

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.



## Achievement

Drives & Values

**An internal drive to deliver great results** - You constantly push yourself to do more and achieve more because you expect nothing but the best outcomes. An internal drive to be the best keeps you highly motivated.

## Team

People Acumen

**Cooperative, supportive and altruistic in thought and action** - Naturally altruistic, you search for ways to support your team through good times and bad. Your team is likely to feel highly engaged, thanks in part to your ability to enhance satisfaction.

## Developer

People Acumen

**A passion for coaching, mentoring and developing others** - Investing in others is something that you do naturally, as often as you can, knowing its positive impact on outcomes. You often base your success as a leader on how successful your team is.

## 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.

## 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.



**Achievement:** *An internal drive to deliver great results*

## Drives & Values

You constantly push yourself to do more and achieve more because you expect nothing but the best outcomes. An internal drive to be the best keeps you highly motivated.

### How you express this talent

- + A natural desire to excel prompts you to contribute in significant ways every day
- + You normally work harder than others
- + Your expectations are simply much higher than your peers

### How to strengthen this talent

- + Ask your manager to help you set stretch goals that drive you to contribute more and more each day
- + Keep a scorecard of your completed achievements and those yet to be accomplished and compare each of your outcomes each week or month to what you have done previously
- + Seek meaningful work that you can do with excellence as this will be crucial for your long-term engagement and well-being



**Team:** *Cooperative, supportive and altruistic in thought and action*

## People Acumen

Naturally altruistic, you search for ways to support your team through good times and bad. Your team is likely to feel highly engaged, thanks in part to your ability to enhance satisfaction.

### How you express this talent

- + Highly cooperative, you always seek the path of least resistance
- + You are deeply committed to doing right by your team
- + You feel compelled to support your team

### How to strengthen this talent

- + Make a point to plan frequent team events and outings as a way to build camaraderie and trust
- + The more time you spend getting to know your team on a personal level, the more they will trust you, which will increase their loyalty to you and the organization
- + You often put your team's needs above your own; leverage this preference by offering individualized coaching, guidance or investment



**Developer:** *A passion for coaching, mentoring and developing others*

## People Acumen

Investing in others is something that you do naturally, as often as you can, knowing its positive impact on outcomes. You often base your success as a leader on how successful your team is.

### How you express this talent

- + Without prompting, you provide individualized coaching to your team
- + You love to see people improve because of your guidance
- + You understand the positive power of mentoring others

### How to strengthen this talent

- + Devote at least two to three hours a week to coaching top-performing team members; making them a priority will help them thrive individually and help the team excel as a whole
- + The more often you provide coaching and mentoring to others, the more you and they will grow
- + The more time you spend on positive coaching, the more positive recognition you will be able to give



**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



**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.