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# Sample Strengthscope®

23 September 2026

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# 1. Introduction

The following Strengthscope® report is based on your responses to the questionnaire completed on 23/09/2026.

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 the underlying qualities that energize you and that you are great at (or have the potential to become great at).**

Unlike learned skills, which come through experience, strengths work alongside your skills and knowledge to help you reach peak performance.

## How this report supports you

Your Strengthscope® report will help you enhance your performance and energy at work by improving your understanding of:

- ✔ Your **unique combination of strengths** and how to develop them for exceptional results
- ✔ **Positive ways** of working that boost confidence, motivation and success in any situation

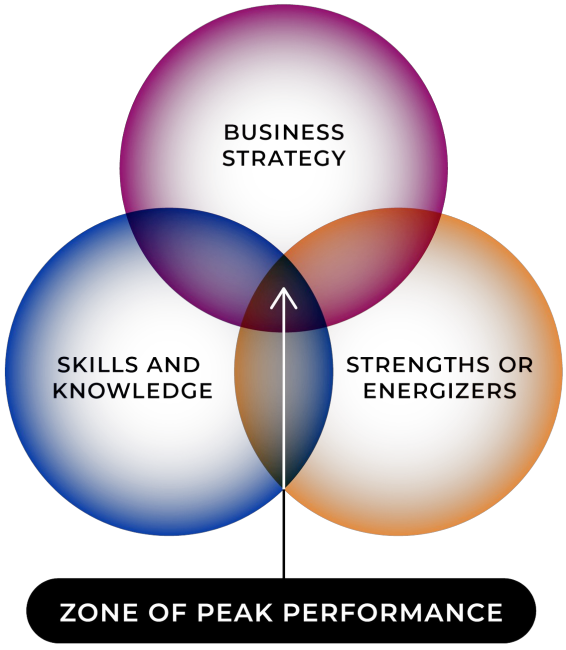
Inside this report, you'll find:

- ✔ **Your Significant 7 Strengths:** The qualities that energize you most and offer the greatest potential for success.
- ✔ **Potential Overdrive Risks:** When strengths are over-used or used in the wrong situation or with the wrong person, leading to unintended negative outcomes.
- ✔ **Potential Bubbling Under Strengths:** Strengths that potentially bring you higher levels of energy that you may use often.
- ✔ **Potential Energy Drainers:** Areas that may not energize you, even if you have high level of skill in these areas.

## Why focus on your strengths?

**Your strengths are the qualities that energize you and enable you to perform at your best.**

When you align these strengths with your skills, knowledge, and business strategy, you create a powerful foundation for success. By developing your strengths while managing potential performance risks, you set the stage for peak performance, where you feel confident, resilient, and fully engaged in your work.





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# 2. Your Significant 7 strengths

Based on your responses to the questionnaire, your Significant 7 strengths, and the productive behaviors 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 | When performing at your best you: |
|---|---|
| **Collaboration**<br>You work cooperatively with others to overcome conflict and build towards a common goal | ✔ Maintain cooperative working relations across organizational boundaries<br>✔ Are able to build a common understanding between parties<br>✔ Promote a friendly, collaborative climate in teams or organizations |
| **Detail orientation**<br>You pay attention to detail in order to produce high quality output, no matter what the pressures | ✔ Strive for perfection in the quality of your work, no matter how small the task<br>✔ Check and willingly redo work to ensure accuracy to meet others' expectations and requests<br>✔ Take personal pride in the accuracy of your work, ensuring consistently high standards |
| **Developing others**<br>You promote other people's learning and development to help them achieve their goals and fulfill their potential | ✔ Believe that people should continue to seek out opportunities to learn and grow throughout their lives<br>✔ Quickly recognize others' strengths and potential and help them develop these<br>✔ Are always on the lookout for opportunities to develop, mentor and coach others to help them achieve their full potential |
| **Initiative**<br>You take independent action to make things happen and achieve goals | ✔ Regularly solve problems or take action before being required or asked to do so<br>✔ Independently anticipate and deal with any problems or roadblocks to task completion<br>✔ Involve yourself early in the process to ensure that your input is included |
| **Optimism**<br>You remain positive and upbeat about the future and your ability to influence it to your advantage | ✔ Believe that in the vast majority of cases, things will work out for the best<br>✔ Don't let isolated negative events affect your positive view of the world<br>✔ Look first for the positive in people, plans and projects |
| **Relationship building**<br>You take steps to build networks of contacts and act as a 'hub' between people that you know | ✔ Have a wide network of colleagues and contacts<br>✔ Enjoy meeting new people and getting to know them<br>✔ Are the sort of person who knows everybody and often introduces people in your network to one another |
| **Self-improvement**<br>You draw on a wide range of people and resources in the pursuit of self-development and learning | ✔ Enjoy challenging yourself to learn new skills and behaviors that are completely new in order to develop beyond your comfort zone<br>✔ Go out of your way to participate in developmental activities<br>✔ Put a great deal of time and effort into building skills and knowledge for the future |

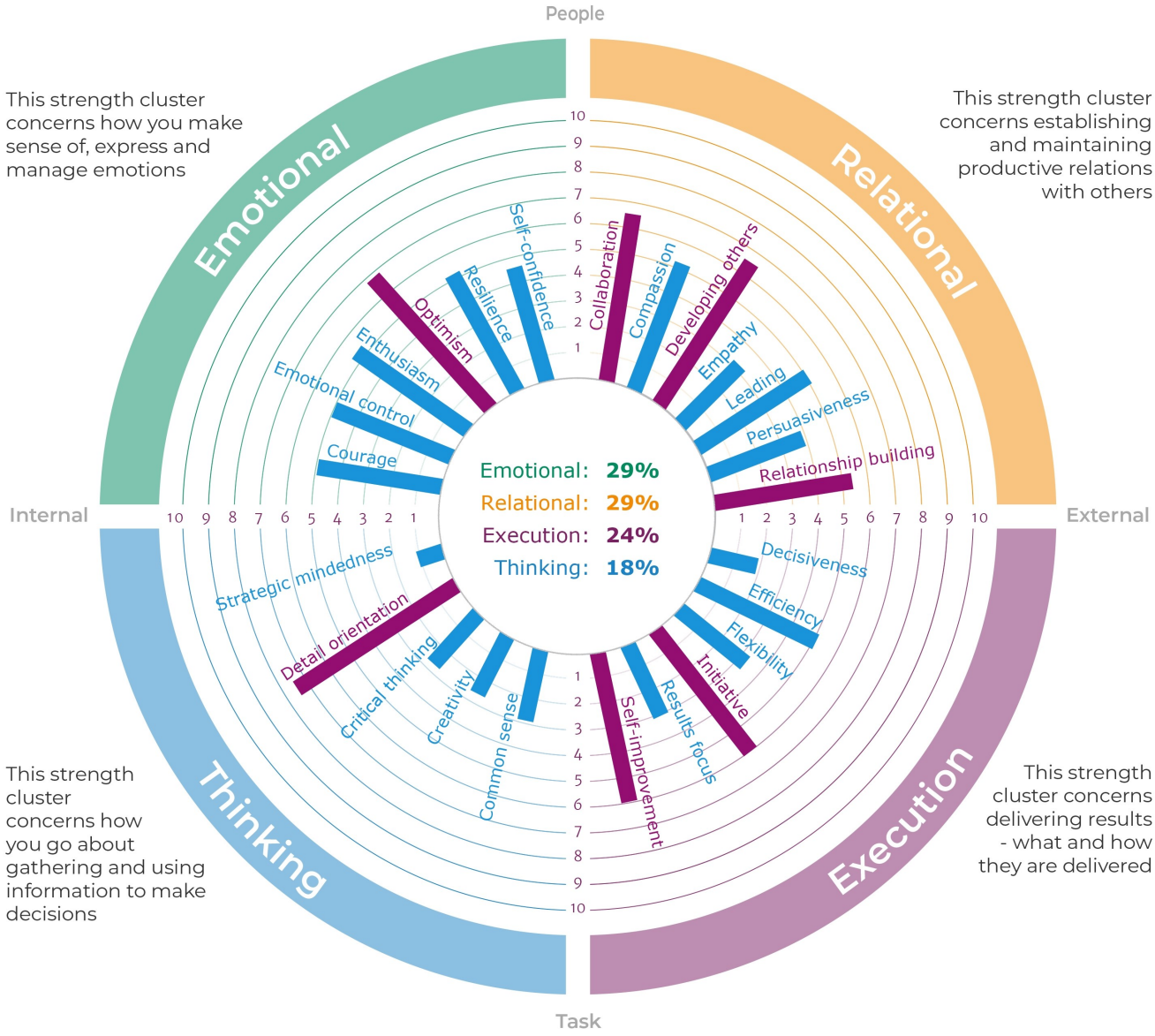


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# 3. Your strengths profile

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 lowest 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.



