

StrengthscopeGroup™



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1. Introduction

Strengthscope® is the world's most comprehensive and innovative cloud-based strengths profiling system that helps energize peak performance at work.

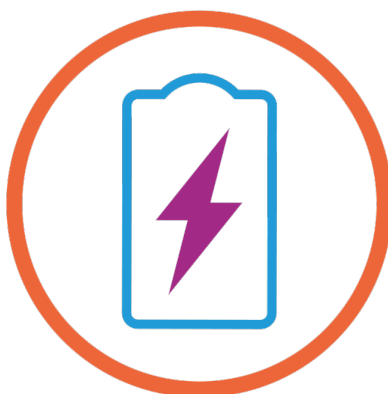
We define strengths as the **underlying qualities that energize you** and that you are great at (or have the potential to become great at).

This StrengthscopeGroup™ report will help you to optimize a group's performance by providing the group with awareness and guidance on its:

- **Clear strengths** and how to optimize these to enhance the group's performance
- **Risk areas** that may undermine peak performance together with powerful ways to reduce the impact of these.


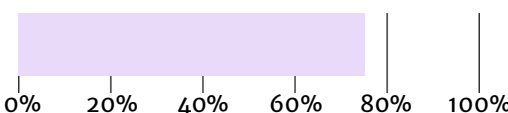

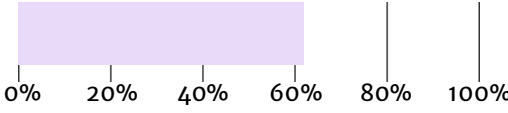

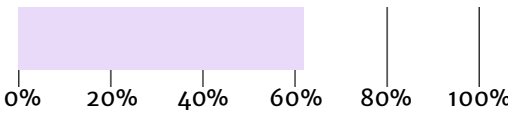

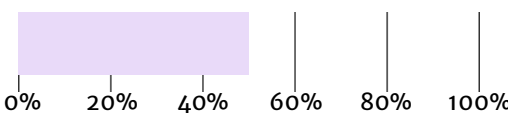

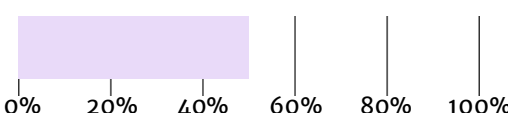
The most effective groups:

- Have **clarity** of goals, roles and responsibilities for the group
- Gain an **awareness** of where the group's strengths and performance risks lie to build **trust**
- Take **action** to draw on each other's strengths and ideas to reach clear decisions and ensure a high degree of **accountability**
- Develop **agility** to deal positively with change and develop **change readiness**
- Celebrate the group's **achievements** and take action to review and strengthen performance, ensuring continuous **stretch** and improvement



2. Your group's clear strengths

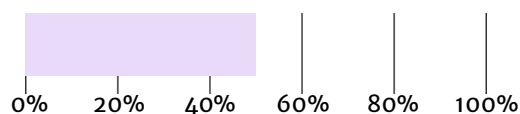
Based on your group's responses to the questionnaire, the following **clear strengths** have been identified as the most energizing for the group and are listed in order of frequency. Where possible, the group should utilize areas of strength to deliver objectives. The total number of group members reporting each strength appears below each bar graph.

	The group's clear strengths	When the group is performing at its best
Developing others 	<p>Group members promote other people's learning and development to help them achieve their goals and fulfil their potential.</p>  <p>Percentage of group reporting strengths 6 out of 8 group members reported this strength</p>	<ul style="list-style-type: none"> • Employees are encouraged to own their career development, seeking out opportunities to learn and grow • Members are energized by recognising employee strengths and potential, helping them to optimize these by providing customized solutions • Members gain great enjoyment from mentoring and coaching others.
Strategic mindedness 	<p>The group focuses on the future and takes a strategic perspective on issues and challenges.</p>  <p>Percentage of group reporting strengths 5 out of 8 group members reported this strength</p>	<ul style="list-style-type: none"> • The group enjoys stepping above immediate concerns to see the 'big picture' • They are oriented towards the future and how the group, organization and external context might look • They enjoy predicting trends and scenarios of possible alternative futures.
Compassion 	<p>Group members demonstrate a deep and genuine concern for the well-being and welfare of others.</p>  <p>Percentage of group reporting strengths 5 out of 8 group members reported this strength</p>	<ul style="list-style-type: none"> • It's members draw energy from caring for the general well-being and welfare of its employees, peers and stakeholders • Members are motivated to show kindness to those it is responsible to, seeking to help them in times of need or crisis • Members are compelled to place employee needs ahead of their own.
Critical thinking 	<p>Group members approach problems and arguments by breaking them down systematically and evaluating them objectively.</p>  <p>Percentage of group reporting strengths 4 out of 8 group members reported this strength</p>	<ul style="list-style-type: none"> • The group enjoys dissecting arguments in order to understand their logic • Members find it easy to simplify difficult problems or situations • They will separate a problem into its component parts in order to see meanings, relations, and assumptions that might otherwise remain buried.
Efficiency 	<p>The group takes a well-ordered and methodical approach to tasks to achieve planned outcomes.</p>  <p>Percentage of group reporting strengths 4 out of 8 group members reported this strength</p>	<ul style="list-style-type: none"> • Members enjoy developing efficient, well-ordered systems for working for others to follow • Members enjoy coordinating and distributing a complex array of resources to achieve the best possible outcome • They enjoy making action plans and lists detailing what needs to be done, by when and whom, allocating responsibility where needed.

