



Confidential

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**Strengthscope®**

Accreditation

# Hello :)

 **Name and role**

**What are you looking to get out of the training?**

**How are you intending to use Strengthscope® in your work?**

**What are your current goals/challenges/career aspirations?**

**What are the things that most energise you at work?**

**What are the things that most energise you at home?**



# What you can use as a result of accreditation

## Strengthscope® Accreditation



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.



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 and more.



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.

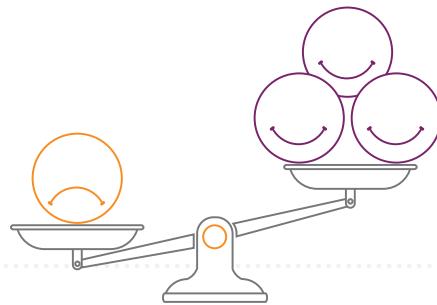


## What you will learn

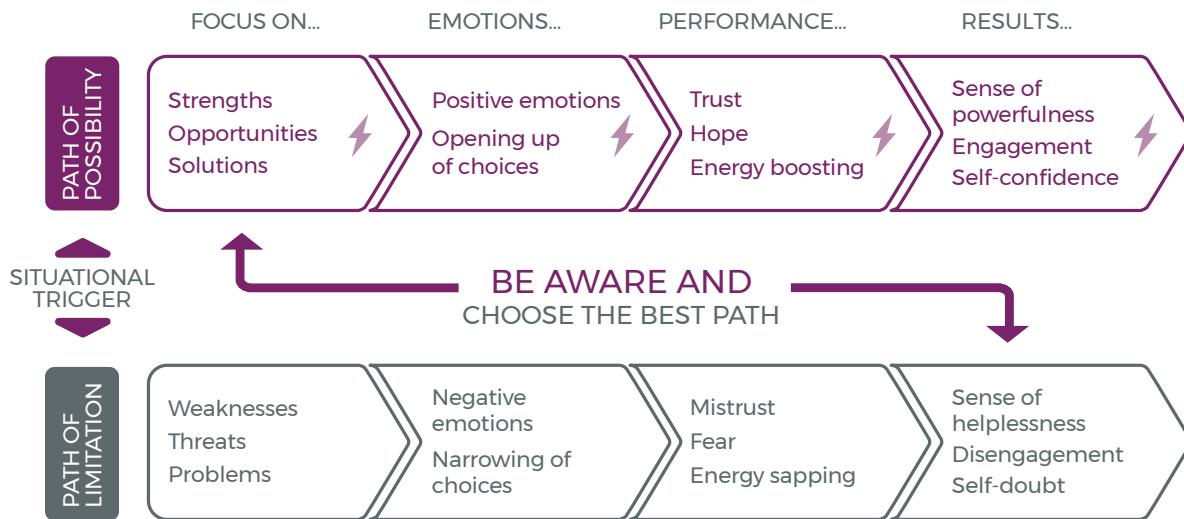
- ⦿ How to develop your unique strengths and understand performance risks to them to aid success
- ⦿ How to deliver effective and powerful feedback on the Strengthscope® report with our proven coaching models
- ⦿ How to design your own strengths awareness workshops for cross-functional embedding within an organisation/department

# The negativity bias

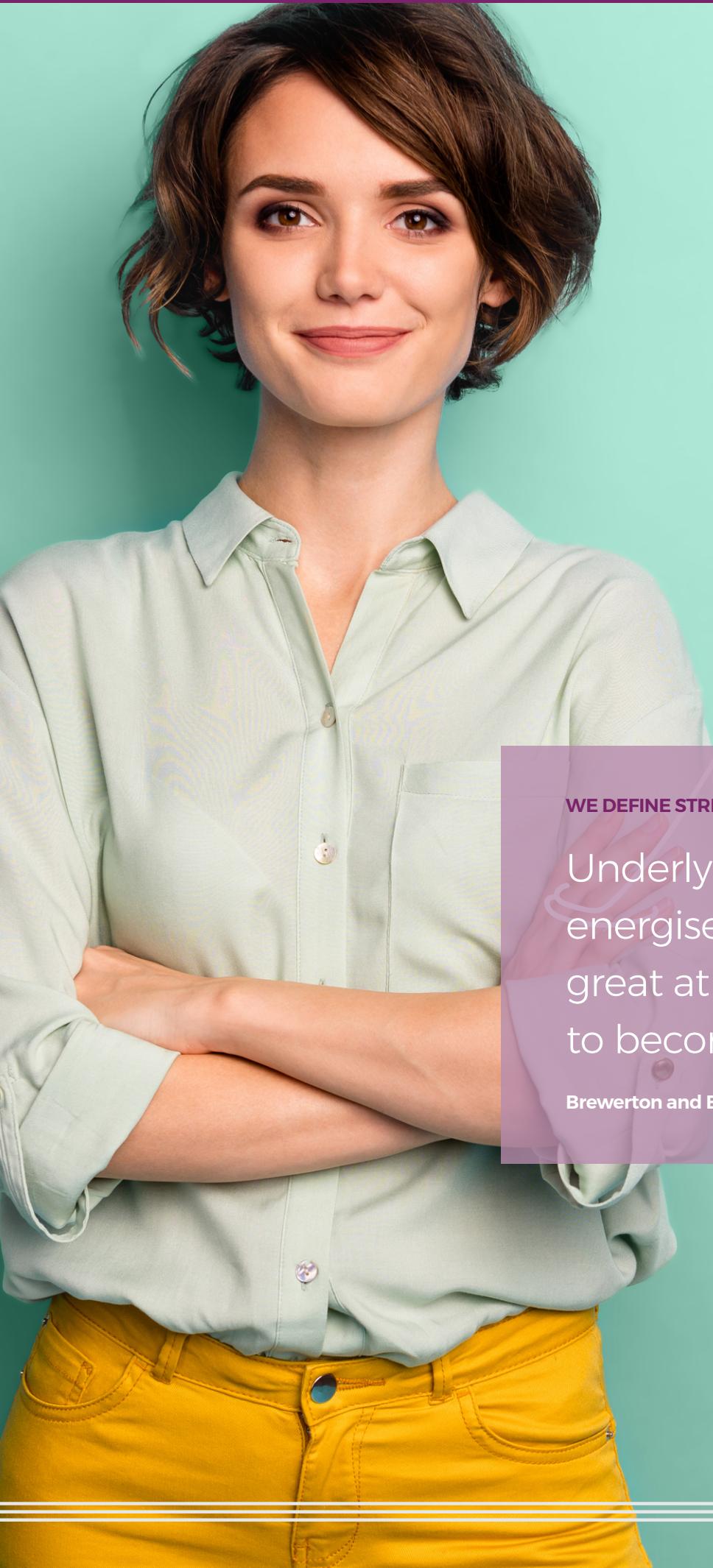
Notes



## Mindset affects behaviour, culture and results



Notes



**WE DEFINE STRENGTHS AS:**

Underlying qualities that energise us, and we are great at (or have the potential to become great at).

**Brewerton and Brook, 2014**

# When have you been at your best recently?

Where you felt really energised and were enjoying what you were doing?

