

Assessment Report on

Example Report

Date

11 June 2020

The logo icon for BeTalent Strengths is a stylized human figure with a head composed of a black dot and a semi-circle of five colored segments (green, blue, red, orange, yellow).

BeTalent Strengths

Personal Report



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About your Strengths Report

Thank you for completing the BeTalent Strengths questionnaire. This report provides you with a summary of your unique Strengths, preferences and motivations based on the online assessment. The results reflect your self-perceptions of your behaviours and characteristics in comparison to the 30 unique Strengths. The results are provided for each of the Strengths and your score is graphically represented on a 1 to 10 scale. The results are rated, compared and ranked against a large group of global Managers and Professionals. The score given represents how extreme your results are compared to this norm group; scores of 1 and 10 are extreme scores achieved by only 1% of the comparison group however scores of 5 and 6 are typical of the comparison group.

The use of this report is limited to those people who have received specialist briefing in its use and interpretation. It should be remembered that the information contained in this report is potentially sensitive and every effort should be made to ensure that it is stored in a secure place. The information contained within this report is likely to remain valid for 12 to 18 months, depending upon circumstances.

This report has been generated electronically by the BeTalent software. It has been derived from the results of the assessment completed by you and reflects the responses that you have made. BeTalent Ltd and its associated companies cannot guarantee that the contents of this report are the unchanged output of the computer system. BeTalent Ltd can accept no liability for the consequences of the use of this report and this includes liability of every kind (including negligence) for its contents.

Ratings Acquiescence

We understand how important it is to make a good first impression. We all want to show our best selves in professional settings. In terms of psychometric questionnaires, we are aware that there are times when the desire to present a positive version of ourselves leads us to answer some questions in a way that we would like to be, rather than in a way that we actually are. For this reason, the BeTalent BeTalent Strengths tool has 'Social Desirability' and 'Self Deception' and 'Consistency' checks built into it.

The scores from the Social Desirability and Self Deception scales give an indication of how accurately you represented yourself whilst answering the questions. A high score on Social Desirability may mean that you have responded in a way that you felt would be socially acceptable. If the score is low in Social Desirability, you may have been somewhat tough on yourself. High scores on the Self Deception scale may suggest you have answered questions in a way you would like to see yourself rather than how they actually see themselves. A low score in Self Deception may suggest that you have downplayed your responses.

Social Desirability (6.49)



Your responses suggest that you have answered the items in this questionnaire in a balanced way and have not responded in a more or less socially favourable manner than your peers.

Self Deception (7.14)



Your responses suggest that you may have given a slightly positive evaluation of yourself, with enhanced perceptions of your beliefs, behaviours, emotional reactions, and relationships. You are a little more positive in self-ratings than most people.