Results focus



Group members maintain a strong sense of focus on results, driving tasks and projects to completion.



Percentage of group reporting strengths

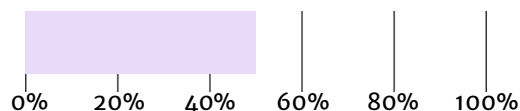
4 out of 8 group members reported this strength

- Members pursue their work with energy, drive, and a need for completion
- The group conveys a strong sense of urgency and drives projects to a conclusion
- They maintain a strong focus on achieving goals, whilst delivering results through others.

Enthusiasm



Group members demonstrate strong passion and energy when communicating goals, beliefs, interests or ideas they feel strongly about.



Percentage of group reporting strengths

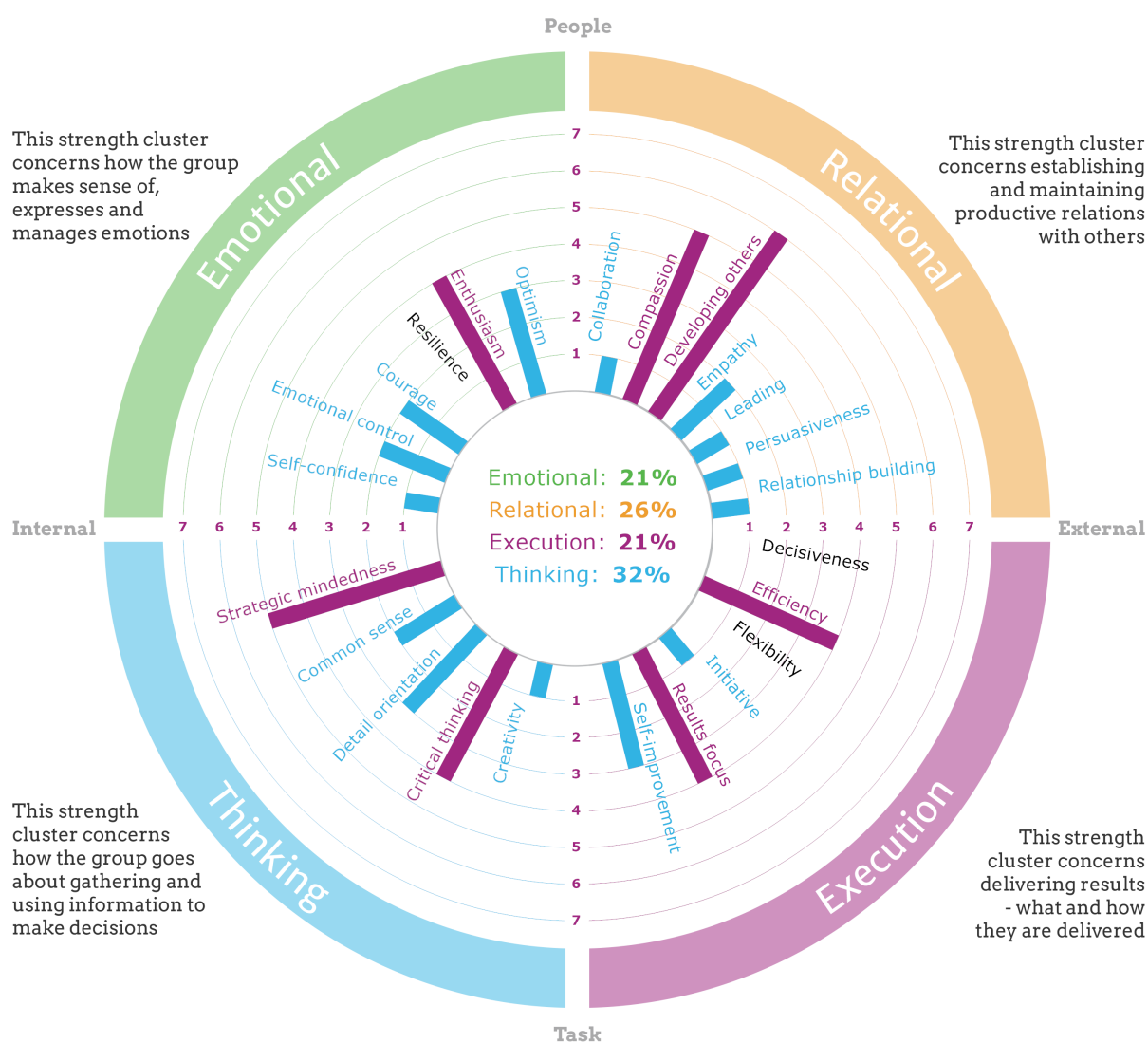
4 out of 8 group members reported this strength

- Members bring a high level of energy and enthusiasm to what they do at work
- Levels of excitement and energy are clearly visible to others when they engage with an activity
- Members strongly advocate and champion views and ideas that they support.

3. Your group's strengths profile

The graph below shows **your team's strengths profile** across Strengthscope®'s four clusters: **Emotional**, **Relational**, **Thinking** and **Execution**. The bars represent how many team members report each strength as one of their 'Significant 7'. Higher bars represent those strengths which are more natural and energizing for the team to use. Lower bars represent strengths which provide the team with less energy and enjoyment in their work.

In the centre of your wheel, you can see percentage scores for each of the four cluster areas. The baseline is 23% for each cluster, so the further away the scores are from 23%, the greater preference the group show towards, or away from, that cluster. Consider the type of activities the group might be energized by and potentially excel at. The two clusters at the top of the wheel – **Emotional** and **Relational** – involve being energized by working with **people** while the two at the bottom of the wheel – **Thinking** and **Execution** – involve being energized by the nature of **tasks**. The two clusters on the left hand side of the wheel – **Emotional** and **Thinking** – involve being energized by activities that are **internal** to you (i.e. your inner world or thoughts and emotions) while the two on the right hand side – **Relational** and **Execution** – involve being energized by **external** activities (i.e. the outer world of people and getting things done).



'Significant 7' strengths are highlighted by the use of coloured bars:

Purple bars appear when more than 40% of group members report a particular strength as one of their 'Significant 7'

Blue bars appear when between 11 – 40% of group members report a particular strength as one of their 'Significant 7'

Grey bars appear when between 1 – 10% of group members report a particular strength as one of their 'Significant 7'

No bar is shown when no one reports a particular strength as one of their 'Significant 7'.

4. Optimizing strengths to achieve peak performance

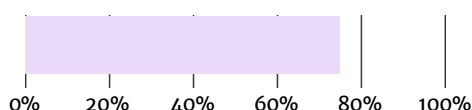
A group's awareness of its strengths is crucial. However, it is important to translate this awareness into action in order to achieve peak performance. This section will help you to optimize the group's strengths by helping you to understand and strengthen your performance in the following areas:

- How to stretch beyond your comfort zone and apply the group's strengths to take group performance to the next level
- How to ensure you are using your group's strengths in a careful way, taking into account the requirements of the situation to minimize risks associated with overdrive. Strengths can go into overdrive when they are overused or used in the wrong way or at the wrong time leading to negative, unintended outcomes.

Adopt a 'less is more' approach and try to identify a few priority areas to focus on at any one time to maximize chances of success.

As a reminder, the total number of group members reporting each strength appears below the bar graphs.

Developing others



Percentage of group reporting strengths

6 out of 8 group members reported this strength

Activities for development

- Encourage others to share their knowledge and learning to encourage group effectiveness
- Introduce buddying, mentoring or other development initiatives within your group to onboard new members and upskill existing members; showcase this to other groups
- Learn training, coaching and/or facilitation skills to enable group members to deliver powerful group coaching, facilitation and training.

Overdrive

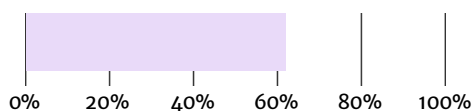
Risk behaviours to watch out for:

The group may spend excessive time helping people fulfil future development and career goals at the expense of other activities. Members may spend less time on ensuring that it functions effectively in terms of group processes as its energy is so derived from supporting others' development and growth.

Ways to reduce strengths in overdrive:

- Be clear on the organizational value of any colleague/peer development activities inside and outside the group
- Monitor progress against group objectives closely so that members stay focused on more immediate targets as well as longer term growth goals.

Strategic mindedness



Percentage of group reporting strengths

5 out of 8 group members reported this strength

Activities for development

- Create an opportunity to get involved in the department's or organization's strategic planning process
- Learn about different problem-solving approaches that can support the group's thinking whilst overcoming challenges, e.g. