

Mark Example



What is your strength?

Do you know what you are really good at? Do you have hidden qualities? How do others see you? If you know what your strengths are, then you can also harness your potential. This report gives you a clear picture of where your strengths lie.

To compile the results, we used the questionnaire you completed yourself. However, the value and applicability of the report increases when you also request feedback from others. If you indeed asked others to complete the questionnaire about you, then their responses are also included in the report.

What is a strength?

A strength is a collection of behaviours with the same goal, effect, or result. Each strength includes a wide range of behaviours, but all these behaviours serve a common purpose.

This report will help you discover your greatest strengths (i.e., the things you have already mastered), as well as your development areas (i.e., the things you have not mastered yet).

People who rely on their strengths often experience a state of 'flow'. This refers to a mental state in which one is completely absorbed by their work. When they are in flow, people work with a lot of energy and achieve optimal concentration. They enjoy what they are doing and feel like everything is running smoothly. This also helps them achieve better results. Focusing on what someone can't do (i.e., their mistakes and imperfections) only gets in the way of flow. To enter this positive mental state, one needs to focus on their strengths rather than what they still need to develop.

The report starts with an overview of all total scores per strength, followed by a list of all answers per strength. Icons are used to make the strengths more easily recognisable.

We make a distinction between five areas of strength:



Mental strength

Using your cognitive ability to make the right analyses and form your own opinion. Supporting your opinion with arguments. At the same time, being curious about different lines of thinking.



Managerial strength

Coordinating people and situations. Building credibility by communicating a clear vision and bringing this vision to life. Setting targets and ensuring that they are being met.



Influential strength

Completing your work on time and meeting the quality requirements. Contributing significantly to achieving company goals. Looking for opportunities and take advantage of them.



Social strength

Finding it easy to form and maintain relationships with different people. Adopting an appropriate role in social situations. Understanding and catering to other people's intentions and interests.



Personal strength

Maintaining balance by adapting to different people and situations. Staying focused on what you want or need to do. Keeping your emotions under control and coping well with uncertainty.

Scores

You and/ or your feedback providers have assessed your strengths based on some statements. For each area of strength, you answered 10 different question. You have also provided an overall rating of each strength. The answer options were as follows:

1. Not a strength
2. Applies in most situations
3. Strength

Most people will have some things in which they excel (i.e. score 3) and a some things in which they do not (i.e. score 1). In addition, there will also be some strengths that they can use well enough in most situations (i.e. score 2). You - or your feedback provider - have determined what your total score is. This is not necessarily the mean of the ratings on the statements. Below you will see an overview of all total assessments per strength. On the following pages you will find the results per strength. The most common rating is marked by a border. An overview of the feedback providers is shown in the legend.



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KC Karla Colleague



MM Mali Manager

























Overall score




	1	2	3
Total score mental strength			  
Total score managerial strength		 	
Total score influential strength			 
Total score social strength			 
Total score personal strength			 




Mental strength


Using your cognitive ability to make the right analyses and form your own opinion. Supporting your opinion with arguments. At the same time, being curious about different lines of thinking.

	1	2	3
Is quick to understand.			  
Can switch quickly (for example between topics, from short to long term goals).			  
Can analyse well, swiftly gets to the heart of the matter.			  
Makes links, sees connections.			 
Finds it easy to see the big picture by taking a step back.			 
Is able to think beyond the usual conceptual framework (to think outside the box).		  	
Masters new information easily.		 	
Asks relevant and challenging questions.			  
Thinks up intelligent solutions.			  
Thinks up creative solutions.		  	

	1	2	3
Total score mental strength			  

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 Karla Colleague

 Mali Manager



Comments mental strength

Mark Example

I think this is a strength of mine. My colleagues often ask me to help them with analysing situations and finding solutions, and I really like doing that.

Karla Colleague

You are very quick in understanding what the clients need. This is also reflected in the positive feedback we get from them. They often say that your questions and insights help them put things into perspective and settle on the right solutions.

Mali Manager

You have a good understanding of the business and you are fast in tackling problems.



Managerial strength


Coordinating people and situations. Building credibility by communicating a clear vision and bringing this vision to life. Setting targets and ensuring that they are being met.

	1	2	3
Determines the direction or goal (of a business, team, or activity).	★ MM		KC
Has impact on others; their words and actions make an impression on other people.		★ MM	KC
Has no trouble finding sufficient support for their ideas and plans.		★	KC MM
Is able to make others enthusiastic.	★ MM	KC	
Is able to influence opinions and viewpoints; is convincing.	★ MM	KC	
Shows courage; enters into confrontations when necessary and tackles problems.		★ MM KC	
Encourages other people to take initiative.	★	KC MM	
Gets other people to go in the desired direction.	★	KC MM	
Supports and guides other people's development.		KC MM	★
Inspires others based on a personal or shared vision.	★ KC	MM	

	1	2	3
Total score managerial strength		 	

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 Karla Colleague

 Mali Manager



Comments managerial strength

Mark Example

I'm not comfortable being placed in a managerial position. I'm also not sure I would like to be. I would like to learn how to be more convincing, though.

Karla Colleague

You are very skilled and you have a lot of experience. Whenever I ask you something, you manage to find the answer right away. I think it would be nice to have more opportunities to learn from you. Therefore, I would appreciate if we could organize something like a knowledge-sharing session. I think this might be very inspirational for others, too. This way, people could learn more about the vision behind the business and why you do the things that you do.

Mali Manager

You always do your best to answer other people's requests, but you often refrain from taking the lead in a conversation. Even though you have solid ideas, I feel like you hesitate to share them with others. In our mid-year review, you told me that you are more comfortable providing support than guiding the direction of a project. However, if you ever decide that you would like to move into a leading role, we can discuss how you could improve in this area.





Influential strength


Completing your work on time and meeting the quality requirements. Contributing significantly to achieving company goals. Looking for opportunities and take advantage of them.

	1	2	3
Has a lot of energy.		★	KC MM
Makes decisions.		★ MM	KC
Goes on until the intended result is achieved, even when there are setbacks.		★	KC MM
Is not afraid to take risks to achieve a goal.		★ MM	KC
Addresses problems immediately.		★	KC MM
Can organise well (e.g., events or job-related activities).		★	KC MM
Works efficiently and with a goal in mind.		★	KC MM
Sets the right priorities.		★	KC MM
Sets the bar high; delivers high-quality work.		★	KC MM
Keeps to agreements and promises.		★	KC MM

	1	2	3
Total score influential strength			 

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 Karla Colleague

 Mali Manager



Comments influential strength

Mark Example

I am doing okay on these influential strength related things, I guess.

Karla Colleague

Whenever you promise to do something, you manage to do it on time. This gives me the sense that you are very well-organised. I appreciate that you always keep an agenda during our meetings, and send me reminders about deadlines.

Mali Manager

You always deliver great work and finish your projects on time.





Social strength


Finding it easy to form and maintain relationships with different people. Adopting an appropriate role in social situations. Understanding and catering to other people's intentions and interests.

	1	2	3
Treats others tactfully and with respect.			
Has a friendly and engaging attitude.			
Can cater to other people's sensitivities and interests.			
Shows an interest in other people; is a good listener.			
Has a pleasant manner of interacting with others.			
Has a good understanding of social situations.			
Is socially skilled; influences people to take action.			
Adapts easily to other people.			
Finds it easy to make contact with others; is amicable.			
Is able to maintain relationships.			

	1	2	3
Total score social strength			 

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 Karla Colleague

 Mali Manager



Comments social strength

Mark Example

I like it a lot when I am able to help my colleagues! But I don't think I stand out.

Karla Colleague

I appreciate that you always consult with me when making decisions. You always ask for my feedback and show genuine interest in what I think. You are also very respectful of everyone's time. When planning a meeting or setting a deadline, you always take into account other people's schedules and priorities. I think it's nice that you can show flexibility in that way.

Mali Manager


Everyone in the team seems to enjoy working with you. I witnessed some of your interactions with others and noticed that you try to be an active listener. I really appreciate the support you offer to the others, especially during busy times.





Personal strength


Maintaining balance by adapting to different people and situations. Staying focused on what you want or need to do. Keeping your emotions under control and coping well with uncertainty.

	1	2	3
Is self-confident and able to estimate their own worth.	KC MM	★	
Deals flexibly with changes and unexpected situations.		★ MM	KC
Can improvise.			★ KC MM
Finds their way without rules and guidelines.			★ KC MM
Can manage their own weak points and vulnerabilities.		★ KC MM	
Can withstand stressful situations.		★ KC	MM
Keeps their own emotions under control.		★	KC MM
Makes a professional impression.		★	KC MM
Communicates clearly and fluently.		★	KC MM
Communicates their message appealingly.		★ KC MM	

	1	2	3
Total score personal strength			 

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 Karla Colleague

 Mali Manager



Comments personal strength

Mark Example

Improvising is a strength of mine, and I think I can easily do so without guidelines. But in regard to the other aspects, I think I am fairly average.

Karla Colleague

I think you make great use of your talents. However, I noticed that you do not easily accept compliments on your work. This makes me think that perhaps you are very modest. I think you should be more confident in yourself and take more credit for your achievements.

Mali Manager

You are a good professional who can work independently. As a manager, I think you have developed all the necessary 'technical' skills for this job. However, I think there is still space for you to develop your 'soft' skills, especially your confidence. Trusting your expert instinct could you also help you deal better with unexpected situations.

Your strength in quotes

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All in all, I think I am decent fit for the job. I guess mental strength is my strongest out of the five strengths. About my development: I sometimes think it is hard to make people completely aware of what is important. I would really like to learn to convince others more easily.

Karla Colleague

I consider you a very reliable colleague, and I really enjoy working with you side by side.

Mali Manager

I think your biggest strengths are your analytical abilities and your cooperative attitude. You are agile and a good team player. You are fast in dealing with problems and you seem to enjoy helping your colleagues. I am glad to have you on the team!

Reflection

You can use the following questions to start working on the feedback you have received. You can answer the questions for each strength individually.

- Does your own impression of this strength match that of most of the people providing feedback? Think in terms of the categories (not a strength/mostly applicable/strength). Perhaps your score is lower, or maybe even higher than that given by the people providing feedback. What do you think that means?
- Have the people providing feedback given almost the same scores as you for the same aspects, or completely different ones? What are the most striking differences? What could you do with this information?
- Are there aspects that you would like to strengthen as a result of the feedback other people provided?
- If so, what might be specific opportunities for doing so?
- What is your conclusion: does your strength really lie in this area or are you in the 'middle': someone who possesses this quality sufficiently for most situations?
- Perhaps your conclusion is that you sometimes experience limitations or obstacles for this strength? If so, what are they and how might you deal with them? Do you envision opportunities for compensating for these with your undeniable qualities?
- Do you see opportunities for further demonstrating or reinforcing your strengths? If so, how do you plan to do this?