



Bishoy Sokkar Wingfinder Report

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What makes you unique, Bishoy?

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.

Connections

Measures how you manage relationships and how you manage yourself.



Diplomatic Direct Supportive Autonomous Balanced Emotive
Sociable Reserved

Creativity

Measures how you adapt, develop alternatives or force new information and experiences.



Adaptable Focused Innovative Pragmatic Open to Experience
Classical

Drive

Measures your motivation, ambition and self-discipline towards pursuing goals and handling setbacks.



Confident Modest Achiever Patient Disciplined Relaxed
Dutiful Independent

Thinking

Looks at your ability to reason abstractly and solve complex problems.



Agile Intuitive



Connections

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



You're comfortable meeting new people and networking, and you're able to read and influence others if required. But you're equally happy working on your own and enjoy projects that let you be autonomous.

You are slightly more diplomatic than direct

You're concerned with other people's needs and try to deal with conflict fairly. You hear what other people have to say and are honest in your own opinions.



On a good day You have strong social skills

On a bad day You avoid giving critical feedback

You succeed through

- ✓ being able to see two viewpoints
- ✓ getting your point across clearly
- ✓ listening to others

You are very supportive

★ Top strength

You consider other people's opinions before your own. Your focus and desire is to do good for others.



On a good day You are naturally supportive of colleagues

On a bad day You can be too influenced by others' needs

You succeed through

- ✓ your focus on the bigger picture
- ✓ your regard for others
- ✓ being someone others can trust

You are balanced

It takes lot for you to feel the pressure. You're good at keeping a cool head, and staying upbeat and focused.



On a good day You stay calm when stress levels rise

On a bad day You may not realise when others are stressed

You succeed through

- ✓ your confidence
- ✓ staying positive
- ✓ not worrying too much

You are reserved

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.



On a good day You avoid social distractions

On a bad day You feel uncomfortable in large team settings

You succeed through

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



Creativity

Your CREATIVITY measures how original and innovative your thinking is, or how logical and analytical it is.



You're good at coming up with new ideas but also recognise the importance of combining this with tried and tested approaches. You enjoy a balance between the new and the old, and appreciate originality when it's not too eccentric.

You are slightly more adaptable than focused

You have a pragmatic approach to problem-solving, and you're willing to embrace different ideas and approaches without losing sight of the task in hand.



On a good day You respond well to new environments

On a bad day You can take on too many tasks at once

You succeed through

- ✓ your flexible thinking
- ✓ your structured approach
- ✓ your ability to focus

You are slightly more innovative than pragmatic

You're good at coming up with ideas that are original but not far fetched. You believe innovation should be practical.



On a good day You enjoy coming up with innovative solutions

On a bad day You feel constrained by routine

You succeed through

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

You are open to experience

★ Top strength

You enjoy daydreaming and think originally. Open-minded and comfortable with change, you adapt well to new situations.



On a good day You leap enthusiastically into the unknown

On a bad day You avoid repetitive tasks

You succeed through

- ✓ your intuition
- ✓ your flexibility
- ✓ your keen sense of aesthetics



Drive

Your DRIVE measures your level of ambition.



You're self-confident and determined to produce work that's consistently strong. You have a sense of competition that motivates you, you value the respect of your peers and want to be recognised for your achievements or the quality of your work.

You are confident

★ Top strength

You have a strong belief in your own abilities. Only in the most challenging situations do you appear less than confident.



On a good day You are comfortable in the limelight

On a bad day You have high expectations for yourself

You succeed through

- ✓ taking the lead
- ✓ taking on tough situations
- ✓ presenting yourself as highly capable

You are an achiever

★ Top strength

You're motivated and ambitious so you work hard to make a real difference. You expect a lot from yourself.



On a good day You strive to reach your goals

On a bad day You can overshadow less driven colleagues

You succeed through

- ✓ your natural ambition
- ✓ your determination
- ✓ having clear goals

You are slightly more disciplined than relaxed

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



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

You succeed through

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

You are slightly more independent than dutiful

While you feel a strong sense of obligation to deliver on key asks, you are also adept at self-directing your work. Your flexible approach means you are comfortable transitioning seamlessly between projects that require strict adherence to guidelines and those that demand initiative.



On a good day you are self-reliant and willing to take a stand

On a bad day you may seem resistant to listen to authority

You succeed through

- ✓ your ability to adjust to different project requirements
- ✓ your willingness to follow others
- ✓ your ability to self-manage your workload



Thinking

Your THINKING measures the abilities you draw upon when solving problems and ranges from Intuitive 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.

You are slightly more intuitive than agile

You learn from both experience and theory. So while you think logically and rationally, you're not robotic in your approach.