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# 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 Significant 7 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.

## How to use this section

Adopt a 'less is more' approach and identify a few priority areas to focus on at any one time to maximize your success.

Focus 80% of your energy on your Significant 7 and Bubbling Under strengths. Spend 20% on managing potential risks.

**1**

**Identify Your Focus Areas:**

Select one strength to amplify and one risk area to mitigate.

**2**

**Create a Strength Action Plan:**

For your chosen strength, ask: "Where can I use this more often in my current role?"

For your risk area, ask: "What triggers overdrive, and how can my other strengths help me dial this down?"

**3**

**Stretch Beyond Comfort Zone:**

Experiment with applying your strengths in new ways. Seek out projects or tasks that challenge you and create opportunities to use your strengths in unfamiliar or high-impact contexts. Growth happens outside your comfort zone.

**4**

**Track and Reflect:**

Turn your chosen actions into habits. Reflect on "Which strengths made the biggest difference to my performance and energy?"



**Tip:** Explore your StrengthsPortal® for resources, videos, and tools to support your journey which will help you plan and track your intentional use of strengths, manage risks, and reflect on your progress.



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# Collaboration

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

## Strengthening your performance

**Stretching your strength to the next level**

- ✔ Take the initiative to build a friendly, cooperative team spirit in your own team by promoting common ground, shared goals and participative decision-making, particularly when there is a lack of alignment between people or teams
- ✔ Facilitate forums with key stakeholders outside your team to help encourage sharing and build understanding
- ✔ Discover how to use negotiation, problem-solving and facilitation skills to ensure that all members of a collaborative group can easily find common ground

## Overdrive risks and how to reduce them

- ✔ **If you seek out collaboration where this is unnecessary or inappropriate...**
  Ensure that you check with the other person to what extent mutual working/collaboration is preferable
- ✔ **If you seek consensus on every decision, even when a quick decision is required...**
  Aim to be clear in your communication as to why decisions are needed so that you can remain inclusive without holding up decisions

## Strengthening relationships and teamwork

**Consider the following strength partnering opportunities to optimize your strength use.**

- ✔ Rather than simply being energized by the opportunity to collaborate, Critical thinking of others can help objectively evaluate suggestions, ideas and partnering opportunities
- ✔ When you need to ensure sustained progress towards goals, Decisiveness can be useful to drive quick, confident and clear decisions

## Strengths suggestions for managers

**As a manager, you'll bring value with this strength:**

- ✔ When you need to build trust, understanding and shared purpose between stakeholders to benefit your team's mission
- ✔ If members of your team need a better understanding of each other and/or the team needs a common purpose to be better able to deliver its goals



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# Detail orientation

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

## Strengthening your performance

**Stretching your strength to the next level**

- ✔ Get involved in reviewing and checking the accuracy of information in key documents, online management information systems and reports to improve the quality of team/organization outcomes
- ✔ During project start-ups, offer to help your team to ensure acceptable standards throughout the project, including monitoring the accuracy and quality of work systems and outcomes
- ✔ Partner with coworkers who don't enjoy detailed and precise work in a way that improves the overall performance of the team/organization

## Overdrive risks and how to reduce them

- ✔ **If you spend too much time on the detail at the expense of the bigger picture, losing perspective on the overall goals or plan...**
  Take time to step away from the detail to understand how your work impacts the organization's overall goals and vision
- ✔ **If people regard you as a perfectionist...**
  Listen carefully to feedback from your coworkers and be more willing to compromise quality where it doesn't really impact business outcomes. Challenging your perfectionism will also help you worry less and lead a more balanced, happy life

## Strengthening relationships and teamwork

**Consider the following strength partnering opportunities to optimize your strength use.**

- ✔ When trying to stay focused on your objectives, those with Common sense bring pragmatic experience to help you use your detail strength effectively
- ✔ To avoid getting stuck in the detail, people with Results focus provide a stronger focus on results and driving tasks/projects to completion

