



TALENT QUIZ

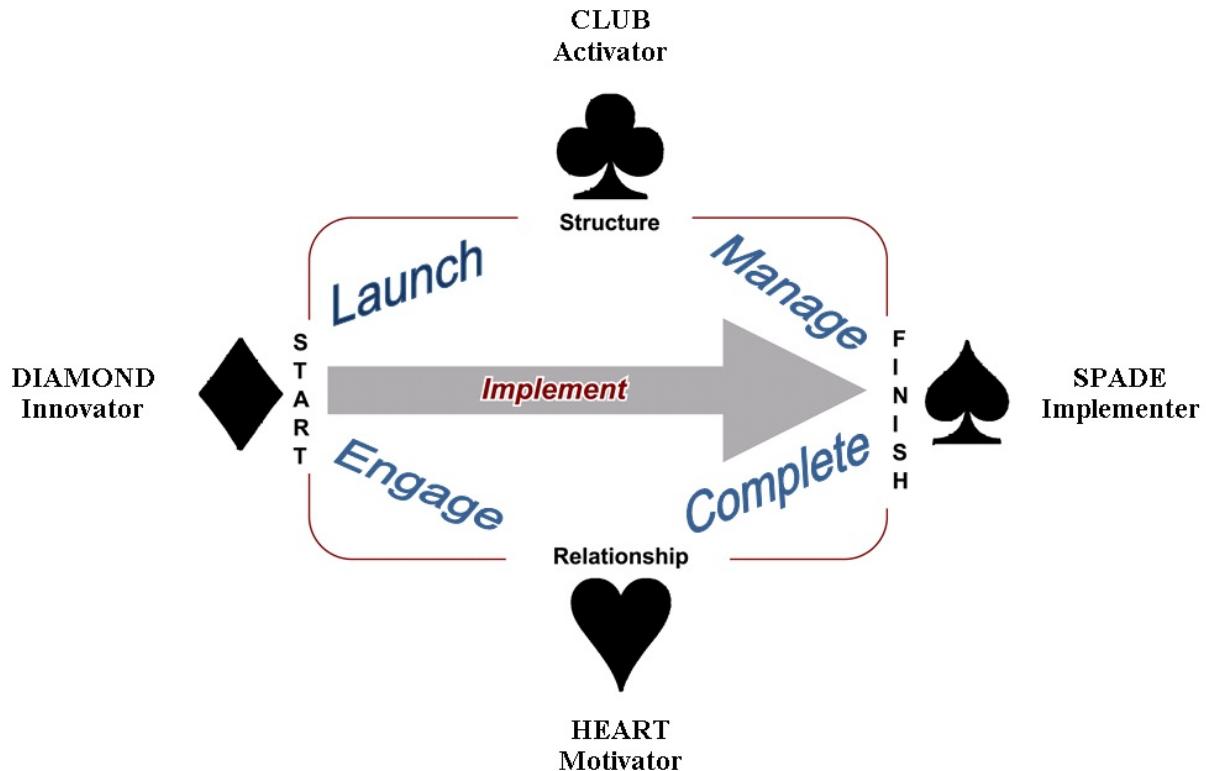
Play to Your Strengths® • Faith Ralston, Ph. D.

GROUP REPORT for ABC - Demo Account

Teams need 4 different talents to implement a project successfully.

