

STRENGTHS · PROFILE

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Your top realised strength

PLANNER

Your top unrealised strength

INNOVATION

Your top learned behaviour

COURAGE

Your top weakness

TIME OPTIMISER

Your Unique Quadrant Profile

Congratulations on starting your strengths journey.

By realising your strengths, you can understand your uniqueness, what motivates you and what you love to do. Use these insights to shape your personal and career success by being your authentic Best Self every day.

Strengths Profile assesses 60 strengths. Your most significant results are included within your unique Quadrant Profile below. This reveals, in ranked order, up to 7 realised strengths, up to 7 unrealised strengths, up to 4 learned behaviours and up to 3 weaknesses.

If you have less than these in any quadrant, it simply means that your responses were more aligned to the other quadrants.

Use your Quadrant Profile, and the advice that follows, to help you work on the right things now and in the future.

REALISED STRENGTHS

Strengths you use and enjoy

Perform well Energising Higher use

Use wisely

- | | |
|-------------|-------------|
| 1 Planner | 3 Gratitude |
| 2 Adaptable | 4 Humility |

UNREALISED STRENGTHS

Strengths you don't use as often

Perform well Energising Lower use

Use more

- | | |
|--------------|-----------------------|
| 1 Innovation | 5 Explainer |
| 2 Drive | 6 Improver |
| 3 Legacy | 7 Strategic Awareness |
| 4 Growth | |

LEARNED BEHAVIOURS

Things you've learned to do but may not enjoy

Perform well De-energising Variable use

Use when needed

- | | |
|-------------|---------------|
| 1 Courage | 3 Work Ethic |
| 2 Adventure | 4 Competitive |

WEAKNESSES

Things you find hard and don't enjoy

Perform poorly De-energising Variable use

Use less

- | | |
|-------------------|--------------|
| 1 Time Optimiser | 3 Persuasion |
| 2 Rapport Builder | |

Use your realised strengths wisely

- Develop them even further
- Dial them up and down depending on the situation

1 Planner

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- You have a natural ability to plan and prepare, taking a systematic approach to everything you do.
- Before starting things you get organised, establish time frames, assess and allocate resources.
- It's essential for you to have a plan, including one for the unexpected.

Use wisely - Don't plan your life away. Ensure you have left enough unplanned space in your diary to say yes to the spontaneous offers that arise and be flexible.

2 Adaptable



- You love re-arranging resources and adapting plans to meet the changing demands of new situations.
- You sense when to stay on track and when to change to become more effective.
- Your adaptability means that you are always looking for the best possible fit for when the context changes.

Use wisely - Try and achieve a mix between being static and dynamic in the areas of your life. If work is requiring your immense flexibility, you might try a calmer home life.

3 Gratitude



- You are constantly aware of how fortunate you are and the positive things that you have in your life.
- You naturally notice and appreciate the good things that happen to you.
- You take nothing and nobody for granted.

Use wisely - Find different ways to be grateful. Write a journal, text a friend, email your manager, write a blog or sing a song. Varying your gratitude will help to keep you from appearing inauthentic.

4 Humility



- You are a humble person, never allowing yourself to be big-headed or boastful.
- You prefer to give other people credit for your successes, rather than taking the credit yourself.
- You recognise the role that others have played in your success.

Use wisely - Crediting others for your successes too often can take the attention away from your own successes. Learn to balance your Humility with speaking about your own achievements.

Use your unrealised strengths more

- Look for new ways to use them
- Align them to your goals

1 Innovation



- You tend to want to invent things that are better than what has been done before.
- You have the ability to look at things from a different perspective to others and to think 'out of the box'.
- You like to look beyond what exists when coming up with new ideas, inventions and approaches.

Use more - Pay attention to the stories and feedback you hear, from customers and colleagues. Is there anything that is not working in an ideal way? What can you do to take action!

2 Drive



- You can be self-motivated with an inner drive that pushes you on to achieve more.
- As soon as you complete one task, you're likely to move on to the next.
- You like to set your own goals and targets - often higher than those that others may have set for you.

Use more - What limits you? Resources, time, clear goals and direction? Put yourself in a position to use your inner drive. Ask others to create the platforms from which you will excel.

