



TALENT QUIZ

Play to Your Strengths® • Faith Ralston, Ph. D.

**Personalized Report for:
Sample Report
11/1/2011**

Congratulations!

You are a *Club Talent*.

ACTIVATOR



[Listen to an audio file about the Club Talent](#)

<http://assessmentdownloads.com/download.aspx?filename=Club.mp3>
"I have an idea worth pursuing."



Play to Your Strengths® Talent Assessment

The goal of the Play to Your Strengths® Assessment is to help you succeed at work by doing what you do best. This personalized report provides valuable insights into your talents and where your talents add value to projects and others.

Step 1: Discover Your Talents

Leveraging your talents is the key to career satisfaction, effective teamwork and sterling performance. The Talent Profile describes your talent preferences and what you contribute to work projects and initiatives. You'll discover, your TOP talent, 'supporting' talents and lowest talent. You'll also learn how to set yourself and others up for success. You'll discover proven strategies to minimize weaknesses and maximize your strengths.

Step 2: Create An Action Plan

You'll create an action plan. You'll find templates to develop a contribution statement about what you offer. Easy-to-use checks lists help you identify key actions to take. You'll be able to put your talents into action immediately.

Step 3: Feedback on Your Best Talents. (360 only)

Learn what others value about your talents - your boss, colleagues, employees and even friends. Don't miss this opportunity to receive positive feedback on your strengths and benefit from tips and coaching advice. All 360 data will be available on screen when you log into your online account.



How to Use This Report

As you read your report take time to underline and reflect on key statements that describe your talent strengths. Acknowledge both strengths and weaknesses.

Use this information is to leverage your strengths - and minimize your weaknesses. Remember, the descriptions in this report are the **tendencies** of your talent type and may not all apply to you. Notice which tendencies are true about you and simply ignore the comments that don't apply.

Once you know your talents, share this information with friends and colleagues. You'll be surprised and encouraged by what you discover.

Action Steps

To make the best use of your Play to Your Strengths® Talent Assessment follow these five action steps:

1. First, read the entire report. Underline the comments that apply to you.
2. Take time to appreciate your talents and the value you bring. Identify ways to use your talents fully.
3. Review potential weaknesses of your talent type. Select actions you can take to compensate for these weaknesses.
4. Use our easy-to-follow templates to write your talent Contribution Statement and identify actions to take.
5. Summarize what you've learned and develop an action plan to implement changes. Remember the goal is to minimize weaknesses and maximize your strengths.

Once you have read your report, share this information on your talents with your manager, peers and employees and friends. Invite others to help you leverage your talent strengths.



Your Talent Profile

ACTIVATOR

"I have an idea worth pursuing."

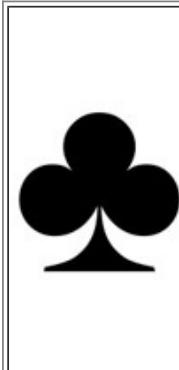


YOUR TALENT PROFILE





Your Talent Profile



1. Your TOP Talent is Club.

Club Talents launch new endeavors. The Club Talent champions new ideas and systematically puts plans in place to ensure long-term success. Club Talents are the master architects of new strategies. The Club Talent is a resourceful planner who makes things happen. With a Club Talent in charge, dreams literally do come true. The Club Talent likes to say, "I have an idea worth pursuing."

The **first talent** is your top or **preferred talent**. This is the talent you enjoy using. Ideally this talent is at the center of your work. If this talent is missing or not appreciated, your work is less meaningful and satisfying.



2. Your second talent is Diamond.

Diamond Talents think outside the box and envision innovative solutions. When problems and opportunities arise, the Diamond Talent suggests new options and approaches. Diamond Talents are imaginative thinkers who seek out novel ideas. The Diamond Talent likes to say, "Let's imagine what's possible."

The **second talent** is your **supporting talent**. You use this talent in combination with your top talent to achieve your goals. The first and second talents often team up to achieve results.



3. Your third talent is Heart.

Heart Talents focus on relationships and connecting with others. Heart Talents coach and encourage others who seek out their help. Heart Talents are natural communicators and team builders. With others, the Heart Talent is compassionate and has an easy, relaxed way of relating. The Heart Talent likes to say, "Let's work together."

The **third talent** is your **auxiliary talent**. This talent pitches in and helps you achieve your goals. The third talent is a handy backup to your first and second talents. You use this talent as needed - but it is unlikely to be your first choice or preferred talent.



4. Your fourth talent is Spade.

Spade Talents dig in and get things done. The Spade Talent gets involved once the goals are clear. Spade Talents like to organize and orchestrate the details of a project. When a Spade Talent is in charge, projects are completed on time and within budget. It's often the Spade Talent's efforts that ensure projects cross the finish line. The Spade Talent likes to say, "Let's get this done."

The **fourth talent** is your **least preferred talent** or the one you have the least tendency to use. Don't waste time trying to develop this area. Instead actively compensate for this talent weakness and team up with others who have this ability. Rarely are individuals equally strong in all four talent types.



Executive Summary of Your Profile

Your Top Talent: Club

Club Talents are 'visionary activists.' You like to take on a challenge and achieve a vision. You assess the situation quickly and see what's needed. Then you go to work to bring your vision to life. Very quickly you identify what's needed and rally the resources and support necessary to bring about significant change.

Club Talents get their arms around a big project or change initiative. With your Club Talents, you see the situation clearly, envision what's possible, and set a vision in motion. You excel at developing the overall strategy, forming strategic alliances and seeing the actions needed to achieve the vision. With your Club Talent, you drive change. You see what's needed and develop an overall strategy that achieves lasting success. Once strategies are in motion and progress is certain - you are ready to move on to a new challenge.

Others see you as a visionary with a clear purpose. 'Business as usual' is not motivating to you. You would rather launch, develop and initiate change than manage the status quo.

As a Club Talent, you like to:

- Sponsor initiatives
- Advocate for change
- Build alliances and strategic partnerships
- Launch new programs
- Architect what's essential for success

Your Supportive Talent: Diamond

Your supportive Diamond Talent helps you develop new programs and projects. With your Diamond mind you envision new ideas. Then your Club Talent helps you champion and structure this idea so it can be successful. You identify the resources and people needed to ensure success. With this combination of talents, you seek out new endeavors. To succeed, you must enroll Spade Talents to help you implement your ideas. Once the project is up and running, you start exploring new ideas and possibilities. Ongoing implementation and maintenance of existing programs does not keep your interest or challenge you. Mentally, you require new projects and opportunities to keep you motivated and engaged.

Your Supportive Diamond Talent helps you to:

- See new possibilities
- Discover innovative solutions
- Reframe problems as opportunities
- Research ideas and solutions
- Challenge your thinking

Your Lowest Talent: Spade

If you are low in Spade Talents you prefer to let others handle the details. You like being involved in the big picture and at the front end of a project. But once the project is defined and underway, you don't want to be involved in the day-to-day operations. Ideally you work with a Spade Talent who enjoys the details and likes to tie up loose ends. Without a Spade Talent involved, you are likely to miss essential details that are critical to the success of your project. You need to recognize when details are important and find a way to cover these bases. You might automate these tasks with the help of computers, hire out the work, or partner with a person who enjoys the details. And sometimes you'll simply need to tend to the details yourself even though it's not your favorite thing to do.



Understanding Your Top Talent

Your TOP talent is the secret to greater job satisfaction and delivering your best. If your job does not require this talent, you'll feel lackluster about what you're doing.

It's likely you are proficient in two or even three of the talent types. But your top talent is the one you prefer using. You offer this talent easily and naturally. It's the key to your success. So find ways to leverage it!

Take time to understand your top talent and learn about it. Also beware of overusing it. This is the special gift you have to offer to the world. It's what you do easily and effortlessly. Your TOP Talent is pure gold for you, others and your organization!

This section will help you gain in-depth understanding of your Top Talent and empower you to use it often and wisely.

Learn more about the 4 Talent Types

Help others contribute their best talents! Learn about the four different talent types and how to team up successfully to achieve astonishing results. Download free chapter (chapter 5) from Faith's book on talent and learn how each talent contributes to success.

Chapter 5: Discover the 4 Talent Types

<http://www.faithralston.com/sites/default/files/chapter5ptys.pdf>

View Faith's Video on 4 Talent Types

http://www.youtube.com/watch?v=Aw_V3MgfywA

Order Faith's Book (Amazon)

<http://www.faithralston.com/resources/faiths-books/play-your-best-hand>

5 Talent Mistakes

http://www.youtube.com/watch?v=Aw_V3MgfywA



Overview of Your Profile

Strengths of a Club Talent	Visionary thinker Unemotional problem solver Logical and systematic Independent thinker Manages time and priorities well
Club Talent Ideal Environment and Role	Champion of change Is respected by others Encouraged to take risks Involved in initial phase Has authority to decide and act
Possible Flip-Side of Club Talent Strengths	Tends to be impatient May ignore human impact Can be brutally honest Inadequate communication Initiates change to avoid boredom
Club Talent Development Opportunities	Welcome diverse and opposing opinions Value relationships for their own sake Communicate why change is needed Develop patience with others Address interpersonal conflict
Key Motivators for a Club Talent	Clubs are motivated to make a difference and bring about meaningful change.
What Club Talent Fears Most	Clubs fear events and people who might undermine their authority and hinder their success.
How Club Talent Makes Decisions	Clubs commit to a vision and initiate bold strategies to achieve it.
How Club Talent Communicates	Clubs like to share their vision and ideas with others.
How Club Talent Interacts with Team	Clubs interact with others who buy in to their vision.
How to Build Trust With a Club Talent	Clubs trust others who believe in their vision and support their progress.



Understanding Your Talent

Ideally you use your Club Talents to bring new visions into reality. Without your initiative and plans, new projects and ideas die on the vine. Your clarity and organizational ability help others rally around a shared vision and achieve it. You are the one who says, "We need to do this!" Your Club clarity and structure help launch significant change.

The Club Talent Contribution

As a Club Talent, you are motivated to make a difference. You want to launch new endeavors and bring about significant change. You're determined to achieve your vision. With your Club Talents you champion ideas and set projects up for long-term success. You are a visionary who wants to make things happen. Your Club Talent helps the organization and others move forward.

Ideal Work for a Club Talent

Club Talents are independent thinkers. You are the least likely talent type to adopt 'group-think.' You can look at a complex situation and see all the variables impacting success. Ideally you are the architect of change initiatives. Your insights can transform a mess into a focused direction. Your guidance makes projects doable. You can take in massive amounts of information and make bottom-line decisions. Ideally you are in a leadership and strategic advisor role. You see how all the interconnected parts work together. You can see past what is to what could be. Your visionary thinking and insights are valuable assets at the launch of new endeavors. You know how to spot an opportunity and bring the essential elements together to achieve success. Ideally you are a leader and coach who helps others cut through the clutter and launch new initiatives.

Club Talent Preferences

Club Talents like a challenge. You are a pathfinder who leads the way. Others seek you out for your advice. Your penetrating insights help others see clearly and take effective action. Your rational mind is not confused by emotions. You can quickly sort out a complex situation. It's obvious to you what needs to be done. Club Talents have both courage and foresight. You can sell your ideas and help others see what's possible. Once you commit to a course of action, little dissuades you from this path. Others see you as a clear thinker and a risk taker.

You sort through ideas and choose one of value. Then you systematically set about making it happen. Once committed, you hold a steady course. You are not swayed or deterred by challenges. At the start of a project, you determine the best course of action to take. Very quickly you identify the elements essential to success. Then systematically you build and launch change initiatives. But when this project is up and running, you're ready for the next challenge. In essence, you architect the changes needed and put the building block in place. But when the building is built, you quickly seek a new project to tackle.