## Strengths suggestions for managers

**As a manager, you'll bring value with this strength:**

- ✔ By role modeling a consistent focus on quality and accuracy within the team, particularly with regards to regulatory compliance, risk mitigation and meeting quality standards
- ✔ By creating a quality culture in the team if problems have come up because work hasn't been done to a thorough or precise standard



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# Developing others

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

## Strengthening your performance

**Stretching your strength to the next level**

- ✔ Volunteer to coach or mentor less experienced or new members of a team
- ✔ Ask your manager and/or HR department to help you build your strength in this area by coaching you, giving you opportunities to develop others, and training you to build your skills and knowledge in this area
- ✔ Learn training, coaching and/or facilitation skills to enable you to deliver powerful individual/team coaching, facilitation and training, including researching the learning cycle, learning styles and accelerated learning techniques

## Overdrive risks and how to reduce them

- ✔ **If you find that you spend excessive time helping people fulfill future development and career goals at the expense of other activities, including your own objectives...**
  Signpost others to alternative avenues of development rather than always being the 'go-to' person, to give you more time to focus on your own work
- ✔ **If you give people solutions too quickly rather than encouraging them to find their own...**
  Remember to ask them which they think are the best options to consider and how would they evaluate these to select the best solution.

## Strengthening relationships and teamwork

**Consider the following strength partnering opportunities to optimize your strength use.**

- ✔ Use those with Common sense to aid pragmatic judgments on developmental actions for individuals and teams
- ✔ Aligning outcomes to developmental initiatives can be enhanced by working with those with Efficiency or Results focus

## Strengths suggestions for managers

**As a manager, you'll bring value with this strength:**

- ✔ When you consider the long term career development of your direct reports to support succession planning in your team
- ✔ By supporting team members' development through your own mentoring and coaching approach and by encouraging feedback throughout the team



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# Initiative

You take independent action to make things happen and achieve goals

## Strengthening your performance

**Stretching your strength to the next level**

- ✔ Seek opportunities to take the lead on important organizational improvement projects or tasks where nobody appears to be taking responsibility, or where progress has slowed or stalled
- ✔ Be the first person to raise a particular issue at an upcoming meeting. Define a given number of proposals that you are going to make in relation to the meeting agenda and volunteer for action items that would not necessarily form part of your own area of responsibility
- ✔ Go first! When you find processes or problems in your work area that can be fixed quickly, just do it and let others know about the improvement that you've made

## Overdrive risks and how to reduce them

- ✔ **If you find that you are starting new initiatives habitually, without considering their chances of success or the political consequences...**
  Seek a new project or situation which requires change, or apply discipline to ensure that any changes you do make have a clear business case and that impact has been fully considered
- ✔ **If your energy levels start to drop due to the number of initiatives you have started...**
  Make sure that you have prioritized the most important tasks and projects and put others on hold, or pass them on to others once they are in progress

## Strengthening relationships and teamwork



**Consider the following strength partnering opportunities to optimize your strength use.**

- ✔ When considering the people/political impact of any new initiatives, people with Empathy can readily identify with others' situations and maximize the chances of success
- ✔ To bring others with you when initiating new action or a new project, you will find benefit working with those who have strength in Relationship building

## Strengths suggestions for managers



**As a manager, you'll bring value with this strength:**

- ✔ In uncertain environments where others have not yet spotted opportunities to pursue or risks to manage and you can 'go first'
- ✔ If you notice that team members are holding back from taking decisions or initiating action, your energy for making things happen can make the difference



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# Optimism

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

## Strengthening your performance

**Stretching your strength to the next level**

- ✔ Help build your team's optimism and resilience by being positive and upbeat about events, ideas, and possibilities, particularly when the team is having a tough time or when the mood is negative
- ✔ When discussing recommendations or ideas, help the team understand the benefits of focusing on pluses and opportunities first, and only then on issues and problems
- ✔ Actively look to increase levels of optimism at work by praising those around you for their key contributions and hard work. People are more likely to reinforce an action with increased confidence if they feel it is having a positive effect

