



GEORGE GO WINGFINDER REPORT

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WHAT MAKES YOU UNIQUE, GEORGE?

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 open-minded, often coming up with new and interesting ideas.
You want a career that's about enjoying novelty and change, where
you're not stuck in a routine.**

Wingfinder measures CREATIVITY using three scales. Let's explore your creativity in more detail.

YOUR CREATIVITY

Top Strength:



YOU ARE

HIGHLY ADAPTABLE

in YOUR CREATIVITY

You're not too bound by rules and routines. Your ideas change from one moment to the next and you want a career that's flexible enough to accommodate this.

You succeed through

- your ability to adjust to change
- your willingness to try new things
- your flexible thinking

On a good day...

You respond well to new environments

On a bad day...

You can take on too many tasks at once

< MORE FOCUSED



MORE ADAPTABLE >

Top Strength:



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

< MORE PRAGMATIC



MORE INNOVATIVE >

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 a Balanced Learner you will generally learn new things as quickly as most others. You use both your prior learnings and logical reasoning skills to evaluate tasks, opinions and ideas which assists you in finding solutions.

Wingfinder measures THINKING using one scale. Let's explore your thinking in more detail.

YOUR THINKING



YOU ARE

A BALANCED LEARNER

in YOUR THINKING

You learn from both experience and theory. So while you think logically and rationally, you're not robotic in your approach.

You succeed through

- remaining objective
- listening to your instincts
- understanding that the most simple solution is sometimes the right one

On a good day...

You can be both analytical and intuitive

On a bad day...

You need to be deliberate when choosing problem-solving techniques

< MORE INTUITIVE



MORE AGILE >



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:



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

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 CONNECTIONS



YOU ARE

DIRECT

in YOUR CONNECTIONS

You're clear and honest in what you say but are only blunt if you have to be. There's directness to your communication style.

You succeed through

- getting your point across effectively
- being respectful of others
- your preference for negotiation

On a good day...

You give clear and honest feedback

On a bad day...

You can find fault too easily



YOU ARE

SLIGHTLY MORE SUPPORTIVE THAN AUTONOMOUS

in YOUR CONNECTIONS

Although you have your own views, you also value the people around you. That's why you're good at listening to the opinions of others.

You succeed through

- being independent yet needed within a team
- working in the group's interests
- hearing outside opinions

On a good day...

You are naturally supportive of colleagues

On a bad day...

You can be too influenced by others' needs





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:



YOU ARE

HIGHLY CONFIDENT

in YOUR DRIVE

You're comfortable in your own skin and really believe in yourself; in turn, others believe in you too. If you ever have insecurities, you know how to hide them.

You succeed through

- presenting yourself as highly capable
- taking the lead
- meeting challenges head on

On a good day...

You are comfortable in the limelight

On a bad day...

You have high expectations for yourself

< MORE MODEST



MORE CONFIDENT >



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 DRIVE



YOU ARE

SLIGHTLY MORE OF AN ACHIEVER THAN PATIENT

in YOUR DRIVE

You care about your studies and your future career, and will strive hard to work on projects you believe in. That said, you keep things in balance and have a healthy attitude to work.

You succeed through

- keeping your life and work in balance
- managing your workload
- being energetic and enthusiastic at work

On a good day...

You strive to reach your goals

On a bad day...

You can overshadow less driven colleagues

< MORE PATIENT



MORE ACHIEVER >

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
CONFIDENT



You are
ADAPTABLE



You are
INNOVATIVE



You are
SOCIABLE



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
CONFIDENT



You're comfortable in your own skin and really believe in yourself; in turn, others believe in you too. If you ever have insecurities, you know how to hide them.

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

Be honest with yourself and others

Be honest about your mistakes. Others will see this as a strength, not a weakness.

2

Show your curious

Ask lots of questions, even obvious ones. Show you're curious and willing to learn.

3

Focus on the present

Don't dwell on your exam results and past accomplishments. Focus on what you can do right now.

4

Look at the facts

Beware of making decisions based on your hunches. Look at the facts and listen to the advice of others.

You are
ADAPTABLE



You're not too bound by rules and routines. Your ideas change from one moment to the next and you want a career that's flexible enough to accommodate this.

KEEP DOING

You're someone who responds well to the unknown. Not only can you handle uncertainty, it even boosts your creativity and helps you thrive.

STOP DOING

You enjoy constant change, which means you sometimes find it hard to stick to just one thing. Acknowledge and then resist your itchy feet occasionally to help make sure you drive your assigned tasks, projects and goals through to completion.

START DOING

When you're presented with a range of options or paths, rely on your ability to be flexible without losing sight of your initiatives and decisions.

Here are four ways to help you build on this strength

1

Give yourself concrete goals

Make sure you follow through and complete projects. Give yourself concrete goals to maintain your focus.

2

Be adaptable

Try communicating with people in different ways, depending on the context of a situation.

3

Focus on what's important

It's good to have options when you're young: work, study or travel? But it may also be the time to focus on what you think's most important for you.

4

Prioritise then act

Think about everything you did last week, in and outside of your studies. This week, work out which tasks you want to focus on. Prioritise then act.

You are
INNOVATIVE



You stand out for your original thinking. You're always looking to find a new angle — an idea that no one's tried before.

KEEP DOING

Keep things fresh — you're at your best when you're coming up with new ideas and projects and looking for the potential in things. Keep asking how can it be done better.

STOP DOING

It's possible to have too many good ideas. Try to focus on just a few of the best ones — give them a chance to develop and come to fruition.

START DOING

Transform your ideas into real innovations by working closely with practical, pragmatic thinkers and people with an eye for detail. Their skills will complement yours.

Here are four ways to help you build on this strength

1

Embrace the unfamiliar

Work in an unfamiliar environment, with unfamiliar people. This will continually refresh the way you think.

2

Try something new

Take up a new hobby like painting, singing or acting. It will help nurture your creativity.

3

Start with a simple idea

Try beginning a new project with just pencil and paper. Start from a simple idea and develop it.

4

Brainstorm

Brainstorm and record your ideas, however terrible they may seem. Later on, edit them.

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.

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.

