



Mainak Saha Wingfinder Report

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What makes you unique, Mainak?

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.

Connections

Measures how you manage relationships and how you manage yourself.



Diplomatic Direct Supportive Autonomous Balanced Emotive
Sociable Reserved

Creativity

Measures how you adapt, develop alternatives or force new information and experiences.



Adaptable Focused Innovative Pragmatic Open to Experience
Classical

Drive

Measures your motivation, ambition and self-discipline towards pursuing goals and handling setbacks.



Confident Modest Achiever Patient Disciplined Relaxed

Thinking

Looks at your ability to reason abstractly and solve complex problems.



Agile Intuitive



Connections

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



You enjoy being at a stage in your career where you're meeting lots of new people, making new friends and helping your connections. You're comfortable when you're around people.

You are slightly more direct than diplomatic

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.



On a good day You have strong social skills

On a bad day You avoid giving critical feedback

You succeed through

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

You are supportive

★ Top strength

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



On a good day You are naturally supportive of colleagues

On a bad day You can be too influenced by others' needs

You succeed through

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

You are balanced

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



On a good day You stay calm when stress levels rise

On a bad day You may not realise when others are stressed

You succeed through

- ✓ your confidence
- ✓ staying positive
- ✓ not worrying too much

You are highly sociable

★ Top strength

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



On a good day You thrive on meeting new people

On a bad day You can find it hard to work alone

You succeed through

- ✓ your sociability
- ✓ building networks and relationships
- ✓ your enthusiasm



Creativity

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



You value logic and will enjoy following a career that's more about rational and practical thinking than abstract visions and ideas.

You are focused

Most of the time you prefer to stay focused on the task at hand or a single issue in order to find simple, practical solutions that are within your comfort zone.



On a good day You work best when delivering to a deadline

On a bad day You can get caught up in the detail

You succeed through

- ✓ your ability to focus
- ✓ your structured approach
- ✓ your appreciation of rules

You are slightly more pragmatic than innovative

You're good at coming up with ideas that are original but not far fetched. You believe in innovation but you also like to be practical.



On a good day You enjoy coming up with innovative solutions

On a bad day You feel constrained by routine

You succeed through

- ✓ using reasoning that may not be immediately obvious to others
- ✓ your results-based approach
- ✓ your openness to new solutions

You are highly classical

★ Top strength

You have a clear and consistent way of working. You prefer the stability and security of conformity and tradition.



On a good day You respectfully preserve traditions

On a bad day You tend to resist change

You succeed through

- ✓ your ability to keep things simple
- ✓ your pragmatic approach
- ✓ your conventionality



Drive

Your DRIVE measures your level of ambition.



You're confident in what you want to do and are determined to get far in your career. You're also motivated by a competitive spirit and want to prove yourself.

You are slightly more confident than modest

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



On a good day You are comfortable in the limelight

On a bad day You have high expectations for yourself

You succeed through

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

You are an achiever

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



On a good day You strive to reach your goals

On a bad day You can overshadow less driven colleagues

You succeed through

- ✓ your natural ambition
- ✓ your determination
- ✓ having clear goals

You are disciplined

★ Top strength

You're driven to complete what you start and like to work in a structured, planned way, with to-do lists and calendars. People can rely on you because you're efficient and care about the details.



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

You succeed through

- ✓ setting yourself high standards
- ✓ planning ahead
- ✓ delivering consistently



Thinking

Your THINKING measures the abilities you draw upon when solving problems and ranges from Intuitive to Agile.



You approach problem-solving with your preference to rely on your past experience to find solutions; sometimes adding to this approach, an analysis of the situation. You enjoy finding more practical solutions to problems, while also seeing that researching solutions can still be valuable at time.

You are intuitive

You learn through experience and you deal with problems by diving right in.



