



Talents

Don't share my talents



Innovation

Your Innovation is in the top 15% of the workforce. You have a strong proficiency for generating creative ideas, out-of-the-box solutions to problems and entrepreneurship.

You have an extraordinary disposition for working with abstract ideas and developing unconventional solutions.

You have a disposition for being receptive and flexible to different ideas, perspectives, and changing demands.

You excel at anticipating problems and choosing solutions that will avoid trouble before they happen. You are also excellent at making plans that will lead to positive outcomes.



Decision Making

You have proficiency for making high-quality decisions based on limited information.

You have a strong ability for being thorough, deliberate and timely, and having attention to detail.

You have an extraordinary disposition for gathering and critically evaluating relevant information, recognizing solutions and using facts, logic and experience to buttress your opinions.



Conflict Resolution

You have a proficiency for to bring others together to resolve conflicts and reconciling differences through negotiation.

You have a good ability to stay calm and collected in stressful situations or when confronted with criticism.

You are supportive and sensitive to the feelings of others, helping you find mutually agreeable solutions.

You have an extraordinary temperament for being polite and mannerly when interacting with others even when you disagree.

You are good in difficult interpersonal situations and at finding ways to effectively resolve disagreements.



Communication

You have a proficiency for conveying ideas effectively and identifying the messages people are attempting to convey.

You have an exceptional ability to develop good long term relationships, even with difficult people, built on tactful and considerate interactions.

You are good at knowing the right thing to say to people and at understanding how people will accept what you are going to say to them.

You have the ability for soliciting and accepting feedback and criticism from others.



Cultural Awareness

You have a proficiency for understanding the perspective of others, and dealing effectively with different types of people.

You have an extraordinary disposition for being curious, reflective and studying people and their values.

You have a disposition for adapting to a wide range of people, and being open to differences in attitudes, values and personalities.

You can be encouraging, sensitive, and make others feel comfortable and appreciated.

You have an extraordinary ability to communicate in a tactful and considerate manner in difficult situations, and help others settle interpersonal conflicts.

Teamwork

Your Personality

You are...

- › Likely to be thorough, prudent, systematic and methodical
- › Curious, analytical, reflective, imaginative and creative
- › Introverted and reclusive
- › Docile, easygoing, and accommodating
- › Modest, humble, pleasant, considerate, generous and cooperative
- › Good analysing and answering the most complex problems
- › Good at navigating challenging interpersonal situations and noticing subtle social cues

Professional Advice

Are you in the right career for your personality?

Professionally, you are...

- › Exceptionally well suited to positions with clear and attainable goals.
- › Well suited to positions that place a high value on the quality and precision of work.
- › Exceptionally well suited to positions that will demand continuous learning and imagining new and different ways of doing things.
- › Exceptionally well suited to organizations and positions that appreciate good listeners that don't waste time on simple chit-chat.
- › Exceptionally well suited to organizations and positions that appreciate team players that support efforts to meet objectives.
- › Exceptionally well suited to positions with altruistic goals and tasks that make people happy.
- › Exceptionally well suited to positions that require analyzing a lot of information and complex situations to choose the best solution.
- › Well suited to positions that benefit from identifying and understanding the motivations and feelings of people.
- › Well suited to positions where accomplishing tasks does not require close collaboration or ample criticism.

At work, you...

- › Greatly prefer achieving clear, attainable goals.
- › Prefer being organized and having a plan.
- › Delight in thinking about abstract ideas and a variety of subjects.
- › Greatly appreciate working in small teams or alone.
- › Greatly prefer letting others take the lead.
- › Greatly appreciate opportunities to collaborate and cooperate with others.
- › Are exceptionally capable of learning and using reason to overcome difficult obstacles.
- › Are very capable of identifying effective interpersonal strategies and usually know the right thing to say to resolve disagreements.

You would be happiest in positions where you will...

- › Be provided with very clear, established and achievable goals.
- › Have the time to spend time completing detailed projects well.
- › Be continuously learning, and pushing for constant improvements.
- › Have limited social interactions with different people, colleagues, prospects or clients - seek small teams or opportunities to work alone.
- › Be able to let others lead on tasks and projects.
- › Often have altruistic goals, tasks and projects that make people happy.
- › Routinely encounter and solve exceptionally complicated problems.



You have a proficiency for cooperating with others.

You can be sensitive to others needs, support others, commit to team goals, and build mutual trust, respect, and cooperation among team members.

You have an extraordinary ability to be tactful, courteous and considerate of others.

You are good at knowing how to get people to cooperate in order get work done and what to say to encourage positive interactions.

- Be able to accomplish some objectives by resolving or avoiding conflicts through observing some subtle social cues, and understanding most of the motivations and feelings of others.
- Be able to limit subjective opinions, criticism and unconstructive feedback from collaborators.

Interview & Position Guide

Questions you should ask yourself and your interviewer when interviewing for a new position:

Will the role provide you with the kind of goals that would satisfy you?

You prefer to have clear, achievable goals. You are likely to feel frustrated if goals are changing or unreasonable.

Will the role prefer tasks get completed fast-yet-imperfectly or slow-yet-perfectly?

You are highly methodical and precise. You are likely to feel disappointed if you cannot finish things at the level and completeness you prefer to attain.

Will the role require investigating and solving a changing array of new problems?

You are highly curious, analytical, and imaginative. If the problems and projects don't regularly change, you are likely to get bored.

Will the role have you regularly interacting with many other people?

You are introverted and reclusive. You are likely to feel drained in roles that will have you continually socializing.

Will the role require you to be in the driver seat and to lead projects?

You have a definite preference to let others take the lead. You are likely to feel uncomfortable and exhausted when you are forced to lead projects.

Will the role allow you to be a team player or will you need to be a competitor/adversary to others or the status quo?

You are highly generous, considerate and cooperative. If your team members are also your opponents, you are likely to need to be guarded and will likely feel dissatisfied in the role.

Will the role involve handling lots of criticism and rejection?

You are sensitive to criticism and rejection. You are likely to feel dissatisfied if a role requires you to persuade and influence others to your way of thinking.