**Peak performance requires more than the right competencies**



Strengthscope® 2006-2021

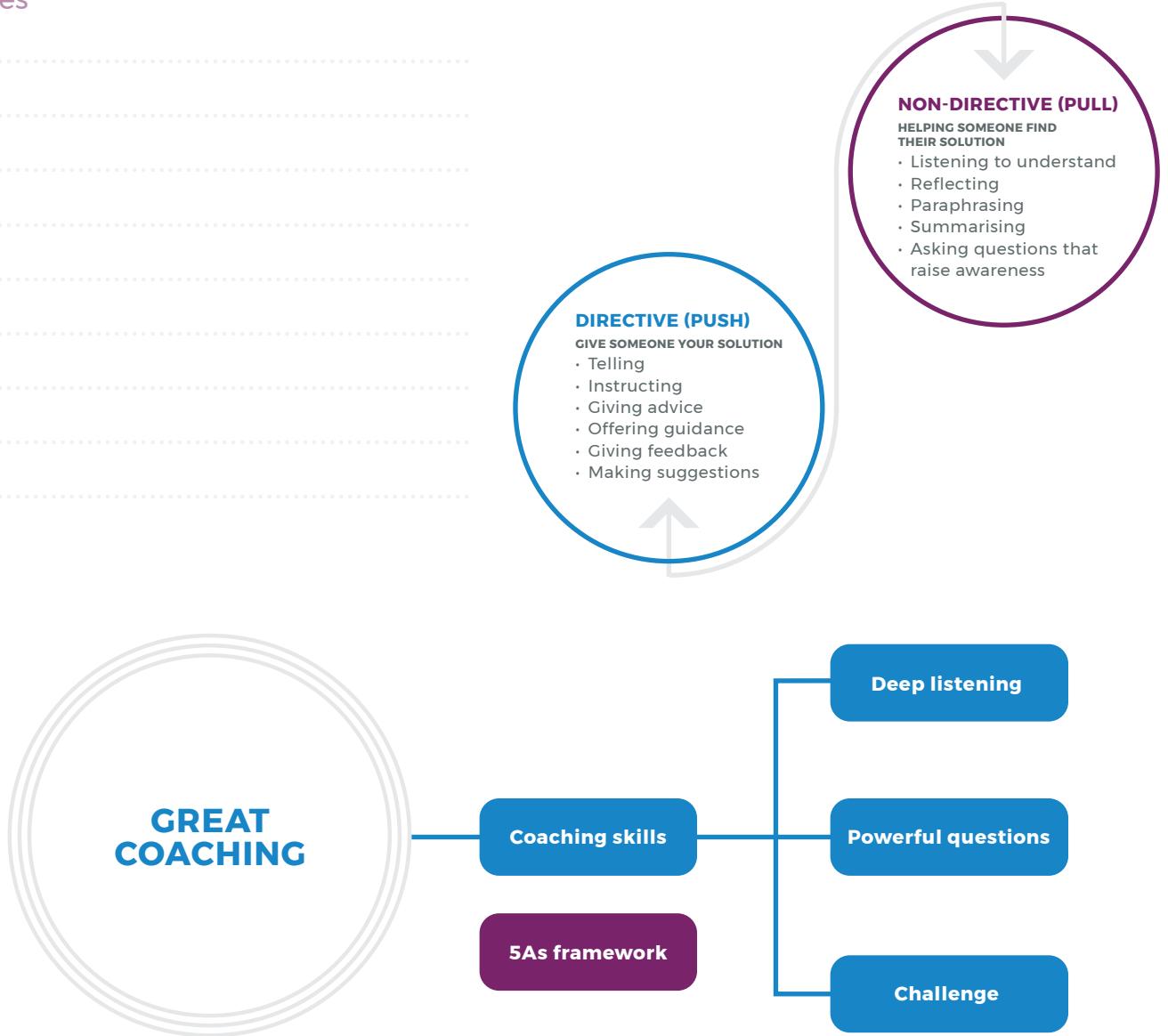
# Report Walkthrough

## Notes



# Strengthscope coaching conversations

Notes



Notes

## 5As coaching flow



Notes

# Debrief video Notes

Highlight the good practice around powerful questions and deep listening

 Notes

# About Strengthscope

## What is Strengthscope?

## How does it differ from other tools?

## How was Strengthscope developed?

 Notes



# Creating a report

## Respondent journey overview

<b>REGISTER</b>	<b>Strengthscope® invitation /New StrengthsHub™ account</b>	Respondent receives a StrengthsHub™ invite email with details on how to access their account and complete their assigned assessments and/or courses.	<b>STRENGTHSCOPE® INVITE EMAIL</b>
<b>COMPLETION</b>	<b>Complete Strengthscope® assessments</b>	If the Respondent has completed Strengthscope360™ or StrengthscopeLeader™, they will receive a confirmation email.	<b>CONFIRMATION EMAIL</b>
<b>ACCESS REPORT</b>	<b>Download Strengthscope® report</b>	Regardless of assigned assessments, by default, every Respondent can download their Strengthscope® report from the homepage. All other report types are not automatically sent to the Respondent so will need to be sent from the Strengthscope® Client Admin.	
<b>COURSE</b>	<b>Complete the video course on StrengthsHub™</b>	Once they have completed all assigned assessments, Respondents will be prompted to download their Strengthscope® report and complete our video course to help them understand their strengths.	<b>COURSE REMINDER EMAIL</b>
<b>RESOURCES</b>	<b>Explore StrengthsHub™</b>	Return to the homepage and explore our library of strengths resources (including podcasts from The Strengths Guy) and access and update their Strengths Journal.	
<b>SESSION</b>	<b>Debrief or session with a Strengthscope® practitioner</b>	As part of the Respondent journey, the Respondent will attend a session delivered by a Strengthscope® practitioner to help them build and develop an action plan on how to achieve their goals.	

Strengthscope	Strengthscope360™	StrengthscopeLeader™	StrengthscopeTeam™
<b>186 QUESTIONS</b> <b>20-30 minutes to complete</b> <ul style="list-style-type: none"> <li>⦿ Significant 7</li> <li>⦿ Strengths wheel</li> <li>⦿ Development and Overdrive suggestions</li> <li>⦿ 24 strengths definitions</li> <li>⦿ UYSR course</li> </ul>	<b>14 MORE QUESTIONS</b> <b>2-3 minutes extra from standard</b> <ul style="list-style-type: none"> <li>⦿ Up to 15 raters (17 questions, 5-8 min)</li> <li>⦿ Feedback graphs</li> <li>⦿ Effectiveness rating</li> <li>⦿ Rater comments</li> </ul>	<b>16 MORE QUESTIONS</b> <b>5-10 minutes extra from 360</b> <ul style="list-style-type: none"> <li>⦿ Up to 20 raters (25 questions, 10-15 min)</li> <li>⦿ Potential energy drainers and feedback</li> <li>⦿ Leader Habits ratings and development ideas</li> <li>⦿ Leadership outcome ratings</li> <li>⦿ Enhanced rater comments</li> </ul>	<b>18 QUESTIONS ON TEAM HABITS*</b> <b>5-10 minutes</b> <ul style="list-style-type: none"> <li>⦿ Up to 20 raters (25 questions, 10-15 min)</li> <li>⦿ Clear strengths</li> <li>⦿ Team strengths wheel and team member strengths matrix</li> <li>⦿ Team Habits ratings and development ideas*</li> <li>⦿ Team member feedback*</li> </ul> <p>*Only if team habits requested as part of report</p>

