say hello to Strengthscope®
Ensures that everyone is able to have honest, authentic conversations about who they really are, what they love to do and how they can bring their best to work and to life, every single day.
WHAT DO YOU NEED

The world is telling people to be unique, be true, be strong, and be themselves.

So how are you responding?

Let us introduce you to Strengthscope®.

Skim, scan, analyse, whatever your reading style – take it all in. And to find what you need to know, just look to the right.

4 THE PROOF
The business case for the strengths approach.

8 THE REPORTS
The need-to-knows on our five main reports, and what they can do for you.

20 THE ACCREDITATIONS
Information on our three accreditations and the reports they unlock.
PEOPLE USING STRENGTHS IN THEIR ORGANISATIONS SEE...

- 11% reduction in absenteeism
- 15% increase in sales
- 29% increase in profit
- 36% increase in productivity
- 49% lower turnover in staff
- 67% of employees are more engaged when their manager focuses on their strengths
- 73% improvement in engagement
- 15% increase in profit

With our unbeatable suite of Strengthscope® products – the only strengths assessment globally to have achieved BPS certification.

Whether it’s to profile an individual, a team, a group, a group of leaders or whether it’s to measure the level of engagement from beginning to end – we’ve got you.

For now, we’ll go through our five core reports: Strengthscope®, Strengthscope360™, StrengthscopeTeam™, StrengthscopeLeader™ and StrengthscopeEngage™.
THE REPORTS

**Strengthscope®**
Enables self-awareness through the discovery of your unique strengths, so that you can truly ‘say hello to you’.
You need this for effective personal development, early stage career programmes and recruitment/onboarding.

**Strengthscope360™**
Plugs into your Strengthscope® self-report so that you can gain valuable feedback from co-workers on how they see you using your strengths day-to-day.
Perfect for first-line manager programmes, appraisal/check-in conversations, high potential programmes & more.

**StrengthscopeTeam™**
Allows teams to discover what truly makes them unique, and how this can impact everyday habits and behaviours by consolidating individual profiles.
The ideal solution for team development, improved communication, collaboration and to harness diversity in teams.

**StrengthscopeLeader™**
Learn what it is about you that makes you a truly unique leader and gain valuable feedback with the world’s only strengths-based 360 leadership profiler.
This report is a must for executive/leadership coaching and development, leadership programmes such as future leaders, high potential leaders and senior executives.

**StrengthscopeEngage™**
Measures changes in staff engagement and productive use of strengths following on from development initiatives, also providing advice on creating a positive, strengths-based culture, so that you can stop, start and continue your way to brilliance.
THE WHEEL

This strength cluster concerns how you make sense of, express and manage emotions.

Relational: 31%
Execution: 23%
Thinking: 29%

This strength cluster concerns establishing and maintaining productive relations with others.

This strength cluster concerns how you go about gathering and using information to make decisions.

This strength cluster concerns delivering results - what and how they are delivered.
STRENGTHSCOPE®
CHANGED MY LIFE
STRENGTHSCOPE®

Start your Strengthscope® journey and give yourself permission to be you by discovering your unique strengths.

WHAT’S INCLUDED?

• Your unique Strengthscope® profile
• Your overdrive and other potential performance risks

WHO’S IT FOR?

• People who want to provide others with the knowledge and tools to enable them to bring their best to work and to life every day.

WHERE’S IT USED?

• Primarily used for people new to strengths, those at entry/early career levels of organisations or where gathering 360 feedback doesn’t make sense

• Personal development
• Early stage career programmes
• Recruitment and onboarding
Now you know you, how do others see you?

Build on your self-report and get valuable feedback on how people see your strengths play out at work.

WHAT'S INCLUDED?
- Your unique Strengthscope® profile
- Your overdrive and other potential performance risks
- 360 data identifying how the people around you see your strengths at work – how often and how effectively

WHO'S IT FOR?
- A great way to begin any development programme, where knowing yourself is an important place to start
- Coaching where building confidence, understanding impact and learning more about strengths in action is a focus

WHERE'S IT USED?
- First-line manager programmes
- High potential programmes
- Appraisal/check-in conversations
- Team development (alongside StrengthscopeTeam™ profile)
- Diversity and inclusion initiatives
THIS HAS PROVIDED ME WITH THE GREATEST INSIGHT COMPARED WITH ANY OTHER PSYCHOMETRIC TESTING I'VE COMPLETED IN MY CAREER.
WE'VE SEEN OUR LEADERS COME AWAY WITH LIGHTBULB MOMENTS, GAINING A DEEPER UNDERSTANDING OF THEMSELVES AND A DEEPER CONNECTION WITH OTHERS.
STRENGTHSCOPEOLEADER™

So now you know you, what about your inner leader?