Club Talent Tendencies

Clubs Talents are natural leaders. With clear insight, you see what's needed. It does not take you hours to come up with a solution. But others may not see the vision and are unsure how you reached your conclusions. To be most effective, you must backtrack and help others follow your logic. Your ideas will be accepted faster when others understand the reasons behind your thinking. To you, new opportunities are as plain as the nose on your face. Sometimes you wonder why others don't see what you see. Your clarity helps others see what's important and take effective action.

With your Club Talent, you naturally prioritize what's important. You're able to make decisions unhindered by emotional clutter. Your insights are clarifying for others. You are a natural problem solver who loves to 'think big.'

Your greatest gift as a Club Talent is the clarity of your thinking. Ideally you are an advisor and coach. You can help others sort out what's important. You know how to put 'first things first' and develop a workable plan.

You have laser-focused thinking. Bring any problem or muddle to a Club Talent and you will cut to the chase and find a solution. Setting up a workable system is easy for you to do. You quickly identify what's needed to address a complex situation. Your lightning speed brain gets to the heart of the matter.

Your questions help others see clearly and move forward. Asking insightful questions helps others discover the best course to take. To improve communications, use questions more often and let others know how you arrived at your conclusion. Take time to bring others along with you. Recognize the value of your penetrating insights.

Club Talents are frequently described as:

- Visionary
- Orchestrator
- Big picture thinker
- Strategic
- Champion
- Deal maker
- Insightful

Club Talent Challenges

In conversations you may not share your insights because the solutions seems so obvious to you. Beware of this tendency and learn to share the 'obvious.' You can assume others understand your thinking - when in reality they don't have a clue. Learn to recognize the signs of confusion and bring others along with you. Communicate the rationale behind your decisions. Take time to explain why a change is needed. Use coaching skills and questions to help others develop their thinking skills.

Club Talents may lack emotional warmth. The trade-off for your clear thinking is cold logic. Recognize when you need to take time for emotions to surface. See the value of being sensitive to emotional dynamics. Seek advice from others who are alert to interpersonal dynamics. Realize that executing your vision requires taking the human element into account.

Growth Areas for Club Talent

Club Talents are usually decisive, action oriented and committed to a cause. But sometimes, the Club Talent can lack patience with others. Sitting through meetings can feel like a waste of time. In situations that do not capture your attention, you may become sharp with others.

Once you set a course, you are not easily derailed from it. Recognize when you need to let go of a vision that is no longer viable. Avoid any tendency to steamroll your ideas. Learn to take others into account. Slow down long enough to connect on the human level. Be aware of your tendency to ignore people and ideas unrelated to your vision. Practice leaning back and defocusing so intently on your goal. Respect the value of relationships and emotional currency in helping you achieve your goals.

Be aware of your tendency to distance yourself from overly emotional individuals and situations. Recognize there is a time and place for emotions. Be patient and tolerant when others react to change efforts. Avoid pushing too hard and ignoring the human element of change.

Club Talents like to:	Club Talent values are:
<ul style="list-style-type: none">• Focus on what's important• Make unemotional decisions• Provide clear insights• Get to the heart of the matter• Drive change initiatives	<ul style="list-style-type: none">• Making a difference• Being proactive• Taking initiative• Calculated risk taking• Systemic solutions

Club Talents dislike having to: <ul style="list-style-type: none"> • Wait for others • Deal with strong emotions • Get stuck in business as usual • Avoid risk • Get bogged down 	Club Talent communication style is to: <ul style="list-style-type: none"> • Share their vision • Challenge assumptions • Ask insightful questions • Get to the point • Clarify overall strategy • Propose a plan of action
Club Talent skills are in: <ul style="list-style-type: none"> • Seeing a good idea • Developing a vision • Championing change • Developing overall strategy • Setting projects up for success 	Club Talents may have these weaknesses: <ul style="list-style-type: none"> • Fail to communicate why a change is needed • Underestimate resistance to change • Ignore current reality • Expect too much too soon • Be insensitive to people's needs • Fail to gain adequate buy-in • Assume others understand their vision

Tips for Club Talent Supervisors

As a supervisor the Club Talent may have these tendencies:

