



LEONARDO CALDERON J. WINGFINDER REPORT

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WHAT MAKES YOU UNIQUE, LEONARDO?

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 good at coming up with new ideas but also recognise the importance of combining this with tried and tested approaches. You enjoy a balance between the new and the old, and appreciate originality when it's not too eccentric.

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

YOUR CREATIVITY



YOU ARE

INNOVATIVE

in YOUR CREATIVITY

You stand out for your original thinking. You're always looking to find a new angle — an idea that no one's tried before.

You succeed through

- your ability to innovate
- your lateral thinking
- your love of new ideas

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

SLIGHTLY MORE CLASSICAL THAN OPEN TO EXPERIENCE

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 leap enthusiastically into the unknown

On a bad day...

You avoid repetitive tasks

< MORE CLASSICAL



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 Analytical thinker you pick up information faster than most. You're very good at working out the components of complex tasks, opinions and ideas and this assists you in finding solutions. You have a very good ability to evaluate problems as you can easily spot the details and patterns they contain.

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

YOUR THINKING

Top Strength:

SHARE   



YOU ARE

ANALYTICAL

in YOUR THINKING

You prefer to think through a situation before diving in. You use reason and logic to get to the heart of a problem.

You succeed through

- being able to learn quickly
- remaining objective
- taking time to think

On a good day...

You think in a structured, logical way

On a bad day...

You can place too much emphasis on being analytical





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

You're comfortable meeting new people and networking, and you're able to read and influence others if required. But you're equally happy working on your own and enjoy projects that let you be autonomous.

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

YOUR CONNECTIONS



YOU ARE

SUPPORTIVE

in YOUR CONNECTIONS

You're good at thinking about other people before yourself. You appreciate the support and ideas they can offer.

You succeed through

- your selflessness
- your openness to other opinions
- your focus on the group

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 >



YOU ARE

BALANCED

in YOUR CONNECTIONS

It takes lot for you to feel the pressure. You're good at keeping a cool head, and staying upbeat and focused.

You succeed through

- your confidence
- staying positive
- not worrying too much

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 >

YOUR CONNECTIONS



YOU ARE

SLIGHTLY MORE SOCIABLE THAN INDEPENDENT

in YOUR CONNECTIONS

Although comfortable on your own, you also feel at home among other people, whether they're colleagues or people you've only just met.

You succeed through

- being comfortable around others
- your ability to avoid social distractions
- taking an interest in people

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

SLIGHTLY MORE DIPLOMATIC THAN DIRECT

in YOUR CONNECTIONS

You're concerned with other people's needs and try to deal with conflict fairly. You hear what other people have to say and are honest in your own opinions.

You succeed through

- being able to see two viewpoints
- getting your point across clearly
- listening to others

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 determined to produce work that's consistently strong. You have a sense of competition that motivates you, you value the respect of your peers and want to be recognised for your achievements or the quality of your work.

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

YOUR DRIVE

Top Strength:

SHARE   



YOU ARE

CONFIDENT

in YOUR DRIVE

You have a strong belief in your own abilities. Only in the most challenging situations do you appear less than confident.

You succeed through

- taking the lead
- taking on tough situations
- presenting yourself as highly capable

On a good day...

You are comfortable in the limelight

On a bad day...

You have high expectations for yourself

< MORE MODEST



MORE CONFIDENT >

Top Strength:

SHARE   



YOU ARE

AN ACHIEVER

in YOUR DRIVE

You're motivated and ambitious so you work hard to make a real difference. You expect a lot from yourself.

You succeed through

- your natural ambition
- your determination
- having clear goals

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 DRIVE

Top Strength:

SHARE   



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 >

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
CONFIDENT



You are an
ACHIEVER



You are
Analytical



You are
DISCIPLINED



WHAT ARE STRENGTHS?

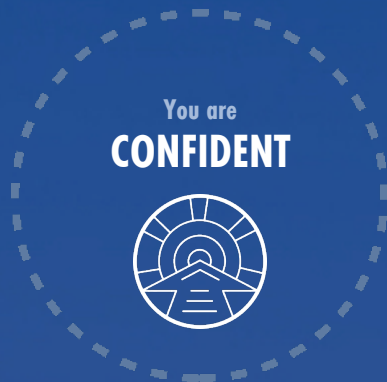
Strengths are the ways you are most likely to behave - your strongest personality preferences. They are aspects of your personality that you use to succeed at work and as you rely on them you are more likely to start and continue developing them. High performance comes from shaping and expanding your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

You have a strong belief in your own abilities. Only in the most challenging situations do you appear less than confident.