Learn what it is about you that makes you a truly unique leader and gain valuable feedback on how to bring your authentic style into your leadership approach.

WHAT'S INCLUDED?
- Your unique Strengthscope® profile
- Your overdrive and other potential performance risks
- 360 data identifying how the people around you see your strengths at work – how often and how effectively
- 360 data identifying your most and least effective leadership behaviours
- Suggested actions to develop leadership effectiveness based on your unique strengths
- Leaders seeking 360 feedback on their effectiveness as a leader and people’s confidence in them as a leader
- Leaders who want to understand how to build a more inspired and engaged, high performance culture
- Leaders curious to know how their unique style impacts relationships, performance and team culture

WHO'S IT FOR?
- Any leader looking to better understand their unique and authentic leadership style
- Any leader with >1 year of experience
- Any Leadership programme incl. future leaders, high potential leaders and senior executives
- Executive/Leadership coaching

WHERE'S IT USED?
- Any leader with >1 year of experience
- Any Leadership programme incl. future leaders, high potential leaders and senior executives
- Executive/Leadership coaching
STRENGTHSCOPETEAM™

Now you better understand you, you’ll be able to truly connect with the people around you.

Consolidate individual reports to better understand what makes your team truly unique and how this can impact everyday habits and behaviours.

WHAT’S INCLUDED?
- Team significant strengths
- Team unique Strengthscope® profile
- Team overdrives and other potential performance risks
- Feedback from the team identifying most and least effective team behaviours
- Suggested areas for improvement as a team

WHO’S IT FOR?
- Any team who wants more than just awareness and is curious to know how each other’s strengths impact the performance and culture of the team
- Particularly good for teams wanting to delve deeper into why they behave the way they do and how to better leverage each other’s unique strengths every day
- More and more commonly used to highlight and appreciate diversity in a team

WHERE’S IT USED?
- Team development – building trust and engagement with the team, building a more appreciative and inclusive team culture
- Team meetings – re-use and awareness during team meetings to continually build more productive team behaviours
- Management information – team behavioural diagnostic to identify ways to improve team performance
I NOW SEE MORE BALANCED LEADERSHIP DISCUSSIONS, TARGETED CHALLENGE AND GREATER LEVERAGE OF TEAM SKILLS TO DRIVE GREATER PERFORMANCE FOR OUR BUSINESS.
StrengthscopeEngage® measures changes in staff engagement and productive use of strengths following on from development initiatives. It also provides advice on creating a positive, strengths-based culture so that you can stop, start and continue your way to brilliance.

**WHAT'S INCLUDED?**
- The organisation/department/team engagement report
- Your baseline report – where you were when you first started your Strengthscope® journey
- Your progress report – where you are now and how far you’ve come
- Breakdown of responses to highlight future areas for development

**WHO'S IT FOR?**
- An organisation who’s recently adopted Strengthscope® or a strengths–approach and wants to be able to report the Return on Investment of doing so
- An easy and great way to measure and report back the success of any development programme or intervention
THE ACCREDITATIONS

complete all three and become a master of Strengthscope®!

Become accredited in our core Strengthscope® products - Strengthscope®, Strengthscope360™ (the first 360 degree strengths profiler) and StrengthscopeEngage™. These tools form the heart of the Strengthscope® system, designed to help people identify what makes them truly unique, enabling honest and authentic conversations and empowering people to develop and stretch their strengths to productively overcome blockers to their performance.

StrengthscopeTeam™

Become accredited to use StrengthscopeTeam™ and StrengthscopeGroup™ and gain access to an extensive strengths-based team development toolkit. All you need to deliver high impact, strengths-based team development programmes. Whether it’s a new team, a new leader joining a team, a dysfunctional team or a high performing team looking for that all-important marginal gain, this accreditation provides you the tools to deliver exceptional results.
Become accredited to use the world’s first strengths-based leadership profiler – StrengthscopeLeader™ and gain access to an extensive strengths-based leadership development toolkit to help you develop leaders who will inspire and empower their people to bring their best to work every day. Whether you work alongside leaders on specific leadership and mentoring programmes, executive coaching or team coaching, This is the tool that will ensure you are developing leaders fit for an ever-changing world of work.