

Strengthscope360™



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1. Introduction

The following Strengthscope360™ report is based on your responses to the questionnaire completed on 17/01/2019.

Strengthscope® is the world's most comprehensive and innovative cloud-based strengths profiling system that helps energize peak performance at work.

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 Strengthscope360™ report will help you to optimize your performance and energy at work by improving your understanding of:

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

Your Strengthscope360™ report is designed to be the first step in helping you to optimize your strengths and performance at work.

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

To get the most value from this report, it is important to take action based on the awareness and learning from it to strengthen your performance and maximize your potential.

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

Why focus on your strengths?

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

By getting the balance right between optimizing 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 optimizing these strengths you will be able to achieve your best results and career success.

Your Significant 7 strengths



Compassion

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



Courage

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



Detail orientation

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



Emotional control

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



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



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:

- Are concerned with the general well-being and welfare of others
- Show kindness to others in times of need or crisis
- Put others' needs ahead of your own

- Are able to stand up for what you believe in, even when challenging authority or the status quo
- Are able to withstand personal risk, pressure and difficult circumstances
- Take tough stands based on your convictions, even if they are unpopular

- Strive for perfection in the quality of your work, no matter how small the task
- Check and willingly redo work to ensure accuracy to meet others' expectations and requests
- Take personal pride in the accuracy of your work, ensuring consistently high standards

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

- Find it relatively easy to 'put yourself in another's shoes' and see things from their perspective
- Listen openly, without judging or interrupting, to understand a person's underlying concerns, feelings and interests, rather than simply what they are saying
- Acknowledge and respect the unique experiences, perspectives and ideas of others

