
STRENGTHS · PROFILE

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Your top realised strength
EXPLAINER

Your top unrealised strength
COUNTERPOINT

Your top learned behaviour
NARRATOR

Your top weakness
JUDGEMENT

Your Unique Quadrant Profile

Congratulations on starting your strengths journey.

By knowing more about your strengths, you can understand what really motivates you. Use these insights to shape your personal and career success by doing more of what you enjoy and less of what you don't.

Strengths Profile assesses 60 strengths. Your most significant results are included within your unique Quadrant Profile below. This reveals, in ranked order, up to 7 realised strengths, up to 7 unrealised strengths, up to 4 learned behaviours and up to 3 weaknesses.

If you have less than these in any quadrant, it just means that your responses were heavily aligned to the other quadrants.

Use your Quadrant Profile, and the advice that follows, to help you work on the right things now and in the future.

REALISED STRENGTHS

Strengths you use and enjoy

Perform well Energising Higher use

Use wisely

- | | |
|-------------|----------------|
| 1 Explainer | 5 Authenticity |
| 2 Organiser | 6 Growth |
| 3 Adaptable | 7 Incubator |
| 4 Listener | |

UNREALISED STRENGTHS

Strengths you don't use as often

Perform well Energising Lower use

Use more

- | | |
|----------------|-------------------------|
| 1 Counterpoint | 5 Relationship Deepener |
| 2 Innovation | 6 Feedback |
| 3 Catalyst | 7 Empathic |
| 4 Legacy | |

LEARNED BEHAVIOURS

Things you've learned to do but may not enjoy

Perform well De-energising Variable use

Use when needed

- | | |
|--------------|---------------|
| 1 Narrator | 3 Adherence |
| 2 Prevention | 4 Self-belief |

WEAKNESSES

Things you find hard and don't enjoy

Perform poorly De-energising Variable use

Use less

- | | |
|-----------------------|------------|
| 1 Judgement | 3 Humility |
| 2 Strategic Awareness | |

Use your realised strengths wisely

- Develop them even further
- Dial them up and down depending on the situation

1 Explainer

- You take complex ideas and express them simply and clearly.
- You love to simplify things, ensuring that a wide range of people can easily understand the content.
- You enjoy coming up with different ways of explaining the same thing to help people understand.

Use wisely - Read your audience. Not everyone needs the same level of explanation, so you may need a few ways to deliver your content to avoid patronizing people.

2 Organiser

- You love to be well-organised. Everything has its place, both in your work and your personal life.
- Your organisation means that you are able to be as effective as possible in everything you do.
- You always know where things are and what to do when - because you have organised everything in advance.

Use wisely - How do you fare with unexpected changes or spontaneity? Sometimes it is good to just sit back and enjoy surprises, taking a less structured approach.

3 Adaptable

- You love re-arranging resources and adapting plans to meet the changing demands of new situations.
- You sense when to stay on track and when to change to become more effective.
- Your adaptability means that you are always looking for the best possible fit for when the context changes.

Use wisely - Try and achieve a mix between being static and dynamic in the areas of your life. If work is requiring your immense flexibility, you might try a calmer home life.

4 Listener

- You show a keen interest in what people have to say.
- You focus intently not only on the words, but on how those words are used.
- Everything that someone says is important. You don't miss a thing!

Use wisely - Take a break sometimes and just enjoy a natural, relaxed conversation. Make sure you are exposed to a variety of conversations to keep you energised and engaged.

5 Authenticity

- Whatever you do, you do it with genuine conviction and without pretence.
- You always keep to your own values and beliefs, no matter what other people may want you to do.
- You are proud to stand up for what you believe in, doing things in a way that is right for you

Use wisely - Know when you need to stand strong, as well as when you need to flex a little. Remember that not everyone holds the same values as you.

6 Growth

- Whatever you are doing, you look for ways to develop yourself further.
- You actively seek out activities, skills, knowledge, or new ways of working that will help you grow.
- You love to invite feedback on your performance, acting on both positive and negative comments.

Use wisely - Don't forget to stand back at times and celebrate how much you have already learned and achieved. Be proud of yourself and how you have developed!

7 Incubator

- You love to think, to ponder and to reflect throughout your day, every day.
- You enjoy taking moments out of your day to give yourself dedicated thinking time.
- You don't like to be rushed, allowing you the time and space to come up with ideas and questions.

Use wisely - Explain your reflective style to others, as there is the risk that it may be perceived as a lack of commitment or action. Appreciate you may on occasion have to make faster decisions.

Use your unrealised strengths more

- Look for new ways to use them
- Align them to your goals

1 Counterpoint

- You like to bring an alternative perspective to any situation.
- You seem to see things differently from others, and can present a range of alternatives for any scenario.
- You often bring things into the discussion that other people have missed.

Use more - Look at different ways you can express your viewpoint in discussions. For example, be creative, make it meaningful or prevent a problem.

2 Innovation

- You tend to want to invent things that are better than what has been done before.
- You have the ability to look at things from a different perspective to others and to think 'out of the box'.
- You like to look beyond what exists when coming up with new ideas, inventions and approaches.

Use more - Pay attention to the stories and feedback you hear, from customers and colleagues. Is there anything that is not working in an ideal way? What can you do to take action!

3 Catalyst

- You have the potential to inspire other people to take part in a range of activities and projects.
- You enjoy getting new projects off the ground and putting ideas into action by involving others.
- You can motivate others to work on things that otherwise they might never have done.

Use more - What challenging projects on the horizon could you inspire with your enthusiasm? Or perhaps there is a stale project which needs a positive boost from you?

4 Legacy

- You care about future generations and want to leave a legacy through what you do.
- You like to work on things that make a difference and will have a positive impact on others.
- You want to make a positive contribution and create things that will outlast you.

Use more - Look to bring Legacy into your current projects and goals. Take a step back from what you are achieving, and think about the impact in not just 5 years, but in 50 years.

5 Relationship Deepener

- Building close relationships with people is important to you.
- For you, getting to know someone, and for them to know you, takes time.
- Your relationships with people tend to develop slowly over time, but typically last for the long term.

Use more - Get more involved, at work or home, with people on a one-to-one basis. Perhaps coaching, befriending, managing, or building client relationships?

6 Feedback

- You like giving people both positive and negative feedback.
- You believe people need to know what they have done well, so that they can build on it and progress.
- You try to give people accurate developmental feedback, so that they also know where they can improve.

Use more - Practice offering feedback to your colleagues and ask how they found it. Be as specific as you can when delivering feedback, noting their strengths and weaknesses.

7 Empathic

- You tend to have a natural connection with other people.
- You are tuned in to others and can feel what they are feeling.
- You like to put yourself 'in another person's shoes', so you can see things from their point of view.

Use more - Volunteer! There are many ways to do this, from being a school governor to working in a charity shop. Use your strengths to guide what would be right for you.

Use your learned behaviours when you need them

- Try not to use them too much
- Use your strengths to support you

1 Narrator



- You have learned to tell stories well.
- You have spent time developing your story-telling technique.
- You understand that stories can be a useful way to convey morals, insights, values, humour, and other lessons.

Use when needed - If you can't always think of a good story, borrow someone else's. Carry a notebook, or use your phone, to make notes of great stories you hear. Find ways to make them your own.

2 Prevention



- You have learned to think ahead and anticipate problems before they happen.
- You try to notice the little things that might be out of place or going wrong, and then deal with them.
- You know that by acting in this way, you can head off future problems.

Use when needed - It might be hard to think about future issues when there are enough problems today. Focus on the most important problems, or those that align with your goals first.

3 Adherence



- You have learned how to focus on following a given approach carefully and diligently.
- You are able to follow guidelines, rules, instructions and procedures to the letter.
- You can stick closely to what needs to be done when necessary.

Use when needed - Balance out rule-following tasks with those that allow you to think more creatively. Find more energising parts of the day to tackle those procedures too!

4 Self-belief



- You have learned how to be more confident in your own abilities.
- You try to believe in yourself, knowing that this will help you to achieve your goals.
- You know that if you set your mind to something and work hard, you are more likely to achieve it.

Use when needed - What would make this a little less effort? Playing to strengths ensures success, as does the right recognition for your work and accurate feedback so you can grow.

Use your weaknesses less

- Delegate to others who have this as a strength
- Use your strengths to compensate

1 Judgement

- You may not always feel that you are able to make sound decisions quickly and easily.
- You may find it hard to assess all the pros and cons of situations, not always feeling confident about your decision making.

Use less - When have you not made the right decision? With every failure can come great learning, so don't beat yourself up. Use others as a sounding board while you build your confidence.

2 Strategic Awareness

- You may not be particularly interested in understanding changes in the wider world that may impact your plans.
- You may find it hard to develop an awareness of the bigger picture, preferring to leave this to others.

Use less - You probably prefer working practically on the daily tasks and getting things done. Work with people who enjoy the bigger picture when you're on longer term projects, to ensure you don't miss anything.

3 Humility

- You may like to receive recognition yourself for a job well done, not immediately valuing the contribution of others.
- You may not always be explicit in appreciating the value and help of others, despite knowing their contribution.

Use less - Most people require some recognition, so in what ways can you give this? It doesn't need to be formal or long, but consider other's preferences to decide on what may work best for them.

What Next?

For Individuals

The Strengths Profile Book

An in-depth guide helping you to explore the language, coaching questions and development advice for each of the 60 strengths.

Upgrade to Expert

Build a complete picture of all 60 of your strengths, revealing where each feature within the 4 categories and the five Strengths Families.



For Coaches



Coaching Toolkit

An invaluable coaching resource featuring 18 strengths conversations including improving Confidence, Wellbeing, Leadership and Careers.

Accreditation

Explore the theory and best practice behind coaching with strengths that will help you develop the self-assurance to coach and develop individuals.

For Educators

Career Development Toolkit

Worksheets and workshop slides for 13 different career coaching conversations to make applying the strengths-based approach to your students easy.

Best SELF

Free online resources designed to help individuals become their best SELF, by realising and developing their strengths further to get the most from their career.



For Organisations



Team Profile

Revealing your team's top realised and unrealised strengths, learned behaviours and weaknesses, it will identify hidden talents, opportunities and risks within the team.

Team Toolkit

Tips, best practices and a team facilitator guide with over 30 strengths development exercises for workshops – with topics such as leadership, goal achievement, and complementary partnering.

Strengths Definitions

-  **Action**
You feel compelled to act immediately and decisively, being keen to learn as you go.
-  **Adaptable**
You juggle things to meet changing demands and find the best fit for your needs.
-  **Adherence**
You love to follow processes, operating firmly within rules and guidelines.
-  **Adventure**
You love to take risks and stretch yourself outside your comfort zone.
-  **Authenticity**
You are always true to yourself, even in the face of pressure from others.
-  **Bounceback**
You use setbacks as springboards to go on and achieve even more.
-  **Catalyst**
You love to motivate and inspire others to make things happen.
-  **Centred**
You have an inner composure and self-assurance, whatever the situation.
-  **Change Agent**
You are constantly involved with change by advocating and making it happen.
-  **Compassion**
You really care about others, doing all you can to help and sympathise.
-  **Competitive**
You are constantly competing to win, wanting to perform better and be the best.
-  **Connector**
You make connections between people, instinctively making links and introductions.
-  **Counterpoint**
You always bring a different viewpoint to others, whatever the situation or context.
-  **Courage**
You overcome your fears and do what you want to do in spite of them.
-  **Creativity**
You strive to produce work that is original by creating and combining things in imaginative ways.
-  **Curiosity**
You are interested in everything, constantly seeking out new information and learning more.
-  **Detail**
You naturally focus on the small things that others easily miss, ensuring accuracy.
-  **Drive**
You are very self-motivated, pushing yourself hard to achieve what you want out of life.
-  **Emotional Awareness**
You are acutely aware of the emotions and feelings of others.
-  **Empathic**
You feel connected to others through your ability to understand what they are feeling.
-  **Enabler**
You create the conditions for people to grow and develop for themselves.
-  **Equality**
You ensure that everyone is treated equally, paying close attention to issues of fairness.
-  **Esteem Builder**
You help others to believe in themselves and see what they are capable of achieving.
-  **Explainer**
You are able to simplify things so that others can understand.
-  **Feedback**
You provide fair and accurate feedback to others to help them develop.
-  **Gratitude**
You are constantly thankful for the positive things in your life.
-  **Growth**
You are always looking for ways to grow and develop, whatever you are doing.
-  **Humility**
You are happy to stay in the background, giving others credit for your contributions.
-  **Humour**
You see the funny side of almost everything that happens - and make a joke of it.
-  **Improver**
You constantly look for better ways of doing things and how things can be improved.

Strengths Definitions

-  **Incubator**
You love to think deeply about things, to arrive at the best conclusion.
-  **Innovation**
You approach things in ingenious ways, coming up with new and different approaches.
-  **Judgement**
You enjoy making decisions and are able to make the right decision quickly and easily.
-  **Legacy**
You want to create things that will outlast you, delivering a positive and sustainable impact.
-  **Listener**
You are able to listen intently to and focus on what people say.
-  **Mission**
You pursue things that give you a sense of meaning and purpose in your life.
-  **Moral Compass**
You have a strong ethical code, always acting in accordance with what you believe is right.
-  **Narrator**
You love to tell stories and see the power of these stories to convey insights.
-  **Optimism**
You always maintain a positive attitude and outlook on life.
-  **Organiser**
You are exceptionally well-organised in everything you do.
-  **Persistence**
You achieve success by keeping going, particularly when things are difficult.
-  **Personal Responsibility**
You take ownership of your decisions and hold yourself accountable for your promises.
-  **Personalisation**
You recognise everyone as a unique individual, noticing their subtle differences.
-  **Persuasion**
You enjoy bringing others round to your way of thinking and winning their agreement.
-  **Planner**
You make plans for everything you do, covering all eventualities.
-  **Prevention**
You think ahead, to anticipate and prevent problems before they happen.
-  **Pride**
You strive to produce work that is of the highest standard and quality.
-  **Rapport Builder**
You establish rapport and relationships with others quickly and easily.
-  **Relationship Deepener**
You have a natural ability to form deep, long-lasting relationships with people.
-  **Resilience**
You take hardships in your stride, recovering quickly and getting on with things again.
-  **Resolver**
You love to solve problems, the more difficult the better.
-  **Self-awareness**
You know yourself well, understanding your own emotions and behaviour.
-  **Self-belief**
You are confident in your own abilities, knowing that you can achieve your goals.
-  **Service**
You are constantly looking for ways to help and serve others.
-  **Spotlight**
You love to be the focus of everyone's attention.
-  **Strategic Awareness**
You pay attention to the wider context and bigger picture to inform your decisions.
-  **Time Optimiser**
You maximise your time, to get the most out of whatever time you have available.
-  **Unconditionality**
You accept people for who and what they are, without ever judging them.
-  **Work Ethic**
You are very hard working putting a lot of effort into everything you do.
-  **Writer**
You love to write, conveying your thoughts and ideas through the written word.