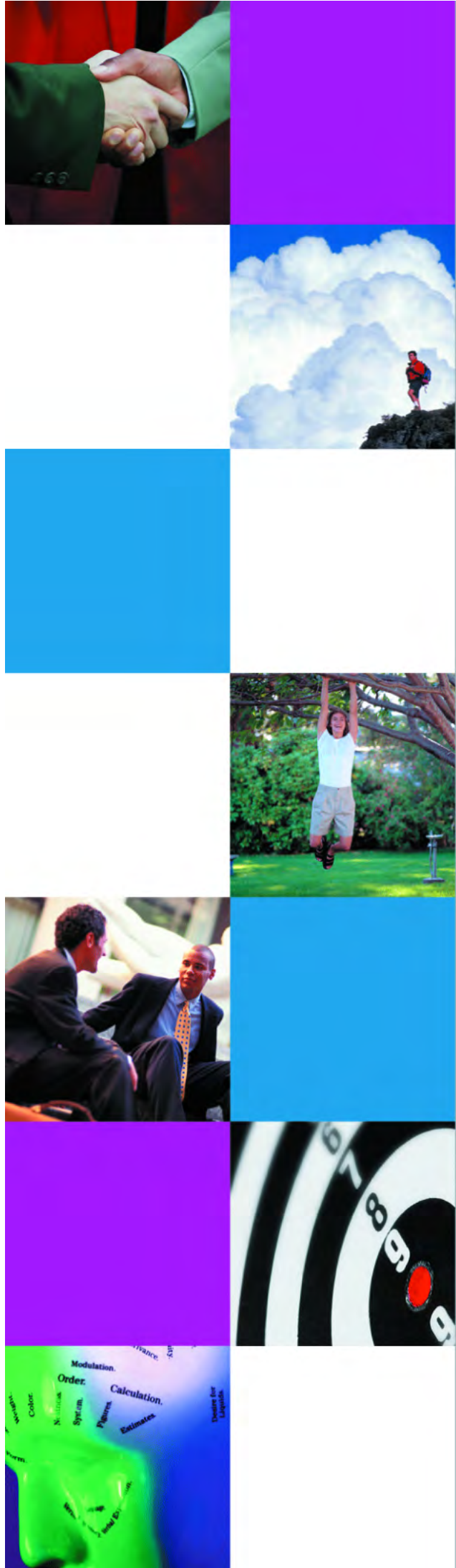




STRENGTHSCOPE™ FEEDBACK REPORT

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CONFIDENTIAL





1. Introduction

Strengthscope™ is a revolutionary assessment tool that provides a comprehensive measurement of an individual's strengths and the extent to which these are productively applied at work.

It is designed to help those completing it to identify their distinctive strengths. We define "strengths" as ways of thinking, feeling and expressing your emotions that lead to exceptional performance and energise or strengthen you.

Some of the benefits of understanding and applying your strengths at work include:

- Improved results and sense of achievement
- Higher levels of motivation and enjoyment at work as you will be applying your strengths more often
- Increased confidence and resilience to overcome performance blockages
- Improved understanding of your weaker areas and overplayed strengths
- Better teamwork

Strengthscope™ is designed to be the first step in helping you genuinely 'unleash your strengths' and use them productively across as many situations as possible. In the sections that follow, you will be presented with information about your distinctive strengths, or 'significant seven', and how you can maximise these at work.

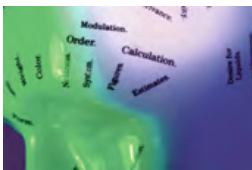
2. Your 'Significant 7' strengths

According to your responses to the questionnaire, we have identified the following core strengths for you:



Compassion

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



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



Efficiency

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



Empathy

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



Enthusiasm

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



Results focus

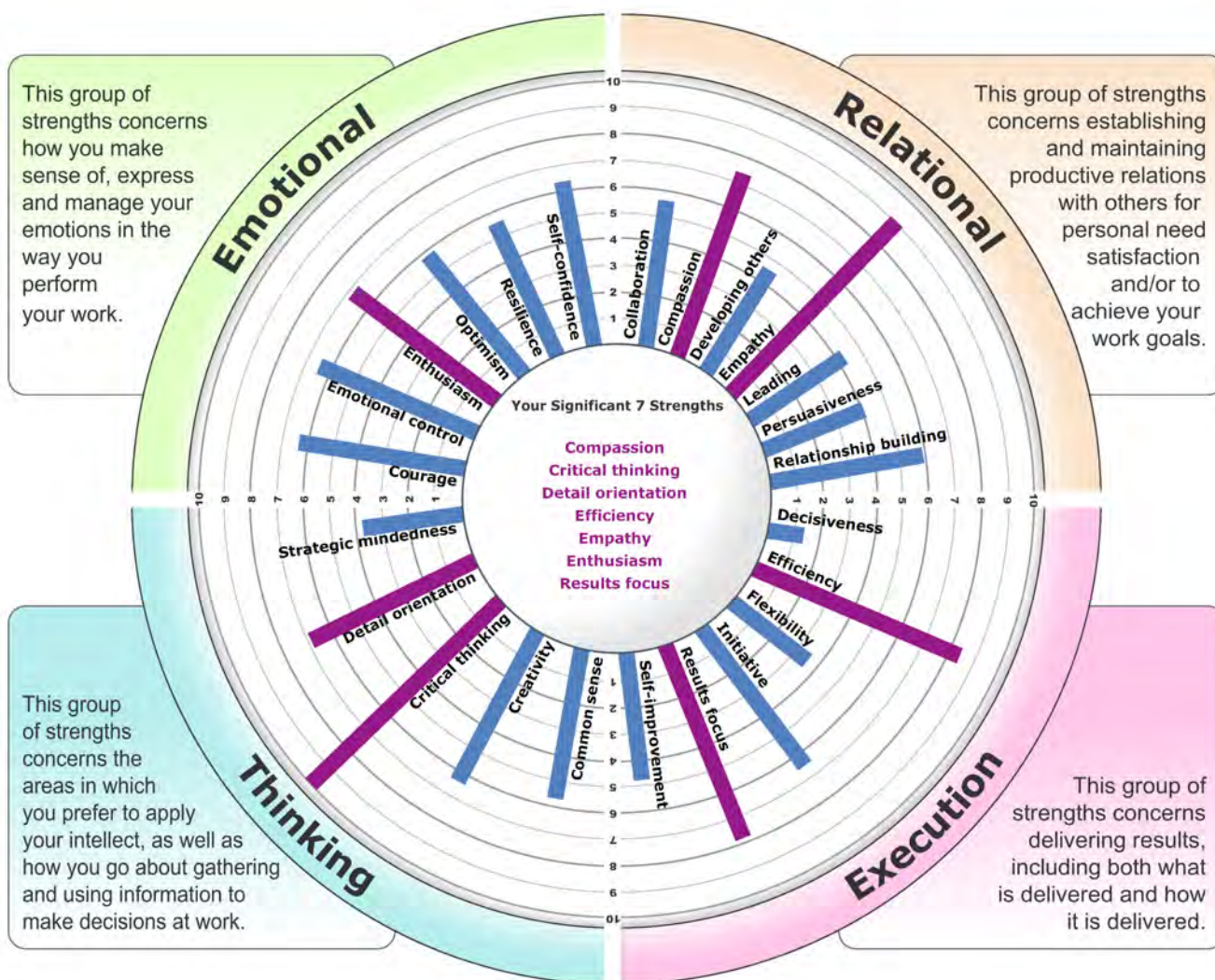
You maintain a strong sense of focus on results, driving tasks and projects to completion

3. Your strengths profile

The graph below shows all your strengths on a 1-10 scale compared to the comparison group. The length of each bar on the graph indicates the extent to which this aspect of work energises you and should not be confused with level of skill or competence.