Club Talent supervisor:

- Expects others to do their best
- Delegates effectively
- Welcomes innovative ideas
- Focuses on outcomes
- Is an insightful coach
- Manages personal time and schedule well

Club Talent challenges as a supervisor are:

- Insensitive to people's needs
- Bored by daily management tasks
- Hesitant to give constructive feedback
- Reluctant to address conflicts
- Impatient for results
- Unaware of confusion

The Club Talent Under Stress

A Club Talent is motivated to get things done. As a Club you are likely to become stressed when others:

- Resist change
- Wait for direction
- Avoid risk taking
- Don't see the need for change

- Are emotionally needy

Become aware of your trigger points. Avoid attacking others when you are under stress. Be patient as individuals struggle to accept change. Take time away from the demands you place on yourself and others. Welcome opposing points of view to gain valuable perspective. In times of stress, keep setbacks and reactions in perspective.

Teaming With Different Talent Types

As a Club Talent, you are a visionary. To maximize your Club Talents, team up with other talent types. Diamond Talents can help you discover innovative solutions. Heart Talents can help you gain commitment to new ideas. And Spade Talents can help you manage the details and take your ideas across the finish line. The other talent types help you succeed in these specific ways:

Heart Talents can help you to:

- Recognize how people feel about change
- Encourage buy-in and commitment
- Deal with resistance to change
- Address conflict and interpersonal tensions
- Build trust and teamwork

Diamond Talents can help you to:

- See new possibilities
- Discover innovative solutions
- Reframe problems as opportunities
- Research ideas and solutions
- Challenge your thinking

Spade Talents can help you to:

- Recognize and deal with practical realities
- Clarify expectations and establish realistic timelines
- Plan and orchestrate implementation efforts
- Anticipate problems and prevent them
- Execute logistics and manage the details

Communicating With Different Talent Types

Each of the four talent types communicates in a different way. To be effective with other types use these strategies.

How Clubs can communicate with a Diamond Talent:

- Be open to their 'wild ideas'
- Validate and appreciate their suggestions
- Help them communicate what they mean
- Help them prioritize ideas and projects
- Help them focus on what's important

How Clubs can communicate with a Spade Talent:

- Listen to their frustrations
- Offer to help them out
- Assure them of your support

- Answer detailed questions
- Acknowledge the challenges they face

How Clubs can communicate with a Heart Talent:

- Listen to their feelings and concerns
- Ask for their advice about people issues
- Respect their intuition
- Recognize the value they bring
- Help them balance emotions with reason

How Club Talents Want to be Managed

"Share this information with your manager"

Club Talents like to be involved at the beginning of new initiatives. Clubs prefer autonomy and the authority to do what's needed to achieve their vision. Once a Club Talent commits to a vision, he or she brings considerable energy to it. Club Talents focus their time and attention on individuals who support their projects and contribute to its success. They seek out savvy advisors and align with powerful allies who can help them. Once their project is up and running, they prefer to hand it off to others and find a new challenge.

How to help a Club Talent succeed:

- Believe in their vision
- Provide support for their strategies
- Help them address interpersonal challenges
- Provide visibility and support for projects
- Help them find new challenges

To build trust with a Club Talent you need to:

- Be futuristic
- Get involved
- Add value to their vision
- Be willing to take risks
- Express enthusiasm

Managing a Team of Club Talents

If there are numerous Clubs on a team, they will launch change initiatives. But they may pay inadequate attention to the human side of the equation. This team must challenge itself to recognize the impact of their decisions on others. Team members must take extra time to communicate why a change is needed. What's obvious to them will not be obvious to others. Too many Clubs in a group leads to many new initiatives. A predominately Club team must tame its appetite for change. Change for the sake of change is not always desirable. Club Talents like to set up projects for success but they rarely do the actual work of implementation. The Club's work is seeing what's needed and setting up the structure. Make sure there are adequate resources to implement the changes initiated. Boredom sets in once this team's projects are up and running. A Club team will want to tackle new challenges.