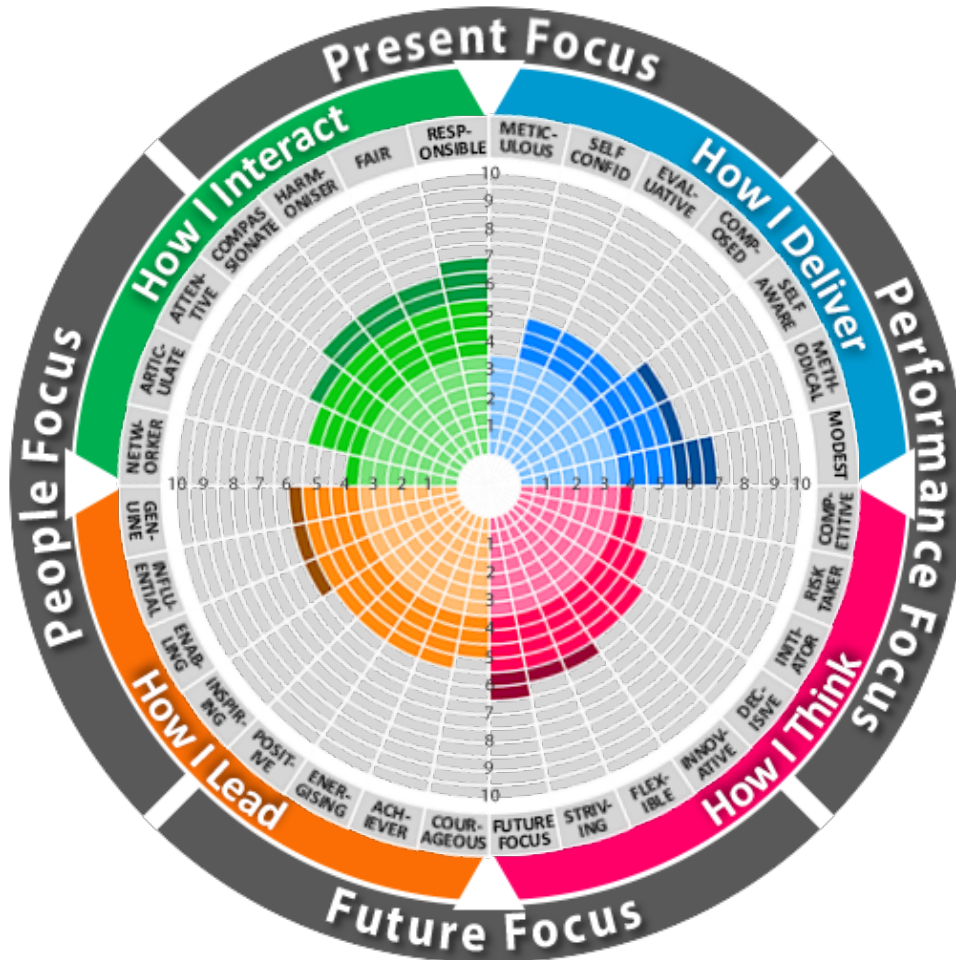
Consistency (6.22)



Your responses suggest that you are able to flex your style and approach to some extent although you are likely to be fairly consistent in approach.

Your Strengths: An Overview

The following chart summarises your Strengths based on your preferences. These Strengths cluster into **How I Deliver**, **How I Lead**, **How I Interact** and **How I Think**. Your Strengths are rank ordered within these clusters with your Most Preferred Strengths and Least Preferred Strengths shown in colour below. To see your full results in rank order, please view the Appendix.



Your Summary Strengths

It can be seen that **Modest, Responsible, Future Focused, Fair, Harmoniser, Compassionate, and Genuine** are your highest rated Strengths. That is, these are the areas where you are likely to show the greatest fit with the organisation and are likely to be motivated and engaged when working with tasks that allow you to work in-line with these Strengths. In contrast, the following Strengths were rated as the least preferred: **Meticulous, Networker, Competitive, Risk Taker, Initiator, Self Confident, and Evaluative**. This means that you are less likely to feel engaged in tasks which require you to deliver activities related to these Strengths. You may also struggle to work in these ways, compared with your peers.

Your Top 7 Strengths in Rank Order

The following section provides of your top seven Strengths in rank order. Please remember that every individual is different and so will have a different combination of Strengths. It is important to understand what Strengths are important to you, as these will enable you to achieve a personal competitive advantage.

Modest - How I deliver



As a modest individual, you often let your accomplishments speak for themselves, remaining humble even when achieving outstanding results. You attribute success to others rather than yourself, recognising that success is a result of everybody's hard work. Open to constructive criticism and suggestions for improvement, you regularly seek the opinions and advice of others. This allows you to be realistic about your own abilities to complete a task or deliver a project, and encourage other team members to be honest about their own developmental needs and limitations. You value the importance of communicating to colleagues their importance in achieving organisational success, thanking and praising individuals at all levels for their effort and contribution. By recognising your own limitations, you accept that others may sometimes have a better way of doing things.

Responsible - How I interact



As a responsible individual, you are energised by being held accountable for your work. As a result, you are seen by others as reliable, following through on the commitments and promises you make. Being highly conscientious, you are dedicated to the work you have to complete; ensuring projects and targets are delivered on time and to a high standard. You openly admit when you have made a mistake and act quickly to rectify any poor decisions made, without placing blame on others. In order to deliver targets and meet deadlines, you also readily support peers and team members who may be struggling on a task, taking time to clearly communicate requirements to ensure understanding. You focus on providing effective solutions, whilst striving to create a culture of ownership and responsibility.

