



# OMAR ALEJANDRO SANTIAGO SANTAELLA WINGFINDER REPORT

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## **WHAT MAKES YOU UNIQUE, OMAR ALEJANDRO?**

**Every one of us is unique, with different passions, strengths and goals. Knowing your strengths and how to best leverage them, along with what to watch out for, enables you to develop, grow and succeed.**

**Developed by Red Bull and an expert team of psychology professors, Wingfinder focuses on your strengths, the things that you're naturally inclined to be good at, and gives you the tools and coaching to be even better.**



**The Wingfinder model comprises 25 individual strengths organised in terms of four key areas.**

**Thousands of scientific studies have shown these four factors to be more influential than any others for success in knowledge-based jobs.**

**How do you create solutions and work with change ?**



## **CREATIVITY**

ADAPTABLE  
CLASSICAL  
FOCUSED  
INNOVATIVE  
OPEN TO EXPERIENCE  
PRAGMATIC

**Learn about your style of problem-solving**



## **THINKING**

INTUITIVE  
HANDS-ON LEARNER  
BALANCED LEARNER  
ANALYTICAL  
AGILE

**What keeps you moving forward?**



## **DRIVE**

ACHIEVER  
CONFIDENT  
DISCIPLINED  
MODEST  
PATIENT  
RELAXED

**How do you manage relationships and yourself ?**



## **CONNECTIONS**

AUTONOMOUS  
BALANCED  
DIPLOMATIC  
DIRECT  
EMOTIVE  
INDEPENDENT  
SOCIABLE  
SUPPORTIVE



**Your CREATIVITY** measures how original and innovative your thinking is, or how logical and analytical it is.

**You're open-minded, often coming up with new and interesting ideas.  
You enjoy novelty and change, and avoid routine as much as possible.**

**Wingfinder** measures CREATIVITY using three scales. Let's explore your creativity in more detail.

# YOUR CREATIVITY



YOU ARE

## HIGHLY INNOVATIVE

in YOUR CREATIVITY

Your original thinking makes you stand out. You prefer to avoid the obvious route when it comes to problem-solving.

You succeed through

- seeing things differently
- coming up with lots of original ideas
- finding new solutions

On a good day...

You enjoy coming up with innovative solutions

On a bad day...

You feel constrained by routine



YOU ARE

## ADAPTABLE

in YOUR CREATIVITY

You're excited by a degree of uncertainty. You're able to adapt to new ideas and don't like being too definite in your thinking.

You succeed through

- your adaptability to change
- your willingness to try something new
- your flexible thinking

On a good day...

You respond well to new environments

On a bad day...

You can take on too many tasks at once



# YOUR CREATIVITY



YOU ARE

## CLASSICAL

in YOUR CREATIVITY

You enjoy the familiar and knowing what's around the next corner. But that doesn't stop you from welcoming the occasional new idea.

You succeed through

- your ability to keep things simple
- your pragmatic approach
- your reliability

On a good day...

You respectfully preserve traditions

On a bad day...

You tend to resist change

< MORE CLASSICAL

YOU

MORE OPEN TO  
EXPERIENCE >



**Your THINKING measures the abilities you draw upon when solving problems and ranges from Intuitive, to Hands-on Learner, to Balanced Learner, to Analytical and to Agile.**

**As an Agile thinker you're a fast learner, and are highly developed at working out the components of complex tasks, opinions and ideas which assists you in finding solutions. It's in your nature to think logically and you have a talent for seeing the details and patterns in problems.**

**Wingfinder measures THINKING using one scale. Let's explore your thinking in more detail.**

# YOUR THINKING

Top Strength:

SHARE   



YOU ARE

**AGILE**

in YOUR THINKING

You learn fast and enjoy solving complex problems through your logical, analytical way of working.

You succeed through

- using reason to solve problems
- focusing on objectivity
- learning constantly

On a good day...

You are a natural problem-solver

On a bad day...

You may be constrained by a desire for structure

< MORE INTUITIVE



MORE AGILE >





**Your CONNECTIONS measures how well you manage relationships and how well you work independently.**

**You enjoy meeting new people, making contacts and helping your network. Your ability to read and influence others means you're comfortable in most social situations.**

**Wingfinder measures CONNECTIONS using four scales. Let's explore your connections in more detail.**

# YOUR CONNECTIONS

Top Strength:

SHARE   



YOU ARE

## VERY BALANCED

in YOUR CONNECTIONS

You're calm and think positively, even under pressure. You don't worry about things and don't get stressed.

You succeed through

- your resilience to stress
- staying upbeat
- keeping a cool head

On a good day...

