

## STRENGTHS · PROFILE

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Your top realised strength

**PRIDE**

Your top unrealised strength

**COMPASSION**

Your top learned behaviour

**SPOTLIGHT**

Your top weakness

**PERSUASION**

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## 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 Pride   | 3 Improver |
| 2 Mission | 4 Growth   |

### UNREALISED STRENGTHS

Strengths you don't use as often

Perform well   Energising   Lower use

Use more

- |              |                         |
|--------------|-------------------------|
| 1 Compassion | 5 Legacy                |
| 2 Listener   | 6 Relationship Deepener |
| 3 Enabler    | 7 Connector             |
| 4 Resolver   |                         |

### LEARNED BEHAVIOURS

Things you've learned to do but may not enjoy

Perform well   De-energising   Variable use

Use when needed

- |             |                       |
|-------------|-----------------------|
| 1 Spotlight | 3 Strategic Awareness |
| 2 Detail    | 4 Writer              |

### WEAKNESSES

Things you find hard and don't enjoy

Perform poorly   De-energising   Variable use

Use less

- |                  |                   |
|------------------|-------------------|
| 1 Persuasion     | 3 Personalisation |
| 2 Time Optimiser |                   |

## Use your realised strengths wisely

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

### 1 Pride



- You take pride in everything that you do.
- You love to deliver work that is consistently of the highest standard and quality, getting it right first time.
- You set high standards for yourself, and enjoy the recognition of others for the quality of your work.

**Use wisely** - It may be frustrating for you if others don't share your passion for quality. Try developing them and making sure you have given clear instructions as to your expectations.

### 2 Mission



- You derive great fulfilment from doing things that give your life meaning and purpose.
- You could be focused on one or many different things that provide purpose.
- How you spend your time, your decisions and your future plans are all aligned to your sense of mission and purpose in life.

**Use wisely** - Meaning doesn't always have to be long term or earth-shattering. What are the small things in life to which you can attribute meaning and purpose? What makes a good day for you?

### 3 Improver



- You love looking for ways to do things better.
- You prefer not to accept the way things are usually done, as you love to see how you can make things more effective.
- You find that you do this very naturally – and a lot of the time!

**Use wisely** - Don't feel that you have to improve everything all the time. Focus your attention on the things that really need improving, rather than just tweaking things for the sake of it.

### 4 Growth



- Whatever you are doing, you look for ways to develop yourself further.
- You actively seek out activities, skills, knowledge, or new ways of working that will help you grow.
- You love to invite feedback on your performance, acting on both positive and negative comments.

**Use wisely** - Don't forget to stand back at times and celebrate how much you have already learned and achieved. Be proud of yourself and how you have developed!

## Use your unrealised strengths more

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

### 1 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.

### 2 Listener

- You show an interest in what people have to say.
- You listen not only to the words, but to how those words are used.
- Everything that someone says is important to you. You rarely miss something that matters.

**Use more** - Everyone loves to be listened to. Are there any individuals or groups who have not had their voice heard, that you could get involved with and support?

### 3 Enabler

- You tend to enjoy developing people so that they can do things for themselves.
- While providing support and encouragement, you often give people tasks that you know will stretch them.
- You like to encourage people out of their comfort zone, in ways that will help them to grow and develop.

**Use more** - Perhaps take on one or two people to mentor and focus on making a big difference to them. It will be extremely rewarding.

### 4 Resolver

- You like solving problems. The more complicated the problem, the better.
- You like to go the extra mile to find a solution and the root of the problem.
- You're rarely beaten by a problem, but problems are often beaten by you.

**Use more** - What is the biggest problem you have solved to date? What, at work or home, has been sitting around for months waiting for someone like you to come up with a solution?

### 5 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.

### 6 Relationship Deepener

- Building close relationships with people is important to you.
- For you, getting to know someone, and for them to know you, takes time.
- Your relationships with people tend to develop slowly over time, but typically last for the long term.

**Use more** - Get more involved, at work or home, with people on a one-to-one basis. Perhaps coaching, befriending, managing, or building client relationships?

### 7 Connector

- Whatever situation you find yourself in, you tend to make connections between the people that you meet.
- You notice when people have shared interests or something in common.
- You like to think about the ways you can effectively bring people together for their mutual benefit.

**Use more** - Put yourself in more situations to network and connect with others. Be mindful of daily opportunities on the school run, sports and hobbies or social media.

## Use your learned behaviours when you need them

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

### 1 Spotlight



- You have learned that sometimes it is necessary to be the focus of people's attention.
- In a meeting or in a social gathering, you are able to speak up and hold the floor.
- You find that you can get people to listen to you when you need to do so.

**Use when needed** - You might find it exhausting, so try and only use it when you need to. What other Communicating strengths could you use instead to get your message across?

### 2 Detail



- You have learned how to focus on detail, developing strategies that help you spot inaccuracies.
- When you see an error, you are quick to correct it.
- You try to avoid submitting work that contains mistakes.