**Step 1:**

## Positioning is essential

**How would you prepare for the debrief session? (materials, pre-debrief questionnaire,...)**

**What are the key aspects you would talk about/clarify before starting the debrief?**

**What powerful questions could you ask to ensure the 'coachee' has a specific goal/challenge to work towards?**

**What would you do if someone's goal would be 'to become a better manager'?**

# Your significant 7 (report page 3)

**Talk about how your Significant 7 strengths help you to perform at your best at work.**

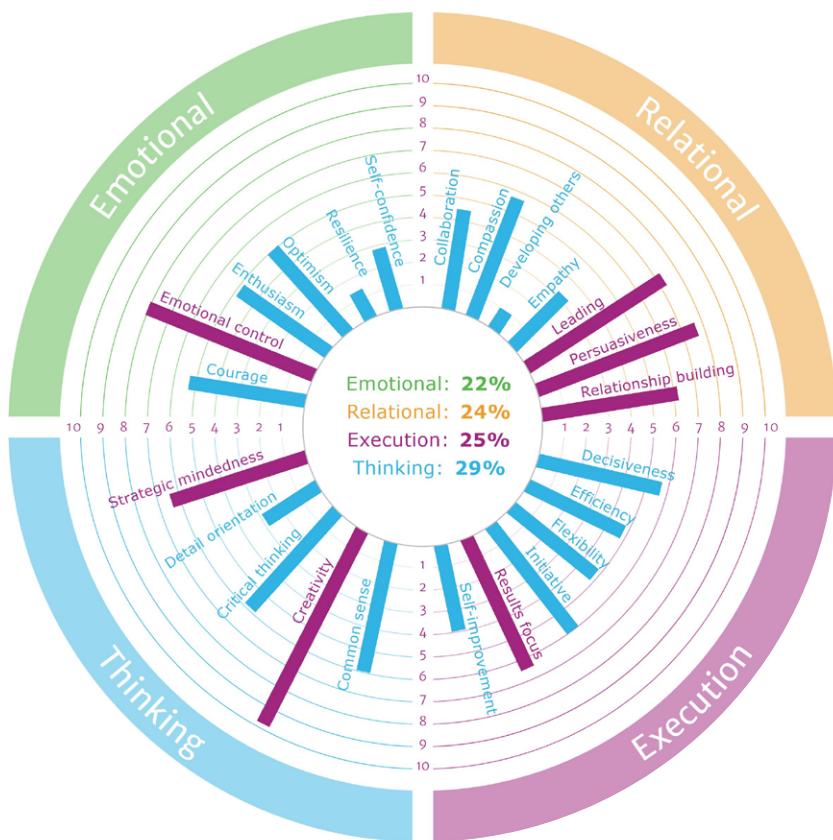
**Any strengths that surprise you**

**Examples of how you use these strengths to achieve great results**

**How these strengths can help you tackle your challenges and reach your goals**

**Which 3 strengths you pick as the most representative of you and the most energising  
- your standout strengths**

# Strengths Profile Quiz



Notes

## Step 2:

# Powerful questions to move strengths awareness to action

# Optimise your strengths



## EXPERIENCE

new learning  
on and off  
the job

## ENGAGE

others to support and coach you

## EDUCATE

yourself to develop your knowledge and skills

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## Notes

# Activity Steps 1 & 2 debrief practice

**Swap your profiles and spend 10 minutes preparing to debrief your partner on:**

- ◎ Strengths positioning
- ◎ Agreeing on the goal/challenge to focus on
- ◎ Explore Significant 7 and Standout 3 strengths
- ◎ Explore 3 most important strengths to achieve one's goal
- ◎ Help your partner understand strategies to optimize their strengths to move towards their goal/challenge
- ◎ Ensure they identify bubbling unders and choose 1 bubbling under that is most important in helping them achieve their goal and have a conversation about how they can draw on their bubbling under strength

## 1. Preparation notes

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## 2. Coaching notes

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## 3. Feedback notes

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**Step 3:**

# Performance risks

## Strengths in overdrive

This is when certain strengths (or a combination of strengths), are over-used or used in the wrong situation or with the wrong person, resulting in unintended negative outcomes.

### 1. What are some of the common triggers of overdrive behaviour?

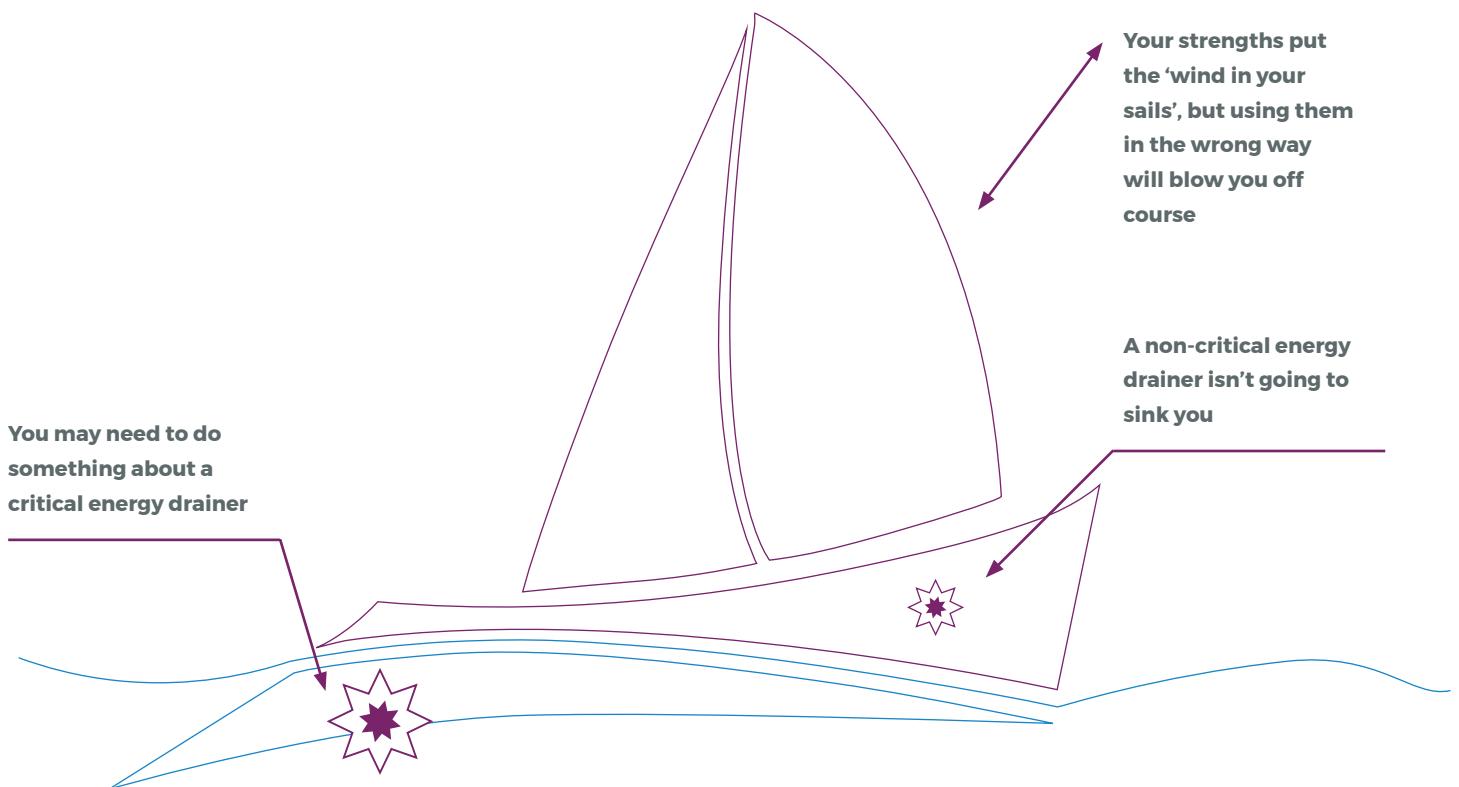
## Energy drainers

Energy drainers are our non-strengths, these would be the shortest bars on the wheel which will drain our energy if we have to use them over a certain period of time. These might be the competencies that are not necessarily our strengths (e.g. for some people detail orientation)

