

# Talent Discovery

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**TalentX**

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Test Status: **Valid**

# Introduction

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FirstMind emerged from the mission to help organizations build a productive, engaged, and high performing workforce. We quickly found that the best way to achieve our mission is to help people thrive and flourish in their work and everyday life and making important people decisions more data-driven.

Throughout our careers, we have been met with various human development tools, consultancy reports, and more, and often came to the same conclusion. They are very effective at making the individual easy to understand, but we miss the implications and takeaways that comes with the nuances and complexity.

We have therefore dived deeper into humans to create a tool that can capture the complexity and explain it in a simple way to make the implications more precise, practical, and actionable.

## A talent-based approach

The science behind FirstMind builds on more than 50 cognitive studies on more than 1.2 million individuals. These studies show that the structure in which synapses connect the nerve cells in our brains determines our perspective in life and everyday behavior. Furthermore, the studies show that the different structures the brain forms as we mature can be grouped into 34 categories of natural talents.

Natural talents are defined as consistent patterns of thoughts, feelings, and behavior, and they dictate two things. Firstly, natural talents determine what you enjoy doing, thus what brings you energy. Secondly, they determine how you prefer doing things and approach challenges.

A study by Gallup indicates that people in a job that fit their talents are six times more likely to be engaged in their job, six times more likely to feel like they are doing what they do best, and three times more likely to feel like they have an excellent quality of life. Gallup also found that organizations that position people in regards to their talent experience up to 23% increase in employee engagement, 18% increased performance, 19% increase in sales, and 29% increase in profits.

## Why focus on talents

At FirstMind, we often experience that society revolves around fixing our weaknesses and becoming well-rounded while idolizing the individual that proves everyone can become whatever they want by putting in enough hours of work. While we do agree with this to some extent, we don't believe this is the best approach. We focus on your strengths and natural talents because we believe that the best way to high performance, competitive advantages, and a passion-filled job are not putting in more hours but activating your talents and playing to your strengths. The value of the talent-based approach derives from being aware of your natural talents and being able to leverage them. This enables individuals to be fully engaged and excel in the task at hand.

Our experience tells us that the talent-based approach and the FirstMind tool brings value in both professional and personal contexts. Organizations and companies use it for:

- Recruitment
- Onboarding
- Employee development
- Leadership development
- Team building
- Team composition
- Leadership style
- Due diligence

Individuals use it for:

- Self-awareness
- Relationships

- Learning style
- Field of education/work

## The report

The FirstMind natural talent report consists of two parts. The first part includes the 34 talents and the archetypes, which helps you identify and understand your talents. The 34 talents are sorted by the most significant talent at the top and least significant talent at the bottom, thus the higher the score, the more significant the talent is in your behavior. The cutoff line indicates the number of talents that is significant and whether your profile is general or narrow.

The second part explains your natural behavior in different contexts based on your talents. Just like some talents may empower you to have a natural behavior, talents can also disempower a specific behavior, meaning that depending on how significant your talent is, it can make the behavior unnatural in a given situation. The table below explains whether the specific talents contribute positively to your natural behavior or if it disempowers you.

As you go through the report, try to find real-life examples from your behavior, and reflect about:

- When are some of your talents more significant than others?
- Are you activating your top talents every day?
- When are your significant talents strengths?
- When do they imply challenges?
- Which people in your life can you expect to have other talents than you?
- How does that make them act compared to you?

## Contact us to hear more

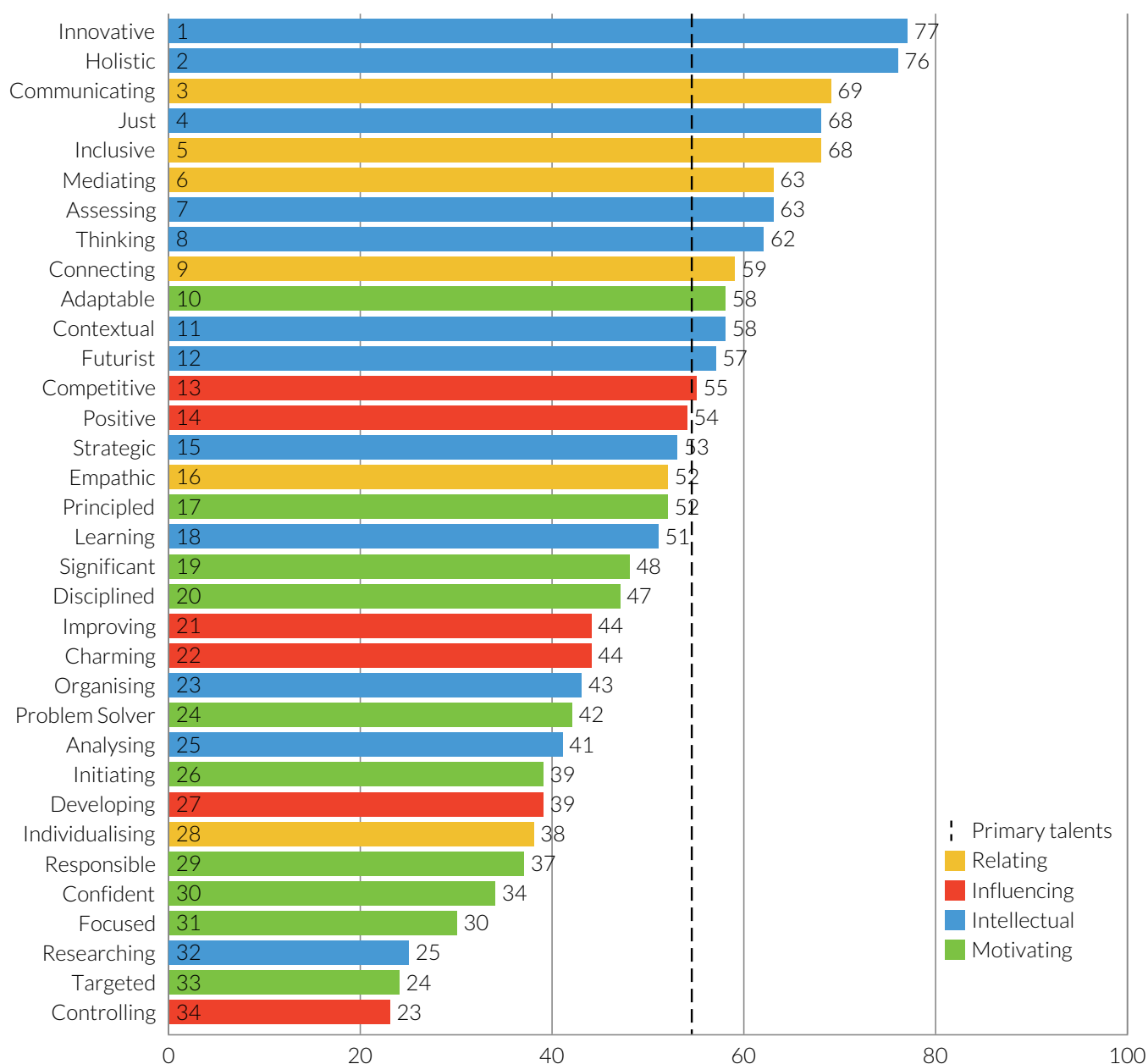
We hope you get a lot of value-adding and actionable insights from the FirstMind tool and report. We refer to the contact person on the front page if you have any questions regarding your report. For technical questions, please go to [www.firstmind.com](http://www.firstmind.com).

A stylized, handwritten signature in black ink, appearing to read 'JB' or similar, with a long horizontal line extending to the left.

Jonas Bernstein, Insights Manager at FirstMind.

# The 34 Talents

Your specific combination of talents is the patterns of thoughts, feelings, and behaviors that define you. It is important to understand each of your primary talents because they determine two things. Firstly, they determine what you are able to learn quickly and become great at. Secondly, they dictate the tasks you enjoy and which you receive energy from. It is important to be aware of your talents so that you can leverage them.