## Overdrive risks and how to reduce them

- ✔ **If your approach is unrealistically positive and doesn't take into account possible pitfalls...**
  Ensure that you always spend sufficient time considering 'worst case scenarios' with a plan for action if such a scenario comes to pass. Work with others to do this if necessary
- ✔ **If you are seen as unrealistic, over-optimistic or 'flaky'...**
  Make sure that when you present ideas or plans, you purposely play 'devil's advocate', putting both sides of each argument and eliciting views from others on likely success

## Strengthening relationships and teamwork



**Consider the following strength partnering opportunities to optimize your strength use.**

- ✔ Get objective evaluations from teammates with Critical thinking on the balance of remaining positive and identifying shortcomings
- ✔ To give your project or idea a robust and realistic plan for delivery, seek support from those with Efficiency

## Strengths suggestions for managers



**As a manager, you'll bring value with this strength:**

- ✔ When something in your team has derailed and your ability to see a path to a successful outcome will bring people back on track
- ✔ In high-pressure, high-risk situations, where you can instil belief in the team that a positive outcome is possible, even likely



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# 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. using social media, 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 risks and how to reduce them

- ✔ **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

## Strengthening relationships and teamwork



**Consider the following strength partnering opportunities to optimize your strength use.**

- ✔ If initiating new relationships is taking up a disproportionate amount of your energy, lean on those with Results focus to keep you focused on achieving impactful outcomes
- ✔ When trying to understand the wider context of how key relationships can contribute to successful outcomes, Strategic mindedness being brought to your thinking can help

## Strengths suggestions for managers



**As a manager, you'll bring value with this strength:**

- ✔ In helping key your team understand and navigate organizational politics both through your network of contacts and by helping others to build theirs
- ✔ Where your broad network of contacts can bring direct value to your team by providing knowledge or influence which will help the team achieve its goals



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# Self-improvement

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

## Strengthening your performance

**Stretching your strength to the next level**

- ✔ Identify coworkers and others outside work with similar strengths to yours. Speak to them to discover how they are applying their strengths to maximize their performance and personal development. Use ideas and insights from these discussions to shape your own learning and development plans
- ✔ Set a goal for yourself to apply one of your standout strengths at work every week, including ways to measure the success of your efforts. Keep a journal and review progress at the end of each week
- ✔ Review your current role and its challenges. In what ways can you develop your skillset further to ensure you deliver your goals? Have you considered training courses, mentoring or coaching?

## Overdrive risks and how to reduce them

- ✔ **If you find that you are compulsively accumulating knowledge for its own sake...**
  Ensure that you prioritize your learning and development according to the objectives of your role and team
- ✔ **If you are always implementing new ideas following on from learning about a new topic...**
  Take time to consider the impact on others and involve them to ensure that your idea will provide as much value as you would want

## Strengthening relationships and teamwork

**Consider the following strength partnering opportunities to optimize your strength use.**

- ✔ Ensure that you plan in appropriate time for your own development by asking those with Efficiency to advice on how to balance this against other priorities
- ✔ Seek out useful learning opportunities that support the delivery of successful initiatives – and Results focus driven partners help maintain a strong sense of focus on outcomes

## Strengths suggestions for managers

**As a manager, you'll bring value with this strength:**

- ✔ By learning from your team, peers, superiors and other stakeholders and introducing this learning back into your team so that they can benefit
- ✔ Where you are almost continuously stretched personally or technically to learn more and do more, particularly as regards your management and leadership approach



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# 5. 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 fulfill 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

## 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

## 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



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## Tools to optimize your performance

Your journey doesn't stop with this report, here's how to keep building on your strengths and achieving peak performance.

### Want to find out more about your performance at work? Why not take:

**Strengthscope 360™**

Qualitative rater feedback (up to 15) from coworkers and other stakeholders on how effectively you are using your strengths and opportunities for improvement.

Includes a personalized self-serve course to understanding your report.

**Strengthscope Leader™**

This report supports managers and leaders discover their strengths and how these can be optimized to improve leadership effectiveness & performance risks through valuable feedback on how to bring their authentic style into their leadership role.

**Strengthscope Team™**

Develop your teams through either the standard Team report to discover a collective strengths wheel and identify risk areas or use the Team with Productive Habits report where users answer additional questions about team habits included within the report.

**Access Your StrengthsPortal® for personalized tools, videos, and learning resources.**



**For additional resources to optimize your strengths and reduce performance risks, visit www.strengthscope.com**



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