Future Focused - How I think



As a future focused individual, you are energised by strategic thinking and incorporating the bigger picture into your plans. Always thinking ahead, you identify new opportunities aligned with the wider long term goals of the company. By keeping up to date with trends in the external market, you are able to anticipate the needs and requirements of key stakeholders and adapt plans accordingly. You continuously define and evaluate new strategic plans whilst considering the wider organisation and future vision, as well as developing contingency plans in case key factors change and re-prioritisation is required. Inspired by the possibility of a better future, you prioritise activities that are aligned to the key business and will often create concepts which fundamentally challenge established processes in an effort to move forward and improve.

Fair - How I interact



As a fair individual you strive to treat everyone the same and ensure equal opportunities. You have a personal sense of justice and belief in maintaining consistent standards. You have clear, strong values and work hard to ensure that valuing organisational policies are fairly and consistently applied. You treat individuals at all levels with respect and give colleagues the benefit of the doubt when mistakes are made. Where possible you provide development opportunities that are available to all and openly give people multiple opportunities to succeed. You seek to include and involve everyone and create an environment where disagreements are resolved fairly and respectfully. You build respect and trust from those around you by accepting limitations and taking a fair, objective and impartial approach in all situations.

Harmoniser - How I interact



As a harmoniser you are energised by working in teams and collaborating with others. You seek to build strong and trusted interpersonal relationships across different groups, encouraging others to do the same. You recognise the value of teamwork and gain satisfaction from cooperating with others to achieve collective success, creating a culture where the team is greater than the sum of its parts. You promote this through sharing credit with others on the success of tasks, recognising all inputs. Not only do you gain knowledge and expertise from your relationships with others, but you also share information openly with colleagues as well as listening to their concerns. You are a loyal individual, seeking to maintain harmony and strong alliances across the whole organisation.

Compassionate - How I interact



As a compassionate individual, you gain satisfaction from helping others. By treating everyone you meet with kindness and respect, you strive to promote an environment which is caring and supportive. When managing others, you value the contribution of each individual and are able to provide emotional support for others when needed. You actively pursue opportunities to help others succeed and often constructively challenge those who do not demonstrate compassion for others. You have a high level of trust and praise others when they perform well. You express your feelings openly and are considerate of how you interact, whilst keeping a high level of professionalism. You are naturally empathetic and are able to see things from other perspectives. As a result, you are open to alternative opinions and understanding of differences

Genuine - How I lead



You are a genuine individual who is energised by maintaining your values and beliefs and behaving accordingly. When interacting with others, you maintain a high standard of conduct, communicating openly and honestly with others. You are respectful of other individuals and their values. You often encourage others to be open, honest and authentic, praising team members for their integrity. Driven by your principles, you have a clear rationale for your actions and the way in which you work across all situations. You demonstrate loyalty and commitment to your team, gaining mutual trust amongst individuals. This also means you openly share your limitations, trusting others will accept them. Demonstrating the core values at all times, you are genuine, authentic and recognise the value of an environment where individuals can communicate honestly.

Possible Overused Strengths

There can be potential pitfalls for overusing your seven most preferred Strengths. These more preferred Strengths have the potential to be overused when you are either under pressure or are extremely content and risk becoming complacent. It is important to be aware of the potential for overusing any Strengths in order to ensure that one can attend to the warning signs. The characteristics associated with overusing your top seven Strengths are shown below:

Modest - How I deliver



People who are Modest are humble about their own achievements and readily offer praise to others for the work they do. They give credit to others, speaking positively about their contribution and support. This sharing of reward can result in them playing down their own part in group achievements. As a result, they do not take credit where they should. They may miss out on opportunities, as others do not realise their worth because they keep underplaying their own involvement in tasks. They would benefit from considering how they can sell themselves and their strengths, in order to present themselves with more confidence and gain opportunities.

Responsible - How I interact



People who are Responsible are keen to take on duties beyond the immediate scope of their role. They hold themselves accountable for projects, making themselves answerable for actions in which they have not been directly involved. They accept both the positive and negative consequences of their decisions and work. However, they can take accountability for things which are out of their control and blame themselves for projects which do not go to plan. They can take things personally and would benefit from considering how they can balance the responsibilities between themselves and colleagues more evenly. They would benefit from being more honest about the level of impact and influence they personally have on success particularly when they have limited control.