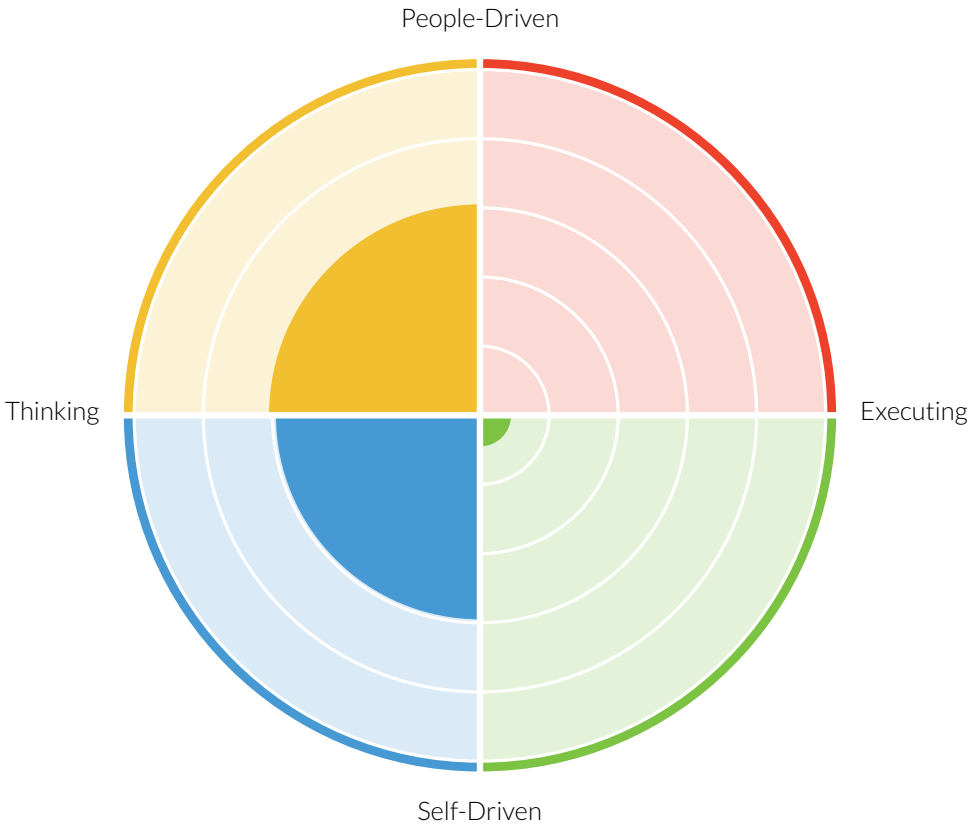
# Archetypes

The Archetypes are groups of talents, categorized by type. Each talent is connected to a specific Archetype, which describes the fundamental behaviour and collective strengths of your talent combination. The graph shows how significant each archetype is compared to others. The more of your primary talents that fall into one archetype, the more dominant and natural this fundamental behaviour and collective strengths will be to leverage. The more your primary talents are spread out into multiple archetypes; the more well-rounded and contextual your behaviour will be.

## Relating

- 3. Communicating
- 5. Inclusive
- 6. Mediating
- 9. Connecting

## Influencing



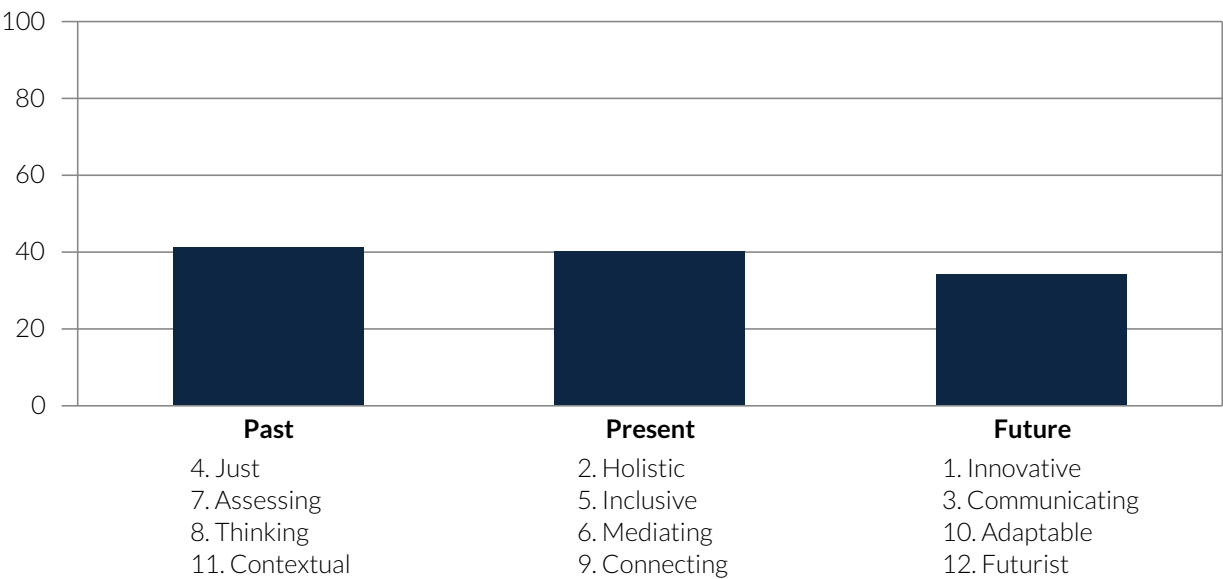
- 1. Innovative
- 2. Holistic
- 4. Just
- 7. Assessing
- 8. Thinking
- 11. Contextual
- 12. Futurist

## Intellectual

## Motivating

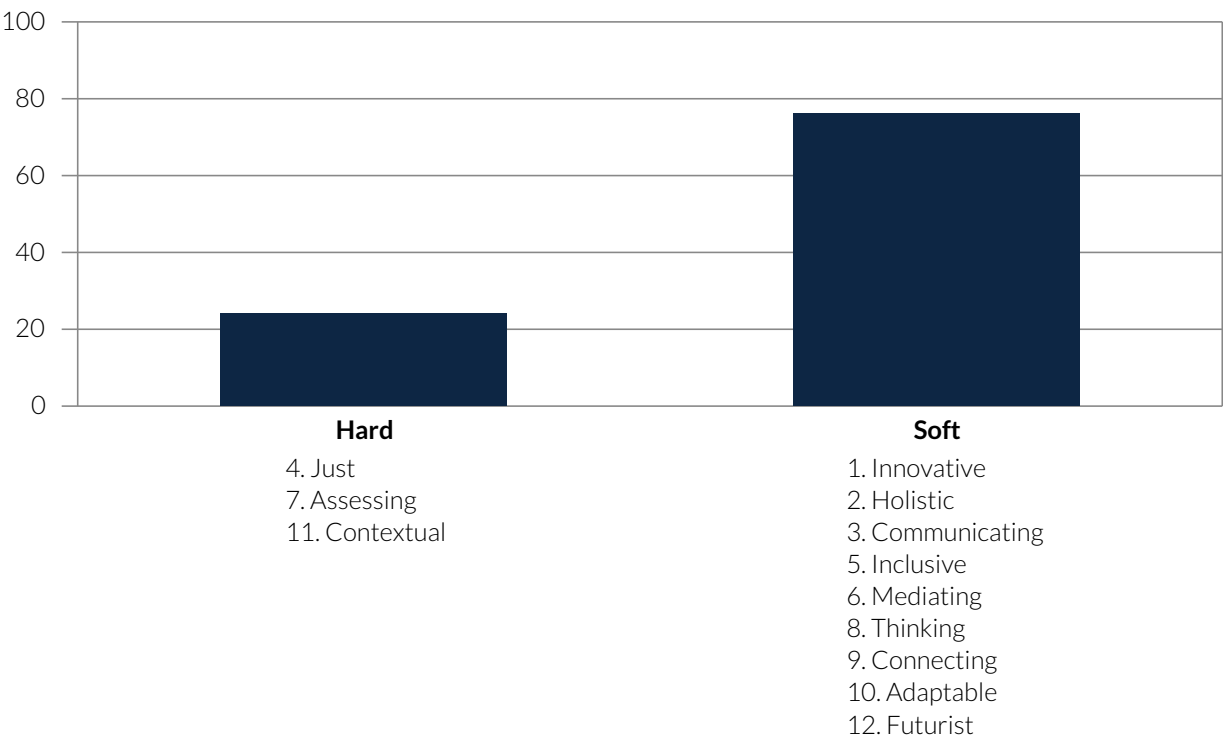
# Time Focus

Time focus indicates whether the respondent tends to focus on the past, present, or future. How the respondent focuses on the specific time dimensions depends on related talents. While looking at the time focus graph, it is not only essential to understand where the respondent tends to focus, but also if there is a time dimension where the respondent cannot put their focus.



