

## Your Strengths Report

Thank you for completing the Strengths Assessment. We use your responses to work out the things that come naturally to you, things that give you energy, and make you unique. We like to think of them as Superpowers.

Choosing the right graduate role is a big decision. Knowing what your Strengths are, and how they might match up to the sort of work you will enjoy doing will help you decide on the right opportunity for you.

To thank you for your time in completing the assessment, this report shares what the Strengths Assessment told us about your Superpowers.

## Your Superpowers

Your Superpowers are the strengths you are likely to have possessed from a young age. These are things that will probably feel easy for you, because they are natural strengths. You will typically see exceptional results when you use these Superpowers and you are likely to feel really good when you apply them. You should be looking to identify graduate opportunities that are going to give you the chance to use your Superpowers as much as possible.

Your top two Superpowers from the Online Strengths Assessment are shown on the following page.

### 1. Trust

People see you as someone they can trust. They naturally believe what you say and value the advice you give them. You are known as reliable and your self-assured nature always builds others confidence in your abilities. Your powers are being **credible, reliable and knowledgeable**.

**Unleashing your Superpower:** Think about times when you have been asked to give advice to others. Is there something consistent about the sort of guidance you give or the way you give it?

Use your Superpower and know that you can trust your judgement and help people quickly build confidence in you.

**Remember...** You have to work hard both to earn people's trust and ensure you maintain it. Remember people value humility and you should not expect to always have the answers. Ask for help when you need it.

### 2. Advocate

You want to deliver the best service you can, every time. Ensuring people are really happy with your work matters a lot to you and you'll go the extra mile to ensure that happens. You love to see things from another person's perspective. Your powers are being **selfless, giving and professional**.

**Unleashing your Superpower:** What does great customer service mean to you? Think about how you can use your natural empathy to deliver great outcomes and exceed the expectations of others.

## Areas of Potential

Your Areas of Potential are the things you may need to practice and develop. These things may feel less natural to you because they are skills you have to work hard to get better at, or they may not energise you as much. It might be that you want to develop capability in these areas, or consider them when thinking about the type of work or job you might like to do.

Your top two Areas of Potential from the Online Strengths Assessment are shown on the following page.

### 1. Achieve

It is possible you could be more driven, finding greater inner motivation to spur you on. You may benefit from pushing yourself to attain great results, thinking about what is necessary to deliver the best outcome. You could develop more **drive, determination and ambition**.

**Developing your potential:** Identify one career goal that you would like to achieve this year and one personal goal. Write them down and break each goal down into clear milestones. Review the impact that goal setting has on your outputs and expand the total number of goals you set, while also reducing the timeframe you give yourself to achieve them.

**Remember...** Focussing on your performance will increase your self confidence and likelihood of achieving what you want.

### 2. Network

It is possible that you are not the sort of person who enjoys connecting with a wide range of people. You may have a smaller, closer network that you prefer to rely on, rather than looking for ways to meet new people or broaden your network. You could develop more **connection with others, supporting others, and being well known**.

**Developing your potential:** What small steps can you take to connect with a more diverse group of people? Think about the people who can support your development or career and think about the right way to approach them.

Reflect on how developing in this area makes you feel and the benefits to you of broadening your network.

**Remember...** At the start of your career, a broad network of meaningful contacts is extremely valuable. Work hard to maximise your network and put extra effort into maintaining connections over time. You never know when you might be able to help your connections or they might help you.



## How can I learn more about my Superpowers....?

We hope this report has allowed you to learn a little more about your Strengths, and maybe given you some ideas as to how you can take them even further. It is important to note that there are many more Strengths than the ones we have detailed for you. If you are interested to learn more we recommend the following resources.

<http://www.authentichappiness.sas.upenn.edu/Default.aspx> - learn about Strengths, developing greater self insight and authentic happiness.

As you think about the right graduate role for you, our top 5 tips for spotting your Strengths are:

1. **Energy** - What activities make you feel motivated and enthusiastic? These are likely to be drawing on your Strengths.
2. **Ease** - What activities do you find easy to do and excel at? It's likely you are using your Strengths to achieve these.
3. **To do lists** - What are the things that you never seem to get done? You might be avoiding them because they don't draw on your Strengths.
4. **Authenticity** - When do you most feel like the 'real you?' Remember Strengths are what make us unique and feel powerful; if you don't feel like yourself in a role, it's likely you are not using your Strengths.
5. **Attention** - What activities do you get really absorbed in? When you are able to really concentrate on something and naturally give it your full attention, it is likely you are using your Strengths in some way.

Thanks again for taking the time to complete our Strengths Assessment,

**Graduate Talent Team**  
**Standard Chartered**

**#GOODHAPPENSHERE**

