

TalentReflect™
WESTHILL DIAGNOSTIC

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westhill
CONSULTING

What can be called a talent?

You are reading the TalentReflect report which is meant to help you answer **absolutely yes!** To one of the most important questions in the field of self-efficiency:

Am I doing what I am able to do best every day?

Why is this question important? People who answered **absolutely yes!** for this question, have revealed both **awareness of their strengths**, as well **as the highest level of work efficiency** and it does not matter what kind of job they performed.

Thus they knew really well **what** do they do best. At the same time they were very efficient and successful, living their passion and developing at the same time.

Please consider such solution:

What makes the one is doing better at work, things "go themselves", while others get tired from Monday to Friday with the hope that they will carry out their passions during the weekend?

How is it that some people are doing what they love and others cannot answer the question: what you my best, what are my strengths?

The test, which you have already finished, is the first step in building your sustainability on, **your talents** (or your personal potential) and which one from these **are your strengths** (or the talents which can be noticed in your action by someone).

Every work or task might be performed in accordance with natural predispositions, because of:

Self-talent is an area of natural excellence, repeating and typical for you.
Manner of thinking, behaviour and you act efficiently and profitably.

Do not treat talent as a rare traits attributed to great personalities from the world of sports and the arts. We do not understand it as such. Personal talents and strengths are your qualities that are sure to have.

Can I be a part of one of **three groups of talents**:



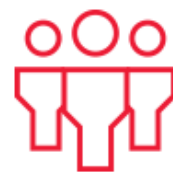
Acting

Questions: Where and when?



Thinking

Question: How?



Relationships

Question: Who?

Fields of talents - how to interpret the report?

COMMON

Common talents belong to the conscious field.

I know, see - others know, see.

It describes such feature, which can be seen both by you and any of your co-workers. This is the most important part of the report - it manifests your talents in action!

INVISIBLE

Invisible talents belong to the hidden field.

I know, see - others do not know and do not see.

Only you notice such features. Your task is to let those talents work for you, so that other people can see them in your actions.

UNCONSCIOUS

Uncounscious talents belong to the field that you are uncounscious of.

I do not know and do not see - others know and see.

These are features you do not fully realise that you have them. However people who work with you are in agreement: This is are your talents! Find this out for yourself. If this is you, and these features are positive and useful, it is worth to accept and use them every day!

My talents

COMMON

COMPLIANCE

INVISIBLE

NEUTRALITY, ACHIEVING, CAUTIOUSNESS

UNCONSCIOUS

COMMUNICATIVENESS, CHARM, VISIONARY

Talents that are observed by you as well as people you invited to the study.

Common

COMPLIANCE



Talent from the group: Relations

Description of this talent

You don't like conflict situations. In case of disagreements, you always look for a meeting of minds. You regard such attitude as more effective than strong defence of own position. You easily agree to compromises if thanks to this, you can avoid a conflict. You don't see any reason for aimless insisting on each detail of your position, provided that you agree with the other party as far as fundamental issues are concerned. Your ability to adapt to others results from the need of harmony. In case of a disagreement, you look for common aspects and areas similarly perceived by both parties.

How to turn this potential into a real strength?

You will feel good in work in which cooperation between people is essential. You have capacities to run mediations and close disputes by creating a compromise.

Please remind and describe one situation from your work, which is in your opinion, a good example of applying this talent:

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Common

COMPLIANCE

Applied talent is the key to efficiency.
But is it possible that such feature can also bother?

- Healthy conflicts are often creative and necessary so try not to eliminate them unnecessarily.
- Striving for agreement, make sure not to give up too many things you care for. It is sometimes worth to defend them even at the cost of a temporary exacerbation of the situation.
- Watch out for relations in which you usually make concessions. At a particular moment, you may feel frustrated if in too many issues you yield to the other party against own desires or interests.

Think about it and write, what will you do to utilize this talent more often at your work?

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Talents that are noticed by you but your respondents do not see them clearly in your activity.