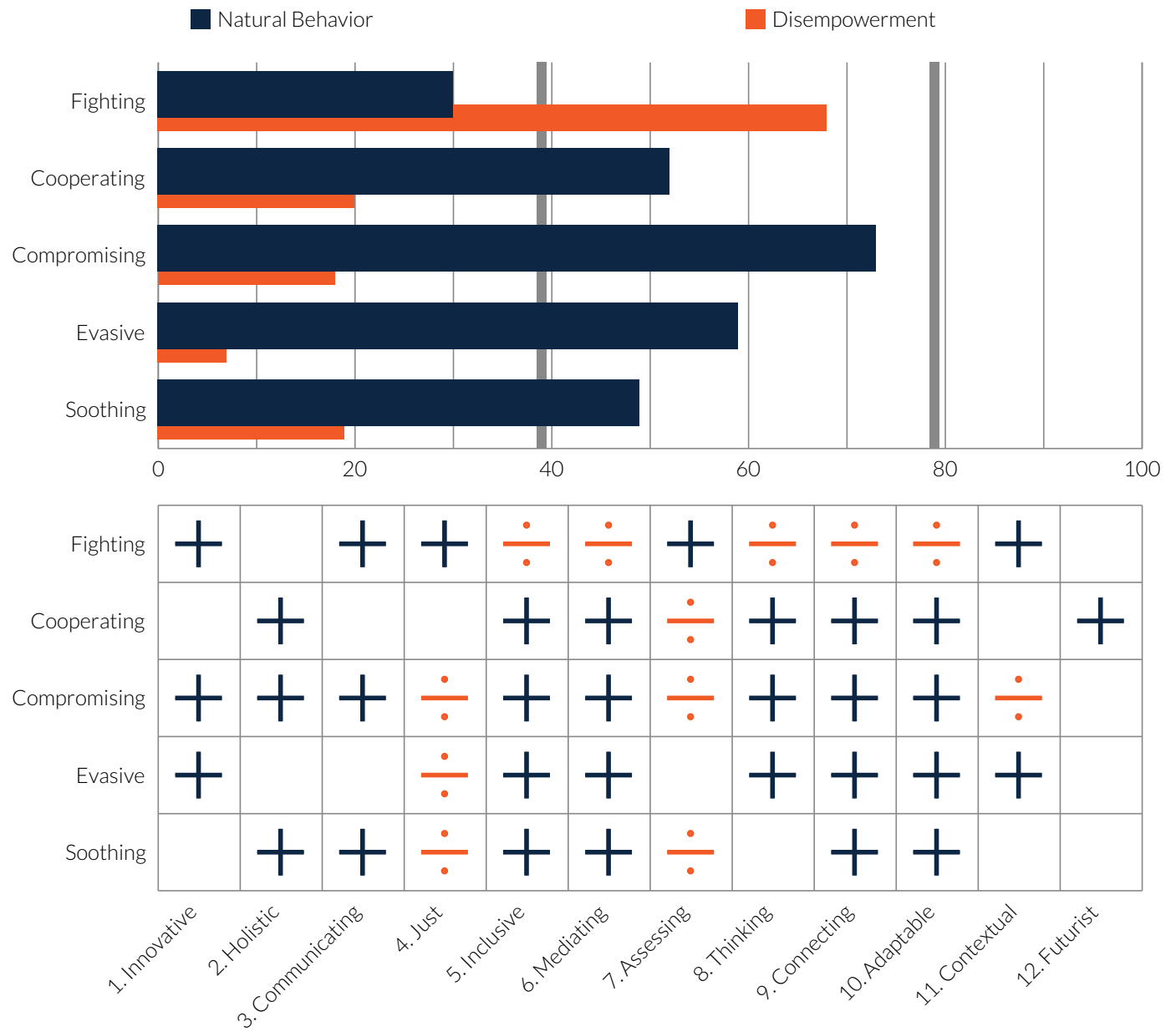
# Other People’s Perception of You

The graph below indicates how other people perceive your talents in your behaviour and personality. Talents either come of hard or soft. Hard talents are logical, demanding, goal-oriented, and direct. Soft talents are perceived as more warm, welcoming, fluid, and diverse. Usually, the top 2-3 talents play a large part in how others perceive the respondent, but the precise perception can also be very contextual.