Future Focused - How I think



People who are Future Focused are very strategic. As such, they focus most of their energy and efforts into making decisions and plans for the future. On an extreme level their focus on the future means that they do not pay adequate attention to the current needs of their organisation, or division. They become easily bored with tasks related to the present needs of the company, and they do not think in concrete terms of the steps required to reach their future goals. As such, individuals who overuse this Strength should consider the present day concerns and issues within their organisation as a stepping stone towards the future to align their thought processes to current needs.

Fair - How I interact



People who are Fair have a personal sense of justice and they are keen to give individuals the benefit of the doubt. They are fair, open minded and try to treat everyone as equally important. However, people who overuse this Strength can be overly accommodating in their desire to treat everyone fairly. In their efforts to ensure equal opportunities are upheld, they place a great deal of emphasis on following standard procedures, leaving little room for initiative taking. Their desire to be fair means they are overly accepting of other's shortcomings, sometimes giving people too many chances following substandard or poor quality work. They should ensure they remain aware of times when performance conversations are necessary.

Harmoniser - How I interact



People who are Harmonisers enjoy working in teams and collaborating with others. They promote working together in order to achieve common objectives, seeking to unite others and become stronger as a group. As a result, they are loyal, seek to maintain harmony and gain satisfaction for collective achievements. They enjoy bringing people together to achieve a common goal. Their desire to work in harmony with others however, means that they avoid conflict and do not get involved in difficult discussions. They can therefore miss opportunities to challenge others thinking or bring in a new perspective.

Compassionate - How I interact



People who are Compassionate invest time and energy into the wellbeing of others, offering support to anyone who requires it. They are attentive and interested in others, asking questions in order to understand people's needs. At an extreme level, their consideration for others at work may blur the boundaries between professional and personal relationships. They connect with people, however may sometimes be too open, or express their feelings inappropriately, which may make others feel uncomfortable. Their high level of empathy and support may also result in colleagues relying upon them which may impact their ability to deliver their day-to-day requirements. They focus so much on others, which may challenge their ability to attend to their own needs.

Genuine - How I lead



People who are Genuine are highly ethical and consistently demonstrate their core values and beliefs at work. Their strong values mean that they can become very rigid in their beliefs, leading them to find it difficult to appreciate other points of view. They are so keen to be honest with their co-workers that they can give away too much information, leading to loss of business deals due to information leaking, or by sharing concerning/worrying information without reassuring colleagues. They would benefit from considering how they might be able to remain true to their beliefs, without forcing them upon others; and balance their desire to be honest with the need to protect others, or the organisation.

Possible Underused Strengths

While the most important part of this process is to identify your core Strengths, there can be potential pitfalls of underusing any Strengths. It is important to be aware of the potential for underusing these Strengths in order to ensure that you can attend to the warning signs. Your seven least preferred Strengths and the characteristics associated with underusing these Strengths are as follows:

Meticulous - How I deliver



People who underuse this Strength focus on the big picture, take a high level approach and are able to produce work at a fast pace. However, they do not see the detail, and frequently produce work with mistakes. They become bored quickly when asked to work on detailed tasks, and are unable to focus on high detailed information. Their work is sometimes rushed and thrown together and they do not notice inaccuracies in other peoples' work. They would benefit from taking more time to produce work when a greater degree of accuracy is required and ensuring their work is of a consistently high standard.

Networker - How I interact



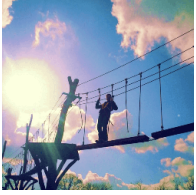
People who underuse this Strength value a select key, reliable business relationships to call upon. They are loyal to their tight network and offer support to these contacts when required, preferring this than developing wider business networks which they believe can appear fake and un-natural. They avoid being actively involved in situations which require them to 'network,' feeling as if their time would be better spent attending to their role. They can be uncomfortable in social situations with new people, feeling under-confident interacting with people of different backgrounds and struggle to establish common ground with them. Although they are successful within their role, they sometimes miss out on mutually beneficial relationship building due to avoiding circumstances which advocate this.