### 2. How can we recognise energy drainers on the wheel?

### 3. How to understand whether the drainer is getting in the way of your performance?

# Performance risks - the boat



## Notes

# Positive strategies to reduce performance risks



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## Notes

# Strategies to reduce performance risks

**Identify your main performance risk: Is it a strength in overdrive or an energy drainer?**

**What happens when that strength goes into OVERDRIVE?**

**What are the triggers?**

**What are the moderator strengths?**

**What can you do to minimise the risk in the energy drainer that needs developing?**

**Which strengths can you use to compensate?**

**Who has strengths that you can call on?**

**What new habits can you put in place to help you with this?**

## Step 4: 360 feedback factors to consider

 Notes

## Notes from 360 video

 Notes

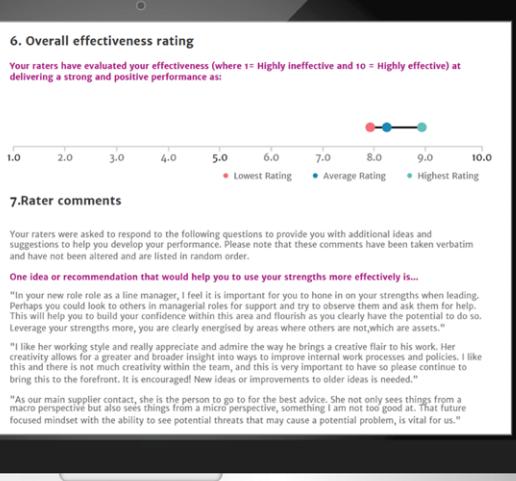
# Effective use of strengths graphs

## Notes



# Effectiveness Rating and Rater comments

## Notes



# Step 5: summarising 80/20 rule

Use Pareto's Law to get the best outcomes - spend 80% of your time developing and using strengths and only 20% of the time on mitigating potential performance risks.

## STRENGTHS

- ◎ Significant 7 strengths
- ◎ Bubbling unders

## DEVELOP THESE BY...

- ◎ Experiencing
- ◎ Engaging
- ◎ Educating



## RISKS

- ◎ Strengths in **OVERDRIVE**
- ◎ Energy drainers
- ◎ Interference

## REDUCE THESE BY...

- ◎ Dialling up to dial down
- ◎ Drawing on
- ◎ Developing



Notes

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## Summarising debrief session and next steps

## How would you summarise the debrief session?

**What are the key aspects you need to consider to ensure that coachees leave with a clear action plan/next steps?**

## Steps 3-5 debrief practice

**Swap your profiles and spend 10 minutes preparing to debrief your partner on:**

- ⦿ Exploration of limiting performance risks
- ⦿ Overdrive
- ⦿ Energy drainers
- ⦿ Strategies to reduce potential performance risks
- ⦿ 360 feedback
- ⦿ Summarising the session (including key actions)

## 1. Preparation notes

## 2. Coaching notes

### 3. Feedback notes

# Designing a strengths session

**Design a ½ day ‘introduction to strengths’ session for a group of 36 delegates who work in the same organisation but are not part of the same team:**

- ◎ Go through all the materials we have covered during the 2 accreditation days
- ◎ Consider pre-work as well as the next steps after the session to keep it ongoing
- ◎ The outcome of the session is for the delegates to confidently use their strengths to achieve their goals, understand what their performance risks are that might potentially interfere with their job/trying to achieve their goals and ensure they have full awareness of the strategies to tackle their performance risks
- ◎ At the end of the session, make sure that each delegate goes away with a clear action plan

*Use the area below to capture any notes or ideas for yourself.*

## 1. Preparation notes

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## 2. Design notes

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## 3. Feedback notes

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# Final coaching practice

- Run through a full coaching session for 30 mins each
- Follow the clients needs based on their aspiration/goal
- Use and reference the report

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- Use the 5As framework, coaching cards, your notes in your workbook and coaching tips and questions that you've collated

## Reflections

# Application areas



## Next steps

Applications areas

Review what you had initially put as your application areas – are they the same?

Anything different now in mind?

What have you learned from each other?

What are your next steps to make this happen?

# Client system and practitioner zone

This is where you can manage your reports and projects. The Practitioner Zone is within the system and is the place to go for assets, research materials and content to help you create the Strengthscope® experience for your audience.

<https://profile.strengthscope.com/client/Account/Login>

## Get involved

-  [https://www.strengthscope.com/  
category/podcasts/](https://www.strengthscope.com/category/podcasts/)
-  Strengthscope®
-  Instagram.com/strengthscope
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-  strengthscope.com



## StrengthscopeMaster™

Complete all three Strengthscope accreditations to become a StrengthscopeMaster. You'll receive an exclusive logo and certificate of achievement. You will gain all the skills, knowledge and expertise to deliver workshops and transform the lives of individuals, grads, teams, leaders, future leaders...the list goes on!



## Checking out with my top 2

## 1. Biggest learnings or insights

## 2. What will I do as a result of this training?

 Notes



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## SAMPLE REPORT

A large, stylized circle composed of several concentric, slightly irregular lines. The circle is primarily dark purple, with a thin white line separating it from a light purple background. The circle is centered on the page and contains the Strengthscope logo.

**Strengthscope®**

# Contents

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2. Your 'Significant 7' strengths
3. Your strengths profile
4. Developing strengths to achieve peak performance
5. Effective use of strengths
6. Overall effectiveness rating
7. Rater comments
8. Rater details
9. The 24 Strengthscope® strengths

## 1. Introduction

The following Strengthscope360™ report is based on your responses to the questionnaire completed on 15/04/2019.

Strengthscope® allows you to bring your best to work, and to life, every single day through the discovery and development of your strengths.

We define strengths as underlying qualities that energize us, and we are great at (or have the potential to become great at).

Your report includes valuable feedback from key stakeholders on how they see you using your strengths day-to-day. This will help in your personal development and future career development, by improving your understanding of:

- Your **unique combination of strengths** and how to develop these to achieve exceptional results
- **Feedback** from co-workers and other stakeholders on how effectively you are using your strengths and if there are opportunities for improvement
- **Positive ways** of working that will improve your confidence, motivation and success in any situation

Together with our wide range of training, tools and resources, your Strengthscope360™ report can significantly improve your performance, energy and confidence.

We also recommend sharing the report with your friends, family and colleagues to obtain greater feedback from them on your strengths, performance risks and ideas for improvement.

### Why focus on your strengths?

Our strengths are the qualities that energize us and enable us to perform at our best.

By getting the balance right between developing your strengths and reducing performance risks, you will achieve higher levels of:

- Resilience
- Confidence
- Engagement
- Success



## 2. Your 'Significant 7' strengths

Based on your responses to the questionnaire, your Significant 7 strengths, and the productive behaviours related to each strength, are listed in **alphabetical order**. These are the most energizing qualities for you. By focusing on developing these strengths you will be able to achieve your best results and career success.

### Your Significant 7 strengths



#### Creativity

You generate new ideas and original solutions to move things forward



#### Emotional control

You are aware of your emotional 'triggers' and how to control these to ensure you remain calm and productive



#### Leading

You take responsibility for influencing and motivating others to contribute to the goals and success of their team and organization



#### Persuasiveness

You are able to win agreement and support for a position or desired outcome



#### Relationship building

You take steps to build networks of contacts and act as a 'hub' between people that you know



#### Results focus

You maintain a strong sense of focus on results, driving tasks and projects to completion



#### Strategic mindedness

You focus on the future and take a strategic perspective on issues and challenges

### When performing at your best you:

- Encourage others to explore new and creative perspectives when problem solving
- Enjoy coming up with new ideas and original solutions
- Have the ability to 'think outside the box' to find an original solution to a tough problem

- Are aware of your feelings and emotional 'trigger points' in response to your environment
- Are able to quickly shift inappropriate or negative emotional states to more productive ones
- Control against emotional outbursts and remain calm under pressure

- Often find yourself being asked to speak on behalf of the group
- Find your colleagues frequently turn to you for direction
- Feel energized when you are given responsibility to motivate a team to achieve its goals

- Are able to persuade others to your way of thinking based on the merits of your position
- Enjoy negotiation and debate as they provide opportunity for you to state your case and win people over
- Find that there are times when you will stop at nothing to persuade and convince others

