

STRENGTHS · PROFILE

UK Sales

Royal Society for the Protection of Birds

Team Manager Profile · January 29 2019



Your team's realized strengths

Use daily for high performance

Your team's unrealized strengths

Set engaging objectives










Your team's learned behaviors

A great resource when needed






Your team's weaknesses

Use strengths to compensate

Strengths definitions

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

Strengths definitions

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