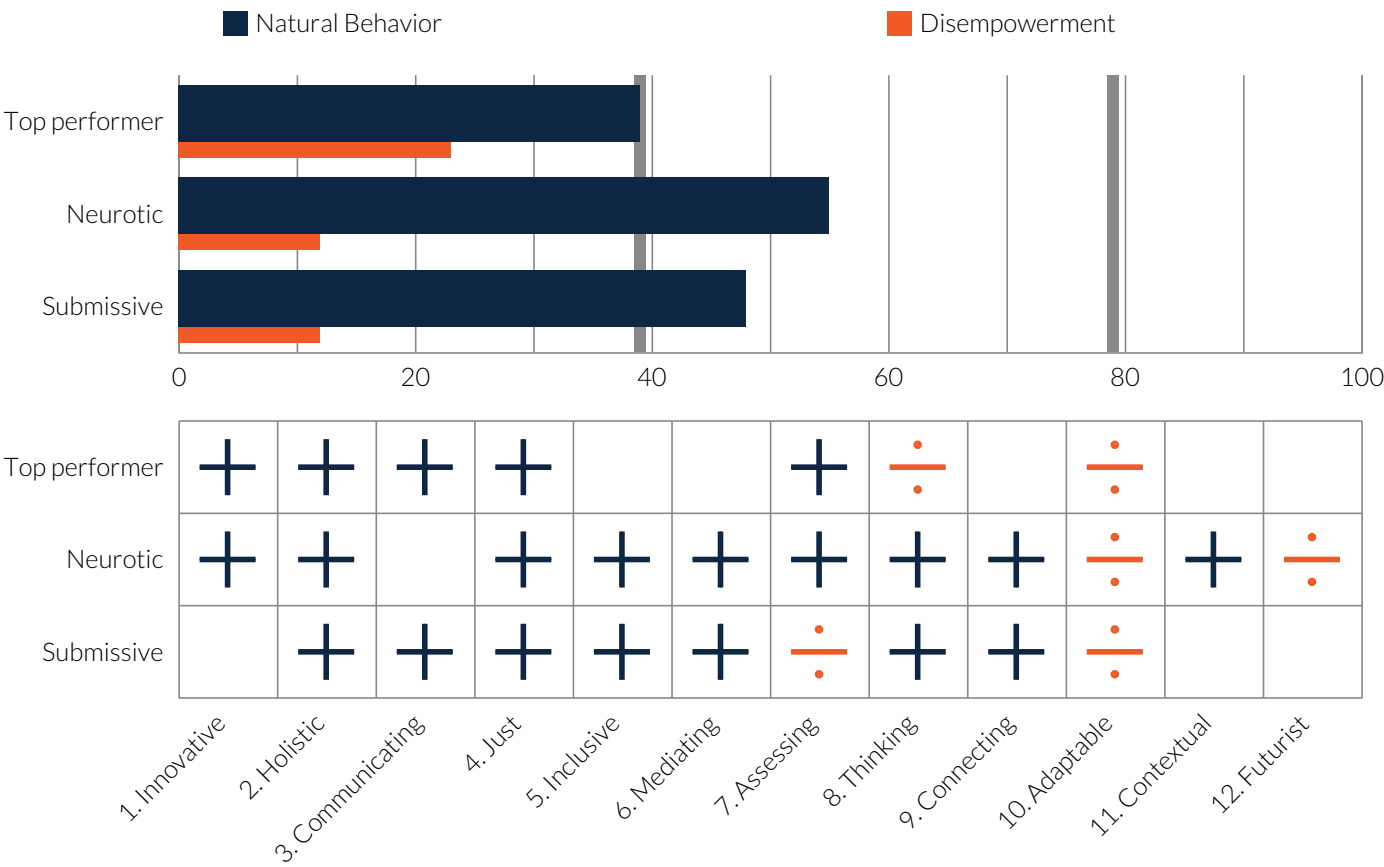
## Discussion Behaviour

This dimension explains the typical behavior you tend to see from the respondent in a situation where two or more people exchange views, opinions, knowledge, etc. Whether it is a feedback session, a constructive discussion, or a confrontation, based on the respondent's primary talents, he/she will lean towards a pattern of behavior.



# Stress Behaviour

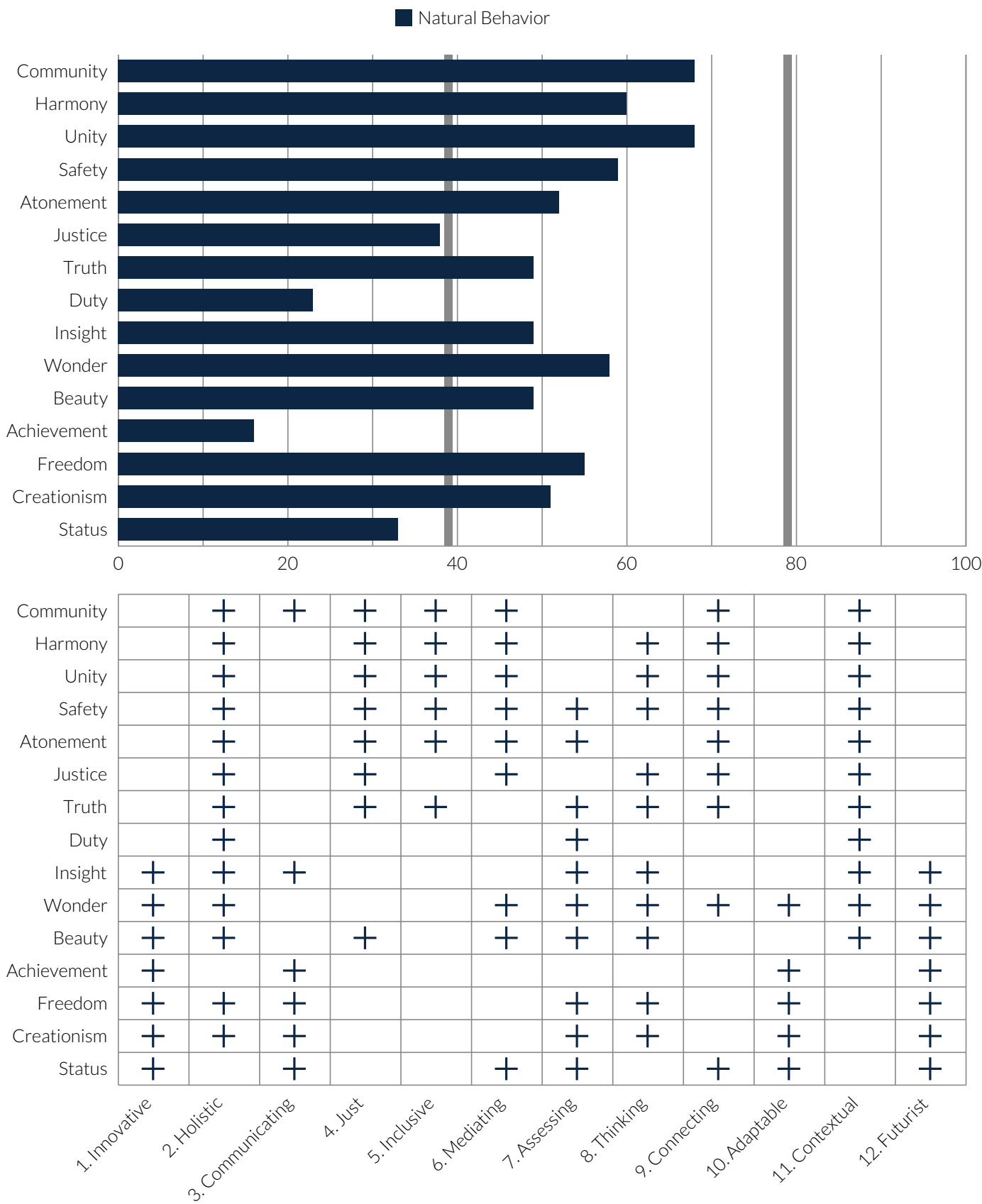
The stress dimension does not explain whether the respondent is stressed or not. It instead indicates how stress is expressed in the respondent's behaviour. This indication gives insights into the signs respondents show as they get stressed, which allows people to spot and counter potential stress. The graph also gives you an indication of how prone the respondent is to become stressed.