- Have a wide network of colleagues and contacts
- Enjoy meeting new people and getting to know them
- Are the sort of person who knows everybody and often introduces people in your network to one another

- Convey a strong sense of urgency and drive issues to closure
- Take immediate action to resolve performance blockages or problems when they arise
- Maintain a strong focus on the goals of the organization and the resources available to achieve those goals

- Demonstrate the ability to step above immediate concerns to see the 'big picture', spotting opportunities and risks for the organization arising from its environment
- Oriented towards the long-term future and how the team, organization and market landscape might look
- Enjoy predicting trends and scenarios of possible alternative futures and options for the organization

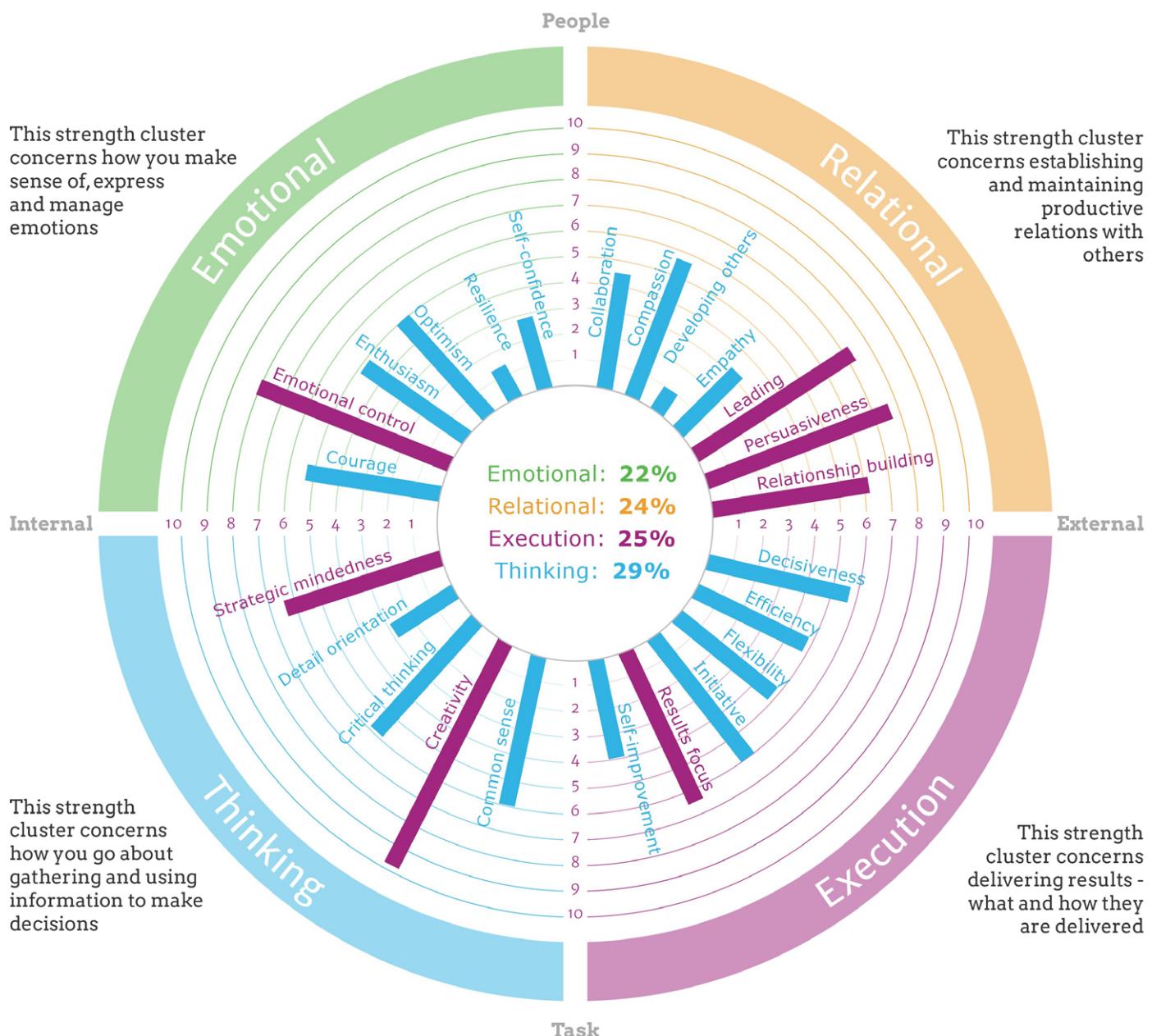
### 3. Your strengths profile

The wheel below shows all of the 24 strengths with your scores rated on a standardized scale from **1-10**.

Your scores are compared to a relevant comparison group, with higher scores showing areas that energize you the most. It is more important to focus on the overall distribution of your strengths and which clusters they fall in rather than your individual score for each strength.

Your **Significant 7** strengths are displayed as purple bars while the other strengths are shown as blue bars.

Higher bars represent those strengths that are more natural and energizing for you. The lower bars represent non-strength areas that provide you with less energy and enjoyment in your work.



In the centre of your wheel, you can see percentage scores for each of the four cluster areas. The baseline is 25% for each cluster, so the further away your scores are from 25%, the greater preference you show towards, or away from, that cluster. Consider this when thinking about your work and what energizes you more, and less.

## 4. Developing strengths to achieve peak performance

While awareness of your strengths is crucial, it is important to translate this awareness into action in order to achieve peak performance.

This section will help you to develop your strengths and strengthen your performance by providing guidance on ways to stretch beyond your comfort zone, plus identify and minimize potential risk areas to performance.

### Top Tip: create your own strengths habit tracker

To get the most from your strengths, we recommend creating your own strengths habit tracker to help you build new habits over the coming weeks and months.

Following the suggestions on the following pages, pick out the best development ideas for you and turn them into new habits to build for the next 30-60 days. Let us know how you get on, we would love to hear from you.

Adopt a 'less is more' approach and identify a few priority areas to focus on at any one time to maximize your success. Your 'Significant 7' strengths are listed below.

### **Creativity**

You generate new ideas and original solutions to move things forward

### Strengthening your performance

#### Stretching your strength to the next level

- Ask your manager for an opportunity to run short 'creative burst' or brainstorming sessions to improve work processes and practices or to deal with specific challenges
- Identify the three top problems or challenges facing your team or organization currently and use your Creativity strength to address these
- Observe and reflect how you use your intuition – gut feelings and hunches – and learn how to listen to these more consciously in order to generate ideas and original solutions that move things forward

### Overdrive risk to watch out for and how to reduce them

You generate unworkable, eccentric ideas that take little account of the realities of the organization and its context. You may overlook the more obvious, tried and tested solution

- If you generate unworkable, eccentric ideas that take little account of the realities of the organization and its context...**

Partner with colleagues who have more pragmatic, common-sense thinking styles to ensure you understand what is likely to work taking account of the organization's history, context and stakeholders

- If you tend to overlook more obvious, tried and tested solutions...**

Balance your creativity with proven solutions from colleagues and other, similar organizations; avoid re-inventing the wheel

- If you feel bored and disengage when your ideas are not considered...**

Be open to different thinking styles and remember that some of the biggest breakthroughs can come through building on what's already worked well in the past



## Emotional control

You are aware of your emotional 'triggers' and how to control these to ensure you remain calm and productive

### Strengthening your performance

#### Stretching your strength to the next level

- Seek out roles and activities requiring a high level of emotional control in order to be effective, e.g. negotiations, dealing regularly with difficult customers, management, dealing with emergencies, etc.
- Observe your own emotions, and how you do or do not control them effectively, learning to be completely honest with yourself about how you feel at any one time. Use this to understand why you feel the way you do, and then make choices about how you would like to respond to different circumstances before you do
- Observe those within your team who do not have a high level of emotional control, offer to listen to their viewpoint and provide them with feedback on how they are being perceived. Discuss ways to improve their level of emotional control going forward