Invisible

NEUTRALITY



Talent from the group: **Relations**

Description of this talent

Balance and neutrality of judges are very important for you. You are deeply aware of the need to treat people in the same way, regardless their social, political or professional position. Due to that, you don't want the platter inclined too much to any side as you think that it leads to egoism and individualism. You are repelled by circles in which unfair people benefit from own acquaintances, position or unclear moves. In spite of the world of privileges, you believe that one best functions in the environment in which rules are clear and are equally valid for each one.

How to turn this potential into a real strength?

You think that predictability and neutrality are the condition of justice and each person should have equal chances of presenting own abilities.

Use your talent in work in order to be able to have an influence on your environment. It is also possible that you will be able to use your abilities as a mediator. Finding the courage you will be able to identify the areas of injustice and find relevant arguments to show how it destroys team spirit. Overusing a position of strength in a competitive economy is rarely profitable in the long run. This is the matter in which you can show the way to a more partner-treatment of customers, suppliers and employees.

Please remind and describe one situation from your work, which is in yours opinion, a good example of applying this talent:

Invisible

NEUTRALITY

Applied talent is the key to efficiency.
But is it possible that such feature can also bother?

- You may have a problem in accepting arbitral decisions made with a use of formal authority, however, in case when there is no much time such attitude is necessary.
- Your need of searching for a compromise may be regarded as a lack of own opinions. There are situations that it is necessary to be at one side.

Think about it and write, what will you do to utilize this talent more often at your work?

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Invisible

ACHIEVING



Talent from the group: **Doing**

Description of this talent

It is important for you to feel that you have achieved something specific this day. You feel the need of being constantly preoccupied with new things and completing them. You are motivated when you manage to achieve something, however, you do not rest on your laurels. You strive for further achievements thanks to which you constantly move forward. You continuously set yourself new aims and gain internal motivation from their completion.

How to turn this potential into a real strength?

Thanks to this talent you will feel good in work, in which results of undertaken activities are quickly visible and measurable. You like quantifiable results even when these are consequences of small steps towards a larger aim. You are also able to build up team spirit and motivate others to actions bringing results.

Please remind and describe one situation from your work, which is in your opinion, a good example of applying this talent:

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Invisible

ACHIEVING

Applied talent is the key to efficiency.
But is it possible that such feature can also bother?

- You may express excessive impatience when it is necessary to have more considerations and analyses of the situation,
- In order to be sure that you will complete the matter, you can act too much individually not waiting for co-workers and in such case, you risk doing tasks of them,
- If you regard a day without achieving specific aims as a lost one, remember that working in a group it may take longer to find a solution than if you were doing it on your own. Despite being time-consuming, cooperation allows achieving an added value so try not to hurry your colleagues when they together go towards the settled aim.

Think about it and write, what will you do to utilize this talent more often at your work?

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Invisible

CAUTIOUSNESS



Talent from the group: **Thinking**

Description of this talent

You are careful and vigilant. You think that the world can be unpredictable. Despite everything seems to be in order, there might be a risk hidden somewhere even if others cannot notice it yet. Instead of stating that there is no risk, you try to find and identify it and next to reduce it. Thanks to this, you are an effective person, who takes life in certain stride. It is characteristic of you that you plan activities ahead in order to predict things that may fail.

How to turn this potential into a real strength?

Your prudent attitude may be helpful in numerous situations as your each step is well thought over. Use your valuable talent in your work - it may help you save much time and money in projects your participate in. Make sure that your co-operators understand and appreciate your attitude.

Please remind and describe one situation from your work, which is in yours opinion, a good example of applying this talent:

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Invisible

CAUTIOUSNESS

Applied talent is the key to efficiency.
But is it possible that such feature can also bother?

- Undertaking risk in a situation of incomplete data is a part of business and manager's work. Try to control your talent as too much prudence might turn into a decisive paralysis.
- Make sure not to be perceived as a conservative person who is afraid of daring activities.
- If it's possible balance your conservative attitude, engaging and cooperating with persons of a larger need of experimenting and risking. Sometimes such work with a different person may be a challenge, however in many cases it will be enriching.

Think about it and write, what will you do to utilize this talent more often at your work?

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Talents that are noticed by people you work with, which are not perceived by you as your strengths.