Competitive - How I think



People who underuse this Strength are good team players. They are supportive of colleagues, content in their work and do not need to compare themselves to the achievements or efforts of others. However, this can mean that they can be unaware of their competitors' position in the market and therefore fail to generate strategies to compete with them. They do not ensure the quality of their work reaches the standards of others and they may miss opportunities, allowing others to take precedence. They would benefit from considering which opportunities are worth pursuing and ensuring they make their voice heard over others who want the same thing.

Risk Taker - How I think



People who underuse this Strength are happiest working in familiar environments. They prefer a safe option, hoping to avoid causing risk to themselves, the organisation, or others. However, their risk-averse nature means they are likely to miss opportunities for expanding the business into unexplored areas. They may find themselves lagging behind competitors who are willing to take a chance on an emerging market trend, causing them to lose their competitive edge. They may become lulled into a false sense of security, failing to make contingency plans for the future or see the risk inherent in remaining static. People who underuse this Strength should consider which risks are acceptable to the business and how these risks could benefit the organisation.

Initiator - How I think



People who underuse this Strength are reflective in their approach to tasks, and are inclined towards 'thinking' rather than 'doing'. They take time in planning before implementing action plans; and consider all of the pros and cons before turning ideas into reality. The down side of this is that they are often slow to act and may miss opportunities or critical windows to achieve tasks. People who underuse this Strength would benefit from speeding up the process between ideas and actions; allowing themselves to use their 'gut instincts' to guide them towards a more proactive approach in work.

Self Confident - How I deliver



People who underuse this Strength are modest about their abilities and are keen to seek others' opinions. They can be hesitant to act, preferring to be sure before they move forward. Their high level of modesty means that they question their self-worth and lack confidence in their abilities. They can feel anxious and question their own judgement, or abilities, and they allow themselves to be influenced by others and being quickly persuaded by another's argument. They would benefit from staying true to their own viewpoint and thinking confidently about activities which they know play to their strengths.

Evaluative - How I deliver



People who underuse this Strength are intuitive individuals who thrive in fast-paced environments. They enjoy the challenge of developing quick solutions to problems when minimal data is available. Their subjective approach is based largely on past experiences, intuition and trial-and-error, which suits their passion for swift decision making. For this reason, they are unlikely to enjoy participating in tasks which require rigorous and objective thinking and investigation in order to generate well-rounded conclusions. They prefer to take initial data as fact, and as a result may produce solutions that are either impulsive or may over-simplify the situation.

Enhancing Your Strengths

Once you have identified your core Strengths it is important that you continue to develop and improve these areas so that you do not become complacent. To help with your development and to enhance your top seven Strengths even further, we have provided you with two actions for each of your top seven Strengths.

Modest

Work Shadowing - Allow a colleague to spend some time shadowing you at work. Try to demonstrate/outline how you remain aware of your own limitations, and how you communicate those limitations to others in a self-assured manner. Ask the individual to make notes during the day so that they can have a written guide to remind them of strategies they could use. Advise them to try the strategy, evaluate what they think has worked for them and try and get feedback from others.



Project - Involve yourself in a project which allows you to seek out the views of others. When you are gaining others' perspectives, aim to listen thoroughly to those perspectives without making any comments on your own performance or experience. What value do you feel can be obtained from listening attentively to the views and opinions of others. Ensure you demonstrate the value that others bring to the project before communicating your own contributions, or achievements.

Responsible

Feedback - Ask a colleague or manager about your tendencies in making decisions. In particular, it would be interesting to know whether they perceive that you take responsibility for difficult decisions; and whether you follow through on promises and commitments. In as such, do you take responsibility for decisions at work? Do you ensure that your own work or the work of your team is of a high standard? How do you do this? Could you approach this in a better way?



Project - Involve yourself in the delivery of a project. Take personal accountability for ensuring the project is delivered on time, and ensure that it is of a high standard. Throughout the project, ensure you clearly communicate others' responsibilities to them and support others who are struggling with their tasks. Regularly monitor team progress to ensure you are on track to meeting deadlines and follow through on commitments.