### Overdrive risk to watch out for and how to reduce them

You come across as dispassionate and aloof as you don't share your emotions and feelings productively with others

- **If you find that you are seen at times as being dispassionate or aloof...**

Ensure that you 'dial up' your emotions in a way that is visible to others to ensure that they understand how you are feeling on topics where you need to show emotion

- **If you find that others do not understand your feelings or views on a topic that is important to you...**

Take the time to explain carefully why something is important to you or how you feel about the subject, even explaining that this may not be obvious in how you speak or act, but your feelings remain strong nonetheless

- **If you find that your control at work is causing emotional difficulties at home as you seek a 'release'...**

Make sure that you talk to others about your feelings and experiences both at work and at home and ensure that your personal needs are being met at work



## Leading

You take responsibility for influencing and motivating others to contribute to the goals and success of their team and organization

### Strengthening your performance

#### Stretching your strength to the next level

- Volunteer to take responsibility for a team or project when your manager is away or as part of your development plan
- Identify opportunities to demonstrate your leadership during times of uncertainty and change
- Attend leadership events and be inspired by leaders who resonate with you

### Overdrive risk to watch out for and how to reduce them

You take a leadership role in inappropriate situations e.g. when someone is already performing this role well or when dealing with a self-sufficient team. Others may see you as domineering or controlling

- **If you take a leadership role in inappropriate situations...**

Learn about models which enable you to pick the right approach in the right situation, for example, Hay Managerial Styles or the Situational Leadership model

- **If others see you as domineering or directive...**

Remember to spend sufficient time asking questions, listening carefully and building consensus to ensure that everyone agrees with a decision or plan

- **If people become overly dependent on you for advice or direction...**

Be intentional in helping people to develop their own solutions, reach their own decisions and build confidence, with or without your input



## Persuasiveness

You are able to win agreement and support for a position or desired outcome

### Strengthening your performance

#### Stretching your strength to the next level

- Take the initiative in volunteering for assignments where you are required to persuade others to agree to adopt a product, position or idea
- Coach or mentor colleagues who could benefit from developing their ability to persuade others
- Use both 'advocacy' and 'inquiry' behaviours when trying to influence – push and pull, tell and sell. This will balance the use of rational persuasive argument with questioning and facilitation skills

### Overdrive risk to watch out for and how to reduce them

You try to influence most outcomes in your favour, irrespective of the importance of the issue. You may also indulge in debate for debate's sake, rather than focusing on relevant outcomes

- **If you try to persuade others habitually, without considering the importance of the issue...**

Remember to identify those issues which relate most closely to your own or your team's goals and focus your energies on these debates rather than on more frivolous issues

- **If you focus on the debate, rather than the outcome...**

Regularly remind yourself and those you are in discussion with of the purpose of the debate and the intended end goal

- **If you find yourself using emotional tactics to win an argument...**

Make sure that you check in with others as to whether they are in genuine agreement with you; if not, continue to explore their views and modify your position accordingly



## Relationship building

You take steps to build networks of contacts and act as a 'hub' between people that you know

### Strengthening your performance

#### Stretching your strength to the next level

- Identify ways to share your knowledge and experience to enable others to also develop their Relationship building, e.g. blogging, running workshops, coaching or mentoring
- Learn about stakeholder mapping and stakeholder management so that you can focus the development of your network on the most important relationships
- Help your team to develop improved knowledge and understanding of each other's strengths and skills by running some meetings where this information is shared

### Overdrive risk to watch out for and how to reduce them

Your focus on initiating new relationships and contacts may become an end in itself and take up a disproportionate amount of your energies

- **If your focus on initiating new relationships and contacts is becoming an end in itself...**

Remember to focus on building contacts and networks with people who are likely to have the greatest influence over your team's success

- **If your network is becoming too much of a drain on your time...**

Ensure that you limit the amount of time that you are spending responding to requests from people in your network and that you are gaining value from others too

- **If you find that your network is built on shallow relationships...**

Focus your network on the most productive relationships, strengthening these by spending more time with only those you have identified



## Results focus

You maintain a strong sense of focus on results, driving tasks and projects to completion

### Strengthening your performance

#### Stretching your strength to the next level

- Volunteer to set up a performance improvement group to identify ways to increase the performance of your team/department
- Help other members of your team to set goals and review them regularly
- Allow a team member who has taken on responsibility for delivering results to shadow you whilst at work. At the end of the day, discuss their observations and techniques that may help them to meet deadlines and results effectively

### Overdrive risk to watch out for and how to reduce them

In your drive for results, you may miss important aspects of task/project success, e.g. the opportunity to reflect and learn, ensuring that people are engaged and are recognized for their efforts

- **If you find that you are missing out on the opportunity to reflect and learn, in the drive towards the next target...**  
Build a 'lessons learned review' process into your everyday practice as part of the delivery of each result
- **If you find that you are wasting resources through 'over-delivery'...**  
Ensure that you are delivering outcomes and solutions that are 'fit for purpose' by establishing what is required before starting each task
- **If you are finding that others aren't engaged in a task you are driving or they feel undervalued...**  
Be sure to acknowledge everyone's contribution towards task completion and point out in which ways their involvement has helped the delivery of the result



## Strategic mindedness

You focus on the future and take a strategic perspective on issues and challenges

### Strengthening your performance

#### Stretching your strength to the next level

- Find an opportunity to get involved in the team's/organization's strategic planning process
- Volunteer to explore possible scenarios, together with the risks and benefits of each, for a key opportunity or threat facing the team/organization
- Research the skills of strategic thinkers online by reading autobiographies to evaluate your own skills and identify areas that you would like to develop. Consider 'shadowing'/observing strategic thinkers in your own organization to further stretch your skills and experiences in this area

### Overdrive risk to watch out for and how to reduce them

You are so focused on the 'big picture,' including future scenarios and opportunities, that you may ignore the current reality

- **If you are so focused on the 'big picture', including future scenarios and opportunities, that you ignore current realities...**

Ensure you balance your strategic thinking with shorter-term considerations and practical steps to understand and execute immediate priorities

- **If you over-emphasise the impact of trends and changes in the operating environment on the team/organization...**

Call on your colleagues who have Common sense and Critical thinking strengths to challenge your assumptions and predictions

- **If you lose focus on immediate priorities and practical steps to achieve goals as a result of your preoccupation with future possibilities...**

Refocus yourself by monitoring your performance against short-term goals, ensuring immediate tasks and projects stay on track

## 5. Effective use of strengths

This section indicates the extent to which you believe your strengths are visible to others based on feedback from your nominated raters and how effective others believe you are in using your strengths to deliver results.

Feedback is based on 6 raters. To see the list of raters, please refer to the Section 8 of the report.

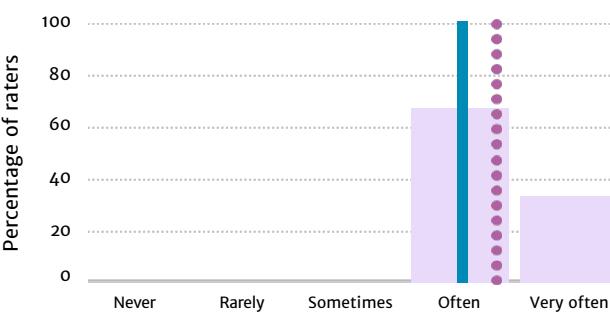
The graphs on the left hand side indicate the extent to which you and your nominated raters believe your strengths are visible to others in the way you perform at work. In order to get the most from your strengths, it is important your manager, colleagues and other stakeholders know what your strengths are and how they can work most effectively with you. If your strengths are not visible to them, it is important to identify ways to help them understand the type of work that really energizes you and will enable you to perform at your best.

