

# 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.

The norm group we used to compare your scores with is: **General (not selection procedures)**.

## Talents top 3



### Focused

Stays focused and concentrated



### Organised

Works systematically and accurately

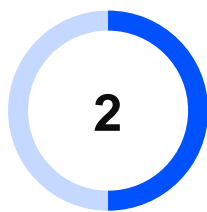


### Strongwilled

Has impact, is a go-getter

## Big Five

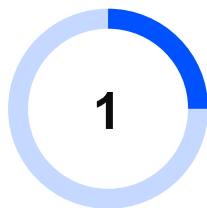
The Big Five constitute the basis of your talents. The Big Five consist of five basic characteristics: extrovert, agreeable, conscientious, emotional stable and innovative. The Big Five system is universally accepted and is applied worldwide to understand and explain behaviour. Below, you will find your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



SOMEWHAT  
RESERVED

### Extrovert

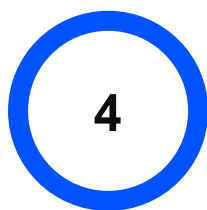
Extroversion is about the ease and openness with which you make contact with others. Your answers to the questionnaire indicate that when you're in a group, you would rather stay in the background than be at the centre of attention. You won't quickly speak up, although you will contribute to discussions when you believe it is important. It may take a while for you to share your thoughts and feelings with someone else. When you're in the company of people that you are close to, you will show more of yourself and be more talkative.



PRAGMATIC

### Agreeable

Agreeable people empathise and think along with the thoughts and experiences of others. Your responses to the questionnaire suggest that you will be business-like in your contact with others; you mainly focus on facts, and less on what others think or feel. This probably makes you rather direct and clear, which allows others to know just what (not) to expect of you. You are not afraid to be critical.



PRECISE

### Conscientious

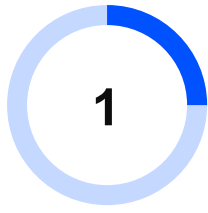
Being conscientious is about working accurately and paying attention to details. Based on your answers to the questionnaire, it is expected that you like to work neatly and carefully. For assignments that must be carried out accurately, you do everything you can to avoid making mistakes. You are also very thorough; you check whether everything is correct and you have not overlooked anything. You work methodically and find rules and procedures very useful. You have an eye for details; even the smallest details will not easily escape your attention.



TRANQUIL

### Emotionally Stable

Stability says something about the way you deal with feelings and tensions. The questionnaire indicates that you are calm and relaxed. You will remain calm, even in difficult situations. You are usually level-headed when faced with problems and when things don't go well, you don't get nervous. You don't worry easily and you put things into perspective easily. You are someone who rarely gets excited or anxious. If something turns out differently than you wanted it to, you don't worry about it.



CONSERVATIVE

### Innovative

Being innovative is about being open to new experiences and thinking up new ideas by yourself. Your answers to the questionnaire predict that you're not constantly looking for new experiences or ideas: you don't believe that every innovation is an improvement. You leave it to others to come up with new ideas and plans. You prefer a standard solution instead of thinking of something new.

# 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.

## Talents top 3

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?



### Focused

**You are able to focus very well, and that is a talent of yours.** You have a firm, stable personality, and approach matters carefully and thoroughly. You are very organised and neat in your work, and never do things haphazardly. You make sure you have overview, and set priorities. You determine your action points, draw up a well thought-out plan, and focus on it. In the event of a setback or opposition, you remain focused on the target and continue. You don't let yourself get distracted, and come up with clear analyses and solutions.

Your talent contributes to your influential strength and personal strength, and you will get the most out of it in a dynamic, complex environment. You feel at home when you can create order where there is chaos, and impose structure. You can ensure that everyone focuses on the right task, and concentrates on what's important. You're good at organising and planning, and prefer to perform corresponding tasks, such as project management or coordination.

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

You make sure things that should happen will happen on the right time. Your talent to focus and persist may make others feel like you're not open to change or modifying plans, or that you overlook certain details. This may concern aspects and possibilities that you have taken into account, but that are less important or have a lower priority. In such a situation you might want to explain clearly why you have made certain choices.



### 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.



## **Strongwilled**

**You are strong willed and that's a talent of yours.** You make decisions quickly and with confidence, both professionally and in your private life. You seem to be confident in anything you do, and don't worry easily. Emotionally, you are firmly grounded. You are calm and collected, and not easily discouraged, not even under pressure.





















Your talent contributes to your personal strength, your managerial strength, and your influential strength. You enjoy having many responsibilities. You are in your element when decisions have to be made, and a course, vision, or strategy needs to be determined. You will need your talent in complicated or crisis situations, or when unpopular measures need to be taken. Suitable duties and responsibilities can be found in executive positions at various levels. You can also use your talent for interim assignments, or as an entrepreneur.

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

You display your willpower by your confidence and in the ease you make decisions. It is good to check decisions from time to time. Sometimes decisions that are made with speed and conviction can give others the feeling that they have been "taken too short". When you devote time and attention in sensing the reaction of your environment and explain your choices and decisions, you can make optimal use of your talent and be successful with it.

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

# 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.

### Interested

When you have less interest in others but you would like to improve yourself in that area, there are a number of things that can help you in the communication and contact with others. Try to use the following method in contact with others: Listen, Summarise, and Keep Asking. Ask yourself more often what drives the other and what they are trying to say. Don't draw your conclusions too quickly. Try not to be based on assumptions, but instead try to uncover the real needs, desires, and interests of the other.

### Connecting

When you like to be more able to connect, it is important to not just concentrate on content and facts. Consider the position and role of others, and ask them about their opinions and needs. Tell them you understand and show your appreciation for their efforts and input.

## 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.

## In conclusion

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?