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

- 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

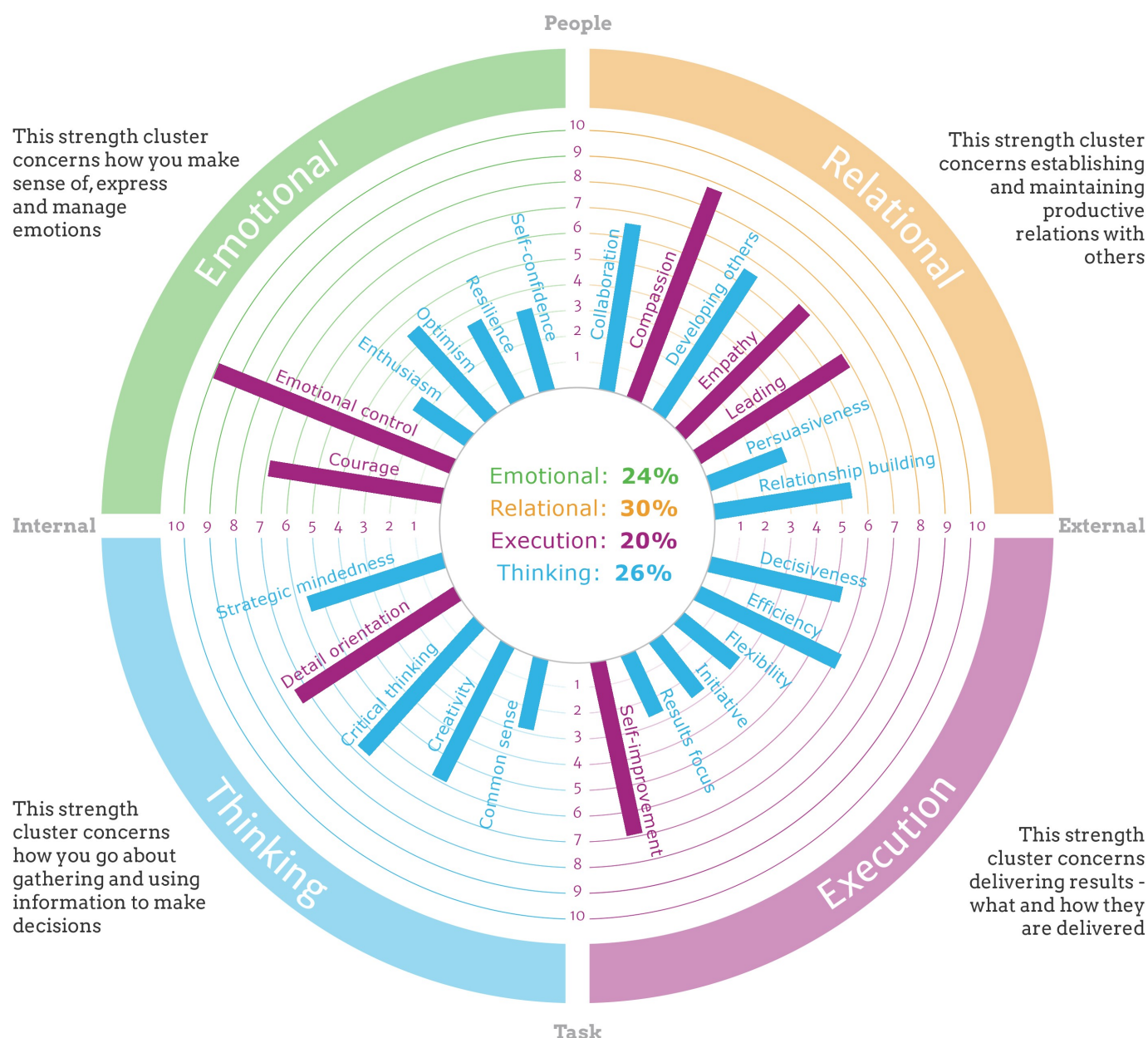
3. Your strengths profile

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 lower bars represent non-strength areas that provide you with less energy and enjoyment in your work.



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

4. Optimizing 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 optimize 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.



Compassion

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

Strengthening your performance

Stretching your strength to the next level

- Check in with people in your team to see whether they need emotional support and help to perform at their best during particularly busy or stressful periods, in ways that build self-sufficiency as opposed to dependency
- Volunteer to become a 'buddy' for a new employee to help them settle into their role and feel part of the organization
- Volunteer on a helpline or for a support service that provides support to individuals who need it. You may have a well-being support line for employees that is run in confidence from within your organization, or there may be one outside of work

Overdrive risk to watch out for and how to reduce them

You allow people to take advantage of you and your concern for them. You may become so immersed in caring for others that it undermines your own work priorities and personal well-being.

- **If you become an 'agony aunt' whom people come to depend on...**
Signpost others to alternative avenues of support rather than always being the 'go-to' person, to give you sufficient time to focus on your own work
- **If you become exhausted putting others' needs before your own...**
Learn skills in using powerful questions that enable others to identify their own solutions
- **If you allow people to take advantage of you and your concern for them...**
Enlist the support of trusted colleagues to notice when this is starting to happen and ensure that your needs continue to be met



Courage

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

Strengthening your performance

Stretching your strength to the next level

- Research effective influencing skills and practise these skills to ensure you can easily stand up for what you believe in ways that foster healthy working relationships
- Seek out hot topic debates and innovation projects that you can contribute to that will help co-workers/stakeholders to look at problems and issues in a different way
- Go outside of your comfort zone by seeking to take on a project that you really believe in that not only stretches your current skillset, but confidence levels and levels of self-belief

Overdrive risk to watch out for and how to reduce them

You readily take on risky positions and challenges that have a high probability of failure. You may be perceived as reckless or extreme in defending your beliefs

- **If you find that you are being seen as reckless or extreme in defending your beliefs...**
Ensure that you develop a range of influencing skills so that you can gain support for your position without always having to 'fight' for the cause. And remember to choose time and prepare for your battles wisely
- **If you find that you have taken on too many 'causes' and that this is starting to exhaust you...**
Prioritize those challenges/changes that will contribute greatest value to your team and organization and focus on gaining a positive outcome in these areas only
- **If you find that you have become isolated in defending your beliefs...**
Take time to listen to, and understand, others' points of view so that you can modify your approach or bring in others' perspectives



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

- Find opportunities to 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 co-workers who don't enjoy detailed and precise work in a way that improves the overall performance of the team/organization

Overdrive risk to watch out for and how to reduce them

You spend too much time in the detail at the expense of the bigger picture, losing perspective on the overall goals and/or plan. People may regard you as a perfectionist

- **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 co-workers 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
- **If you spend so much time focused on the accuracy and completeness of your work that it results in slippages in efficient delivery of outcomes...**
Try to speed up your checking and output, ensuring team deliverables are not undermined by your thoroughness and need for precision



Emotional control

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

Strengthening your performance

Stretching your strength to the next level

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

Overdrive risk to watch out for and how to reduce them

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

- **If you find that you are seen at times as being dispassionate or aloof...**
Ensure that you 'dial up' your emotions in a way that is visible to others to ensure that they understand how you are feeling on topics where you need to show emotion
- **If you find that others do not understand your feelings or views on a topic that is important to you...**
Take the time to explain carefully why something is important to you or how you feel about the subject, even explaining that this may not be obvious in how you speak or act, but your feelings remain strong nonetheless
- **If you find that your control at work is causing emotional difficulties at home as you seek a 'release'...**
Make sure that you talk to others about your feelings and experiences both at work and at home and ensure that your personal needs are being met at work



Empathy

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

Strengthening your performance

Stretching your strength to the next level

- Use your empathy strength to share your understanding of stakeholder needs and explore how these can most effectively be met
- Help colleagues who are having difficulties working with a particular individual to gain a better understanding of their interests, needs and character
- Strengthen your ability to ask powerful questions, listen attentively and summarise effectively, so that your Empathy strength becomes of greater use to you and others

Overdrive risk to watch out for and how to reduce them

You become so immersed in others' situations that you start identifying with them as your own and lose the ability to provide objective support and guidance

- **If you find that you become so immersed in others' situations that you start identifying with them as your own and are losing the ability to provide objective support and guidance...**
Ensure that you develop your own support network of people with whom you can discuss others' situations in order to retain distance and objectivity
- **If you make assumptions about other people's situation or point of view without checking the accuracy...**
Remember to spend sufficient time asking questions, listening carefully and reflecting back what you think you've heard before drawing conclusions. When in doubt, check with them again
- **If you become over-analytical of others' intentions...**
Develop a habit of noticing when this is happening and seeking others' input, rather than getting caught up in a circular analysis of behaviour or intention



Leading

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

Strengthening your performance

Stretching your strength to the next level

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

Overdrive risk to watch out for and how to reduce them

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

- **If you take a leadership role in inappropriate situations...**
Learn about models which enable you to pick the right approach in the right situation, for example, Hay Managerial Styles or the Situational Leadership model
- **If others see you as domineering or directive...**
Remember to spend sufficient time asking questions, listening carefully and building consensus to ensure that everyone agrees with a decision or plan
- **If people become overly dependent on you for advice or direction...**
Be intentional in helping people to develop their own solutions, reach their own decisions and build confidence, with or without your input



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 risk to watch out for 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. Effective use of strengths

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

Feedback is based on 6 raters. To see the list of raters, please refer to the Section 10 of the report.

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

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

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

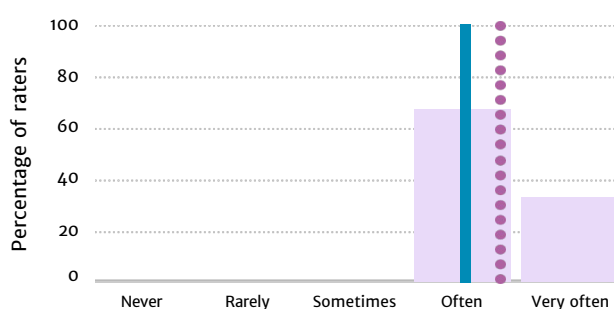


Compassion

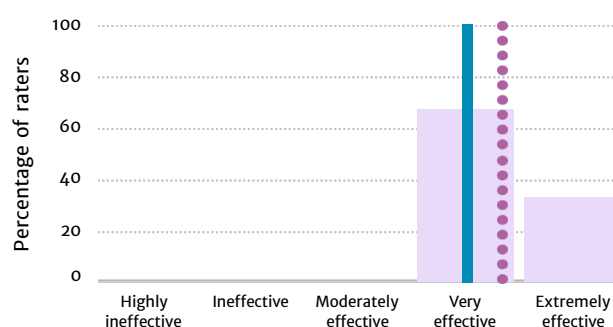
Number of raters: 6

Rater Average ●●● Your Response —

How often raters see this strength

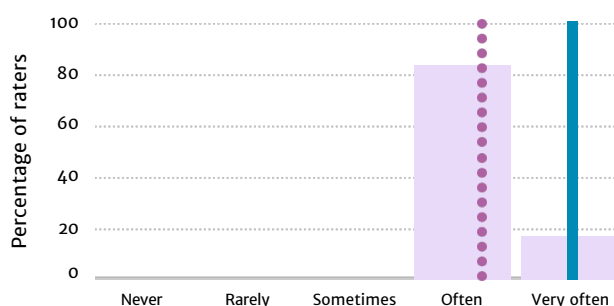


How effective you are at using your strengths to deliver results

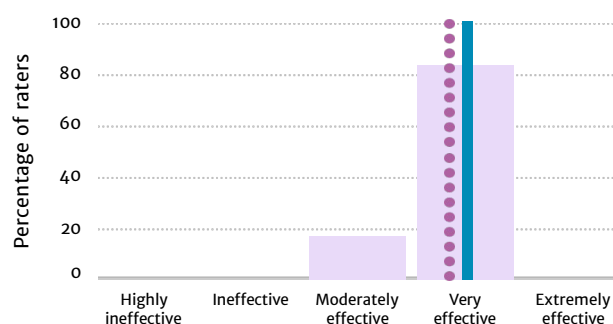


Courage

How often raters see this strength

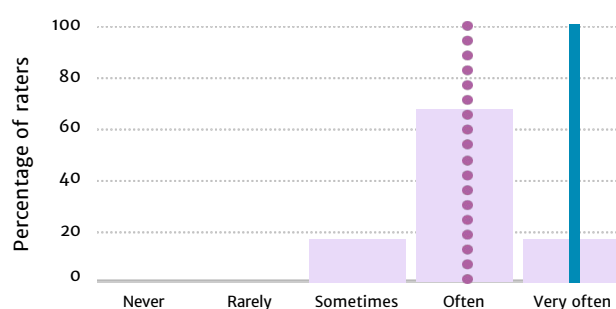


How effective you are at using your strengths to deliver results

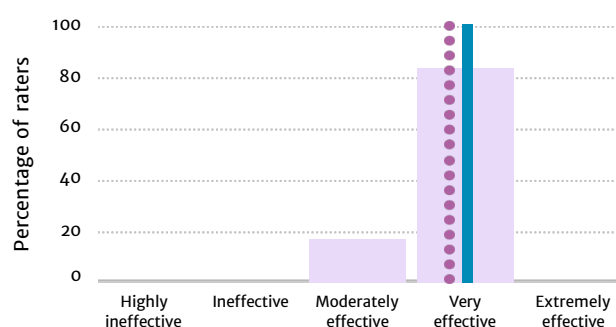


Detail orientation

How often raters see this strength

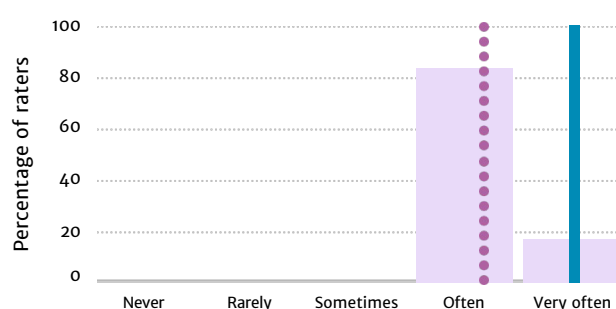


How effective you are at using your strengths to deliver results

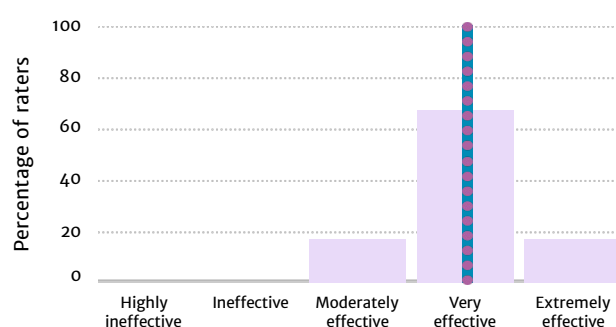


Emotional control

How often raters see this strength

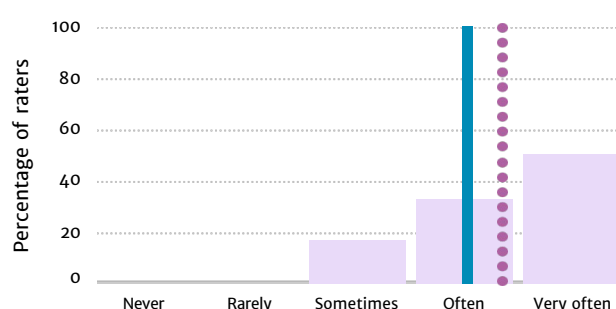


How effective you are at using your strengths to deliver results

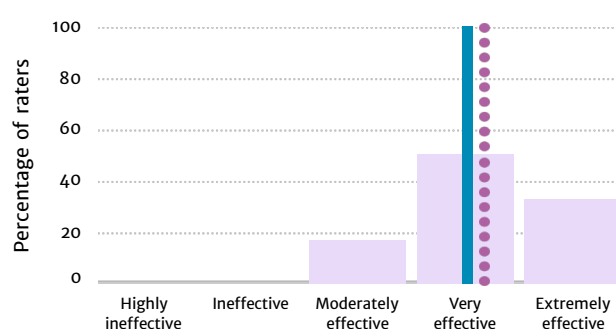


Empathy

How often raters see this strength

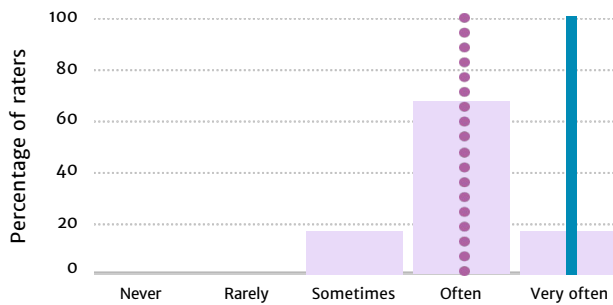


How effective you are at using your strengths to deliver results

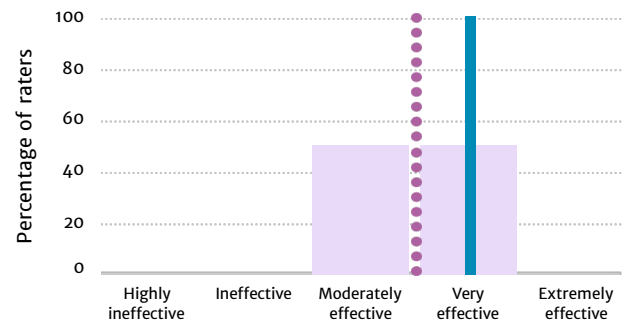




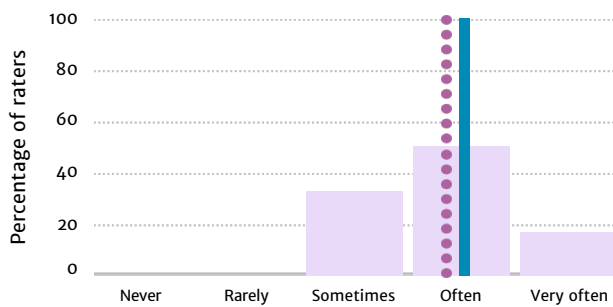
How often raters see this strength



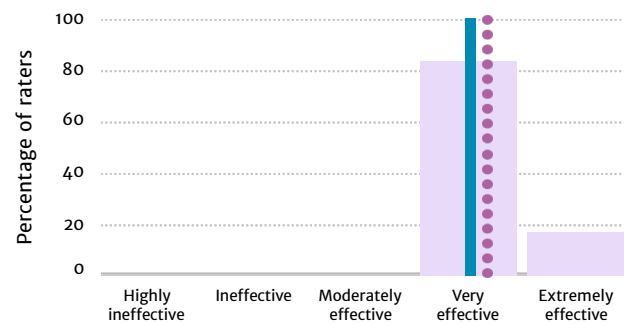
How effective you are at using your strengths to deliver results



How often raters see this strength

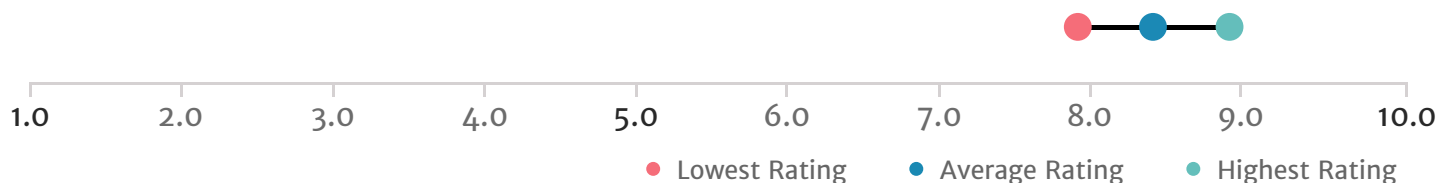


How effective you are at using your strengths to deliver results



6. Overall effectiveness rating

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



7. Rater comments

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

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

"Ali uses his strengths really well and I know that he has the capacity to be such a great manager. As his manager, I recommended he stretch himself and take on the role of a first line manager, which he agree with but now he should really leverage the desire he has for motivating others to reach a common goal. Ali – You are doing well, just push yourself a little more, ask others for tips and support when you need it – I am always happy to help."

"Ali is great to work with and his drive for self-improvement is so evident. Please use this more as you are now a line-manager and have a direct report who will ask you for support more and more. Ask other experienced managers lots of questions and keep the learning going!"

"Just be confident in your abilities, you are good at your job. Believe in yourself."

"I like Ali's working style, he is caring. I think a way to use his strengths more effectively is to allow for mistakes to happen and learn sooner from them. Put learning into practice straight away, otherwise it will hold you back."

"Detail orientation, leading, courage strengths are used well but need to be used to their max. Look for strategies to make your performance the best it can be."

"Ali is my account manager and we have a good supplier relationship. I like how he always understands my business challenges and works through them with me. He is patient and accommodating to stakeholder needs and changes."

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

"A calm and supporting individual who is a really nice part of the team. Ali is a guy who everyone can call on and is always open to listening to others – he gets others perspectives when others don't."

"Such a great asset to the team."

"Such a professional approach to work and works to make things better all the time by improving himself and the company."

"Ali has helped to shape the department in a way that allows for more cohesive processes."

"A great colleague who I has been on my journey at the company as we started within a week of each-other, Ali is the guy to seek advice, pose challenges and strives to be better every single day."

"He is a key part of the business, especially since the recent re-structure. He really helped make it a success."

8. Rater details

You nominated the following raters to provide feedback:

- Ruby Turner – Line manager / Supervisor
- Orla Mcguniness – Superior
- Ewan Jonas – Other
- Wendy Williams – Direct report
- Jack Wills – Peer
- Monty King – Peer
- Meena Jyoti – Peer

Of these 7 people, 6 provided feedback.

9. The 24 Strengthscope® strengths

⚡ Emotional



Courage:

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



Emotional control:

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



Enthusiasm:

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



Optimism:

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



Resilience:

You deal effectively with setbacks and enjoy overcoming difficult challenges



Self-confidence:

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

⚡ Relational



Collaboration:

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



Compassion:

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



Developing others:

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



Empathy:

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



Leading:

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



Persuasiveness:

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



Relationship building:

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

⚡ Execution



Decisiveness:

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



Efficiency:

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



Flexibility:

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



Initiative:

You take independent action to make things happen and achieve goals



Results focus:

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



Self-improvement:

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

⚡ Thinking



Common sense:

You make pragmatic judgments based on practical thinking and previous experience



Creativity:

You generate new ideas and original solutions to move things forward



Critical thinking:

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



Detail orientation:

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



Strategic mindedness:

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

Tools to optimize your performance

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

StrengthscopeLeader™

Helps leaders optimize their strengths and habits to energize peak performance, engagement and a positive culture

StrengthscopeTeam™

Helps teams discover their strengths and improve their performance, teamwork and agility

StrengthscopeEngage™

Measures changes/ROI in engagement and productive use of strengths arising from the training or development program

Contact our fantastic team on 020 8944 0289 or at hello@strengthscope.com to discuss the right option for you!

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

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