The graphs on the right hand side indicate how effective you are in using your strengths in a skillful and balanced way to achieve planned results. This will enable you to pinpoint those areas to focus on developing in order to improve the way you apply your strengths to achieve your goals.

Your self-rating is indicated by the blue line, while the purple dotted line indicates the average rating of all your nominated raters who responded to the questionnaire. The frequency with which your raters selected each option is shown by the light purple bars on the chart.



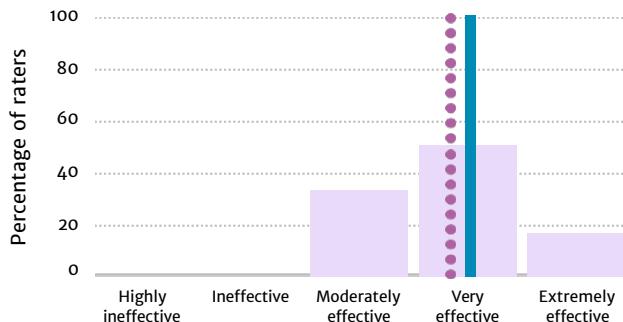
How often raters see this strength



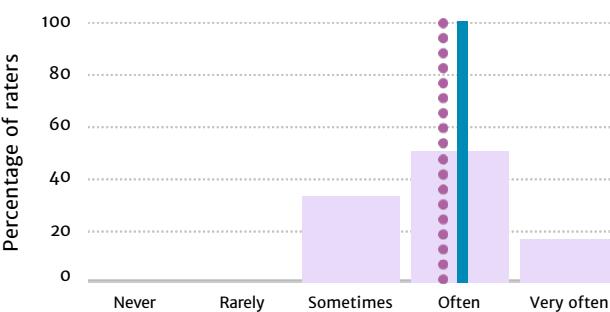
Number of raters: 6

Rater Average • • • Your Response —

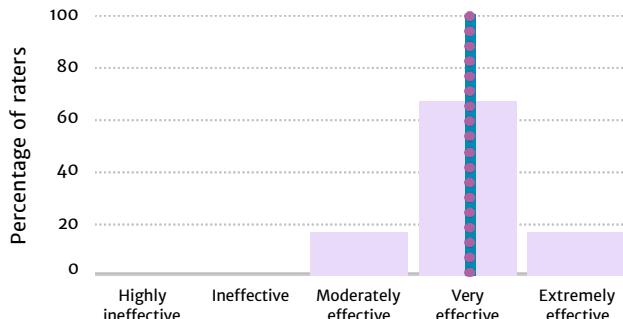
How effective you are at using your strengths to deliver results



How often raters see this strength

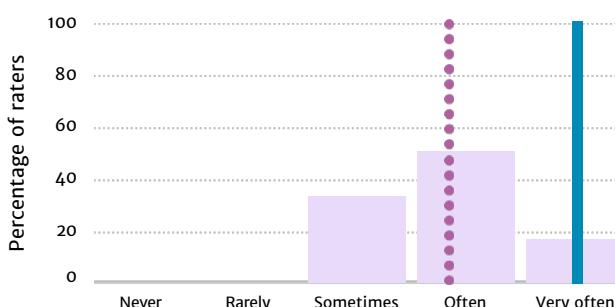


How effective you are at using your strengths to deliver results

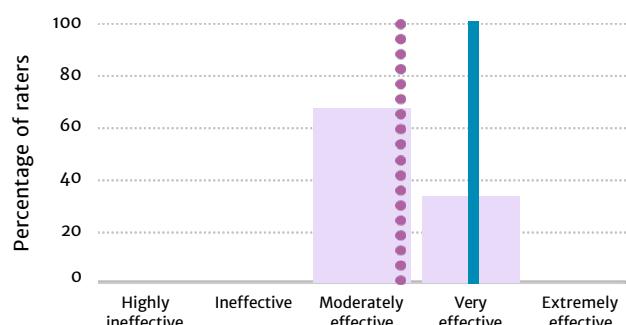




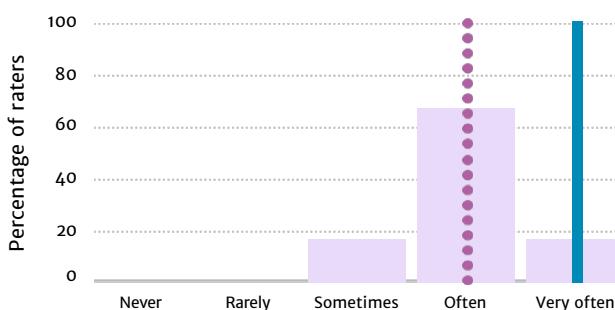
#### How often raters see this strength



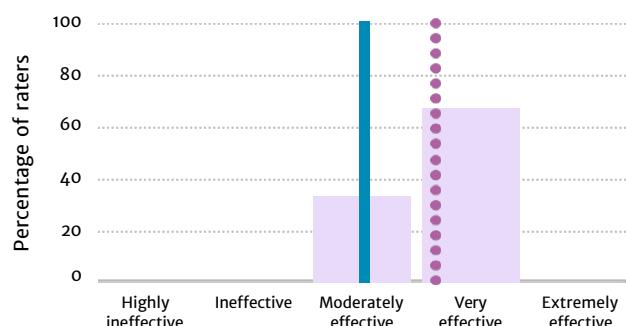
#### How effective you are at using your strengths to deliver results



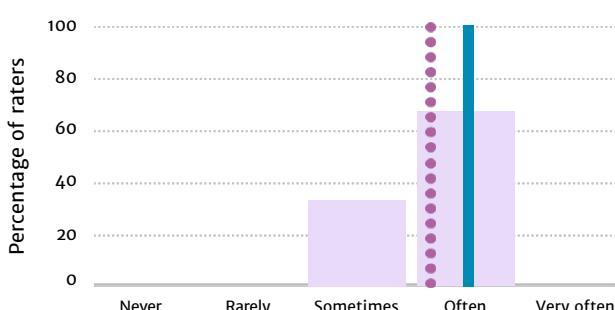
#### How often raters see this strength



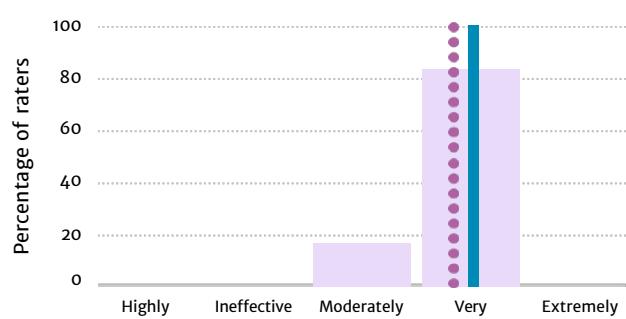
#### How effective you are at using your strengths to deliver results