Unconscious

COMMUNICATIVENESS



Talent from the group: **Relations**

Description of this talent

You like to speak when others listen to things you have to say - both in a small group and in public. You are able to relay information in such way that people willingly listen to you. You are aware of the fact that people more easily remember content relayed in an interesting way. You use it, illustrating you speeches with examples, colouring stories and addressing listeners directly. You have an ease in describing, explaining, writing.

How to turn this potential into a real strength?

In your work, it's worth that you had a chance of often relaying information and knowledge to other people, on your behalf or representing others. In this scope, you can rely on your invention and it would be best if you had the possibility to speak in such manner that is advised by your talent.

Please remind and describe one situation from your work, which is in yours opinion, a good example of applying this talent:

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Unconscious

COMMUNICATIVENESS

Applied talent is the key to efficiency.
But is it possible that such feature can also bother?

- You may tend to be over-talkative, not always relating to the merits.
- Sometimes, it may happen that you talk too much and other people, especially those less determined, do not have a chance to speak.
- It may happen that, habitually, you speak even when your knowledge in a particular subject is definitely too small in order to offer some constructive into the conversation or when saying your own piece may be even not advisable.

Think about it and write, what will you do to utilize this talent more often at your work?

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Unconscious

CHARM



Talent from the group: **Relations**

Description of this talent

You like to meet new people and win their sympathy. During a conversation, you constantly solicit interest and try to be in the limelight. You have an ease in winning strangers because you have an opinion of a person who is great in establishing contacts. You feel the need of constant expanding the circle of your acquaintances. You try that newly met people felt comfortably in your company and usually you manage to achieve this. Breaking the ice and finding common conversation subjects with met people gives you energy.

How to turn this potential into a real strength?

The ideal work for you is the one that offers the possibility of constant meeting of new people. Establishing contacts and winning the sympathy are elements of the role ideal for you.

Please remind and describe one situation from your work, which is in yours opinion, a good example of applying this talent:

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Unconscious

CHARM

Applied talent is the key to efficiency.
But is it possible that such feature can also bother?

- Caring about being noticeable may be perceived as a self-promotion or over-PR.
- Spending time in the same circles may burn you out as you constantly need new people who you can charm with your person.
- Some people may feel tongue-tied by your openness. Try to use your talent in the scope which is adequate to a situation and an interlocutor's profile.
- A large number of friends does not necessarily translate into lasting deep relationships. Take care of the balance of quantity and quality, and consciously maintain deeper relationships, investing in time and energy.

Think about it and write, what will you do to utilize this talent more often at your work?

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Unconscious

VISIONARY



Talent from the group: **Thinking**

Description of this talent

You are a person who likes to look beyond the horizons. Your fascination in the future allows you to see in detail what the upcoming days can bring. Such detailed image allows you to go ahead and inspires you for creation of a better product, better team, better life, better world.

How to turn this potential into a real strength?

Using this talent boosts your energy. Make sure that at your work, you are able to use your ability to create vision. It's recommended that you show other people that you are able to predict what may happen efficiently and accurately. It is a very valuable skill in many teams and organisations.

Please remind and describe one situation from your work, which is in your opinion, a good example of applying this talent:

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Unconscious

VISIONARY

Applied talent is the key to efficiency.
But is it possible that such feature can also bother?

- You may be disrespectful to current everyday affairs.
- You sometimes create new visions, despite the fact that it is necessary to focus on realization of good solutions that are currently in progress.
- Pay attention to excessively clear presenting that the prevailing solution is bad without any respect to its authors.

Think about it and write, what will you do to utilize this talent more often at your work?

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Statistic summary

Your report was developed on the basis of answers from you and five of your five people you invited to the test.

Your responders not too often chose the answer "It's hard to tell" what may indicate that you selected persons who know you quite well .

Below you can note other reflections, which came to you while reading the report or during your coaching session:

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Here you can find with whom you will talk about your report, what efforts will you make to use your talents better:

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Good luck

Sources, bibliography:

Teraz odkryj swoje silne strony! Buckingham, Clifton, wyd. MT Biznes 2003

Prawdziwe szczęście Martin E.P. Seligman, wyd. Media Rodzina, 2005