Future Focused

Reflecting/ Challenging - Reflect on your ability to think about the future when organising your work activities. Do you ever think about how your work contributes to the future success of the business? Have you recently considered market trends, forecasts and competitor movements? How can you incorporate this information into your current projects, tasks and goals? Think about the last time you set goals for yourself, or your business unit and evaluate these. Consider how you could ensure your goals are future orientated.



Coaching - Find a person who can help you think more strategically at work and have coaching sessions to address this. Use specific work examples within your coaching session and work through how you could have considered future objectives more effectively. Try to identify three key actions that you and your coach can work on together to improve your long term strategic thinking. Consider scheduling multiple sessions with them with intervening periods between, in order to track and discuss your progress.

Fair

Stretch - Set yourself the task of challenging both unfair behaviour or practices within your workplace, in both minor and major instances. Contemplate situations in which not all peoples' viewpoints are being heard. Taking into consideration that you champion equal opportunities, it may be useful to consider which activities could be made to include more people within your organisation and maintain consistent standards.



Brainstorming - Write the term 'Fair' on the top of a page. Consider all of the ways in which working practices and opportunities can be made fair. Consider what a 'fair' work environment might look like. How does your work environment differ? Consider how you can ensure your workplace is fair. Reflect on who else you might influence and how you might do that.

Harmoniser

Coaching - Discuss your experiences of workplace collaboration with a trusted person who can act as a coach. How did you feel you performed? Did you find collaborating easy or challenging? Do you feel energised by working in a team? Did you feel that you were able to establish rapport and engagement with other team members? Ask them to provide you with some guidance on how to become a really strong team player.



Brainstorming - Create a heading "Collaboration" and write down all of the elements that you feel are important to effective and successful collaborative working. For each element, write down how you might behave in order to ensure that each factor is satisfied. Share your thoughts with colleagues next time you are requested or required to work within a team on a task.

Compassionate



Reading - Read 'Compassionate Leadership: How to create and maintain engaged, committed and high-performing teams' (Hopkinson, 2014). As you read, make notes and try to come up with a picture of what 'Compassionate' looks like. To what extent does this reflect your typical work style? How is it different? Consider how you can apply the principles from the book to your own work and organisation.

Project - Actively involve yourself in a project which is focused on providing compassionate assistance to others. Whether this is in the workplace, or within a charity context; consider how your audience might want you to communicate with them. How can you demonstrate your interest and care in their concerns? How will you demonstrate your support for them through adversity or challenge?

Genuine



Stretch - Set yourself the task of spending some time establishing and building working relationships with your colleagues and fellow team members. Ensure you are open and authentic in all of your interactions and think about how you can demonstrate to others that you value your relationship with them. How can you ensure you engage with honesty and openness in all scenarios?

Project - Involve yourself in a project role which allows you to use your ethics. Think about the ways you can communicate your ethics, values and beliefs to others. Consider how you will champion these ethics to others. How will you explain their importance to project success? How will you challenge those who are not living the ethics and values? How do you ensure that everyone is maintaining the same high moral standards?

Self-reflection

The aim of this part of the report is to provide you with an opportunity for personal exploration and to identify the key themes and messages in your report. It will also provide you with a structure to define your ongoing development actions. You will find some key questions to help you focus on what is important to you.



What were your initial impressions when you read your report? Were there any themes or patterns?



How can you leverage your Strengths further at work to create greater success?



What could be the impact of overusing your Strengths at work? How can you minimise this?



What could be the impact of underusing your Strengths? How may this disadvantage you at work?



How might your Strengths need to change as you progress in your career? What can you do to develop these Strengths for the future?








Action Planning

Thinking about your results, your current role and future possible roles, what actions will you undertake to maximise your performance or further capitalise on your Strengths? Use this in combination with the Development Guide in the previous section.

Strengths	Development Requirement	Development Action	By When



Do you have any further comments?