**Use when needed** - Do the appropriate checks and leave it at that. Know when you need a break, or when others need to step in, as it can be difficult to check your own work.

### 3 Strategic Awareness



- You have learned to take an interest in understanding changes in the wider world that could impact on your plans.
- You are able to develop and shift long term plans effectively.
- You try to ensure that you take steps to deal with whatever future circumstances may arise.

**Use when needed** - A balance of the short and longer term picture is ideal. Try to work practically with detailed tasks when you need to, as well as working on the future.

### 4 Writer



- You have learned to write well.
- You have the ability to use the written word to help you to clarify your thoughts.
- You can efficiently write things that other people will read.

**Use when needed** - Try other forms of communication to suit your audience. Use others as a sounding board too if you are stuck, sometimes getting started is the hardest part.

## Use your weaknesses less

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

### 1 Persuasion



- You may not enjoy having to convince people about something and bring them around to your point of view.
- You may find it hard to make a good case for what you want, preferring to go along with what other people want.

**Use less** - If influencing others is something you need to do, understand your audience well, so you know how to approach them. Do they need to know the benefits, the impact, or the positive outcome?

### 2 Time Optimiser



- You feel relaxed about how you spend time, and tend not to worry about squeezing more out of every minute.
- You may not feel that you use time as well as others do, preferring to take your time and go at your own pace.

**Use less** - What stops you working as effectively within the time available? Perhaps you have to wait for decisions, or you prefer to wait for instructions. Do you have the motivation to change your situation?

### 3 Personalisation



- You may not naturally notice the subtle differences in people that make everyone unique.
- You may find it hard to know what the different motivators of different people are, or that what is right for one person may not be right for another.

**Use less** - Is this important in your role? If yes, practice paying more attention to others. Get in to the habit of asking more questions to get to know people on a more personal level.

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



#### Coaching & Counselling

Coaching professionals support people to create a new life path and focus on the future. Counselling professionals support people to overcome difficulties and make important changes in their lives.



#### 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.



#### Design

Designers bring a client's concept to life through illustration, prototypes and graphic design, taking into account all relevant information, trends, materials and software. This can include the creation and marketing of a product.



#### Environment

Environmental professionals assist corporations, government and the public to make informed decisions regarding the use of natural resources. This can include work in air and water quality, conservation and sustainable development.



#### 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.



#### Sport & Recreation

Sport & Recreation spans a wide variety of roles connected to the sporting industry including professional athletes, coaches, trainers, sports event coordinators and managers, and gym and fitness professionals.

### Potential Career Suggestions

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



#### Non-Profit & Voluntary

The Non-Profit & Voluntary sector is dedicated to improving the world and the lives of people. This can involve taking on multiple roles often within smaller organisations or offering specific skills and experience.



#### Social Care

Social Care professionals provide care and practical assistance to their service users, whose needs can include physical or learning disabilities, mental ill health and drug or alcohol dependencies.

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.



### Adaptable

You juggle things to meet changing demands and find the best fit for your needs.



### Adherence

You love to follow processes, operating firmly within rules and guidelines.



### Adventure

You love to take risks and stretch yourself outside your comfort zone.



### Authenticity

You are always true to yourself, even in the face of pressure from others.



### Bounceback

You use setbacks as springboards to go on and achieve even more.



### Catalyst

You love to motivate and inspire others to make things happen.



### Centred

You have an inner composure and self-assurance, whatever the situation.



### Change Agent

You are constantly involved with change by advocating and making it happen.



### Compassion

You really care about others, doing all you can to help and sympathise.



### Competitive

You are constantly competing to win, wanting to perform better and be the best.



### Connector

You make connections between people, instinctively making links and introductions.



### Counterpoint

You always bring a different viewpoint to others, whatever the situation or context.



### Courage

You overcome your fears and do what you want to do in spite of them.



### Creativity

You strive to produce work that is original by creating and combining things in imaginative ways.



### Curiosity

You are interested in everything, constantly seeking out new information and learning more.



### Detail

You naturally focus on the small things that others easily miss, ensuring accuracy.



### Drive

You are very self-motivated, pushing yourself hard to achieve what you want out of life.



### Emotional Awareness

You are acutely aware of the emotions and feelings of others.



### Empathic

You feel connected to others through your ability to understand what they are feeling.



### Enabler

You create the conditions for people to grow and develop for themselves.



### Equality

You ensure that everyone is treated equally, paying close attention to issues of fairness.



### Esteem Builder

You help others to believe in themselves and see what they are capable of achieving.



### Explainer

You are able to simplify things so that others can understand.



### Feedback

You provide fair and accurate feedback to others to help them develop.



### Gratitude

You are constantly thankful for the positive things in your life.



### Growth

You are always looking for ways to grow and develop, whatever you are doing.



### Humility

You are happy to stay in the background, giving others credit for your contributions.



### Humour































You see the funny side of almost everything that happens - and make a joke of it.



### Improver

You constantly look for better ways of doing things and how things can be improved.

## Strengths Definitions

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