3 Legacy



- You care about future generations and want to leave a legacy through what you do.
- You like to work on things that make a difference and will have a positive impact on others.
- You want to make a positive contribution and create things that will outlast you.

Use more - Look to bring Legacy into your current projects and goals. Take a step back from what you are achieving, and think about the impact in not just 5 years, but in 50 years.

4 Growth



- Whatever you are doing, you try to look out for ways to develop yourself further.
- You tend to seek out activities, skills, knowledge, or new ways of working that will help you grow.
- You like to invite feedback on your performance, acting on both positive and negative comments.

Use more - Maybe you are not clear on your goals or the opportunities available to you. What additional skills or responsibilities could you take on that are aligned to your strengths?

5 Explainer



- You like to simplify things so that a wide range of people can easily understand them.
- You can take a complex idea and express it simply and clearly.
- You enjoy coming up with different ways of explaining the same thing.

Use more - Get involved! Training new members of your team, helping others to present complex reports, simplifying answers to questions for the young and older generations?

6 Improver



- You like to look for ways to do things better.
- You tend not to accept the way things are done, but prefer to see how you can make things more effective.
- You often have a good sense of how to improve on any way of doing things.

Use more - Are you aware of any projects which are not going very well? Get involved and find ways to improve the methods, processes, or people, and through these, the results!

7 Strategic Awareness



- You are interested in understanding changes in the wider world that could impact on your plans and objectives.
- Your big picture thinking enables you to develop and shift long term plans effectively.
- You like to take steps to deal with whatever circumstances may arise in the future.

Use more - When making decisions, think through what the impact will be now, as well as in 2 years' and 5 years' time. Consider all the diverse factors that may influence your outcomes.

Your Potential - Ideas to use your unrealised strengths more

Your unrealised strengths are your greatest area for your future success. Use the ideas below to support your potential and growth.

1 Innovation



- Be a sounding board for new ideas at the start of projects or when reviewing them. Stretch the thinking to make a bigger impact in the longer term.
- All ideas need research, data and a plan. Be prepared before discussing your ideas to show their value and get help with seeing them through.
- Investigate a long-standing challenge that you or others face. Consider new solutions and use your other strengths to try something different.

2 Drive



- Ensure your tasks and projects have a clear end and well-defined goal. This will help you stay focused and see things through to completion.
- Review the tasks in your team or family. Suggest reallocation based on timings, importance and strengths to get the work done quicker with motivation.
- Support on tasks with multiple components, complexity or longer-term projects where a successful completion may have setbacks. Use your other strengths!

3 Legacy



- Review an area of your work to see whether you could make changes that have an impact on the future success of the team, organisation or community.
- Create a checklist of broader issues to consider with new ideas or projects. For example, the environment, community or future education.
- What are you passionate about and known for? What difference would you love to make? Involve others to bring some of these ideas to fruition.

4 Growth



- Invite a more open feedback culture in your team. Learn from bigger projects or encourage goal sharing and growth buddies to motivate development.
- Make a list of knowledge and skills you may have avoided in the past. Which might help a future career goal? What would help overcome any obstacles?
- Focus on learning something new in an area that would have the biggest impact to you right now. Give yourself a time limit to implement an action.

5 Explainer



- Challenge your skills further by presenting information to a variety of new and different audiences. Consider more senior people or larger groups.
- What are the FAQs within your business, customers or products? Help with existing or new guidelines to support the simplicity and consistency of these.
- Ask lots of questions so you understand key messages, objectives and outcomes so you can have clarity in your communication tasks.

6 Improver



- At the beginning and end of a project, support others to think beyond established ways of working and to explore room for improvements.
- Gather a central place for ideas in the team. Conduct an analysis of the ideas put forward, understanding both the short and long-term benefits.
- Do your research when suggesting ideas. Explain the value you expect to create, along with any evidence to help others make a quicker decision.

7 Strategic Awareness



- Encourage your team to consider the longer-term goals in decision-making. List the questions for consideration to prompt thinking beyond now.
- Review your current goals and list the benefits they will achieve beyond now. What else could you do to ensure sustainability in the longer term?
- Shadow or watch presentations of more senior people at work or in similar organisations. Learn how they approach big picture thinking.