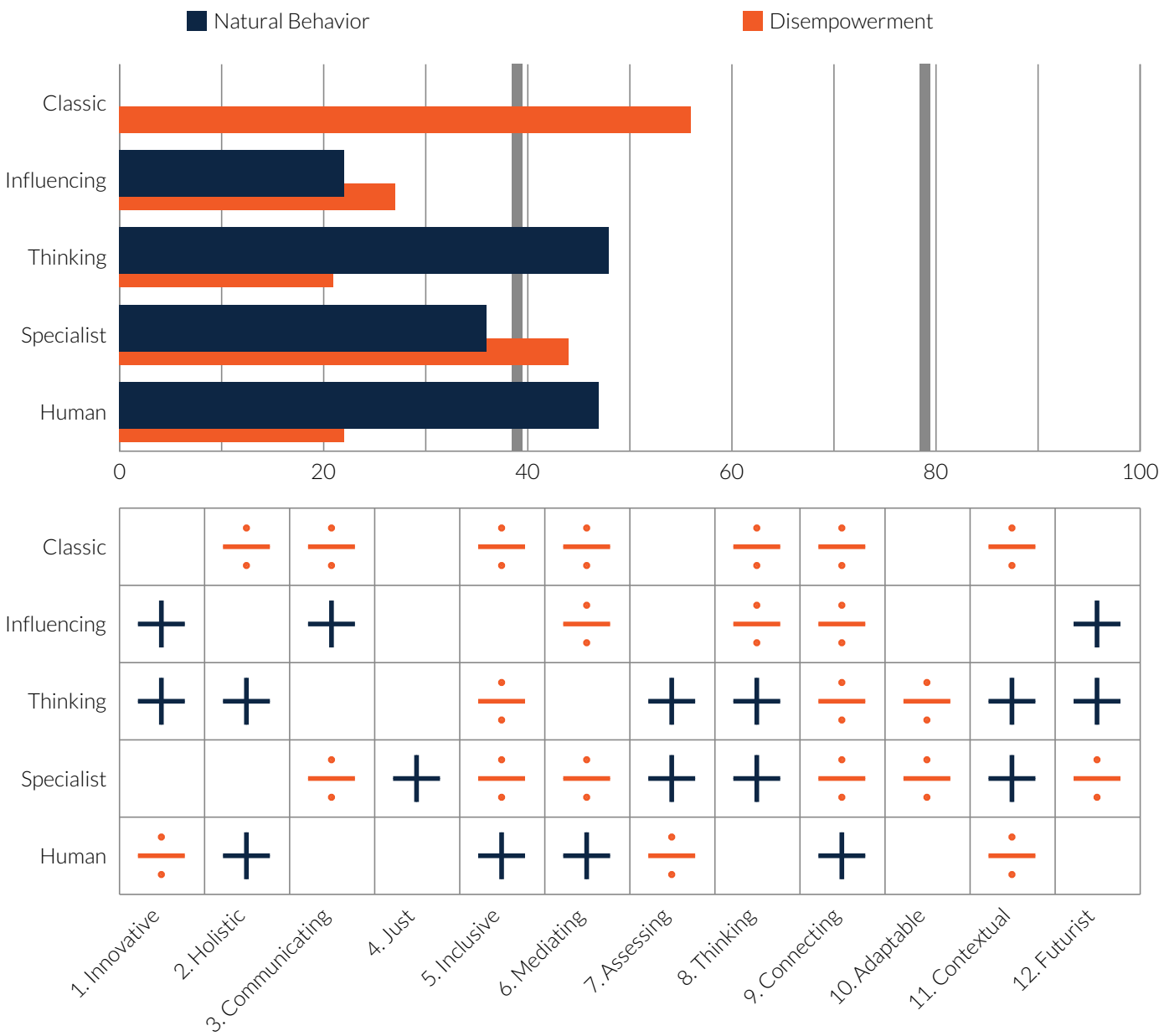
# Motivational Drivers

Motivating drivers explain why the respondent gets motivated - In other words, what makes them tick and drives them forward. This dimension includes 15 motivational situations that make sense and add value for them as individuals. The list is not exhaustive but consists of the 15 most common motivating drivers found in a global survey and found to be universal values that, although they vary, exist across all cultures.



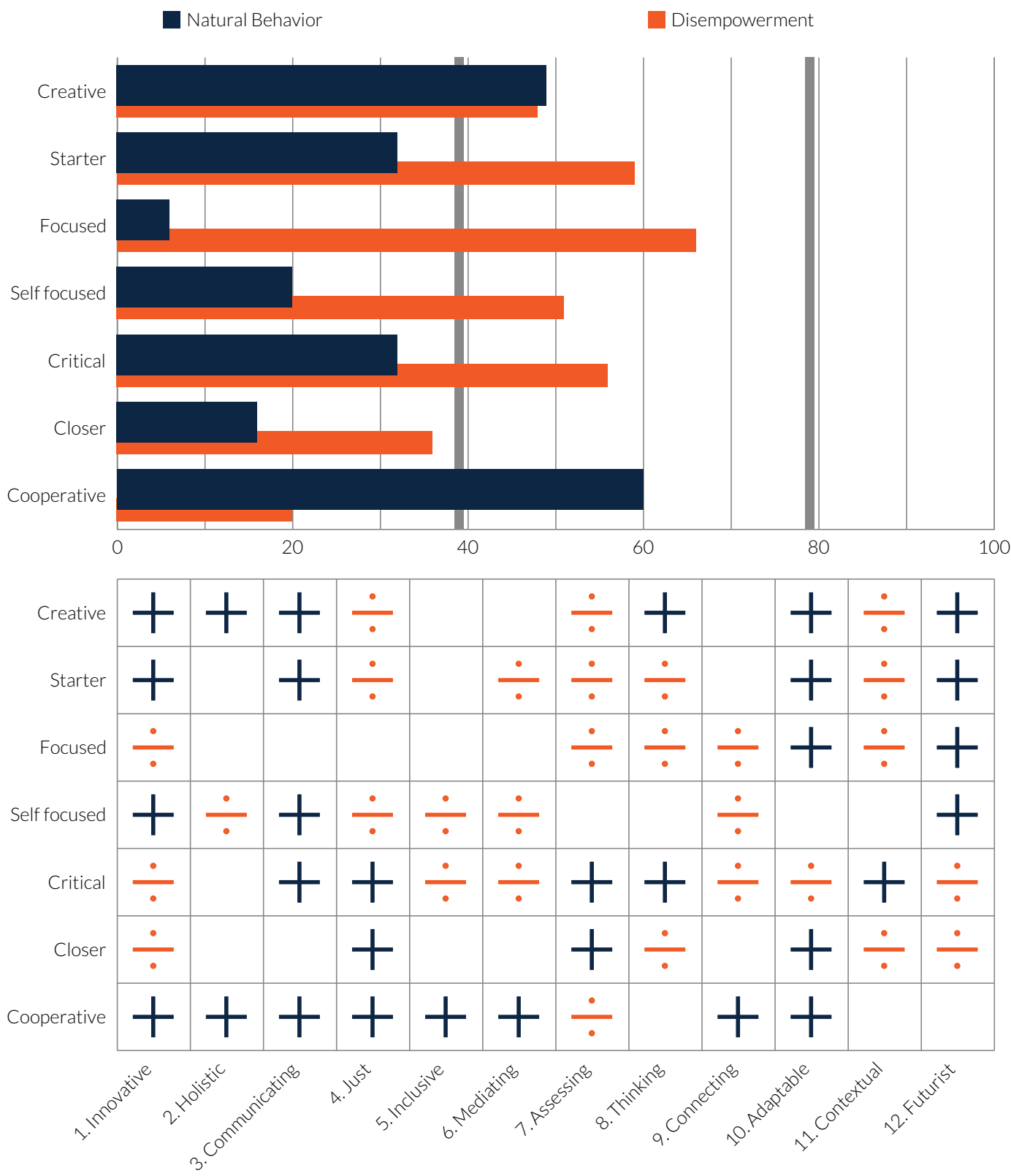
# Motivational Behaviour

This dimension gives insights into what types of behaviour that motivates the respondent in an organisational and team context. These insights describe the behaviour that makes us act and how we then take action. If the respondent has multiple motivating behaviours, it is important to understand in which contexts which behaviour applies.