KEEP DOING

Stay confident by learning new skills and finding new challenges. Your confidence is at it's best when it's based on your competence. Whatever stage you're at in your career, remember there's always something new to learn.

STOP DOING

Don't allow yourself to become overconfident. Being complacent will cause you to try less, and will stop you from growing and improving.

START DOING

Having overly ambitious goals can undermine your confidence, so reinforce your self-belief with regular small wins. Each step will move you closer to that big goal.

Here are four ways to help you build on this strength

1

It's ok to be wrong

It's okay to be wrong sometimes, but make sure you listen to the input of others.

2

Recognise others

Acknowledge the input other people made to your achievements. Celebrate together.

3

Find a mentor

Everyone can benefit from a mentor. Identify someone you admire at work, someone you can learn from.

4

Be prepared to learn

When someone's critical of your work, keep an open mind. There may be much to learn from their suggestions.

You are an
ACHIEVER



You're motivated and ambitious so you work hard to make a real difference. You expect a lot from yourself.

KEEP DOING

Keep challenging yourself and sharpening your skills. Nothing's more satisfying than working at the peak of your ability.

STOP DOING

Hold back a little because sometimes your desire to get things done can come across as being too forceful.

START DOING

Focus on a few carefully prioritised tasks — quality rather than quantity should be the focus of your achievements. The key to your growth is to act on the learning from your successes and failures. To accelerate this, check out the 5P model below.

Here are four ways to help you build on this strength

1

Disconnect when you can

Make full use of your holiday time to stay refreshed and at the top of your game. Disconnect when you can as chances are, the work will still be there for you when you return.

2

Plan ahead

Plan each day the night before, focusing on just the things you want to prioritise.

3

Be realistic

Ambition will take you places, but be realistic about what you can actually get done.

4

Remember to prioritise

Understand what's urgent as that's where your focus should be. The rest can wait.

You are
Analytical



You prefer to think through a situation before diving in. You use reason and logic to get to the heart of a problem.

KEEP DOING

You have a good ability to analyse problems, identifying patterns and relationships that make up the problem, and finding solutions to these problems using reasoning. You are also able to use your intuition to solve problems but your logic will get you there most times.

STOP DOING

If someone suggests something that seems rather unusual or lacking in reasoning, don't automatically ignore it — a little unpredictability can be a good thing.

START DOING

Explore your intuitive side by teaming up with people who work in a more hands-on way. Your mix of styles could produce some interesting results.

Here are four ways to help you build on this strength

1

Examine your ideas rigorously

However good you think your ideas are, test their strength by debating them. You'll soon spot any flaws.

2

Try to think several steps ahead

When you're discussing a problem, imagine your debate is like a chess game. Think several steps ahead.

3

Rest is important

Make sure you're getting enough sleep. Not doing so can dull your senses by almost 40%.

4

Take a break

Give your mind a break from emails and the Internet. Head to your local park, for instance.

You are
DISCIPLINED



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.

**KEEP
DOING**

Seek out projects and responsibilities that have or need structure, where you can prioritise your tasks and work accordingly. Your high standards of work, and desire to deliver, drive people around you to do better.

**STOP
DOING**

Identify situations where things aren't working as efficiently as they could be. Use your natural discipline to make them more productive. Be careful if you're chasing perfection in all you do — in some tasks, 80% will suffice and will allow you to move quickly to other tasks where your high standards are needed.

**START
DOING**

When you're working with less disciplined colleagues, get them to focus on the results rather than the process itself. Learn to be aware of when your desire to complete tasks gets in the way of being flexible and being able to change priorities.

Here are four ways to help you build on this strength

1

Plan ahead

Get more done tomorrow by planning what you want to prioritise this evening. This makes you more prepared for the next day.

2

Do a digital detox

Set regular digital detoxes. Without the Internet to distract you, you'll get so much more done.

3

Escape to the countryside

Escape distractions completely by spending more time with nature. Your local park can be a place to think.

4

Don't be too cautious

It's good to be disciplined, but remember to take a few risks. Don't be too cautious.

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.