Use your learned behaviours when needed

- Try not to use them too much
- Use your strengths to support you

1 Courage



- While you may well feel afraid at times, you have learned to try to face up to and overcome your fears.
- You do not always enjoy having to demonstrate courage, but you have learned its importance.
- You recognise the benefits of participating in activities that make you feel nervous or scared.

Use when needed - Don't always feel you have to be courageous. Balance out your bravery with working within your comfort zone, to give yourself some breathing space from time to time.

2 Adventure



- You have learned to deal with risk or the untried.
- You cope with experiences that are outside of your comfort zone.
- You know that putting yourself into new and challenging situations will allow you to test yourself.

Use when needed - Take yourself outside of your comfort zone when necessary in order to grow and reach your goals, not for the sake of it.

3 Work Ethic



- You have learned to work hard, putting a lot of effort and energy into your work.
- Experience has shown you that working hard is important.
- You don't mind working longer hours when necessary, but work is probably not the thing for which you live.

Use when needed - Don't beat yourself up, you are far from lazy! Remember only to work longer hours when necessary. Don't forget that playing to your strengths is much less effort!

4 Competitive



- You have learned to measure your abilities and achievements relative to others to gauge your success.
- You know that winning is important, and you try to ensure that you beat the competition in everything you do.
- You feel good when you are first, but if this doesn't happen, you know you need to be better.

Use when needed - Don't pressure yourself in being the best at everything. Focus on where and when it is important to be the best, but also on when you can allow others a chance to win.

Use your weaknesses less

- Delegate to others who have this as a strength
- Use your strengths to compensate

1 Time Optimiser

- You feel relaxed about how you spend time, and tend not to worry about squeezing more out of every minute.
- You may not feel that you use time as well as others do, preferring to take your time and go at your own pace.

Use less - What stops you working as effectively within the time available? Perhaps you have to wait for decisions, or you prefer to wait for instructions. Do you have the motivation to change your situation?

2 Rapport Builder

- You may find it difficult to start conversations with people quickly and easily, particularly those you are meeting for the first time.
- You prefer to be with people you already know, and try to avoid situations that require meeting new people.

Use less - What other strengths can you use to break the ice? Be curious, ask questions, and tell jokes. If you do have to be in these situations, don't do it too often and allow recovery time.

3 Persuasion

- You may not enjoy having to convince people about something and bring them around to your point of view.
- You may find it hard to make a good case for what you want, preferring to go along with what other people want.

Use less - If influencing others is something you need to do, understand your audience well, so you know how to approach them. Do they need to know the benefits, the impact, or the positive outcome?

What Next?

For Individuals

The Strengths Profile Book

An in-depth guide helping you to explore the language, coaching questions and development advice for each of the 60 strengths.

Upgrade to Expert

Build a complete picture of all sixty of your strengths, revealing each feature within the four categories and the five Strengths Families.



For Coaches



Coaching Toolkit

An invaluable coaching resource featuring 18 strengths conversations including improving Confidence, Wellbeing, Leadership and Careers.

Accreditation

Explore the theory and best practice behind coaching with strengths that will help you develop the self-assurance to coach and develop individuals.

For Educators

Career Development Toolkit

Worksheets and workshop slides for 13 different career coaching conversations to make applying the strengths-based approach to your students easy.

Best SELF

Free online resources designed to help individuals become their best SELF, by realising and developing their strengths further to get the most from their career.



For Organisations



Team Profile

Revealing your team's top realised and unrealised strengths, learned behaviours and weaknesses, it will identify hidden talents, opportunities and risks within the team.

Team Toolkit

Tips, best practices and a team facilitator guide with over 30 strengths development exercises for workshops – with topics such as leadership, goal achievement, and complementary partnering.

Strengths Definitions

**Action**

You feel compelled to act immediately and decisively, being keen to learn as you go.

**Curiosity**

You are interested in everything, constantly seeking out new information and learning more.

**Adaptable**

You juggle things to meet changing demands and find the best fit for your needs.

**Detail**

You naturally focus on the small things that others easily miss, ensuring accuracy.