Strengths in Rank Order		Rank
	Modest - People who are modest are energised by being unassuming and moderate in their estimations of their own abilities and achievements. They seek out the views of others and openly express their limitations. As a result, they do not boast and are humble, recognising the contribution and value of others.	1
	Responsible - Responsible people are energised by having the opportunity to take accountability for both their own actions and the actions of others. They follow through on promises, and are therefore seen by others reliable and consistent, accepting responsibility for their work. They are highly conscientious, ensure that projects are delivered on time and to a high standard.	2
	Future Focused - People who are future focused are energised by strategic thinking and incorporating the bigger picture into their plans. They are goal orientated, visionary and can articulate a clear direction for the future. As a result, they are confident decision makers, who successfully face challenge and adversity and direct people towards a better future.	3
	Fair - People who are fair treat everyone the same and are energised by creating a world where there are equal opportunities for all. They have a personal sense of justice and believe in maintaining fair and consistent standards. They strive for equality and accept people for who they are. They they are generous and give people the benefit of doubt.	4
	Harmoniser - People who are harmonisers are energised by collaboration and enjoy encouraging people to work together. They seek agreement and consistency between people. They are loyal and trustworthy, encouraging their colleagues to operate in the same way. They seek congruence, asking questions to understand others views. They strive to create clarity and collective belief.	5
	Compassionate - People who are compassionate are energised by being empathetic, caring and concerned with the well-being of others. They are considerate of the needs of others and gain satisfaction from helping others and actively support those around them. As a result, they are interconnected, open to alternative opinions and understanding of differences.	6
	Genuine - Genuine people are energised by being honest and authentic. Their behaviour is true to their values and beliefs and they mean what they say. They are consistent in their interactions and maintain high standards of conduct when interacting with others. As a result, they engage with honesty and openness, valuing relationships and integrity.	7



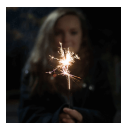
Influential - People who are energised by being influential are inquisitive and ask questions. They are interested in the views of their colleagues, and take the time to create connections with others. They enjoy influencing colleagues to accept their point of view and they are charismatic and engaging. They value personal relationships and seek to generate confidence in their abilities and judgements.

8



Methodical - People who are methodical are energised by taking a systematic and deliberate approach to tasks. They are well organised and logical, thinking ahead to create well thought-through plans and creating clear objectives. As a result, they are structured and productive, and they anticipate problems and meet deadlines.

9



Enabling - People who are enabling are energised by identifying and developing the potential in others. They willingly share their knowledge and experience, supporting the development of skills and knowledge in others. They set high expectations for others to achieve, offering feedback and support. They are constructive and supportive mentors.

10



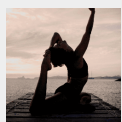
Attentive - People who are attentive are energised by being open and aware. They value and recognise individuality in others. They listen attentively and seek to understand the distinctive qualities of each of their colleagues. As a result, they are emotionally intelligent, appreciative and observant of human behaviour.

11



Striving - People who strive and want to develop are energised by seeking opportunities to learn, challenge their thinking and grow their skills. They are therefore open to new ideas and feedback from others. They are eager to acquire new skills and knowledge, and are curious. They look for variety and are accepting of challenges.

12



Flexible - Flexible people are energised by looking at all of the alternatives and keeping their options open. They take an agile and open approach to solving problems and are open to new ways of working. They operate positively when faced with change and maintain momentum when faced with ambiguity. As a result, they are accommodating, curious and adaptable.

13



Self Aware - People who are self-aware are energised by being in touch with their inner self, actions and thoughts. They are emotionally controlled, reflective and understand their emotions and consequently their responses to different situations and people. As a result, they are aware of their strengths and development needs.

14



Innovative - Innovative people are energised by new ideas, and enjoy scanning their environment for new ways of working. They identify and generate improvements to enhance working practices. They are conceptual thinkers, considering new and novel ways of working. As a result, they are creative and do not automatically accept the status quo.

15



Articulate - People who are articulate are energised by explaining things to others. They are confident communicators with a fluent and coherent and engaging style. They enjoy speaking and get their energy from interactions. They have the ability to simply and clearly translate a message or complex concept for their audience, to ensure understanding.

16



Inspiring - People who are energised by being inspiring enjoy situations where they can captivate an audience. They are effective and impactful communicators, often using stories or anecdotes to deliver information. They are at their best when they can connect with an audience, adapting their approach and style to create a strong impression and engage with others.

17



Positive - People who are energised by being positive are upbeat in the face of adversity, always remaining optimistic even in difficult circumstances. They readily focus upon achievements and positive outcomes. They are confident in most circumstances. Believing that they can control events and influence outcomes. As a result, they are champions of success, thinking positive and affirmative thoughts.

18



Energising - People who are energising are proactive and passionate about everything they do. They have the ability to maintain focus under pressure and often work to harness the energy of colleagues; acting as a role model and inspiring them to act. They strive to create a culture of enthusiasm, energy and productivity.

19



Decisive - Decisive people are confident when making decisions and are prepared to make reasoned decisions without all of the facts. They enjoy the process of decision making and believe themselves to be good decision makers. They assimilate information effectively to form judgements which they are able to justify and defend. As a result, they are quick thinkers, resolute and self-assured.

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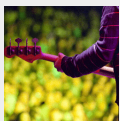
Achiever - Achievement striving people are energised by having a record of success to their name and they enjoy accomplishing tasks. They are goal oriented and determined, challenging themselves to work harder and achieve more. As a result, they are able to overcome obstacles and often strive to exceed the targets met by those they work with.

21



Courageous - Courageous people are energised by demonstrating bravery and determination when faced with risk and uncertainty. They enjoy facing difficult situations and thrive when they are able to overcome barriers without apprehension or fear. As a result, they stand up to difficulty and are courageous and maintain confidence from others.

22



Composed - People who are energised by dealing with tricky situations successfully, tend to be resilient and composed. They are able to withstand and recover quickly from difficult conditions. They are determined to achieve and are accepting of challenges with a view to creating an opportunity. As a result, they are calm under pressure and determined in their outlook.

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Strengths in Rank Order

Rank



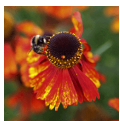
Evaluative - People who are evaluative are energised by taking a rigorous and objective approach towards tasks and problems. They are solution focused, incorporating the most relevant and important information in order to generate a well thought-through conclusion. As a result, they are robust, systematic and fair in their evaluations.

24



Self Confident - People who are self-confident are energised by making assured judgements. They trust in their own self-worth and talk positively when referring to themselves or what they could achieve. They are accepting of challenges and believe in their capability to achieve. They are unlikely to be influenced easily by others.

25



Initiator - People who are initiators are energised by investigating action and thrive in a fast paced working environment. They enjoy implementing ideas and are the ones to get things started. They seek to promote a culture of 'doing' rather than 'thinking' and use their initiative in order to make decisions and transform ideas into actions.

26



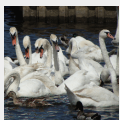
Risk Taker - People who enjoy taking risks are energised by being in an environment of uncertainty. They actively seek out challenges; pushing the boundaries in order to test the limitations. They equate risk with gain, but are pragmatic about failure. They thrive in unstable environments and do not need certainty to thrive.

27



Competitive - Competitive people focus on success and are energised by their desire to win and achieve more than others. They benchmark themselves and gain energy from improving their position; ultimately striving to be the best. As a result, they are determined, focused and seek to pitch themselves against others.

28



Networker - People who are energised by networking, are prone to focus their time on building relationships and extending their professional network. They gain energy from meeting new people and act as a channel for new relationships to develop. As a result, they are confident when meeting new people and are comfortable in social situations.

29



Meticulous - People who are meticulous are energised by ensuring high standards of work and maintaining accuracy. They take time to ensure the detail is correct and take pride in producing work without mistakes. As a result, they produce work of high quality and can be relied upon for their consistency.

30

Other BeTalent Resources to Explore

The BeTalent products support the assessment and development of potential; providing you with the ability to select a delivery mechanism which will most engage your people and create insight for your business.

BeTalent Strengths



Winning Attitude



Culture Fit



BeTalent Resilience



Decision Styles



Blended 360



Inspiring Leader



Situation Analysis



BeTalent Team



Talent Fit



All our tools can be accessed through the BeTalent Platform.

Physical copies of our card sort exercise packs can be purchased from BeTalent.com or Amazon.



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Key Notes:

-  Questionnaire
-  Card Sort
-  Case Study
-  Multi-rater 360/180
-  Group Report