Your 360 Results

YOUR TALENT PROFILE RATER GRAPHS

Heart Talent



Diamond Talent



Spade Talent



Club Talent





Comments

What do you see as Sample's greatest talents?

I think Sample is great.

What do you value most about Sample's contribution to you and others?

He could be better at some stuff but overall he is pretty cool.

What advice can you offer Sample to help him/her succeed at work?

Do better my friend.



Play to Your Strengths® Action Planning Guide

1. What are your top strengths?

Reflect on your talents and identify your 3 - 5 top strengths.

2. What are your weaknesses?

How will you minimize these weaknesses?

3. Where can you use your talents more?

Identify opportunities to use your talents more.

4. How actions will you take?

What specific actions can you take?

5. What resources can help you succeed?

What people and resources might be helpful to you?



Action Ideas for...

Sample Report

Action Ideas for the Club Talent

Pick actions from the following list to improve your effectiveness as a Club:

Actions to Improve Club Teamwork

- Learn how to manage resistance to change
- Recognize and resolve interpersonal tensions
- Inspire others to get involved
- Be patient with others who have different views

Actions to Leverage Club Strengths

- Take a leadership role early on
- Share your vision with others
- Recognize when it's time to move on
- Avoid getting into a maintenance role.

Actions to Manage Club Weaknesses

- Listen to other's concerns
- Manage your desire to move too fast
- Don't assume bad intentions when someone doesn't agree with you
- Communicate the reason behind your decisions

Actions to Improve Club Communication

- Don't assume others understand your vision
- Don't take resistance to change personally
- Encourage two-way dialogue
- Explore win-win solutions

Develop a Contribution Statement

It's important to communicate the value of your Club Talent to others. Take time to develop a Contribution Statement.

Sample Contribution Statement

As a Club Talent you might say, *"I love champion change initiatives. I can help you get this project off the ground. If you have an idea and are wondering when to launch it, call me. I can help you get a change up and running."*

Use the following template as a guide to create your Contribution Statement.

1. Tell others what you love to do...

- I love to create a vision

- I love to build strategic alliances
- I love to champion a cause
- I love to set projects up for success

2. Describe the contribution you can make...

- I can lead major change
- I can make things happen
- I form powerful partnerships
- I help you launch new endeavors

3. Describe the symptoms that indicate your talents are needed...

- Call me when you want a new vision
- Call me when you want a 180-degree turnaround
- Call me when you see a big opportunity
- Call me when you need a change agent



Action Plan for...

Sample Report

My goals are:

My strengths and weaknesses are:

Changes I want to make are:

Helpful resources:

Specific actions I will take:

Time frame:



Here are Some Ideas for Action

Share your report with others.

Sharing your report is enlightening and helpful. Within minutes, work colleague recognize your strengths and appreciate where your talents can add value to projects and initiatives. Communicating your talents helps others value your abilities and use your skills effectively. Information about your talents is especially valuable to team members, managers and co-workers - plus friends and family members who have a vested interest in your success.

Invite friends and co-workers to discover their talents!

Encourage others on your team and in your workplace and community to identify their talents. Recognizing each other's talents helps you work as a team and get more done. Invite others to take Play to Your Strengths® Talent Assessment now.

<http://www.talentquiz.com>

Request or sponsor a workshop in your organization.

Play to Your Strengths® Workshops - available in half day and full day programs

- **Discover Your Talents:**

You'll discover your best talents and learn how to kick them into high gear.

- **How to Build a Team:**

Build a team of talented leaders who work together to get things done.

Become Certified as a Play to Your Strengths Consultant.

Certified consultants can deliver Play to Your Strengths® Assessments, Training programs and Team Working sessions and Strength Coaching to leaders and employees inside their organization. Learn more about becoming a Certified Consultant.

<http://www.faithralston.com/services>

Invite Faith to speak at your next sales and leadership event.

Faith's interactive and motivational style engages the audience, helps everyone appreciate diverse talents and collaborate effectively to achieve extraordinary results. Link to Speaking Email us at faith@faithralston.com or Call 612 701-5689

<http://www.faithralston.com/speaking>



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