**Adherence**

You love to follow processes, operating firmly within rules and guidelines.

**Drive**

You are very self-motivated, pushing yourself hard to achieve what you want out of life.

**Adventure**

You love to take risks and stretch yourself outside your comfort zone.

**Emotional Awareness**

You are acutely aware of the emotions and feelings of others.

**Authenticity**

You are always true to yourself, even in the face of pressure from others.

**Empathic**

You feel connected to others through your ability to understand what they are feeling.

**Bounceback**

You use setbacks as springboards to go on and achieve even more.

**Enabler**

You create the conditions for people to grow and develop for themselves.

**Catalyst**

You love to motivate and inspire others to make things happen.

**Equality**

You ensure that everyone is treated equally, paying close attention to issues of fairness.

**Centred**

You have an inner composure and self-assurance, whatever the situation.

**Esteem Builder**

You help others to believe in themselves and see what they are capable of achieving.

**Change Agent**

You are constantly involved with change by advocating and making it happen.

**Explainer**

You are able to simplify things so that others can understand.

**Compassion**

You really care about others, doing all you can to help and sympathise.

**Feedback**

You provide fair and accurate feedback to others to help them develop.

**Competitive**

You are constantly competing to win, wanting to perform better and be the best.

**Gratitude**

You are constantly thankful for the positive things in your life.

**Connector**

You make connections between people, instinctively making links and introductions.

**Growth**

You are always looking for ways to grow and develop, whatever you are doing.

**Counterpoint**

You always bring a different viewpoint to others, whatever the situation or context.

**Humility**

You are happy to stay in the background, giving others credit for your contributions.

**Courage**

You overcome your fears and do what you want to do in spite of them.

**Humour**

You see the funny side of almost everything that happens - and make a joke of it.

**Creativity**

You strive to produce work that is original by creating and combining things in imaginative ways.

**Improver**

You constantly look for better ways of doing things and how things can be improved.

Strengths Definitions

**Incubator**

You love to think deeply about things, to arrive at the best conclusion.

**Innovation**

You approach things in ingenious ways, coming up with new and different approaches.

**Judgement**

You enjoy making decisions and are able to make the right decision quickly and easily.

**Legacy**

You want to create things that will outlast you, delivering a positive and sustainable impact.

**Listener**

You are able to listen intently to and focus on what people say.

**Mission**

You pursue things that give you a sense of meaning and purpose in your life.

**Moral Compass**

You have a strong ethical code, always acting in accordance with what you believe is right.

**Narrator**

You love to tell stories and see the power of these stories to convey insights.

**Optimism**

You always maintain a positive attitude and outlook on life.

**Organiser**

You are exceptionally well-organised in everything you do.

**Persistence**

You achieve success by keeping going, particularly when things are difficult.

**Personal Responsibility**

You take ownership of your decisions and hold yourself accountable for your promises.

**Personalisation**

You recognise everyone as a unique individual, noticing their subtle differences.

**Persuasion**

You enjoy bringing others round to your way of thinking and winning their agreement.

**Planner**

You make plans for everything you do, covering all eventualities.

**Prevention**

You think ahead, to anticipate and prevent problems before they happen.

**Pride**

You strive to produce work that is of the highest standard and quality.

**Rapport Builder**

You establish rapport and relationships with others quickly and easily.

**Relationship Deepener**

You have a natural ability to form deep, long-lasting relationships with people.

**Resilience**

You take hardships in your stride, recovering quickly and getting on with things again.

**Resolver**

You love to solve problems, the more difficult the better.

**Self-awareness**

You know yourself well, understanding your own emotions and behaviour.

**Self-belief**

You are confident in your own abilities, knowing that you can achieve your goals.

**Service**

You are constantly looking for ways to help and serve others.

**Spotlight**

You love to be the focus of everyone's attention.

**Strategic Awareness**

You pay attention to the wider context and bigger picture to inform your decisions.

**Time Optimiser**

You maximise your time, to get the most out of whatever time you have available.

**Unconditionality**

You accept people for who and what they are, without ever judging them.

**Work Ethic**

You are very hard working putting a lot of effort into everything you do.

**Writer**

You love to write, conveying your thoughts and ideas through the written word.