Your Significant 7 strengths appear at the centre of the graph.

The graph also shows how your strengths can be grouped into four clusters: Emotional, Relational, Thinking and Execution. The definition for each cluster is given in the text adjacent to it.



On the following pages, we have presented more detail on each of your strengths, including a more detailed description of each of your strengths together with the likely consequences if you overuse or overdo the strength, i.e. if it goes into 'overdrive'.



Your 'Significant 7' strengths are described below in alphabetical order. Please note that not all statements will apply to you equally but should provide you with some indicators as to how your strengths appear at work.

At the foot of each section, each strength is described when it is in 'overdrive', i.e. when it is being over-used or used in an inappropriate situation.

These statements should help you establish the extent to which you are currently using your strengths optimally.

Compassion

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

- You are concerned with the general well-being and welfare of others
- You show kindness to others in times of need or crisis
- You notice or follow up when a co-worker is not performing at her/his usual standard
- You put others' needs ahead of your own

Strength in overdrive: you may allow people to take advantage of you and your concern for them; you may become an 'agony aunt' who people come to depend on

Critical thinking

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

- You enjoy dissecting arguments in order to understand their logic
- You find it easy to simplify difficult problems or situations
- You seek out additional facts and data to understand and resolve problems
- You separate a problem into its component parts in order to see meanings, relations, and assumptions that might otherwise remain buried

Strength in overdrive: you continuously question or look for flaws in proposed solutions and arguments. This may be perceived as negative and over-critical by others

Detail orientation

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

- You strive for perfection in the quality of your work, no matter how small the task
- You readily redo work to ensure accuracy to meet others' expectations and requests
- You take personal pride in the accuracy of your work, ensuring consistently high standards

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



Efficiency

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

- You have efficient, well-ordered systems for working
- You enjoy taking on the planning of large events such as a conference or large party
- You are good at coordinating a complex array of tasks and people in order to get achieve the best possible outcome
- You enjoy making action plans and lists detailing what needs to be done, by when and by whom
- You are eager to engage others (e.g., your manager and partner) in establishing priorities and agreeing plans

Strength in overdrive: your excessive emphasis on organisation and efficiency may leave little scope to incorporate new information and options in your planning and execution as the task or project unfolds

Empathy

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

- You find it relatively easy to 'put yourself in another's shoes'
- You appreciate not only what people are saying, but also why they are saying it
- You have a keen interest and understanding of 'what makes people tick'

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

Enthusiasm

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

- You bring a high level of energy and enthusiasm to what you do at work
- Your excitement and energy are clearly visible to others when you engage with an activity
- You strongly advocate and champion views, ideas and beliefs that you support
- You 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

Strength in overdrive: your enthusiasm can be seen as too emotive or overwhelming at times, making others feel that their views are not valued or appreciated

Results focus

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

- You pursue your work with energy, drive, and a need for completion
- You convey a strong sense of urgency and drive issues to closure
- You take immediate action to resolve performance blockages or problems when they arise
- You maintain a strong focus on the goals of the organisation and the resources available to achieve those goals