#### How often raters see this strength

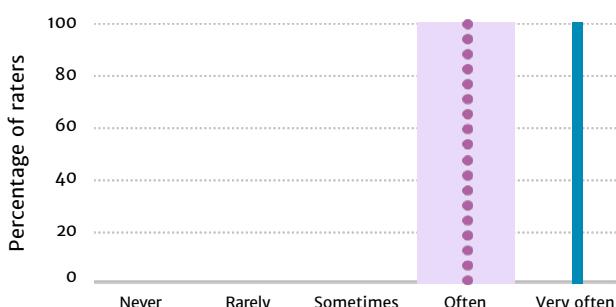


#### How effective you are at using your strengths to deliver results

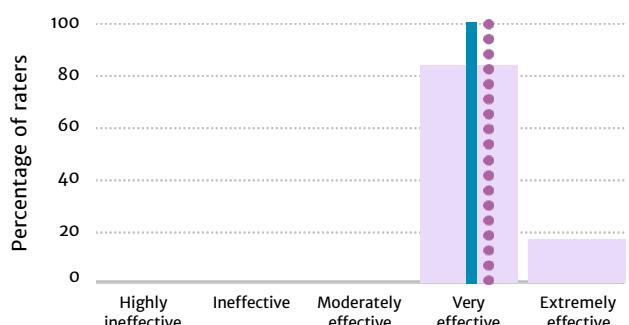




How often raters see this strength

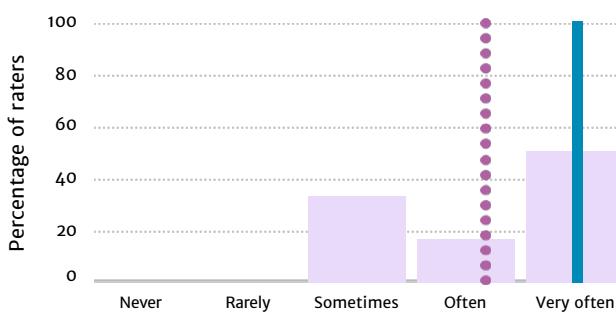


How effective you are at using your strengths to deliver results

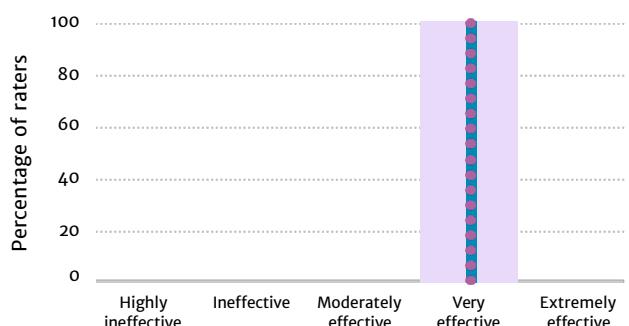


**Strategic mindedness**

How often raters see this strength

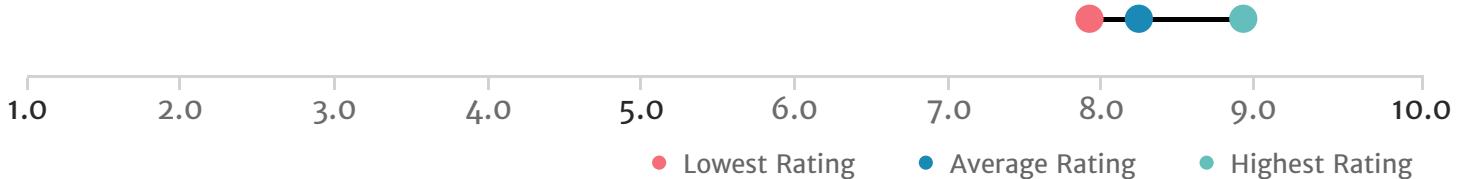


How effective you are at using your strengths to deliver results



## 6. Overall effectiveness rating

Your raters have evaluated your effectiveness (where 1= Highly ineffective and 10 = Highly effective) at delivering a strong and positive performance as:



## 7. Rater comments

Your raters were asked to respond to the following questions to provide you with additional ideas and suggestions to help you develop your performance. Please note that these comments have been taken verbatim and have not been altered and are listed in random order.

### One idea or recommendation that would help you to use your strengths more effectively is...

"In your new role as a line manager, I feel it is important for you to hone in on your strengths when leading. Perhaps you could look to others in managerial roles for support and try to observe them and ask them for help. This will help you to build your confidence within this area and flourish as you clearly have the potential to do so. Leverage your strengths more, you are clearly energised by areas where others are not, which are assets."

"I like her working style and really appreciate and admire the way he brings a creative flair to his work. Her creativity allows for a greater and broader insight into ways to improve internal work processes and policies. I like this and there is not much creativity within the team, and this is very important to have so please continue to bring this to the forefront. It is encouraged! New ideas or improvements to older ideas is needed."

"As our main supplier contact, she is the person to go to for the best advice. She not only sees things from a macro perspective but also sees things from a micro perspective, something I am not too good at. That future focused mindset with the ability to see potential threats that may cause a potential problem, is vital for us."

"Use your persuasiveness and leading strengths more to help make more of an impact on your direct reports. As your peer I feel you are very much able to make great decisions and should champion those to ensure your voice is heard through these turbulent times."

"She is a great person who uses her strengths really well. When sitting in a room with very senior stakeholders who can be very demanding, she keeps her cool and is very keen to ensure that she allows everyone to speak and relay their ideas and concerns."

"Use your relationship building skills more with your persuasiveness to push your ideas forward."

### What I really appreciate about your contribution to the organization is...

"She is a great person, who brings his best to work every single day."

"She has such an effective management style where he is calm and collected when liaising with others."

"She is an asset to the company he works for. He strives to do his very best and clearly loves working with his clients, that is demonstrated through every interaction I and my team have ever had with him. "

"Her amazing thinking style and ways to engage all stakeholders and make them feel so appreciated."

"Her ability to think about potential future focused issues. She can foresee what could happen if certain steps are taken, this is great, given his previous experiences within the field. "

"A great guy, who is always willing to go the extra mile to make things work."

## 8. Rater details

**You nominated the following raters to provide feedback (In your own report, real rater names will appear):**

- Rater 1- Line manager / Supervisor
- Rater 2 - Direct report
- Rater 3- Direct report
- Rater 4 – Peer
- Rater 5- Other
- Rater 6- Superior
- Rater 7 – Peer
- Rater 8 – Other
- Rater 9 – Direct report
- Rater 10 – Peer

**Of these 10 people, 6 provided feedback.**

## 9. The 24 Strengthscope® strengths

### Emotional



#### Courage:

- You take on challenges and face risks by standing up for what you believe



#### Emotional control:

- You are aware of your emotional 'triggers' and how to control these to ensure you remain calm and productive



#### Enthusiasm:

- You demonstrate passion and energy when communicating goals, beliefs, interests or ideas you feel strongly about



#### Optimism:

- You remain positive and upbeat about the future and your ability to influence it to your advantage



#### Resilience:

- You deal effectively with setbacks and enjoy overcoming difficult challenges



#### Self-confidence:

- You have a strong belief in yourself and your abilities to accomplish tasks and goals

### Relational



#### Collaboration:

- You work cooperatively with others to overcome conflict and build towards a common goal



#### Compassion:

- You demonstrate a deep and genuine concern for the well-being and welfare of others



#### Developing others:

- You promote other people's learning and development to help them achieve their goals and fulfil their potential



#### Empathy:

- You readily identify with other people's situations and can see things clearly from their perspective



#### Leading:

- You take responsibility for influencing and motivating others to contribute to the goals and success of their team and organization



#### Persuasiveness:

- You are able to win agreement and support for a position or desired outcome



#### Relationship building:

- You take steps to build networks of contacts and act as a 'hub' between people that you know

### Execution



#### Decisiveness:

- You make quick, confident, and clear decisions, even when faced with limited information



#### Efficiency:

- You take a well-ordered and methodical approach to tasks to achieve planned outcomes



#### Flexibility:

- You remain adaptable and flexible in the face of unfamiliar or changing situations



#### Initiative:

- You take independent action to make things happen and achieve goals



#### Results focus:

- You maintain a strong sense of focus on results, driving tasks and projects to completion



#### Self-improvement:

- You draw on a wide range of people and resources in the pursuit of self-development and learning

### Thinking



#### Common sense:

- You make pragmatic judgments based on practical thinking and previous experience



#### Creativity:

- You generate new ideas and original solutions to move things forward



#### Critical thinking:

- You approach problems and arguments by breaking them down systematically and evaluating them objectively



#### Detail orientation:

- You pay attention to detail in order to produce high quality output, no matter what the pressures



#### Strategic mindedness:

- You focus on the future and take a strategic perspective on issues and challenges



## Notes

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