

FOUNDATION PACK



STANDARDS

reliable, objective, thorough



DRIVE

determined, driven, assertive



PASSION

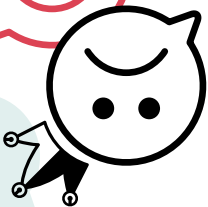
*energetic, enthusiastic,
persuasive*



RELATIONSHIPS

patient, agreeable, diplomatic

J
O
K
E
R



R
E
K
O
J



I have a
vision of
where we
are heading



VISION



now

I find it
difficult to
appreciate the
way things are



2
♠

I set
challenging
goals for
myself and
others



AMBITION



I find it
difficult to
relax

2
♠

3 I make the tough
♠ decisions when
they are needed
to make progress



DECISIONS



3 ♠ If I don't make
a decision
nothing gets
done

4



I say what I
mean and
mean what
I say



PLAIN SPEAKING



Some people
see me as
blunt and
insensitive



4

5



I stand my
ground when
it's needed to
make progress



FIRMNESS



People will
take advantage
if I'm not firm



5

6



I see potential
in people and
work to help
them improve



IMPROVEMENT



I sometimes
feel the
need to fix
people



9

7



I initiate
action and
make things
happen



DRIVE



feel

more important
than how people
done seems



Getting the job

7

8
♠

I stay
resilient
in the face
of
setbacks



RESILIENCE



I'm struggling
admit when
to

I find it hard

♠
8

9



I have
confidence
that I can do
what's
needed



CONFIDENCE



I can come
across as
arrogant



6

10



I challenge
people when
they fail to
meet
expectations



CHALLENGE



I can be seen
as critical
and
aggressive



10

J I hold people
♠ to account
for what they
have agreed
to do



ACCOUNTABILITY



People need to
be pushed
otherwise they
won't deliver





I make sure
people know
what needs
doing



DIRECTION



If someone
doesn't tell
people what to
do nothing
happens



K



I put
getting
the job
done first



OUTCOME-FOCUS



I sometimes
ask too
much of
people




K



A I am responsive
to the
immediate
needs of people
around me

RESPONSIVENESS

Responding to
people
sometimes
stops me doing
what I planned

2 I see the good
 in people and
celebrate the
positive

—————  —————
APPRECIATION

—————  —————
objectivity
lacking
come across as
Sometimes I can  **2**

3 I can usually
persuade
people to do
what I want

— ♥ —

PERSUASION

— ♥ —

I have to
get people
to agree
with me

3 ♥

4



**I work
hard and
get a lot
done**



ENERGY



**If I'm not
busy, people
won't think
much of me**



5



I like to talk
and keep
people up
to date




COMMUNICATION



I sometimes
talk when I
need to get
into action



5

6 I expect things
 to go well and
am willing to
take risks



OPTIMISM



I can be seen as
reckless



9

7 I create a positive
and enjoyable
❤ atmosphere where
people enjoy what
they do

—❤—
PASSION
—❤—

I can come
across as not
being serious
enough

7
❤

8



I like to try out
new things and
see possibilities
everywhere



CURIOSITY



I get bored
if I don't try
new things



8

9 I work at a fast
pace and can
react to new
information
quickly




PACE



I can seem
impulsive
to others



6

10 I like to see
 the big picture
of what we are
doing

—————  —————
BIG PICTURE

—————  —————
I sometimes
lose sight of
the details


01



**I follow my
instincts and
gut feelings**



INSTINCT



**I don't like
to be
constrained
by plans**





**I create
innovative
approaches
based on
original ideas**




INNOVATION



**I sometimes
irritate people
with all my
ideas**



K I use passion
 and energy to
give people
confidence



ENTHUSIASM



I find it
difficult to
show my own
doubts and
concerns



A



Once I know
what I'm doing
I just get on
with it



STEADINESS



It is
difficult to
adapt to
change



A

2



I am
relaxed and
easy to get
along with



EASY-GOING



I find it
hard to
get into
action



2

3



I give people
time to come
to a
consensus



PATIENCE



I can be
seen as
indcisive
at times



3

4 I am careful to
♣ say the right
things in the
right way to the
right people



DIPLOMACY



If I say what I
really think
people might
react
negatively

4♣

5



I am flexible
in meeting
people
halfway



AGREEABILITY



I mustn't
create
any
conflict



5

6



I show that I
respect other
people's
needs and
difficulties



TOLERANCE



from others
when they differ
views

I feel
uncomfortable
expressing my



9

7



I get along
with
a wide range
of people



RELATIONSHIPS



Relationships
are more
important
than getting
the job done



7

8



I am
sensitive to
how people
feel



SENSITIVITY



I can seem
over-sensitive
to others



8

9
♣

I enjoy
being part
of a
harmonious
team



COLLABORATION



It's
difficult to
work on
my own

♣
6

10



I get
alongside
people and
build
rapport



RAPPORT




I sometimes
feel the need
to please
others just to
be liked



10

J I am kind-
♣ hearted and
understanding
towards people

—  —
KINDNESS

—  —
I put up with
other people's
shortcomings





I listen to
people even
when they are
different from
me



LISTENING



I sometimes
don't know
what I want
or need



K



I put other
people first and
take care of
their needs



PEOPLE FOCUS



I mustn't
ask for what
I need for
myself



K



**I do
what I
say
I will do**

RELIABILITY

**Doing what I've
said I'll do
sometimes stops
me responding to
the people
around me**

2 I can evaluate
♦ any situation or
person
objectively

— ♦ —
OBJECTIVITY
— ♦ —

Sometimes I can
come across as
unfeeling or
detached
♦ **2**

3



I create
clarity out of
confusing
facts and
information



CLARITY



Things have to
make sense for
me to
be happy with
them



3

4 I work in an
organised way
to see the job
through
to completion

ORGANISATION

If I don't get
every detail
right people
won't think
much of me



5 I make sure I
understand
things before
getting into
action

— ◆ —
UNDERSTANDING

— ◆ —
I sometimes
think too much
before getting
into action

5 ◆

6 I make sure
nothing goes
♦ wrong and can
often see the flaws
in people's plans
and ideas

CAUTION

I can be
seen as too
risk averse

♦
9

7



**I set high
standards for
myself and
those around
me**



STANDARDS



**I can come
across as
being too
serious**



7

8



I like to
question things
and test ideas
before
accepting them



QUESTIONING



I get worried
if there are
details I don't
fully
understand



8

9 I consistently
produce
work that is
correct and
accurate

ACCURACY

I can seem
too
perfectionist
to others

6

10 I pay attention
♦ to the details of
what we are
doing

DETAIL

sometimes I ♦
lose sight of
the big
picture

10

J I create and
♦ follow clear
plans and
strategies

PLANNING

I can't work
without a
detailed
plan





I take a
pragmatic view
of things based
on experience



COMMON SENSE



People
sometimes
find me
lacking in
imagination



K



**I use facts
and analysis
to give
myself
confidence**



ANALYSIS



**If I'm not
sure of my
facts I'll
look stupid**



K