

# Sam Example



# Introduction

The world around us, including the labour market is constantly evolving. Nobody can predict the exact state of the professional field in 5 or 15 years. This is why it is crucial to have an adequate view of your personal tools for your work: your talents.

What are talents? Talents are those personal traits that allow you to make a difference. They are positive characteristics that, when combined, ensure that you perform your duties in a unique way. By knowing and using your talents, you can perform better at work than you previously did. But it also means you can make choices by yourself, and take control. For example, by specialising in activities for which you have a knack, or by taking on certain new roles or duties.

This report describes the talents that mainly apply to you. It is not possible to have developed each talent to the same extent, nor is it necessary. Because people have different talents, diversity is created on the work floor. This enables well working teams and organisations. We will discuss your three most developed talents extensively. We also give you advice on how to deal with traits that seem to fit you less well.

The Big Five constitute the basis of your talents. These are five broad personality characteristics, that can be used to describe someone's personality almost completely. Because we want to provide you with an image as complete as possible, we will start by describing your personality based on the Big Five, before analysing your talents.

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## Talents top 3



### Organised

Works systematically and accurately



### Devoted

Honours commitments and is disciplined



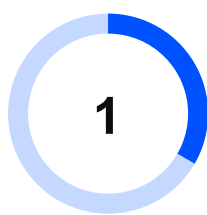
### Steady

Sticks to their goals

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## Big Five

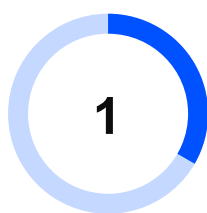
The Big Five constitute the basis of your talents. The Big Five consist of five basic characteristics: extravert, agreeable, conscientious, emotional stable and innovative. The Big Five system is universally accepted and is applied worldwide to understand and explain behaviour. Below, you will find your scores on the Big Five.



RESERVED

### Extrovert

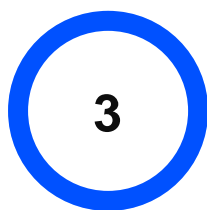
The personality trait extravert says something about your contacts with other people. The questionnaire identifies you as a cooperative person, but you have no difficulty working on your own. You like talking with other people, but you can just as well be silent for a while. In a group you draw attention on some occasions, while on other occasions you prefer to keep a low profile; this depends, among other things, on how well you know the people that make up the group. It usually takes a while before other people get to know you, and some things you will never discuss with just anybody.



PRAGMATIC

### Agreeable

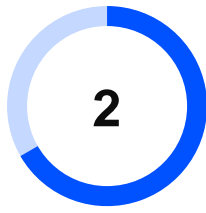
The personality trait agreeable refers to how a person relates to other people. According to the questionnaire, your contacts with other people will be businesslike. You are not particularly concerned with other people's thoughts and emotions. You are clear about the things you want and do not want, and you do not do things you do not want. You are straightforward, you do not avoid conflicts, and you are self-assertive. You do not restrain yourself from acting counter to other people's feelings or wishes. A businesslike approach can come in handy when an objective judgment is needed or firm decisions have to be taken. In other situations, this attitude may come across as inconsiderate.



PRECISE

### Conscientious

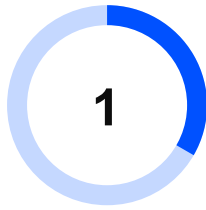
The personality trait conscientious refers to how you organise things. Conscientiousness is one of your most characteristic traits. You make a thorough job of what you have to do; you check your work and nothing escapes your notice. In tasks that need to be performed carefully and precisely, you make but few mistakes. It is important to you that your work is neat and flawless. You work methodically. Rules come in handy for you, because they tell you precisely what you have to do. As you pay attention to detail, you immediately notice things going wrong. When you start something, you carry through until it is finished. Without rules you can come to a standstill, as it is not clear to you then what you should do. Other people may look upon you as a hair-splitter.



FAIRLY  
TRANQUIL

### Emotional Stable

The personality trait stable says something about how you cope with emotions and stress. The questionnaire indicates that you are relaxed most of the time. Time-pressure or setbacks, however, can throw you off balance. You usually respond level-headed to problems, and you have the ability to put things in perspective. Only when many things go wrong at the same time, you become nervous and the problems may start to haunt you. Under these circumstances, you may lose your self-control and respond angrily and frustrated.



CONSERVATIVE

### Innovative

The personality trait innovative is associated with generating new ideas. The questionnaire, however, shows that you are a rather conservative person. Usually, you let things go their course, and you are not inclined to call for change. You like to follow the crowd and leave it to others to think up new ideas and plans. You rather occupy yourself with the tangible world than with abstract ideas. You remain rational and you like to keep things simple. You are a traditional person, and after an innovation, you like to keep the good things as they are. Other people may find you too conservative.

# Your Talents

You are empowered when you are able to use your strong qualities and talents in the workplace. It enables you to be meaningful to others because you have something unique to add and you do what you are good at. Below you can find your three strongest talents.

## Your Top 3 Talents

Below are your three talents with the highest scores. For each of them the following is indicated:

1. What does this talent entail?
2. What duties and activities fit with your talent, and in what environment would your talent be most apparent?
3. How can you make even better use of your talent?



### Organised

**Being organised is one of your talents.** In your work and private life you make lists and plans, and follow them step by step. You proceed accurately, calm, and with attention to detail. This is why you won't miss any mistakes. In the event of any problems, you remain calm and quietly find a solution.

Your talent contributes to your influential strength. Your methodical approach makes you effective in situations where objectives must be achieved. Working methodically, you often manage to keep to your words and get results that meet the set quality requirements, as long as you strike the right balance between working carefully and the required speed of work. Your talent also contributes to your managerial strength. It allows you to motivate others to keep their agreements, keep them on their toes, and remind them of their duties and responsibilities. Duties that require accuracy and organisational skills match your profile. You will feel less at home in organisations that frequently work in an ad hoc manner, or where speed prevails over accuracy. At the same time you have a lot to contribute to that type of organisation, because their staff often lack your talent.

#### How can you get the best out of your talent?

Organising well and working methodically is a given for you. It makes it sometimes hard to observe others that work differently. It may help to realise that every individual has their own method to get good results. For example by making less detailed plans, taking more risks, or improvising more. It is a good idea to accept this fact; you may even learn from other working ways. On the other hand, other people can learn from your methodical approach.



### Devoted

**Your devotedness is a talent of yours.** When you promise to do something, you keep your promise – and you make sure you do! The people around you know what they can expect of you. The way you interact and work with others is driven by respect and care. You really can't stand it

when others don't uphold their responsibilities and fail in their duty. That is the complete opposite of who you are.

Your talent contributes to your social strength and influential strength. Many organisations will appreciate your talent. You should be a particularly good fit in a slightly formal environment. You will benefit from your talent in the execution of various tasks. For example, activities where it is important to interact in the correct way, and where you are expected to stick to agreements. This could refer to supporting or service tasks, but you will probably also be interested in financial or legal work. Or perhaps you'd like to perform completely different tasks that require a constructive attitude and attention to detail, such as work at a pharmacy, in the care sector, or a funeral home.

#### **How can you get the best out of your talent?**

Your devotedness can inspire others to go the extra mile. If you do everything with great dedication, you need to guard your limits. You keep a good balance if you regularly check whether you are not making it too difficult for yourself, do no more than is necessary, and let go what may go.



## Steady

**Your ability to stay on course is one of your talents.** You set clear goals and do your utmost to achieve them. You stay focused on the target and identify and address any potential issues. Once you've put your mind into something, it's not easy for anyone to change it, because you have considered all factors extensively.





















Your talent contributes to your managerial strength and mental strength. Your talent is particularly apparent in situations where objectives must be achieved. You bring a detailed plan to the table, monitor progress, and intervene when outcomes are overly derogating from the set target. You address issues and obstacles in a solution-oriented manner. You will benefit from your talent in a range of situations, for example when joint goals are to be achieved. You contribute by keeping everyone on course and monitoring progress. A coordinating and a steering role are options, but your talent is also an advantage in positions where you need to monitor, or control quality.

#### **How can you get the best out of your talent?**

Because you are steady, you are someone that others can rely on. Not everyone works in the same way as you do and that's okay. It is good to delve into their arguments when others do not follow your direction. This can prevent you from sticking to your plans too tightly when new situations and circumstances demand a change of course.

# Overview of all talents

We distinguish 20 talents. We present them in descending order; the talents on the top appear to suit better with your personality than those at the bottom.

	<b>Organised</b>	Works systematically and accurately
	<b>Devoted</b>	Honours commitments and is disciplined
	<b>Steady</b>	Sticks to their goals
	<b>Tactful</b>	Is diplomatic and attentive
	<b>Focused</b>	Stays focussed and concentrated
	<b>Committed</b>	Is dedicated and loyal
	<b>Eager to learn</b>	Is inquisitive, likes action
	<b>Balanced</b>	Is steady and controlled
	<b>Brave</b>	Has guts and relies on own abilities
	<b>Strongwilled</b>	Has impact, is a go-getter
	<b>Relationship-oriented</b>	Handles contacts with ease and agility
	<b>Tolerant</b>	Is tolerant of others and accommodating
	<b>Interested</b>	Is interested to know what drives others
	<b>Resourceful</b>	Is resourceful and resilient
	<b>Connecting</b>	Is empathetic and focused on the wellbeing of others
	<b>Open-minded</b>	Is non-judgemental, open to ideas
	<b>Inspiring</b>	Stirs things up and brings about change
	<b>Energetic</b>	Is diligent and positive
	<b>Likeable</b>	Is cheerful and sociable
	<b>Driven</b>	Expresses ideas with enthusiasm and conviction

# Finally: You can't possess all talents

Previously, weaknesses received the most attention for development. These days, people focus more on talents. However, it is a good idea to also look at traits that you possess to a lesser extent. These are probably not your talents. That is not a problem; it is impossible to be good at everything.

Ask yourself whether the lack of the (one of the) characteristics listed below hinders you in your work. If not, there is no problem. If so, you have two options - trying to improve your weak talent or creating a 'safety net'

## Improving your talents

It is not always easy to change characteristics. But that does not mean that nothing can be done about them. Of course there are ways to learn new behaviours. For example, there are training courses available to help you with that. It could be worthwhile to look into such courses. Also review the development tips below that match your weaknesses. Bear in mind that it can be very exhausting to learn something that does not come naturally to you.

### Driven

Drive is usually largely connected with set characteristics. People who are more extrovert, usually also show more drive. If you want to improve in this area, you can learn to convey a message with enthusiasm by following a training course in the field of communication, presentation, or sales. Exchanging thoughts with people who are passionate about things, or reading about that subject matter, will help you acquire insights that you can use to communicate your own message.

### Likeable

Would you like to approach people in a more positive way? A training program aimed at sales, presentation, or inspiration can help you approach others more easily, and acquire a more positive communication style.

## Creating a safety net

Another option is to arrange a 'safety net'. It is good to (ac)know(ledge) your weak points and to find a solution, in order to avoid any negative consequences of the weak point. You can do it by seeking collaboration with a colleague or employee who has this point as a talent. Make use of each others strong points and take them into account when carrying out and dividing tasks.

## Learn more about your personality

Take a critical look at whether the scores as presented in this report match your own ideas about your qualities and your talents. It may help to ask others how they see you, and whether they think the test outcomes reflect who you are. This way, you can learn how you come across to others, which can give you new insights.

If you want to study the test results in more depth, the following questions may be helpful:

- Can you identify with the description of the character traits?
- What tallies with how you see yourself? What differs?
- Can you identify with the described talents?
- When and how do you use those talents?
- Could you use your talents in another way?
- Is there a talent that you would like to strengthen? What is your plan for that?