

STRENGTHS · PROFILE

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Your top realised strength

DETAIL

Your top unrealised strength

CURIOSITY

Your top learned behaviour

RAPPORT BUILDER

Your top weakness

COURAGE

Your Unique Quadrant Profile

Congratulations on starting your strengths journey.

By knowing more about your strengths, you can understand what really motivates you. Use these insights to shape your personal and career success by doing more of what you enjoy and less of what you don't.

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 just means that your responses were heavily 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 Detail | 5 Organiser |
| 2 Writer | 6 Competitive |
| 3 Explainer | 7 Spotlight |
| 4 Adaptable | |

UNREALISED STRENGTHS

Strengths you don't use as often

Perform well Energising Lower use

Use more

- | | |
|--------------|------------------|
| 1 Curiosity | 3 Esteem Builder |
| 2 Compassion | 4 Legacy |

LEARNED BEHAVIOURS

Things you've learned to do but may not enjoy

Perform well De-energising Variable use

Use when needed

- | | |
|-------------------|--------------|
| 1 Rapport Builder | 3 Work Ethic |
| 2 Resolver | 4 Feedback |

WEAKNESSES

Things you find hard and don't enjoy

Perform poorly De-energising Variable use

Use less

- | | |
|------------|-----------|
| 1 Courage | 3 Mission |
| 2 Equality | |

Use your realised strengths wisely

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

1 Detail

- You have a natural ability to focus on the smallest detail.
- You get a buzz from spotting inaccuracies. Errors just seem to jump out at you.
- You would never submit anything yourself that contained a mistake.

Use wisely - Don't become fixated on finding every error and inaccuracy when the situation doesn't demand it. Recognise when you need to deliver something that is good enough.

2 Writer

- You enjoy writing, finding a deep fulfilment in writing things for others to read.
- You have a natural ability to communicate through writing.
- The act of writing helps you to clarify your thoughts, so you write clearly and easily.

Use wisely - You are likely to get pleasure from all types of writing – even emails! Balance this with execution too, as well as making sure you are word for word perfect in what you write.

3 Explainer

- You take complex ideas and express them simply and clearly.
- You love to simplify things, ensuring that a wide range of people can easily understand the content.
- You enjoy coming up with different ways of explaining the same thing to help people understand.

Use wisely - Read your audience. Not everyone needs the same level of explanation, so you may need a few ways to deliver your content to avoid patronizing people.

4 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.

5 Organiser

- You love to be well-organised. Everything has its place, both in your work and your personal life.
- Your organisation means that you are able to be as effective as possible in everything you do.
- You always know where things are and what to do when - because you have organised everything in advance.

Use wisely - How do you fare with unexpected changes or spontaneity? Sometimes it is good to just sit back and enjoy surprises, taking a less structured approach.

6 Competitive

- You are highly motivated by competing against others. For you, winning is the only option.
- You gauge your progress and success through measuring your abilities in comparison to others.
- You feel great when you are first, but you take it hard when you lose. For you, losing hurts.

Use wisely - Support others to up their game too and notice the competition. Be mindful of those around you who are less competitive.

7 Spotlight

- Whether in a meeting or in a social gathering, you naturally speak up and hold the floor.
- You love capturing people's interest and attention, and find this easy to do.
- You find that you can get people to listen to you and focus on what you're saying or doing, whatever the distractions.

Use wisely - Ensure you use your Spotlight for a good reason; to achieve an outcome. That way you can rest it when it isn't required, giving others a chance to shine as well.

Use your unrealised strengths more

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

1 Curiosity



- You are interested in most things and like to ask questions, undertaking your own follow-up reading.
- You like to be open to new ideas, seeking out new information.
- You're unlikely to let fascinating points pass you by, without trying to find out more about them.

Use more - Focus on your preferences for finding information. For example, searching the internet, reading books or asking questions. Align your research to your priorities.

2 Compassion



- You want the best for everyone and offer sympathy and support to others.
- When people are unhappy, you tend to look for the right thing to say.
- You often take action to help people in whatever way you can.

Use more - Look out for those you can reach out to and support. Focus on those who have had a significant absence of support in the past.

3 Esteem Builder



- You often see the potential and possibility in people, helping them to recognise it for themselves.
- You help people understand what they are good at, even when they do not recognise it.
- You like to help others develop their self-confidence and achieve what they are capable of achieving.

Use more - Be authentic in your praise. Work with people for whom you are really passionate about being able to help achieve their potential.

4 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.

Use your learned behaviours when you need them

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

1 Rapport Builder

Hello

- You have learned how to start conversations with people quickly and easily.
- You are comfortable meeting people for the first time.
- You are able quickly to find something that is of interest to you both, helping to establish a relationship.

Use when needed - If it's tiring, avoid situations where you have to do this daily. Focus on doing this well when you need to, doing so for shorter periods of time.

2 Resolver



- You are good at solving problems.
- When faced with a really complex problem, you know how to approach it and get to the root of the issue.
- You don't like to be beaten by a problem and will try to persist in seeing it through to a solution.

Use when needed - Have you solved too many problems recently, or perhaps you prefer the preventative approach? Get help from your strengths or resolve something you can solve easily.

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 Feedback



- You have learned how to give people both positive and negative feedback.
- You understand it is important to let people know what they have done well.
- You have learned to give people accurate feedback so they know where they can improve.

Use when needed - Look for opportunities where that feedback can connect to a larger goal, help somebody to develop, or give them the skills to do something for themselves.

Use your weaknesses less

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

1 Courage



- Facing up to your fears does not come naturally to you.
- You find that at times your fear gets in the way of what you want to do, so there are some things that you avoid doing.

Use less - What do you avoid in particular? Write down what the fear is centred around and identify a few actions that you can take to overcome it. Be honest with others and ask for their support.

2 Equality



- Being fair and equitable may not be something that tends to concern you as much as other people.
- You may take the view that life is not straightforward and so things may not always be fair.

Use less - While you might not need to champion equality, work with doing what is right for individuals according to their context and situation at the time.

3 Mission



- You may not feel as though the things you do daily are always guided by your sense of a bigger mission.
- You tend to spend your time doing what feels right at that moment, rather than thinking about what you are doing and why.

Use less - It's OK not to be focused on achieving a greater mission, but having more purpose can help you be more fulfilled. Focus on getting this purpose from daily activities that match your interests.

New Feature

Your Strengths Career Guide

Whether you're just starting out in your career or looking to gain experience in a new area, choosing a role that aligns to your strengths improves how successful you are and how much you enjoy the work you do. We've reviewed years of data across success, roles and strengths use and carefully selected 43 sectors. Below (in alphabetical order, not ranked) are the 6 sectors that most utilise your realised strengths and 2 sectors that most utilise your unrealised strengths. Use it as a guide to help you in your future career choices.

Career Suggestions

For your realised strengths – what you perform well at, enjoy and use often



Accounting & Tax

Accounting professionals are responsible for managing, reporting and auditing a business or client's accounts on a domestic or global scale. Tax Specialists provide advice around the rules and regulations of tax law in their areas.



IT

IT professionals install, monitor, configure and maintain computer hardware, software, systems and networks. This can involve offering face-to-face support for users or liaising with manufacturers and developers.



Administration

Administrative professionals provide support for the day-to-day running of organisations or individuals by organising, maintaining and overseeing tasks and procedures essential to the continuation of the business.



Law

Legal professionals guide and advise their clients with legal matters, representing them in court when necessary. There are many specialised areas of the law including, tax, legislative, criminal and family law.



Engineering & Manufacturing

Engineering & Manufacturing spans a wide variety of roles surrounding the research, analysis, design, development, building, production and distribution of new products either from raw or pre-made components.



Science & Pharmaceutical

Science & Pharmaceutical professionals build and expand on established knowledge and discoveries with practical and theoretical experimentation to create innovative new solutions for the problems of the modern world.

Potential Career Suggestions

For your unrealised strengths – what you perform well at, enjoy and use less often



Animal Welfare

Animal Welfare involves protecting, treating and caring for animals both in and out of their natural habitats, including work in veterinary, breeding, pet and companionship programmes and captive wildlife.



Education & Teaching

Education professionals teach a variety of learning and skills to expand a person's knowledge and potential. This could include academia, personal development, vocational, community or life skills, and covers all age ranges.

Learn more about your strengths and your career within our **Best SELF Model**

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 60 of your strengths, revealing where each feature within the 4 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.		Prevention You think ahead, to anticipate and prevent problems before they happen.
	Innovation You approach things in ingenious ways, coming up with new and different approaches.		Pride You strive to produce work that is of the highest standard and quality.
	Judgement You enjoy making decisions and are able to make the right decision quickly and easily.		Rapport Builder You establish rapport and relationships with others quickly and easily.
	Legacy You want to create things that will outlast you, delivering a positive and sustainable impact.		Relationship Deepener You have a natural ability to form deep, long-lasting relationships with people.
	Listener You are able to listen intently to and focus on what people say.		Resilience You take hardships in your stride, recovering quickly and getting on with things again.
	Mission You pursue things that give you a sense of meaning and purpose in your life.		Resolver You love to solve problems, the more difficult the better.
	Moral Compass You have a strong ethical code, always acting in accordance with what you believe is right.		Self-awareness You know yourself well, understanding your own emotions and behaviour.
	Narrator You love to tell stories and see the power of these stories to convey insights.		Self-belief You are confident in your own abilities, knowing that you can achieve your goals.
	Optimism You always maintain a positive attitude and outlook on life.		Service You are constantly looking for ways to help and serve others.
	Organiser You are exceptionally well-organised in everything you do.		Spotlight You love to be the focus of everyone's attention.
	Persistence You achieve success by keeping going, particularly when things are difficult.		Strategic Awareness You pay attention to the wider context and bigger picture to inform your decisions.
	Personal Responsibility You take ownership of your decisions and hold yourself accountable for your promises.		Time Optimiser You maximise your time, to get the most out of whatever time you have available.
	Personalisation You recognise everyone as a unique individual, noticing their subtle differences.		Unconditionality You accept people for who and what they are, without ever judging them.
	Persuasion You enjoy bringing others round to your way of thinking and winning their agreement.		Work Ethic You are very hard working putting a lot of effort into everything you do.
	Planner You make plans for everything you do, covering all eventualities.		Writer You love to write, conveying your thoughts and ideas through the written word.