You stay calm when stress levels rise

On a bad day...

You may not realise when others are stressed

< MORE EMOTIVE



MORE BALANCED >

Top Strength:

SHARE   



YOU ARE

## VERY SUPPORTIVE

in YOUR CONNECTIONS

You consider other people's opinions before your own. Your focus and desire is to do good for others.

You succeed through

- your focus on the bigger picture
- your regard for others
- being a person others can trust

On a good day...

You are naturally supportive of colleagues

On a bad day...

You can be too influenced by others' needs

< MORE AUTONOMOUS



MORE SUPPORTIVE >

# YOUR CONNECTIONS

Top Strength:

SHARE   



YOU ARE

## HIGHLY SOCIABLE

in YOUR CONNECTIONS

Meeting people and networking just come naturally to you. You're happy to be the centre of attention, even when talking to groups of strangers.

You succeed through

- your sociability
- building networks and relationships
- your enthusiasm

On a good day...

You thrive on meeting new people

On a bad day...

You can find it hard to work alone

< MORE INDEPENDENT



MORE SOCIABLE >



YOU ARE

## DIPLOMATIC

in YOUR CONNECTIONS

You're sympathetic and warm. You prefer to avoid conflict and try to be as tactful as possible. You're also accommodating of other people's needs.

You succeed through

- your sense of fairness
- your ability to resolve confrontations
- your ability to empathise

On a good day...

You have strong social skills

On a bad day...

You avoid giving critical feedback

< MORE DIRECT



MORE DIPLOMATIC >



**Your DRIVE measures your level of ambition.**

**You're self-confident and always aim to do your very best work, but you don't always see your colleagues as rivals. So while you enjoy being praised for your achievements, you're equally happy to see others recognised for theirs.**

**Wingfinder measures DRIVE using three scales. Let's explore your drive in more detail.**



# YOUR DRIVE



YOU ARE

## DISCIPLINED

in YOUR DRIVE

You're driven to complete what you start and like your workflow to be structured. People can rely on you because you're efficient and care about details.

You succeed through

- setting yourself high standards
- planning ahead
- delivering consistently

On a good day...

You can be relied on to deliver

On a bad day...

You get frustrated by tasks that don't have clear deliverables

< MORE RELAXED



MORE DISCIPLINED >



YOU ARE

## SLIGHTLY MORE CONFIDENT THAN MODEST

in YOUR DRIVE

You're confident in yourself and your abilities but you realise that you're also human. You know what you're capable of and you're also realistic about your limitations.

You succeed through

- knowing when to step forward and when to let others take the lead
- balancing your confidence with your cautiousness
- understanding what you're good at and focusing on those areas

On a good day...

You are comfortable in the limelight

On a bad day...

You have high expectations for yourself

< MORE MODEST



MORE CONFIDENT >

# YOUR DRIVE



YOU ARE

## SLIGHTLY MORE OF AN ACHIEVER THAN PATIENT

in YOUR DRIVE

You care about the work you do and work hard on projects you believe in. But you keep things in balance and don't let work take over your life.

You succeed through

- knowing your capabilities
- having the right workload
- being energetic and enthusiastic at work

On a good day...

You strive to reach your goals

On a bad day...

You can overshadow less driven colleagues

< MORE PATIENT



MORE ACHIEVER >

# YOUR PERSONAL COACHING PLAN

Your personal coaching plan focuses on your top 4 strengths. These top 4 strengths represent your strongest personality preferences and the areas that you are most likely to start and continue developing. Your personal coaching plan brings together years of experience and specialist knowledge on how to train for success and is customised based on your personality.

You are  
**BALANCED**



You are  
**SUPPORTIVE**



You are  
**SOCIABLE**



You are  
**Agile**



## WHAT ARE STRENGTHS?

Strengths are the ways you are most likely to behave - your strongest personality preferences. They are aspects of your personality that you use to succeed at work and as you rely on them you are more likely to start and continue developing them. High performance comes from shaping and expanding your strengths through concentrated effort and practice.

## YOUR STRENGTHS, YOUR STORY

We all have our own unique strengths. Wingfinder focuses on the key factors for career success which have been identified by psychologists across thousands of scientific studies. What YOU DO to develop your strengths will make the difference.

## BEWARE OF THE DARK SIDE

Every aspect of personality has its positives and negatives depending on the situation and being self-aware will help you succeed in your career. As your top 4 strengths are your most preferred way to behave, you may be overusing them, or there may be situations they may not be to your advantage, how they can be managed and developed is key.



You are  
**BALANCED**



You're calm and think positively, even under pressure. You don't worry about things and don't get stressed.

### **KEEP DOING**

Keep being that rock for your colleagues, whatever pressures you face. People rely on you for your clear, rational thinking.

### **STOP DOING**

You're particularly good at choosing which emotions you'll show others. You have a great poker face, so don't assume that others are aware of the emotions you're feeling.

### **START DOING**

Remember, not everyone's as in control and resilient as you are. Stress affects some people more than others. Be sensitive and understanding around those people.

Here are four ways to help you build on this strength

1

#### **Keeping calm is a strength**

Keep calm. Being able to manage stress and deliver under pressure is a massive strength.

2

#### **Challenge yourself**

Take on challenging, even stressful, projects. They will suit your cool confidence.

3

#### **Don't let your calmness be misinterpreted**

Show you understand the urgency of a situation. Don't let your calmness be mistaken that you aren't committed.

4

#### **Support others when you see they can't cope**

Pay attention when others look more stressed than you do, as there may be a good reason why.



You are  
**SUPPORTIVE**



You consider other people's opinions before your own. Your focus and desire is to do good for others.

**KEEP  
DOING**

Your desire to assist others is a valuable quality. It means the people you work with feel that you are there when they need help and that you're working for the good of the team.

**STOP  
DOING**

Make sure you're not spending so much time helping others, you forget about yourself. Challenge yourself to give hard facts and data more weight over the needs of members of the group, in your decision-making.

**START  
DOING**

Your belief in other people is a great quality of leadership. Try to bring more people together to achieve collective goals — don't shoulder the entire burden yourself.

Here are four ways to help you build on this strength

1

**Use your empathy**

Continue to help others and be aware of when one of your colleagues is having a tough time.

2

**Maximise impact**

Your desire to help others is valued, try and think where and when you can have the most impact.

3

**Think of yourself sometimes too**

It's important to put other people's needs before yours, but remember to treat yourself every once in a while.

4

**Focus is important**

You like to achieve your goals as part of a group, but sometimes your own focus should take priority.

You are  
**SOCIABLE**



Meeting people and networking just come naturally to you. You're happy to be the centre of attention, even when talking to groups of strangers.

### **KEEP DOING**

Your natural extraversion and charisma are powerful gifts. Create and leverage your networks to bring people together to achieve great things.

### **STOP DOING**

It's great that you make work a more sociable place. But try to keep a balance between nurturing your relationships and achieving your work goals — not everyone shares your need for interaction.

### **START DOING**

Benefit from your large network. Success is not only a function of what you know, it's who you know. Be deliberate and purposeful in how you work with others and nurture connections; often the greatest ideas are born out of collaboration.

Here are four ways to help you build on this strength

1

#### **Help find the right people for the right roles**

Use your talent-spotting skills to help set up teams, finding the right people for the right roles.

2

#### **Use your listening skills**

Consider taking up a role that lets you counsel and listen, that helps others find meaning in their own work.

3

#### **Make the most of your ability to get on with others**

Make sure your role brings you into contact with lots of people, both within and outside your organisation.

4

#### **Help colleagues find common ground**

If two people argue, ask the others in the group to share their thoughts. Help them find common ground.





You are  
**Agile**



You learn fast and enjoy solving complex problems through your logical, analytical way of working.

### **KEEP DOING**

You have a highly developed ability to analyse problems, identifying patterns and relationships that make up the problem, and finding logical solutions. Because of this, you're good at finding solutions, even in situations where you don't have previous knowledge or experience.

### **STOP DOING**

Try not to be too closed off to ideas that haven't been rigorously tested or researched. Take a chance on the unpredictable and choose the right situations to trust your intuition. Notice when you're racing far ahead of people with your thinking. Not everyone is as fast as you, so take the time to bring them on board.

### **START DOING**

Team up with people who work in a more intuitive way. Combining your analytical brain with their less-structured approach could produce some exciting results.

Here are four ways to help you build on this strength

1

#### **Avoid assumptions**

When you're considering many different solutions to a problem, the one that asks you to make the fewest assumptions is usually the best one.

2

#### **Question things**

Always question what you're reading as you read it. This will help you to become more engaged with the text.

3

#### **Examine your ideas rigorously**

Make sure you debate your ideas before acting on them, to spot any weaknesses or flaws.

4

#### **Challenge yourself intellectually**

Keep your mind agile outside of work by experiencing a wide variety of intellectual challenges.

# LEARN FROM THE GREATS

At Red Bull, we believe that true strengths are built from combining raw talent with skills and knowledge.

Find strategies for maximising your talents by learning how legends have worked with their strengths to achieve great success. Here, we bring you reflections and advice from the very best in the world.