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

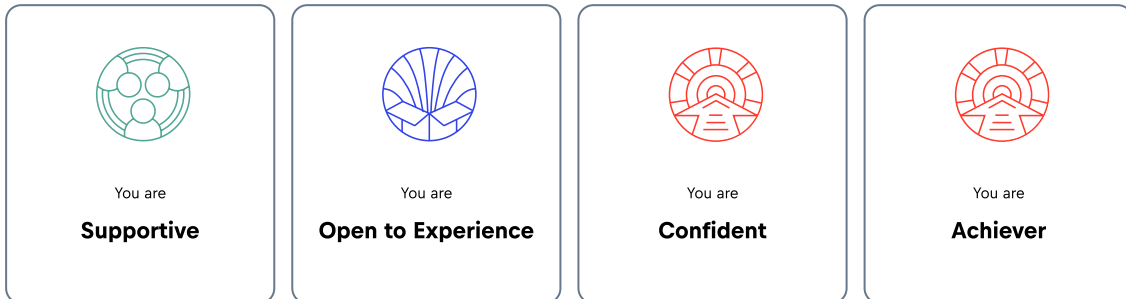
You succeed through

- ✓ remaining objective
- ✓ trusting your instincts
- ✓ understanding that the most simple solution is sometimes the right one

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 develop.

Your Top Strengths



✧ 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 **supportive**

You consider other people's opinions before your own. Your focus and desire is to do good for others.

» Keep doing

Your desire to assist others is a valuable quality. It means the people you work with feel that you are there when they need help and that you're working for the good of the team.

■ Stop doing

Make sure you're not spending so much time helping others, you forget about yourself. Challenge yourself to give hard facts and data more weight over the needs of members of the group, in your decision-making.

► Start doing

Your belief in other people is a great quality of leadership. Try to bring more people together to achieve collective goals — don't shoulder the entire burden yourself.

Here are four ways to help you build on this strength

1 Use your empathy

Continue to help others and be aware of when one of your colleagues is having a tough time.

2 Maximise impact

Your desire to help others is valued, try and think where and when you can have the most impact.

3 Think of yourself sometimes too

It's important to put other people's needs before yours, but remember to treat yourself every once in a while.

4 Focus is important

You like to achieve your goals as part of a group, but sometimes your own focus should take priority.



You are **open to experience**

You enjoy daydreaming and think originally. Open-minded and comfortable with change, you adapt well to new situations.

» Keep doing

Keep sharing your imaginative perspective with others. Bring them along for the ride and help them see the possibilities in each situation.

■ Stop doing

Sometimes, challenging others can land you in hot water. Know when and how to express your progressive ideas – and also when it might be best not to.

► Start doing

Start applying more focus and discipline to your pursuits, to help bring your creative ideas to life more often.

Here are four ways to help you build on this strength

1 Look outside your work for inspiration

Use your interests outside of work to help fuel your creativity and productivity at work.

2 Share ideas with others

Go to lunch with other creative thinkers and share your ideas in an informal atmosphere.

3 Use your self-awareness

Use your awareness of your feelings to your benefit — making better decisions, for example.

4 Respect other viewpoints

You can be quite open in your views, but be careful about when and how you present them if you are challenging the status quo at work.



You are **confident**

You have a strong belief in your own abilities. Only in the most challenging situations do you appear less than confident.

▶▶ Keep doing

Stay confident by learning new skills and finding new challenges. Your confidence is at it's best when it's based on your competence. Whatever stage you're at in your career, remember there's always something new to learn.

■ Stop doing

Don't allow yourself to become overconfident. Being complacent will cause you to try less, and will stop you from growing and improving.

▶ Start doing

Having overly ambitious goals can undermine your confidence, so reinforce your self-belief with regular small wins. Each step will move you closer to that big goal.

Here are four ways to help you build on this strength

1 It's ok to be wrong

It's okay to be wrong sometimes, but make sure you listen to the input of others.

2 Recognise others

Acknowledge the input other people made to your achievements. Celebrate together.

3 Find a mentor

Everyone can benefit from a mentor. Identify someone you admire at work, someone you can learn from.

4 Be prepared to learn

When someone's critical of your work, keep an open mind. There may be much to learn from their suggestions.



You are **achiever**

You're motivated and ambitious so you work hard to make a real difference. You expect a lot from yourself.

▶▶ Keep doing

Keep challenging yourself and sharpening your skills. Nothing's more satisfying than working at the peak of your ability.

■ Stop doing

Hold back a little because sometimes your desire to get things done can come across as being too forceful.

▶ Start doing

Focus on a few carefully prioritised tasks — quality rather than quantity should be the focus of your achievements. The key to your growth is to act on the learning from your successes and failures.

Here are four ways to help you build on this strength

1 Disconnect when you can

Make full use of your holiday time to stay refreshed and at the top of your game. Disconnect when you can as chances are, the work will still be there for you when you return.

2 Plan ahead

Plan each day the night before, focusing on just the things you want to prioritise.

3 Be realistic

Ambition will take you places, but be realistic about what you can actually get done.

4 Remember to prioritise

Understand what's urgent as that's where your focus should be. The rest can wait.