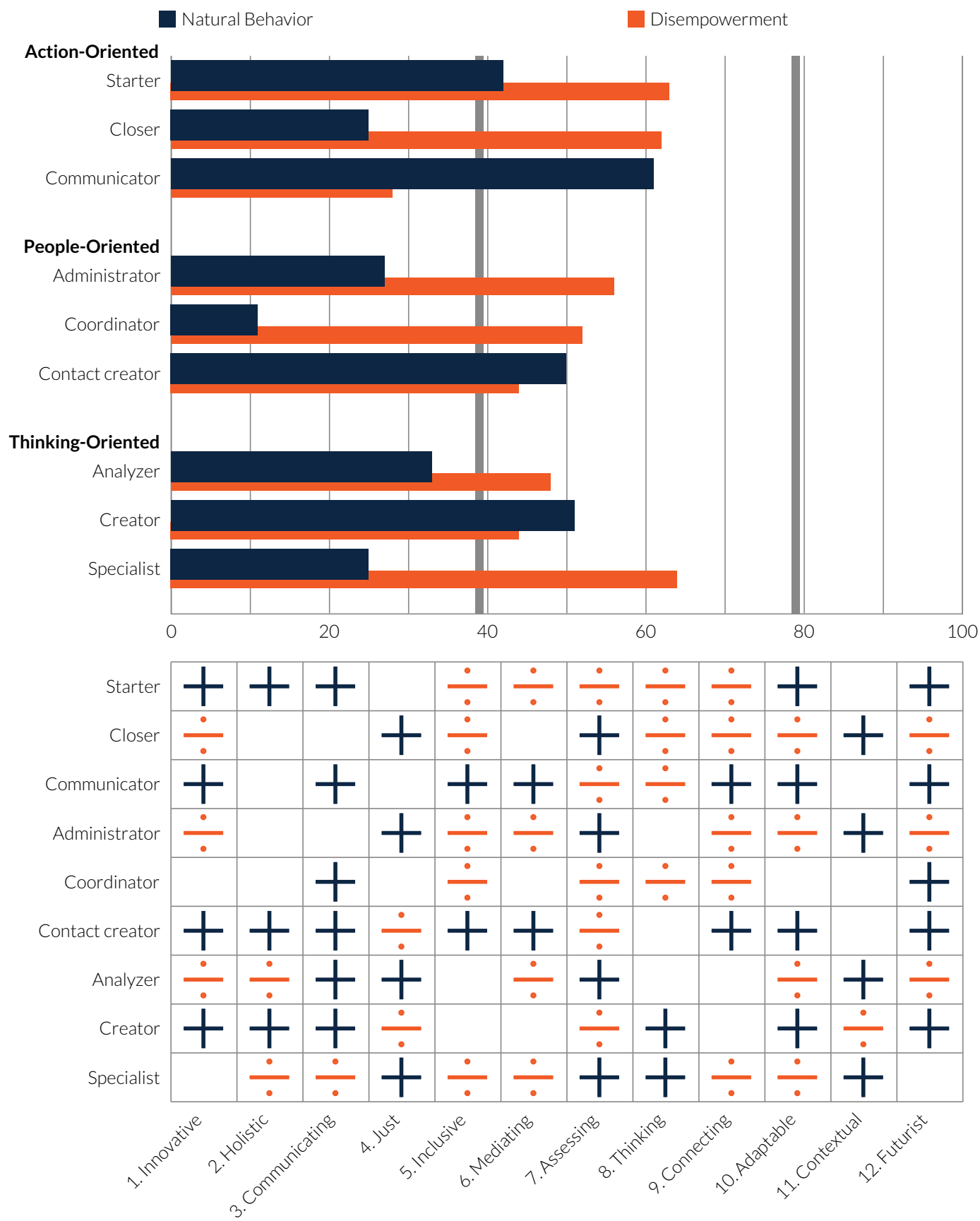
# Work Behaviour

The work behaviour dimensions are a simplification of the respondent's talents, put into everyday language. Work behaviour also translates the talent profile into common job-post and everyday language. This dimension is good at explaining how the person will behave in a workplace, but only the talents can explain why the person behaves this way.



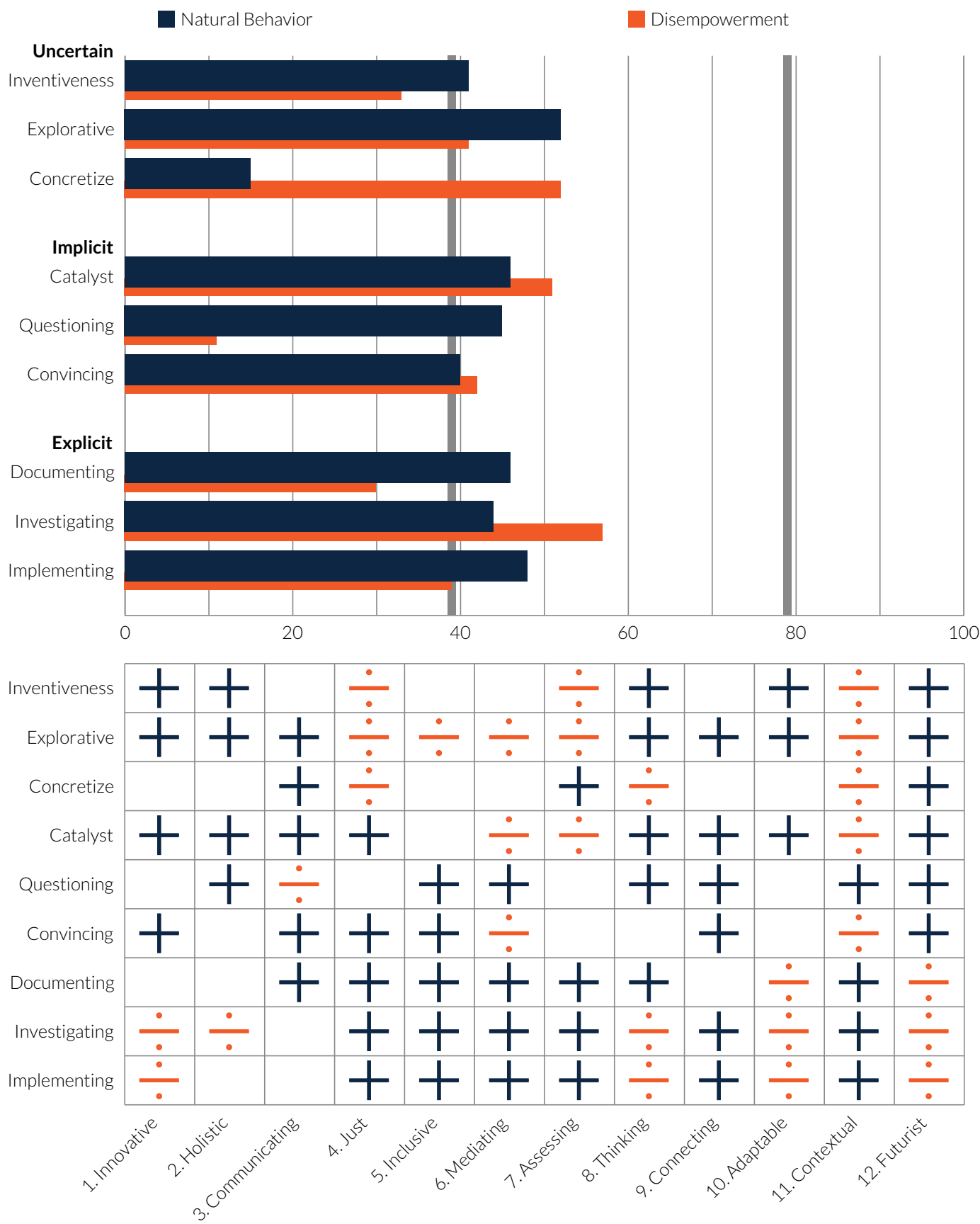
# Team Behaviour

The team behaviour dimension indicates which roles the respondent can play in a team. The dimensions build on Professor Belbin's nine team roles, which states that high performing teams need all roles covered but not necessarily from nine different people. If the talents allow it, one person can cover multiple roles in a team - Research shows that the average person can take on three-team roles while maintaining their expected performance.



# Knowledge Dimension

The knowledge dimensions are based on the process of knowledge and indicate where, in this process, the respondent is naturally best at adding value. The process of knowledge explains how knowledge is created to how it is passed on and implemented by others.



# Top Talents

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## 1. Innovative (77)

Your mind is made to create ideas, to look for connections, and to view the world from different angles and perspectives. You are driven by finding a fresh perspective, discovering a new opportunity, or finding a different solution. You are generally perceived as creative or original thinking.

**Strength:** Ideas come to you with ease, which gives you the ability to feed your team with ideas or solutions to problems continually. You will often be the focal point of the team because it is likely built around your idea.

**Challenge:** You will be challenged by limiting your focus to one objective as your mind keep feeding you with new ideas to pursue. You may have to partner up with a person who can talk through your ideas and sort the best ideas out.

**Insight:** Find a system that stores all your good ideas so they can be used when it is time. The best result comes from you taking responsibility for the ideas you get. You will quickly get bored, so make some small changes to your work.

## 2. Holistic (76)

You are certain that everything happens for a reason, and we all are part of something bigger. You believe that all people are connected, which implies that we have specific responsibilities in this world. Your awareness of these responsibilities and how all things affect each other dictate your value system. Ordinarily, people with this talent are considerate, caring, and humble.

**Strength:** The holistic talent lets you see the bigger picture and consider perspectives not visible to others. This comprehensive overview gives you the ability to discover new and alternative contexts. You are also very responsible as your interconnectedness belief makes it difficult to do something to others that you won't have done to you.

**Challenge:** You are challenged by not having enough room to look at the whole picture or consider all the different parts of the system. You will sometimes lack grounding by considering contexts and perspectives that by no means could exist in reality.

**Insight:** Keep critical or realistic people in your life as they will give you the grounding you need when you get too far from reality. Also, spare with other holistic people to challenge each other's thoughts - this will bring you much energy.

## 3. Communicating (69)

The communicating talent makes you driven by capturing people's attention by speaking, hosting, explaining, and/or writing. You are most likely very good at it, and your language is filled with images, examples, and metaphors that can capture attention. You have an urge to bring stories or ideas to life by making them exciting and giving them energy.

**Strength:** You can turn complicated matters into comprehensible messages and capture people's attention by finding the essence in things, putting it into context, and delivering it with dramatic and powerful words and sentences.

**Challenge:** You are challenged by silence, and you are not good at being quiet when nobody is saying anything. You hunt for others' attention, making it difficult to accept that you are not being heard.

**Insight:** Identify whether your communicating strength lies with speaking or writing, and then leverage it. Your passion for conversation can be overwhelming for some individuals - Try to stop and listen to the other person; this could help you with how you should be communicating.

## 4. Just (68)

You value balance and fairness and often fight injustice, inequality, illegality, and selfishness. You are very conscious of how people are treated and how you treat people. You expect others to behave in the same way.

**Strength:** You can create an environment with balance, where justice prevails, and where everyone has a fair chance. You stand up for people that are mistreated or can't stand up for themselves, and you are good at doing things "the right way".

**Challenge:** You are challenged when things are unfair. Your morals are often a lot higher than the ones around you, which can be difficult as you expect people to have the same view on the world as yourself. This sense of fairness can incline you to become everybody's judge and create rigid systems.

**Insight:** Before acting as a judge of the situation, always take a step back and consider if you are the right person to judge. Remember, not everyone thinks as much about fairness as you do, and the situation may not be as big of a deal as you might think.

## 5. Inclusive (68)

You include and welcome people to whatever you are doing and make them feel welcome. This way, everybody feels like part of the group, and the group benefits from all their support. You are sure that deep down, we are all alike, and therefore it doesn't make sense to judge or exclude other people.

**Strength:** You have the ability to make everyone feel welcome, and as they belong. You don't give anybody a special treatment and are good at keeping a positive team spirit.

**Challenge:** You have a difficult time (de)selecting people, and it can affect you if a person leaves the group - especially due to cut downs. You can lose focus on the objective due to valuing team spirit and relationships higher than the goal, and you most likely won't enjoy working in competitive environments.

**Insight:** Remind yourself who is relevant to include at what times throughout the process. It can quickly kill the effectiveness by bringing in too many opinions to the table too early. Don't take it personally, if somebody forgets to include you - Often it wasn't due to bad intentions.

## 6. Mediating (63)

You look for agreements and common grounds because there is little to be gained from conflicts and friction, so you prefer keeping them to a minimum. You find it much more essential to create harmony and cooperation.

**Strength:** You create consensus and peace where there is war or controversy. You think about the team before you think about yourself and have an easy time finding a compromise that can create harmony.

**Challenge:** You have a difficult time around conflicts and confrontations, and you tend to modify your own opinion for the service of harmony willingly. You can have a hard time making uncomfortable decisions or being direct in interactions with others.

**Insight:** Play the devil's advocate with yourself - If you do not settle this discussion or avoid this confrontation, will this be better for the harmony in the team? When people are arguing, use your talent to draw more people from your team into the discussion - it is easier to reach consensus when more opinions/options are available.

## 7. Assessing (63)

You are careful and vigilant because you know the world is unpredictable and not in order. You sense risks and weigh the relative impact before you take any action. The assessing talent gives you a serious and considerate approach to life.

**Strength:** You can spot pitfalls in plans and identify and assess possible risks in the future. This ability makes you good at avoiding or solving issues before they arrive. You dare to be critical and point out errors that can prevent problems down the line.

**Challenge:** Your serious approach and your focus on what can go wrong will often make you perceived as negative or pessimistic. You are often too careful with decisions because you see what will go wrong instead of potential possibilities. You don't give praise or much recognition to colleagues because you tend to focus on the errors and pitfalls.

**Insight:** Force yourself to praise people in your team and work on understanding their positive sides. Consult for others' opinions on the risks you see, to ensure they don't paralyze you. Bring more value in your feedback to others by communicating the opportunities for avoiding potential issues or find solutions instead of only presenting the problems.

## 8. Thinking (62)

You are a true intellect. You like to reflect and enjoy mental activity. You enjoy the process of thinking things through a second time, solving complex problems, developing ideas, or understanding other people's feelings (which of them exactly depends on your other primary talents).

**Strength:** Your ability to think things through thoroughly lets you come up with well thought out details and above-average ideas or solutions. You support yourself by posing questions to yourself and trying out different solutions until you find the best.

**Challenge:** You become insecure when you have to make a quick decision, and you likely don't handle stress too well. Your desire to think things through may hold you back from taking action as you are challenged when things are not well-thought-out and move too quickly.

**Insight:** If you are put on the spot, remember that it is okay to say "I haven't considered it yet, can I get back to you?". Force yourself to take action within a given time frame to limit yourself from staying in your head.

## 9. Connecting (59)

The connecting talent describes your attitude towards relationships. You prefer having close friends and like to get to know people on a deeper level as everything else seems superficial to you. You dare to give from your inner self to build your connection and make it easier for them to open up.

**Strength:** You are great at creating friendships with almost everyone and are comfortable getting close and understanding them. You are easy to trust, and others feel comfortable in your presence.

**Challenge:** You can have a difficult time "cutting through" and being hard on others as you fear it may damage your relationship. Your willingness to open yourself up to others makes it easy to exploit. Your desire to connect with people could end up being exhausting as you tend to run from one social gathering to the next.

**Insight:** Prioritize your social relationships to keep an overview of which you should please and which you should consider cutting out. This allows you to gather your energy again.

## 10. Adaptable (58)

You live in the present and always go 100% into what is happening here and now. Your future is not planned but is to be discovered. Unexpected events and sudden requests don't trouble you. You are instead fascinated by the change and are driven by trying new things. You will often excel in a position as a fire extinguisher because you receive energy from jumping from task to task.

**Strength:** Your talent gives you the ability to thrive in chaotic environments and quickly change direction if needed. You are difficult to surprise because you expect unforeseen events to arise and enjoy adapting fast.

**Challenge:** You may experience having too many tasks at hand, and therefore not completing the first before moving on to the next. Your attention will typically be directed towards what is most interesting or exciting, while you will lose focus if you stay at one task for too long. This desire for change could result in a lot of half-finished tasks.

**Insight:** Create a plan of what you need to achieve each day; this will help keep you on track. Evaluate by the end of the day what you completed, to see if you changed direction to something that was not on your list, and find out the reason for it if you did so.

## 11. Contextual (58)

You go to the past to look for answers or connections that can explain the present or the future. You need to understand the history behind how things or situations emerged to have confidence in your decisions.

**Strength:** You can find underlying structures and patterns. When you get the time to study and assess what has happened before, you can not only make educated and logical decisions but also communicate and explain the connections and coherence to others that would not have noticed it otherwise.



**Challenge:** If you don't get the time to understand the context and history, you get very cautious. You are challenged in new situations and will resist illogical change. You have a hard time working together with visionary and future-oriented people because of a misalignment in what time dimension you look for answers - While you will always be searching the past, visionary people tend to go to the future for answers.

**Insight:** Be aware that you need to understand the context before you can act and be explicit about it. If you are moving too fast, let your team know that you need a more thorough understanding before you can take responsibility. But also remember that it is your responsibility to deal with this need.

## 12. Futurist (57)

You always look into the future and ask "Wouldn't it be great if...". You see a detailed vision of what the future holds and are often very positive/optimistic. You are driven by the new and exciting.

**Strength:** Your ability to see possibilities in the future and create clear visions is very inspiring to you and others. You can create a clear destination, and by communicating it correctly, people will latch onto you and the hope you bring.

**Challenge:** You can face problems if the dreaminess of your visions takes over and limits your ability to act. You can have a difficult time being around people who mainly focus on the past or have a critical point of view.

**Insight:** Include your team in your visions, so they understand where you want to go. If they don't understand your vision, consider if you are too abstract. You can benefit from partnering up with other futuristic people as it gives you the energy of letting your dreams run loose. However, there are also many benefits to partnering up with concrete people that can help you execute your vision.

# All Talents Explained

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## **13. Competitive (55)**

You are driven by winning. You enjoy competing and comparing your performance to others, as it is the only way to determine if you are ahead. The effort you put in, your intentions, and reaching the goal doesn't matter unless you outperform your peers.

## **14. Positive (54)**

You are optimistic as you can always see the positive side of things and expect the best. You enjoy making other people smile through humour, praise, or whatever is needed.

## **15. Strategic (53)**

You have a distinct way of thinking, and you always look at things from a strategic point of view. This perspective allows you to see patterns, play out scenarios, predict potential obstacles, and draw out the best plan to get to your destination.

## **16. Empathic (52)**

You can sense the emotions of the people around you and are driven by understanding those people you interact with. You can see the world through their eyes, and without necessarily condoning their choices, you can understand them.

## **17. Principled (52)**

You possess a set of core and consistent values, which affect your behaviour and determines your direction in life. These values give your life meaning and dictates what is right or wrong. Since you are value-driven, your work has to be meaningful to you. It is widespread for principled people to be family-oriented, spiritual, and value high ethics, in themselves and others.

## **18. Learning (51)**

You love to learn, and the process of obtaining new knowledge, practising what you have learned, growing it into competences, and gaining the confidence in your skill excites you. The outcome or the subject is not necessarily important, but the process is.

## **19. Significant (48)**

You want you and your work to be significant, to stand out, and to be recognized. You are driven to be known and appreciated for the unique strengths you bring. The same for the people around you - You want to be associated with admired, professional, and successful people. If the people are not one of these, you will push them to achieve until they are.

## **20. Disciplined (47)**

Your world needs to be structured and ordered so that you are in control. Predictability makes you feel comfortable, so you set up routines and focus on-time schedules and deadlines. You master the detail and are impatient with errors.

## **21. Improving (44)**

You always strive for excellence and resent mediocrity. You are driven by taking something good and making it superb - whether it is your skills, others' abilities, solutions to tasks, or anything else. You prefer to work with other highly skilled people to capitalize on their strengths, and you are motivated to deliver the highest quality of work.

## **22. Charming (44)**

You enjoy the challenge of meeting new people, getting them to like you, and winning them over. You thrive in a social setting and derive energy from making new connections. In your world, strangers don't exist; only friends you have not encountered yet.

## **23. Organising (43)**

You are an expert in coordinating people and information. Be able to manage complex assignments and finding perfect configurations motivate you. You are driven by responsibility and being allowed to lead and delegate tasks between team

members. You work efficiently, flexibly, and can adjust to solve the assignment in the most effective way.

## **24. Problem Solver (42)**

You love solving problems. You retrieve your energy from getting the opportunity to fix breakdowns or issues because you find them fun and challenging. In which domain you are able to solve problems, depend on your other talents.

## **25. Analysing (41)**

Your talent makes you value knowledge, information, and sufficient data before making a decision. It is your basis for thoroughness and precision. It also makes you critical, challenging, and demanding of evidence towards other people's decisions. You are driven by things that are or can be thoroughly analyzed and well worked out.

## **26. Initiating (39)**

You are driven by initiating and starting new tasks and projects. You want to get started as quickly as possible while you still have many things going on. You don't like to use too much time on analyzing as you know deep down that only action can lead to performance. Once a decision is made, you have to act. You believe that getting started is the best way to learn, because once you take action, you look at the result, and learn before your next move.

## **27. Developing (39)**

All you see is potential in people and progress. You are drawn to growth and are driven by helping others experience success. While interacting with people, you are on the lookout for signs of growth, as it is your fuel.

## **28. Individualising (38)**

You are fascinated by the differences in people and can notice the unique qualities of each individual. You can instinctively observe how each person is motivated, builds relationships, and thinks, thus their potential and opportunities for development.

## **29. Responsible (37)**

You take psychological ownership for every task that is expected of you, and you feel emotionally bound to follow through to completion - Excuses are unacceptable. You have high standards, so you always deliver at least what is expected, and you get the things done.

## **30. Confident (34)**

You have great faith in your abilities, judgments, and decisions. You know that you are good and you know what is best for you. Others may guide and suggest, but you alone have the authority to form conclusions and act.

## **31. Focused (30)**

You want to know a clear destination, to determine the direction you are headed and what is most important right now. If these things are outlined, you can focus on pursuing the goal and filter unimportant tasks and trivial disturbances away.

## **32. Researching (25)**

You are very curious and love the process of collecting information and knowledge - and you are good at it. You are driven to understand things, and the more diverse the topics are, the better.

## **33. Targeted (24)**

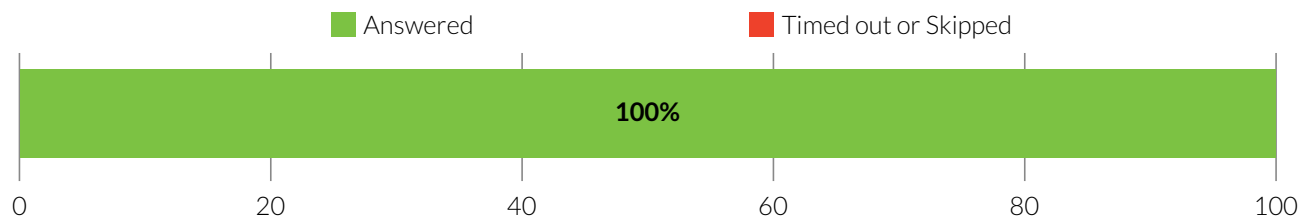
You are always in the pursuit of achieving or accomplishing goals. You work hard and get things done. Your talent explains your drive, and it pushes you to do more and to achieve more. By being targeted, you focus on the goal and what is essential to achieve. Once you meet your goal, you quickly set up the next objective to pursue.

## **34. Controlling (23)**

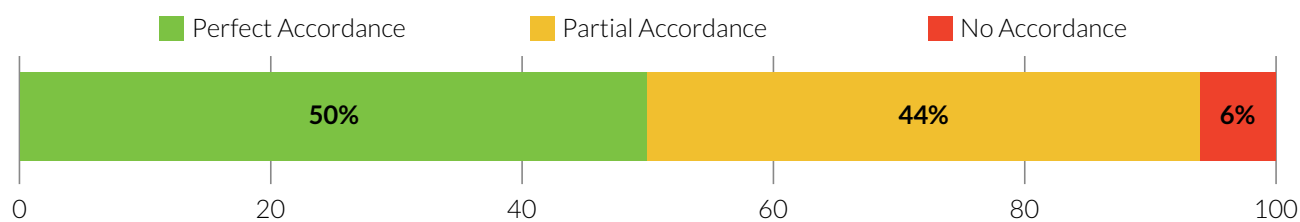
You are driven by being right, taking charge, and having others follow you. Once you have formed an opinion or goal, you are compelled to get people to agree with it and to start pushing them in your direction. You are not hesitant in regards to confrontations as they are mostly in your advantage. After all, the confrontation is the first step towards a resolution.

# Test Validation

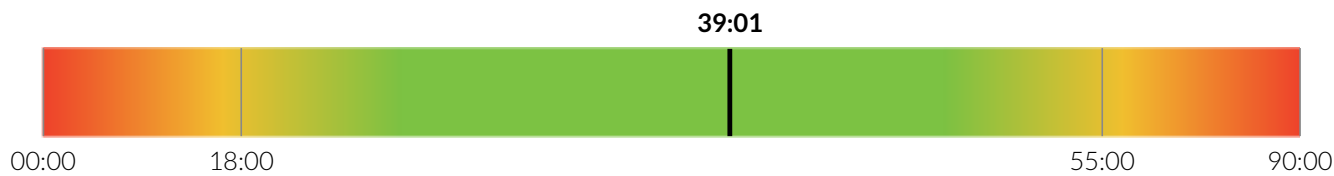
Questions Answered: **Valid**



Control Questions: **Valid**



Time Control: **Valid**



Answer Spread: **Valid**

