

Strengthscope®



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1. Introduction

The following Strengthscope® report is based on your responses to the questionnaire completed on 18/11/2019.

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

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

- Your **unique combination of strengths** and how to develop these to achieve exceptional results
- **Positive ways** of working that will improve your confidence, motivation and success in any situation

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



Decisiveness

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



Enthusiasm

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



Initiative

You take independent action to make things happen and achieve goals



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



Self-improvement

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

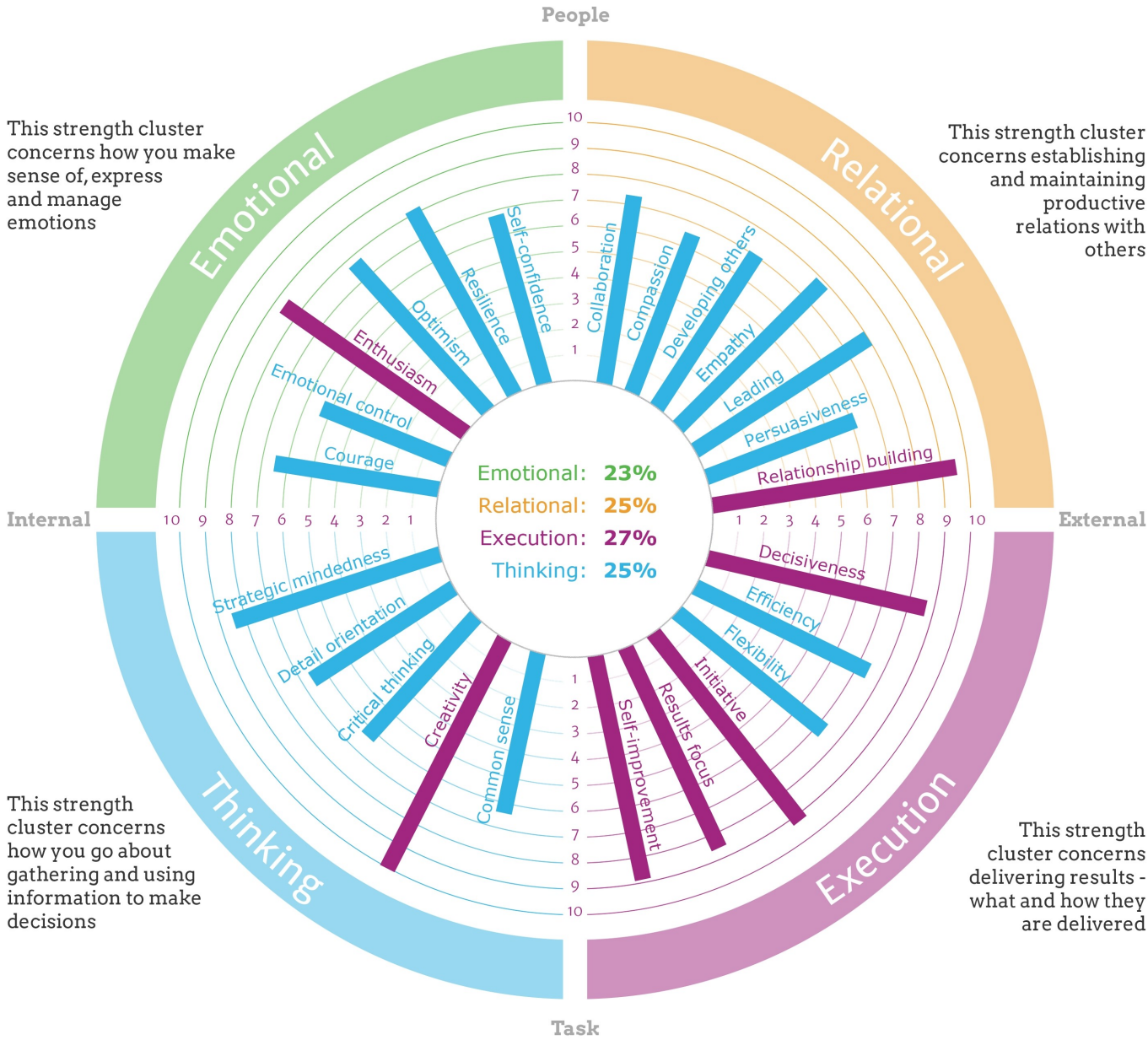
When performing at your best you:

- 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 willing to make decisions in high pressure situations when time is critical
 - Are able to make effective and timely decisions even when the data is limited or decisions produce unpleasant consequences
 - Quickly perceive the impact and implications of decisions
-
- Strongly advocate and champion views, ideas and beliefs that you support
 - Talk with emotion and passion about people and things that really excite you
 - When you experience something you really enjoy, you recommend it enthusiastically to others
-
- Regularly solve problems or take action before being required or asked to do so
 - Independently anticipate and deal with any problems or roadblocks to task completion
 - Involve yourself early in the process to ensure that your input is included
-
- 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
-
- Enjoy challenging yourself to learn new skills and behaviours that are completely new in order to develop beyond your comfort zone
 - Go out of your way to participate in developmental activities
 - Put a great deal of time and effort into building skills and knowledge for the future

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.