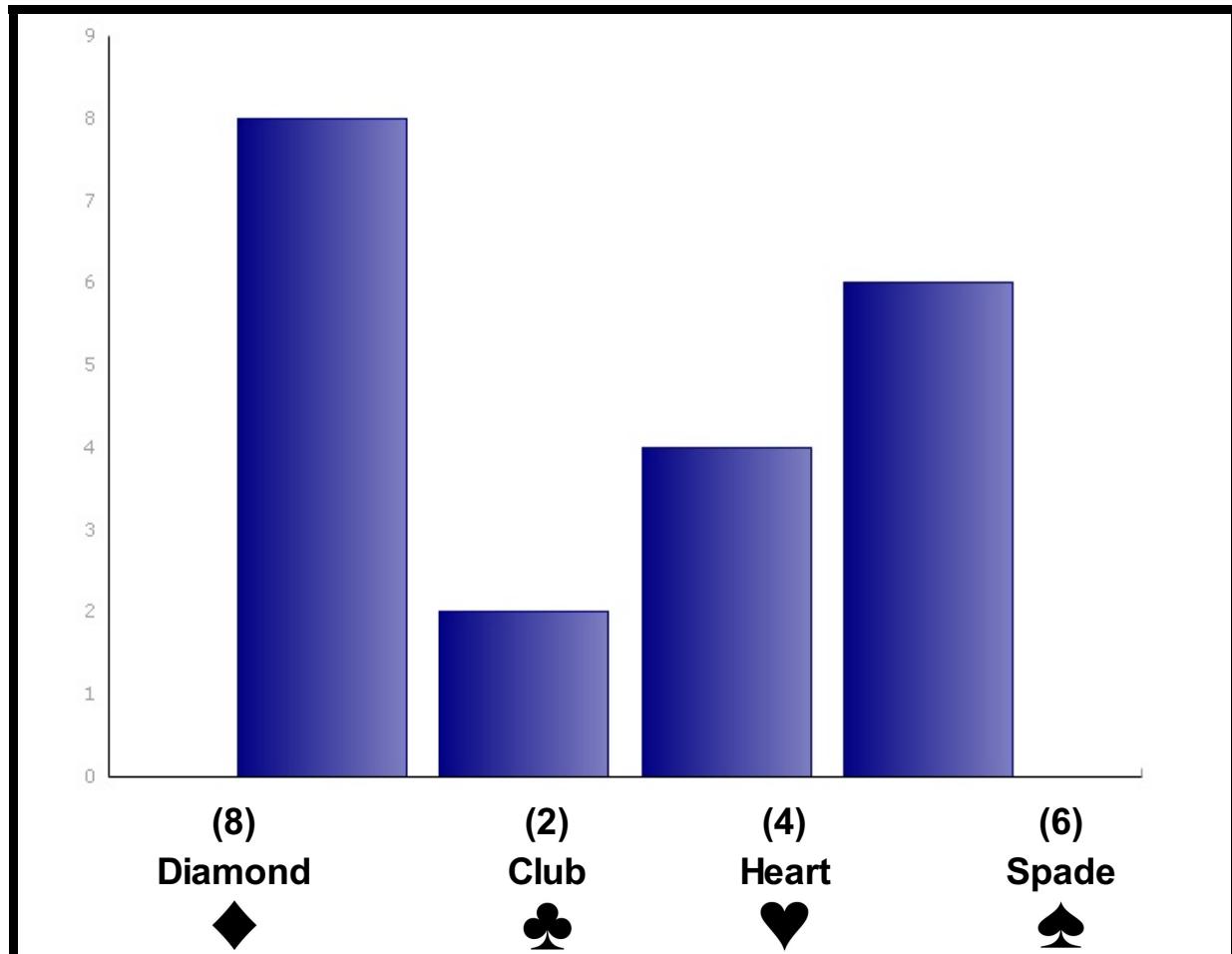
*Diamond Talents imagine what's possible.
Heart Talents improve teamwork and relationships.
Club Talents set things up for long-term success.
Spade Talents dig in and manage the details.*

4 Talents for Winning Teams



ABC - Demo Account - TEAM REPORT

5/21/2012



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Individual TOP Talents

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1.	Holly Anderson	♠
2.	Jim Bluhm	♣
3.	Phone Demo	♦
4.	jane doe	♥
5.	chris doey	♠
6.	Rochelle Hayes	♠
7.	Carla Heim	♠
8.	Britta Lindvall	♦
9.	Krista Moon	♦
10.	Cassandra Myers	♦
11.	Jane Parker	♥
12.	Parker Person	♦
13.	Faitg Ralston	♦
14.	Faith Ralston	♦
15.	Faith Ralston	♥
16.	Sample Report	♣
17.	Mary Beth Schwartz	♠
18.	Jill Selling	♠
19.	Guapo Thedog	♦
20.	Beth Webb	♥

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Individual Talent Scores

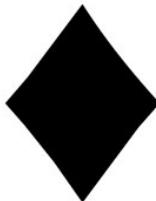
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TEAM MEMBERS	DIAMOND	CLUB	HEART	SPADE
Holly Anderson	19	19	29	32
Jim Bluhm	28	31	28	12
Phone Demo	33	22	18	27
jane doe	28	28	32	12
chris doey	24	25	25	27
Rochelle Hayes	23	22	27	28
Carla Heim	19	15	27	38
Britta Lindvall	32	27	28	13
Krista Moon	35	31	23	12
Cassandra Myers	30	22	19	29
Jane Parker	25	26	26	22
Parker Person	28	24	25	23
Faitg Ralston	31	25	30	14
Faith Ralston	33	27	28	12
Faith Ralston	26	25	32	16
Sample Report	26	28	23	22
Mary Beth Schwartz	25	14	24	38
Jill Selling	25	25	12	39
Guapo Thedog	28	22	26	25
Beth Webb	25	28	32	15
Total	27	24	26	23

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TOP TEAM TALENT



High: Diamond Talents

Diamond talents are especially helpful at the beginning of a project. Diamonds stimulate the team with new ideas. They like to think outside the box and brainstorm ideas. Their creative solutions help the team get unstuck and see what's possible. Diamond talents are creative, learners who like to imagine new solutions.

Strengths: Diamond Talents tend to:

- Challenge the status quo
- Continuously learn
- Take risks
- See all sides of an issue
- Develop creative solutions

Caution: A team high in DIAMOND TALENTS may:

- Have too many irons in the fire
- Chase new ideas that aren't relevant
- Communicate unclear messages and be misunderstood by others
- Disrupt implementation with unnecessary changes
- Fail to provide clear direction and focus

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LOW TEAM TALENT



Low: Club Talent

Club talents help the team bring new ideas become a reality. Without Club talents, the team may not have a clear vision or focus. Projects become disjointed and there's no overarching strategy or vision. Club talents help the team champion their ideas and secure commitment. Without Club talents the team may not set itself and projects up to succeed.

Teams that are low in Club talents may struggle with:

- Competing priorities
- Unclear roles and responsibilities
- Inadequate support for the work needed
- Lack of funding and resources
- Separate versus integrated approach

Impact of LOW Talents

Low Diamonds  <i>Missing innovation</i>	Consequences: <ul style="list-style-type: none">• Lack of creativity• Protect status quo• Are risk averse• Ignore opportunities• Stuck on problems
Low Clubs  <i>Missing structure</i>	Consequences: <ul style="list-style-type: none">• Fuzzy decision making• No clear strategy or vision• Competing priorities• Unclear roles and responsibilities• Inadequate support for project
Low Hearts  <i>Missing trust</i>	Consequences: <ul style="list-style-type: none">• Low awareness of other's needs• Mistrust and silos• Low morale and enthusiasm• Conflicts and in-fighting• Lack of buy-in and commitment
Low Spades  <i>Missing clarity</i>	Consequences: <ul style="list-style-type: none">• Projects behind schedule, over budget• Inefficient processes• Details fall through the cracks• Barriers are not anticipated• Projects are late or incomplete

Compensate for LOW CLUB Talents

Actions Ideas for a Low Club Team:

1. *Take 10 minutes and agree on goals for your meeting.*
2. *Find a sponsor ask them to support and champion your project.*
3. *Develop a one page strategic plan.*
4. *Invite an outsider to ask tough questions about your vision.*
5. *Step back and ask, 'Why are we doing this?'*
6. *Create an elevator speech for your project to convey why it's important.*

In team meetings, ask these Club-like questions:

- Is this worth doing? Weigh the Pros and Cons.
- What are our roles and expectations?
- What is our vision and strategy for this project?
- How does this work fit with other initiatives underway?
- How can we set this project and ourselves up for success?
- What resources do we need to succeed?
- Who are the ideal people to get involved?
- Whose support do we need?
- What partnerships are critical to our success?
- What will success look like

Strengths of 4 TALENTS

Diamond Talent  <i>Promotes innovation</i>	STRENGTHS: <ul style="list-style-type: none">• Sees opportunities• Challenges the status quo• Researches new ideas• Offers unique perspectives• Proposes innovative solutions
Club Talent  <i>Designs a strategy</i>	STRENGTHS: <ul style="list-style-type: none">• Sets things up for success• Anticipates what's needed• Pulls all the pieces together• Develops a cohesive plan• Leverage resources
Heart Talent  <i>Builds teamwork</i>	STRENGTHS: <ul style="list-style-type: none">• Is aware of unspoken needs• Builds trust and teamwork• Promotes positive work climate• Encourages others• Foster good communication
Spade Talent  <i>Ensures Completion</i>	STRENGTHS: <ul style="list-style-type: none">• Clarifies what's needed• Sets up efficient processes• Manages the details• Anticipates problems and barriers• Takes action to achieve goals

Team Resources

Who can help you:	Who can you help:

Team Resources

1. Partner - Find someone whose best talent complements your weakness.

Possible actions to take:

2. Eliminate - Identify ways to reduce the need for this talent in your work.

Possible actions to take:

3. Systematize - Incorporate a daily habit or use technology to compensate for a weak talent.

Possible actions to take:

4. Delegate - Assign work to others that does not play to your strengths, but plays to theirs!

Possible actions to take:

5. Compensate - Use your best talent to manage a weakness. E.g. If you're not good at details, but you are innovative, find an innovative way to manage details.

Possible actions to take: