

TalentReflect™
GAMEHILL

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28.02.2024 - 28.02.2024

GAMEHILL

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**:



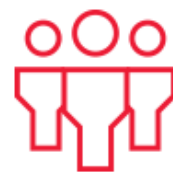
Acting

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

Uncouncious talents belong to the field that you are uncouncious 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

COLLECTOR, COMPASSION, CONNECTOR

INVISIBLE

COORDINATOR

UNCONSCIOUS

WELCOMER

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

Common

COLLECTOR



Talent from the group: **Thinking**

Description of this talent

You have a strong desire to gather and archive information. You collect various things like words, facts, books, quotes, or items because they interest you. Your curiosity makes everything fascinating, and you love learning new information, keeping your mind continuously active.

How to turn this potential into a real strength?

At work, use your talent for efficiently collecting and processing information. You will excel in environments where your "collections" benefit others. Let people know about your excellent memory for facts or information. Encourage them to ask you first before seeking information elsewhere, as you can provide accurate details or reliable methods to find it.

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

COLLECTOR

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

- For those focused on a single area, your broad context may be hard to accept.
- You may be distracted as many things interest you simultaneously.
- Ensure that you organize and store collected data efficiently for later use.

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

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Common

COMPASSION



Talent from the group: **Relations**

Description of this talent

You deeply understand and share others' feelings. You can sense the emotions of those around you, experiencing them as if they were your own. This gift allows you to see the world from others' perspectives and understand their viewpoints. Although you don't always agree with others, you can understand their decisions. This deep empathy helps you predict and comprehend others' needs and behaviors, sometimes better than they can themselves.

How to turn this potential into a real strength?

Help people express what they feel by suggesting appropriate definitions. Your talent is useful in building trust in difficult discussions, resolving misunderstandings, or implementing changes. As a project team member, you can act as a spokesperson for your work's recipients by understanding their perspectives. Use this potential when communicating and listening to both customers and colleagues.

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

COMPASSION

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

- High sensitivity may prevent you from giving honest, tough feedback due to overanalyzing the emotional context.
- Your sensitivity might also hinder task completion if you doubt its impact on participants.
- In business, separating empathic relationships from conflicting interests is essential. The more trusting the relationship, the harder it may be to handle conflicting interests.
- Ensure no one exploits your empathy for selfish purposes.

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

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Common

CONNECTOR



Talent from the group: **Relations**

Description of this talent

You form close bonds and find joy in collaborative efforts. You need to build strong relationships and enjoy being with familiar people. Friendship means continuously learning about others. You trust your close friends and want to be well known by them.

How to turn this potential into a real strength?

Your ideal work involves building close relationships and creating a trusting atmosphere. It's important to know your colleagues and work in a friendly environment.

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

CONNECTOR

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

- Ensure that developing relationships doesn't overshadow business tasks. Don't compromise organizational interests for relationships.
- Meeting many new people without forming authentic connections can be stressful.
- You might open up to people not ready for such relationships or those who might exploit them.

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

COORDINATOR



Talent from the group: **Doing**

Description of this talent

You excel in arranging resources efficiently. You can find optimal solutions and adapt plans to changing conditions. In complex situations, you combine various elements to

create an effective plan. Others trust you with tasks requiring organizational skills.

How to turn this potential into a real strength?

In your work, perform tasks that require organizational, coordinative, and operational skills. Analyzing possibilities and creating plans enhances efficiency and effectiveness in your organization.

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

COORDINATOR

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

- Your ability to change plans quickly may be hard for less flexible colleagues to accept.
- Working with those who value order might lead to resistance against your non-standard methods.

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

WELCOMER



Talent from the group: **Relations**

Description of this talent

You actively include others and make them feel welcome. You seek out groups, organizations, or teams that are open to new people. You want to expand the circle to allow as many people as possible to benefit from the group's support. You are not prejudiced and rarely judge others, believing that everyone is essentially the same.

How to turn this potential into a real strength?

At work, you can excel as someone who introduces and supports new employees or integrates project teams. Ensure your colleagues appreciate your skills. You can help overcome "silo thinking," the struggle of interests between departments within the same company.

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

WELCOMER

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

- You might find it hard to fit into groups that are resistant to new members or different ideas.
- Your sensitivity to exclusion may hinder your activities when you observe such situations. Unfortunately, you cannot always influence others' feelings or group dynamics.
- For efficiency, leaders sometimes decide that certain individuals shouldn't be part of a group or activity. This should be respected.

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 three of your three people you invited to the test.

Your responders rarely chose the answer "It's hard to tell" what may indicate that you selected persons who know you 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