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 risks 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



Decisiveness

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

Strengthening your performance

Stretching your strength to the next level

- Apply a range of decision-making tools (e.g. Force Field Analysis, Cost Benefit Analysis, Effort-Impact Analysis) to ensure high quality decision-making
- Practise presenting the rationale behind your decisions and recommendations so that others can follow your judgement, particularly to those who are less decisive than yourself
- Identify how colleagues, stakeholders, friends and acquaintances can support you to identify new opportunities where you can use your decisiveness strength

Overdrive risks and how to reduce them

You are overhasty or rash in your decision-making, spending little time considering alternatives or possible outcomes

- **If you are overhasty or rash in your decision-making...**
Practise stepping back and reflecting on decisions, as well as gaining others' views
- **If you spend little time considering alternatives or possible outcomes...**
Use a model such as De Bono's Six Thinking Hats to ensure you have considered alternatives
- **If you are perceived by colleagues as bossy, or even a bully...**
Take time to consider how you communicate your decisions and consult others first



Enthusiasm

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

Strengthening your performance

Stretching your strength to the next level

- You may have a wide variety of interests and passions. Explore how you can bring more of these into your work to enhance your contribution and inspire others too
- Put yourself forward to champion a cause or project you feel excited and energized by that will benefit the organization
- Offer to coach/mentor someone wanting to actively improve their levels of enthusiasm at work when presenting their views. Discuss their current approach and ways they can adapt their dialogue to demonstrate higher levels of energy in order to gain buy-in from others

Overdrive risks and how to reduce them

Your enthusiasm can be seen as too emotive or overwhelming at times, making others feel that their views are not valued or appreciated

- **If your enthusiasm is seen as too emotive at times, making others feel that their views are not being listened to...**
Take time to understand others' perspectives on the topic or issue and why they may be less enthusiastic, as well as giving them time to develop enthusiasm in their own way
- **If you find that too many of your 'passion projects' are not gaining interest from others...**
Hone the number of these projects so that you can focus your energies more effectively and ensure that you have picked the projects or causes of greatest organizational benefit
- **If your colleagues are starting to disengage from you as they feel 'bulldozed' by your enthusiasm...**
Learn to 'dial down' your enthusiasm and dial up more relational strengths such as Compassion and Empathy, which may help your understanding of their viewpoints



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
- Ask lots of questions when curious about particular work initiatives or processes. By delving further, you will improve your understanding of how things work, which may encourage you to think of better processes and innovative ideas

Overdrive risks and how to reduce them

You start initiatives and activities habitually, without considering their chances of success or the political consequences

- **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 you are seen as someone who is unfocused, impulsive or impatient...**
Develop discipline around evaluating options before initiating new projects or taking quick action. Use a model such as De Bono's Six Thinking Hats to ensure you have considered a range of alternatives
- **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



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 risks 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 risks 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



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 co-workers 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 at least two of your standout strengths at work every week, including ways to measure the success of your efforts. Keep a learning diary and review progress at the end of each week
- Review your current role and its challenges. In what ways can you seek to develop your skillset to ensure you meet your responsibilities? Perhaps a training course, coaching or senior management mentoring

Overdrive risks and how to reduce them

You become overly focused on accumulating knowledge and new learning for its own sake, irrespective of its likely usefulness

- **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 find that you are becoming exhausted by taking up too many opportunities for learning and development...**
Consider taking a break from development activities for a while, or limiting the number of new areas of knowledge to target
- **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

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 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

Tools to optimize your performance

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

Strengthscope360™

Strengthscope360™ is a quick and simple multi-rater assessment which builds on the initial Strengthscope® self-report, plugging in other people's feedback (e.g. co-workers)

StrengthscopeLeader™

This report allows leaders to discover what it is that makes them truly unique, and provides valuable feedback on how to bring their authentic style into their leadership role

StrengthscopeTeam™

The StrengthscopeTeam™ report consolidates individual Strengthscope® reports at team level, as well as assessing current team behaviour, enabling teams to take their performance to the next level

StrengthscopeEngage™

StrengthscopeEngage™ is split into two reports: StrengthscopeEngage™ Baseline and StrengthscopeEngage™ Progress and together they measure changes in staff engagement and productive use of strengths following on from development initiatives.

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

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