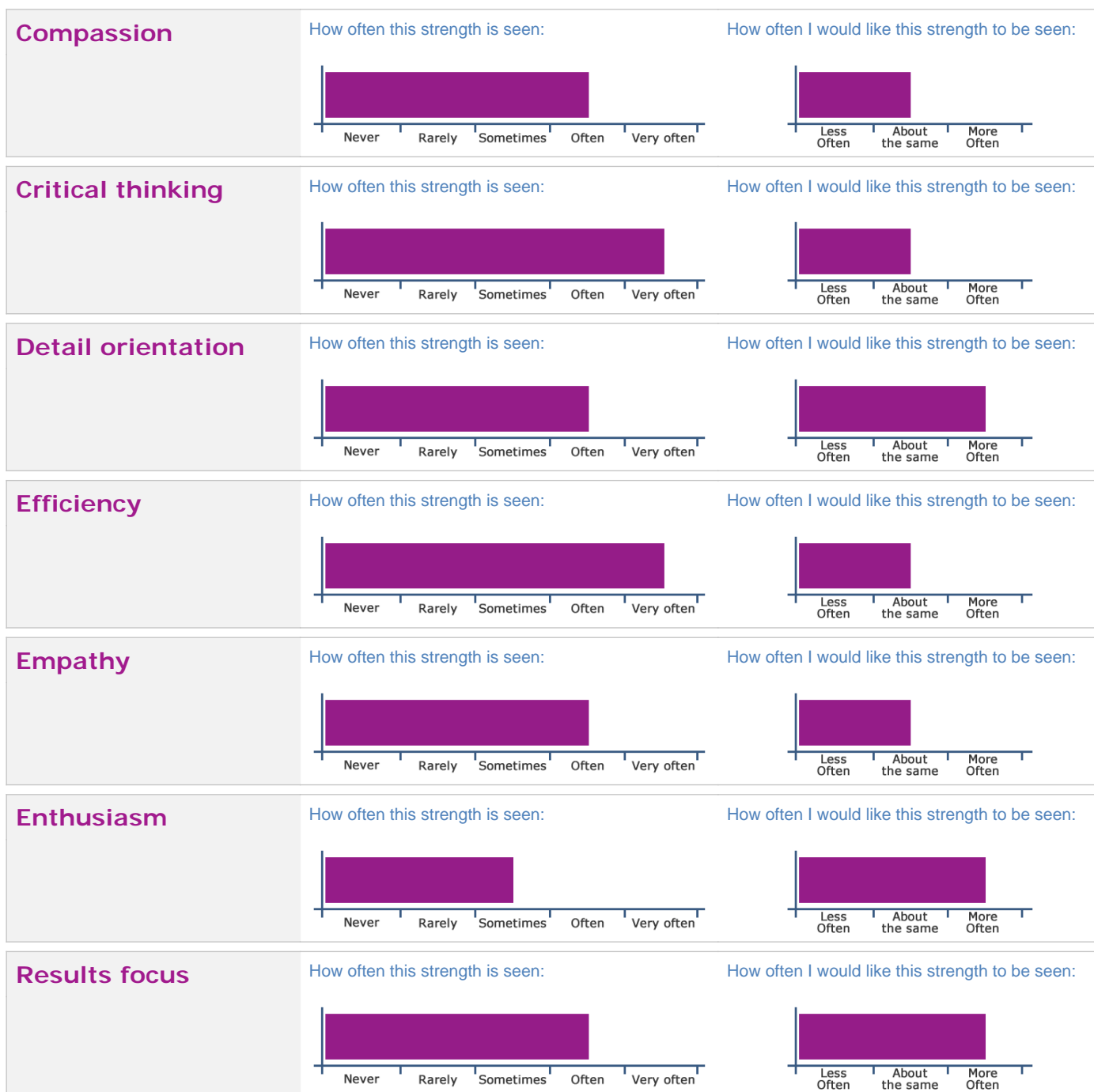
Strength in overdrive: in your drive for results, you may miss important aspects of task/project success, e.g. the opportunity to reflect and learn, ensuring that people are engaged, and people are recognised for their efforts

4. Visibility of strengths

This section indicates the extent to which you believe your strengths are visible in the way you behave and perform at work.

In the left hand graph for each strength, the purple bar shows the extent to which you believe this strength is seen by others, ranging from 'Never' to 'Very often'.


In the right hand graph, the purple bar shows the frequency with which you believe you should make this strength visible in order to optimise your contribution and impact, ranging from 'Less often' to 'More often'.



5. Making the most of your strengths


In completing the questionnaire, you stated that within your current role, you have the following opportunities to use your Significant 7 strengths, from 'never' to 'very often', as shown by each dial.

Next to each dial, there are some questions to help you get the most from each of your Significant 7 strengths. These will help you think about how you can apply your strengths more productively, regardless of how often you are able to use them at present.




Compassion
Often

1. What steps can you take to help vulnerable, sensitive or new people in your team/organisation to feel emotionally supported and valued?
2. In what new ways can you develop social and emotional bonds among people within your team/organisation? What specific activities can you suggest or organise to build a stronger team spirit and supportive climate?
3. How can you ensure you use this strength in a way that builds self-sufficiency in others as opposed to dependency?




Critical thinking
Very Often

1. What opportunities are there to get involved in tackling complex problems which are frustrating the performance of the team/organisation?
2. How can you ensure you clearly communicate the steps in your thinking (including underlying assumptions) to others to ensure they remain supportive of your arguments and conclusions?
3. How can you ensure that others see the full value of your problem-identification, criticism and counter-arguments as constructive as opposed to negative and overly critical?




Detail orientation
Often

1. How can you ensure you raise the overall quality and accuracy of the outputs of your team by emphasising the importance of these aspects with your colleagues?
2. What opportunities are there to partner with co-workers who don't enjoy detailed and precise work in a way that improves the overall performance of the team/organisation?
3. How can you ensure you apply this strength effectively and flexibly when speed or quick decisions are called for?




Efficiency
Very Often

1. How can you apply your strength to identify and eliminate inefficient processes that create wastage or drain morale and energy?
2. What opportunities exist within or outside your work area that require strong co-ordination and organisational skills? How can you get more involved in these activities?
3. How can you ensure that others get the most from your efficiency strength and don't see it as constraining or controlling?




Empathy
Very Often

1. How can you use your empathy to build closer working relations with your stakeholders? What improvements would you expect to see in the relationship as a result?
2. In what ways could you use your empathy to help others understand difference and conflict from different perspectives to promote understanding and cohesion?
3. How can you use your empathy to overcome difficulties working with someone you don't relate to well?



Enthusiasm
Often

1. What tasks and activities in the team/organisation really excite and energise you that you can get behind and drive with your enthusiasm?
2. What opportunities exist for you to "champion" new ideas, projects or aspirations that you believe strongly in and will create value for the team/organisation?
3. How will you ensure you don't come across as overly enthusiastic and emotional when a more rational, unemotional influencing style is called for?



Results focus
Very Often

1. What opportunities are there for you to work with your co-workers/other stakeholders to identify ways to increase the output of the team/organisation?
2. What do you need to do to ensure that you keep people with you when you set out on a mission to deliver results? How will you engage others in this mission?
3. What action can you take in the next 30 days that will have the biggest impact on the results of the team/organisation?



Strengthscope™ strengths in full

The definitions below describe all 24 of the Strengthscope™ strengths for your reference.

Collaboration:	You work cooperatively with others to overcome conflict and built towards a common goal
Common sense:	You make pragmatic judgments based on practical thinking and previous experience
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
Creativity:	You come up with 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
Decisiveness:	You make quick, confident, and clear decisions, even when faced with limited information
Detail orientation:	You pay attention to detail in order to produce high quality output, no matter what the pressures
Developing others:	You promote other people's learning and development to help them achieve their goals and fulfil their potential
Efficiency:	You take a well-ordered and methodical approach to tasks to achieve planned outcomes
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
Enthusiasm:	You demonstrate passion and energy when communicating goals, beliefs, interests or ideas you feel strongly about
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
Leading:	You take responsibility for influencing and motivating others to contribute to the goals and success of their team and organisation
Optimism:	You remain positive and upbeat about the future and your ability to influence it to your advantage
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
Resilience:	You deal effectively with setbacks and enjoy overcoming difficult challenges
Results focus:	You maintain a strong sense of focus on results, driving tasks and projects to completion
Self-confidence:	You have a strong belief in yourself and your abilities to accomplish tasks and goals
Self-improvement:	You draw on a wide range of people and resources in the pursuit of self-development and learning
Strategic mindedness:	You focus on the future and take a strategic perspective on issues and challenges

If you have any questions about the content of this report, please contact the Strengths Partnership at support@strengthscope.com

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