



RONALD CHAULA WINGFINDER REPORT

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WHAT MAKES YOU UNIQUE, RONALD?

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 ?



ADAPTABLE
CLASSICAL
FOCUSED
INNOVATIVE
OPEN TO EXPERIENCE
PRAGMATIC

Learn about your style of problem-solving



INTUITIVE
HANDS-ON LEARNER
BALANCED LEARNER
ANALYTICAL
AGILE

What keeps you moving forward?



ACHIEVER
CONFIDENT
DISCIPLINED
MODEST
PATIENT
RELAXED

How do you manage relationships and yourself ?



AUTONOMOUS
BALANCED
DIPLOMATIC
DIRECT
EMOTIVE
INDEPENDENT
SOCIAL
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

Top Strength:

SHARE  



YOU ARE

HIGHLY CLASSICAL

in YOUR CREATIVITY

You have a clear and consistent way of working.
You prefer the stability and security of conformity and tradition.

You succeed through

- your ability to keep things simple
- your pragmatic approach
- your conventionality

On a good day...

You respectfully preserve traditions

On a bad day...

You tend to resist change



MORE CLASSICAL

YOU



MORE OPEN TO EXPERIENCE



YOU ARE

ADAPTABLE

in YOUR CREATIVITY

You're excited by the degree of uncertainty the future holds.
You're good at adapting to change and don't like to feel restricted to doing one particular thing.

You succeed through

- your adaptability to change
- your willingness to try something new
- 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

YOU



MORE ADAPTABLE

YOUR CREATIVITY



YOU ARE

SLIGHTLY MORE INNOVATIVE THAN PRAGMATIC

in YOUR CREATIVITY

You're good at coming up with ideas that are original but not far fetched. You believe in innovation but you also like to be practical.

You succeed through

- using reasoning that may not be immediately obvious to others
- your realistic approach
- your openness to new solutions

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 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



YOU

MORE AGILE

>



Your **CONNECTIONS** measures how well you manage relationships and how well you work independently.

You're comfortable working on your own and want to pursue a career that lets you have a feeling of autonomy. You're very focused and can resist social distractions that get in the way of your goals.

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

YOUR CONNECTIONS

Top Strength:

SHARE  



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

< MORE DIRECT

YOU

MORE DIPLOMATIC >

Top Strength:

SHARE  



YOU ARE
AUTONOMOUS
in YOUR CONNECTIONS

While able to work as part of a team, it's when you're given the opportunity to focus on your own work that you're at your best.

You succeed through

- thinking for yourself
- standing up for what you believe in
- staying focused on your part of the project

On a good day...

You enjoy working independently

On a bad day...

You can focus too much on your own needs

< MORE AUTONOMOUS

YOU

MORE SUPPORTIVE >

YOUR CONNECTIONS

Top Strength:

SHARE  



YOU ARE
EMOTIVE
in YOUR CONNECTIONS

You feel strongly about what you do, and that's evident in your attitude. It's an attitude that shows you care.

You succeed through

- caring about what you do
- getting fully involved
- being self-critical

On a good day...

You are sensitive and care about things that matter to you

On a bad day...

You can be too passionate about your work

< MORE EMOTIVE

• YOU •

MORE BALANCED >



YOU ARE
INDEPENDENT
in YOUR CONNECTIONS

While you're happy to network and make new contacts when necessary, you prefer to work with people you know. You're also very comfortable working alone.

You succeed through

- pragmatically investing in new connections
- staying focused on your work
- allowing others to be heard

On a good day...

You avoid social distractions

On a bad day...

You feel uncomfortable in large team settings

< MORE INDEPENDENT

• YOU •

MORE SOCIALE >



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



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

YOU

MORE CONFIDENT >



YOU ARE SLIGHTLY MORE DISCIPLINED THAN RELAXED in YOUR DRIVE

You care about consistency and details, but you don't lose sight of the bigger picture.

You succeed through

- being dependable and consistent
- your ability to let go
- careful planning

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

YOU

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

• • •

YOU

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
CLASSICAL



You are
DIRECT



You are
AUTONOMOUS



You are
EMOTIVE



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
CLASSICAL



You have a clear and consistent way of working. You prefer the stability and security of conformity and tradition.

