

Strengths Assessments

Our model of performance improvement is heavily skewed towards fixing weaknesses, and as a result, most of us are more familiar with our failings than we are with our strengths and successes. Many organisations spend thousands helping individuals to become better all-rounders, when in truth, a high performing team is one which helps individuals become better acquainted with their strengths, and invests in development of those strengths until they become talents - and an important intellectual asset to the business.

Understanding Derailers

Usually, the biggest shift in performance comes with encouraging an individual to do more of what they already do well. However, that is not to say that some individuals don't harbour career-derailing weaknesses, and we work with those individuals and teams to address that as well.

Which Strengths Profiling Tool?

We work with a number of different strengths assessment providers, from the original (and arguably still the best) Seligman Values in Action (life strengths) assessment, to the excellent R2 assessment from the Centre for Applied Positive Psychology, and of course, the Strengthsfinder assessment from Gallup. We would be happy to recommend a specific instrument to meet your team / individual needs, but without exception, all participants report the experience as being highly positive and encouraging.

Feedback report

Depending on the choice of instrument, participants receive a comprehensive and tailored feedback report for their reference, full of insights as to how they could be using their strengths more and to greater effect.

Our Approach

We use the results of the strengths assessments in a range of ways:

- To pull together team profiles which will support selection of new recruits
- To diagnose and resolve interpersonal conflict
- To help high potential employees make an even greater impact
- To help under performers focus on their priorities for action
- To support new leaders in their transition into line management
- To help people realise for themselves when it might be time to move on, and to support them through that transition