



# VAIBHAV RAHEJA WINGFINDER REPORT

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## **WHAT MAKES YOU UNIQUE, VAIBHAV?**

**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 full of new ideas, but you also know when to do things the tried-and-tested way. You enjoy being able to bring an original approach to a traditional environment.**

**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

## SLIGHTLY MORE FOCUSED THAN ADAPTABLE

in YOUR CREATIVITY

**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.**

You succeed through

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

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 OPEN TO EXPERIENCE THAN CLASSICAL

in YOUR CREATIVITY

While you're open to new ideas, you also value your own experience. You enjoy the familiarity of routine but like to pepper it with spontaneity.

You succeed through

- your ability to balance the familiar with the unknown
- your versatility
- your originality

On a good day...

You leap enthusiastically into the unknown

On a bad day...

You avoid repetitive tasks



MORE CLASSICAL



YOU

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 problems, opinions and ideas and this assists you in finding solutions. You have a very good ability to evaluate academic challenges as you can 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 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.**

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

# YOUR CONNECTIONS

Top Strength:

SHARE  



YOU ARE

## SOCIABLE

in YOUR CONNECTIONS

Social events are something you're naturally good at. You prefer being around people and you enjoy making new connections.

You succeed through

- being comfortable around people
- being energised by spending time with others
- taking an interest in others

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

## 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 >

# YOUR CONNECTIONS



YOU ARE

## DIPLOMATIC

in YOUR CONNECTIONS

You're sympathetic and warm. You prefer to avoid conflict and try to be as tactful as possible. You're also accommodating of other people's needs.

You succeed through

- your sense of fairness
- your ability to resolve confrontations
- your ability to empathise

On a good day...

You have strong social skills

On a bad day...

You avoid giving critical feedback

< MORE DIRECT



MORE DIPLOMATIC >



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 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.**

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



# YOUR DRIVE

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 >

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 anything 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 >

# YOUR DRIVE



YOU ARE

## DISCIPLINED

in YOUR DRIVE

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.

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  
**Analytical**



You are  
**SOCIABLE**



You are an  
**ACHIEVER**



You are  
**CONFIDENT**



## 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  
**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 logical solutions. 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 logic, don't automatically ignore it. A little unpredictability can be a good thing.**

### **START DOING**

Being analytical doesn't mean you have to work with people who think like you. See how your analytical mind could complement those with a more intuitive approach.

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 books and the Internet. Head to your local park, for instance.



You are  
**SOCIABLE**



Social events are something you're naturally good at. You prefer being around people and you enjoy making new connections.

### **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

#### **Try to be concise**

Always be concise in what you say, particularly at interviews. Make sure your main points don't get lost.

2

#### **Find the right environment for you**

Sometimes the library can be too quiet. You might prefer to work from a local coffee shop if this is the case.

3

#### **Include others**

Make new and shy people feel more included by asking their opinion on something that matters.

4

#### **Take time to listen**

Really listen to other people, especially those you're trying to impress. Don't cut them short.

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 urge to get things done can come across as being pushy.

### **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 5 P model below.

Here are four ways to help you build on this strength

1

#### **Know when to take a break**

Know when to work and when to take a break. It is important to stay refreshed and on top of your game.

2

#### **Plan ahead**

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

3

#### **Remember to prioritise**

Don't assume everything's urgent, no matter what other people tell you. Focus on what really matters.

4

#### **Be realistic**

Ambition will take you places, but be realistic about what can be achieved, and when.



You are  
**CONFIDENT**



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

### **KEEP DOING**

keep strengthening your already sturdy confidence by learning new skills and finding new challenges; you know there is always something new to learn. Plus, your confidence is at it's best when it's based on your competence.

### **STOP DOING**

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

### **START DOING**

Having overly ambitious goals can shake your confidence. Instead, strengthen your self-belief with smaller wins. Each step will bring 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. Be honest about your mistakes and listen to other people's advice.

2

#### **Share the glory**

Don't hog the limelight when you score a victory. Share the glory with the people who helped you get there.

3

#### **Find a mentor**

A mentor's a great thing to have at the start of your career. Find someone who inspires you, who you can learn from.

4

#### **Be prepared to learn**

Be open to other people's opinion of your work. Show you're willing to grow and take their advice on board.

# 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.