KEEP DOING

Keep sticking to your principles. People value your consistency as they know what they can expect from you; that's why people are comfortable relying on you.

STOP DOING

Sometimes you find yourself resisting change or avoiding new opportunities. Break this habit and embrace the potential that a change can offer — tell yourself you'll miss the chances you don't take.

START DOING

Actively seek the perspective of others - you'll expand your thinking and may even find the experience refreshing.

Here are four ways to help you build on this strength

1

Escape your comfort zone

Go out of your comfort zone, even by just a step. When you try new things, new doors will open for you.

2

Switch up your entertainment

Switch up your entertainment. Listen to a completely new kind of music. Watch a film you'd never normally see. Have some fun expanding your cultural horizons.

3

Don't be afraid of setbacks

Experimentation is key to increasing your creativity. See each setback as an opportunity for learning that will ultimately make your end-product stronger.

4

Embrace difference

Meet lots of new people you wouldn't normally talk to. They'll each give you a different perspective on things.

You are
DIRECT



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.

KEEP DOING

Keep things simple. Your direct approach means you're easily understood and helps keep communications clear. Your success comes from focusing on the extent to which others are receiving your message rather than your ability to win the conversation.

STOP DOING

You're not afraid to say what you think. Many people will appreciate your honesty, but be careful — it also has the potential to upset more sensitive colleagues. Timing is also of the essence — your message may be the right one but it won't be well received if it's delivered at the wrong time.

START DOING

Because your straight-talking approach might be too much for some people, try to balance what you say to avoid causing offence. Changing direct statements into questions will help your message to be better received.

Here are four ways to help you build on this strength

Learn to compromise

Sometimes it's good to let others have their way. Compromise is important in relationships.

Think about others

Think about the effects of what you're about to say or do. How will it make other people feel?

Turn your opinions into questions

Turn your opinions into questions. This will let people really think about what you're saying.

Think about context

Think about the context of each situation and consider what's appropriate to do.

1

2

3

4

You are
AUTONOMOUS



While able to work as part of a team, it's when you're given the opportunity to focus on your own work that you're at your best.

KEEP DOING

Keep being yourself. Your independent spirit means you make decisions, you get things done and your career moves forwards.

STOP DOING

You've got strong ideas about how things should be done, which is great. Be careful not to become too dominant though, as others need a chance to shine.

START DOING

The best idea in the room won't always be yours. Make sure you sit back and listen to other people, and respect their ideas.

Here are four ways to help you build on this strength

Listen to others

It's important to take others' needs and opinions into account when making decisions. Actively seek those out.

Thank people

Thank people for all the help they give you. Make them feel appreciated and they'll remember you for it.

Be clear

You have an opinion on everything, but make sure you're clear about what those opinions are.

Think about the effect of your actions on others

Think about how things affect people's moods and behaviour. Your actions have an impact.

You are
EMOTIVE



You feel strongly about what you do, and that's evident in your attitude. It's an attitude that shows you care.

KEEP DOING

Approach life with your natural passion and intensity. When choosing projects, choose those you feel connected to and passionate about. When you're not feeling emotionally bought-in to a project, take the time to find reasons why you could be.

STOP DOING

At times your passion can be too intense for those that don't share your strength. Know when to dial it down and recognise there are more important things in life than work. Perspective is key; just because others don't share outward passion doesn't mean they don't care about the project or task at hand — they just show it differently.

START DOING

Think of ways to stay steady and in control when the pressure's on. Emotion is a powerful tool in your communication with others, so think about how and when it can be best used as a tactic.

Here are four ways to help you build on this strength

Push yourself - but not too hard

Try to feel a sense of urgency without becoming overwhelmed by stress.
Push yourself a little.

Find ways to de-stress

Find an escape from stress. That could mean going on holiday, but it could also mean meditating or going for a run.

Don't bottle things up

Don't bottle up your emotions. Create a ritual that helps you switch off at the end of each day.

Think positively

Talk about something that excites you, something that you're proud of. You could inspire others.

1

2

3

4

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.

