

The Talent Card captures your strongest talents for this type of role and provides a pathway to help you understand your potential and assist in leveraging these strengths toward enhanced productivity and satisfaction.



Responsibility

Drives & Values

Conscientiousness, reliability and trustworthiness - Meeting or exceeding goals and deadlines is the norm for you and your team. You take great pride in being someone who others can trust and depend on.

Direction

Influence

Ability to offer guidance and convey the message to others - You can quickly and easily see the ideal way forward and have no qualms about directing people on which way to go. Very goal oriented, you always have a plan and the ability to execute on it.

Structure

Work Style

Organized, detail-oriented and focused on perfection - Orderly, timely and perfectionistic are words that likely describe you well. You have a certain high standard to which you and your team must adhere to ensure the desired outcomes are achieved.

Analytical

Thought Process

Logical and efficient, process-oriented problem solver - You see things as mostly black or white, which helps you understand complex situations quickly. Patterns and trends leap out at you from amongst the data, allowing you to predict the best way forward.

Relator

People Acumen

Relates well to others, is approachable and empathetic - Your love of strong relationships and ability to connect to people quickly and easily means you are likely to have a big network of friends and peers. You use your empathy to build harmony at work.



Responsibility:

Conscientiousness, reliability and trustworthiness

Drives & Values

Meeting or exceeding goals and deadlines is the norm for you and your team. You take great pride in being someone who others can trust and depend on.

How you express this talent

- + Exceeding expectations is usually your ultimate goal
- + Timeliness with high quality are your default settings
- + You always feel the need to fulfill your commitments

How to strengthen this talent

- + Manage the expectations of your team and customers by setting clear standards of excellence
- + Share with your team what you need to see from them in terms of performance, accountability and respect
- + When the going gets tough, identify ways you can provide encouragement and insight to prevent unnecessary delays in project or task completion



Direction: *Ability to offer guidance and convey the message to others*

Influence

You can quickly and easily see the ideal way forward and have no qualms about directing people on which way to go. Very goal oriented, you always have a plan and the ability to execute on it.

How you express this talent

- + It is easy for you to see the path of least resistance
- + You are highly goal oriented
- + You have a clear understanding of what to do and how best to do it

How to strengthen this talent

- + Always speak up when you feel that projects, goals or objectives are not well-aligned with the overall strategic vision or mission of the company
- + Regular (i.e. monthly or quarterly) discussions to align team member expectations to reality will help ensure everyone is on the right track
- + Share your thoughts with leadership on what is ideal when it comes to your team's capabilities and limitations



Structure: *Organized, detail-oriented and focused on perfection*

Work Style

Orderly, timely and perfectionistic are words that likely describe you well. You have a certain high standard to which you and your team must adhere to ensure the desired outcomes are achieved.

How you express this talent

- + To you, perfection is not an unreachable goal
- + You are always punctual and strive to never let others down
- + You create order in chaotic situations

How to strengthen this talent

- + Share with your team what perfection looks like and how to achieve it, as this will aid everyone from customers to employees
- + When you see inefficiencies, analyze the situation and people involved and identify ways to maximize each
- + You may want to ask for more time to reach your goals since perfection takes more time to achieve



Analytical: Logical and efficient, process-oriented problem solver

Thought Process

You see things as mostly black or white, which helps you understand complex situations quickly. Patterns and trends leap out at you from amongst the data, allowing you to predict the best way forward.

How you express this talent

- + Data drives your decision making
- + Trends leap out at you, allowing for quick pattern recognition
- + You easily apply conceptual models to interpret complex situations

How to strengthen this talent

- + Create diagrams and charts and other visuals to show others your ideas and plans
- + Identify areas in which you are the subject-matter expert and determine ways to share your expertise with your team and colleagues
- + When the team is stuck in a rut and unable to figure out a solution, ask them questions that will prompt the generation of new ideas and solutions



Relator: Relates well to others, is approachable and empathetic

People Acumen

Your love of strong relationships and ability to connect to people quickly and easily means you are likely to have a big network of friends and peers. You use your empathy to build harmony at work.

How you express this talent

- + People regularly turn to you for support, knowing you are highly empathetic
- + You actively strive to create harmony amongst your team members
- + You make caring for others a priority

How to strengthen this talent

- + The more questions you ask, the more valuable you become as a leader; ask at least twice as many questions as you answer
- + You are a natural teacher, so identify your subject-matter expertise and inquire about who would like to learn more in this area
- + You will likely find it immensely gratifying to offer support and encouragement to others, so be on the lookout for opportunities to do this every day

What is a Talent Category?

- + Themes that define specific behaviors, thoughts and feelings are grouped into Talent Categories – Drives and Values, Work Style, People Acumen, Influence and Thought Process. (Defined to the right)
- + Your top 5 themes are aligned with one or more Talent Categories. How you accomplish work is, at the outset, driven through your top themes.
- + Remember – You will not have every theme in your top 5 and you may not have a top 5 theme in every Talent Category. This does not mean you don't have strength in those other themes and categories.
- + The Talent Card begins your strength development journey, encouraging you to focus on your talents – those areas where you can develop the most and truly enjoy the process.



Drives and Values

Describes a person's motivation to develop their potential and set high expectations for themselves. This group also reflects the personal principles by which they live and work.



Influence

Defines the manner in which a person gets others to do something, buy something or work toward a common goal.



Work Style

Addresses how a person carries out their job responsibilities. Factors considered include their energy level, their ability to set priorities and their capacity to plan what needs to be achieved in order to meet expectations.



Thought Process

Describes how an individual learns through new experiences and applies the knowledge gained in different situations. This group also explains a person's talent for developing innovative ideas and creative solutions to problems.



People Acumen

Explains how a person builds relationships with others and how others feel about their relationships with that person.