

# STRENGTHS PROFILE TOOL



*Positive psychology is the scientific study of human flourishing, happiness, and well-being, focusing on factors like **strengths**, positive emotions, and a meaningful life. Leverage what you have instead of trying to fix what's broken.*

## Benefits for individuals

- ✓ **Increased well-being and engagement** - you'll experience greater happiness, less stress, and higher energy levels, especially in the workplace.
- ✓ **Higher performance and achievement** - focusing on your strengths leads to higher productivity and a greater ability to achieve your goals.
- ✓ **Enhanced confidence and self-awareness** - knowing your capabilities builds confidence, provides a sense of purpose, and increases self-awareness.
- ✓ **Improved motivation** - using your strengths makes you feel more engaged and motivated, as you're working on tasks that align with your natural abilities and interests.
- ✓ **Greater career fulfilment** - you can find roles that better fit your talents, leading to greater job satisfaction and a more fulfilling career path.

## Benefits for organisations

- ✓ **Tap into unused talent** - utilise unrealised strengths and energy in the organisation.
- ✓ **Talent attraction and retention** - a Strengths-based organisation will be more attractive in the employment market.
- ✓ **Build employee engagement** - use of strengths is one of the key drivers of engagement.
- ✓ **Higher performing teams** - a focus on strengths in teams allows for the efficient allocation of tasks by playing to strengths.
- ✓ **Increase diversity and positive inclusion** - an understanding of strengths encourages people to value difference in each other.
- ✓ **Navigating change and building resilience** - strengths use generates positive emotions that broaden peoples' mindsets (new ways of thinking and building resilience).

## Strengths Profile Measures



**Performance** - how well you perform when using these strengths



**Energy** - how energised you are by using these strengths



**Use** - how often you use these strengths

## Strengths Profile Job Families

**Being** - your way of being in the world



**Communicating** - how you give & receive information



**Motivating** - your drive towards action



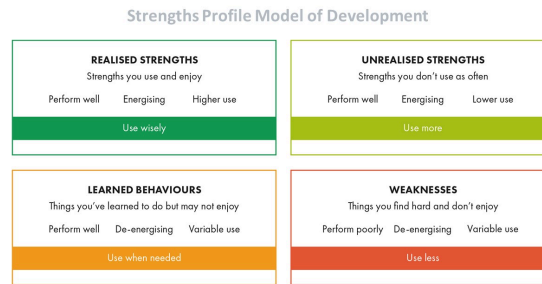
**Relating** - how you relate to others



**Thinking** - your approach to situations



# Strengths Profile Model of Development



## Strengths Profile - Expert

A descriptive report, uncovering a wider breadth of strengths for deeper self-reflection, to encourage positive change and growth within your personal and working life.

## Strengths Profile - Leader

Tailored to who you are as a leader, defines your leadership style and gives direction as to how to lead effectively, in a way that feels the most authentic to you.

## Strengths Profile - Team

This report will equip you with the understanding and knowledge of your team's collective strengths, enabling you to develop better ways of working together.

✨**Unlock the full potential of your talent to drive unprecedented engagement, performance, and sustainable growth.** ✨

📞 Get in touch today for an informal discovery session

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