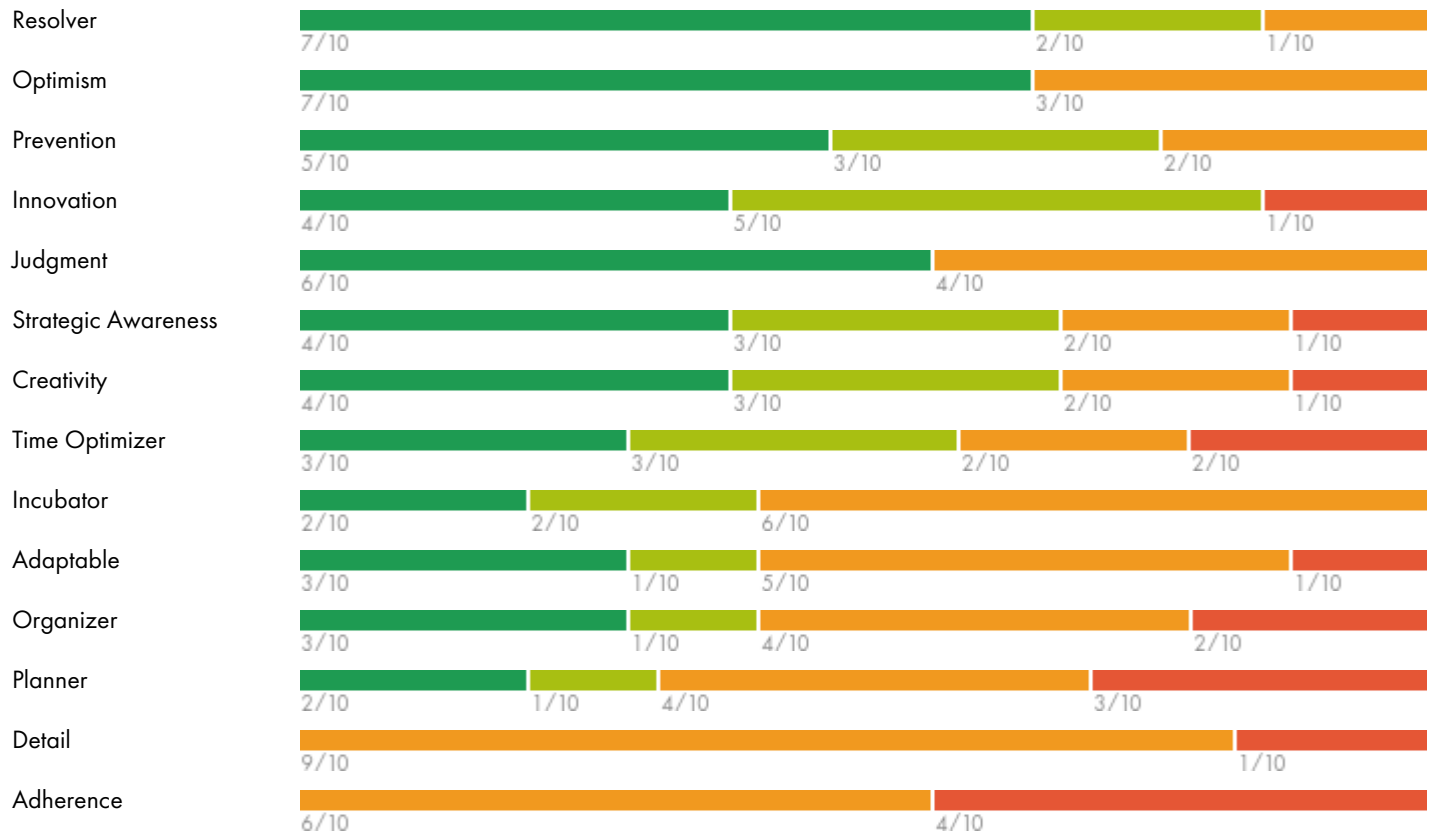
Motivating Our drive towards action



Relating How we relate to others



Thinking Our approach to situations



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 sixty of your strengths, revealing each feature within the four 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 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.

Strengths Definitions

- 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 guidelines.
- Adventure** ★  You love to take risks and stretch yourself outside your comfort zone.
- Authenticity** 👤  You are always true to yourself, even in the face of pressure from others.
- Bounceback** ★  You use setbacks as springboards to go on and achieve even more.
- Catalyst** ★  You love to motivate and inspire others to make things happen.
- Centered** 👤  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.
- Feedback** 💬  You provide fair and accurate feedback to others to help them develop.
- Gratitude** 👤  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.
- Humor** 💬  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.

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.
-  **Judgment**  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.
-  **Organizer**  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**  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 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.
-  **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 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.
-  **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.