On a good day You enjoy learning by doing

On a bad day You need to be aware when more analytical thought is required

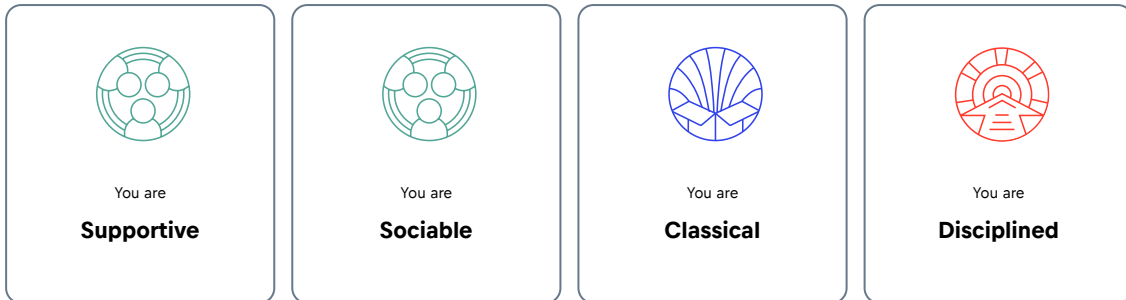
You succeed through

- ☒ having your own proven solutions
- ☒ learning on the job
- ☒ using your common sense

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 develop.

Your Top Strengths



✦ 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 **supportive**

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

» 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. Sometimes, decisions need to be made based on hard facts and data, rather than what's best for members of the group.

► 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 Make the right decision ... not the popular one

Learn to make unpopular decisions if you think they're the right ones.

2 Strike the right balance

Try to strike a good balance between your needs and others' needs. Don't let one overrule the other.

3 Be prepared to focus on your own goals when you need to

Think about the compromises you make, but let your goals be your focus.

4 Ask for help when you need it

You cooperate well with others. So notice when you're struggling on your own, and reach out for help.



You are **sociable**

Meeting people just comes 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

Being sociable makes life more enjoyable for those around you. But try to keep a balance between nurturing your relationships and achieving your 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 people find common ground

Help people with opposing views see common ground by asking them to explain their thoughts.

2 Involve others

If there's a sport or something you'd like to share with your colleagues, why not set up a team or club?

3 Make the most of your ability to get on with others

Make sure your career brings you into contact with lots of people, whether colleagues, clients or customers.

4 Offer support and friendship

Whenever new people join your organisation, make sure you're there to offer them support and friendship.



You are **classical**

You have a clear and consistent way of working. You prefer the stability and security of conformity and tradition.

» Keep doing

Keep sticking to your principles. People value your consistency as they know what they can expect from you; that's why people are comfortable relying on you.

■ Stop doing

Sometimes you find yourself resisting change or avoiding new opportunities. Break this habit and embrace the potential that a change can offer — tell yourself you'll miss the chances you don't take.

► Start doing

Actively seek the perspective of others – you'll expand your thinking and may even find the experience refreshing.

Here are four ways to help you build on this strength

1 Escape your comfort zone

Go out of your comfort zone, even by just a step. When you try new things, new doors will open for you.

2 Switch up your entertainment

Switch up your entertainment. Listen to a completely new kind of music. Watch a film you'd never normally see. Have some fun expanding your cultural horizons.

3 Don't be afraid of setbacks

Experimentation is key to increasing your creativity. See each setback as an opportunity for learning that will ultimately make your end-product stronger.

4 Embrace difference

Meet lots of new people you wouldn't normally talk to. They'll each give you a different perspective on things.



You are **disciplined**

You're driven to complete what you start and like to work in a structured, planned way, with to-do lists and calendars. People can rely on you because you're efficient and care about the 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 this 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

Spend a few moments this evening planning what you want to do tomorrow. Set out your priorities clearly.

2 Do a digital detox

Try having regular digital detoxes: one day a week without the web. You'll get so much more work done.

3 Escape to the countryside

The countryside, or even your local park, is a brilliant place to escape distractions. Use these places as spaces to think.

4 Use a goal to focus your efforts

Try to have a clear goal in mind — something you really want to achieve. This will focus your efforts.