

## 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.

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 core Strengths.

### Your Strengths

This assessment displays 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 Strengths and you are likely to feel great when you apply them. You should be looking to find graduate opportunities that will give you the chance to use your Strengths as much as possible.

Your top two Strengths from the Strengths Assessment are:

#### 1. Learn

You understand ideas and concepts easily and quickly. You share your knowledge with others and love putting what you learn into practice. You are gifted in being **inquisitive, open and informed**.

**Developing your Strength:** What can you learn to really push your intellectual boundaries? Challenge yourself to learn something new and draw inspiration from a wide range of sources.

Tune into your Strength and translate what you learn into subject matter expertise.

**Remember...** People learn in different ways. Don't be surprised if you need to adapt your style when working with others who may pick up information differently.

#### 2. Resilience

You do not dwell on the negative and always take a positive approach to challenges. When you receive feedback, you use it as an opportunity to improve and you bounce back quickly after a setback. You are gifted in being **resilient, persistent and strong**.

**Developing your Strength:** Knowing that you cope well with setbacks, you can confidently challenge yourself to try out new things. Recovering quickly means that you can stay focussed on results and always work to deliver positive outcomes.

Use your Strength to make courageous choices.

**Remember...** Make sure that bouncing back quickly doesn't mean that you lose out on opportunities to

## 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 Strengths Assessment were:

### 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**.

**Advancing your Strength:** 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 and 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. Trust

Part of building trust is about having confidence in your own abilities. You may have a natural tendency to downplay your achievements. Be careful, as this could cause others to question you and you may need to work even harder to win their trust. You could develop more **credibility, reliability, and broad knowledge**.

**Advancing your Strength:** Think about your areas of expertise and how you can be more confident in your capabilities. Seek out opportunities to show others that they can trust you.

Reflect on how developing in this area makes you feel and the ways you might benefit by changing your self-perception.

**Remember...** Part of earning the trust of others is about trusting yourself in the first instance. Use your instincts and judgement to know when to give advice and when to ask for it.



## How can I learn more about my Strengths?

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.jobmi.com> - learn about your strengths, using them for goal achievement, your personality and more.

<http://www.authentic happiness.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**

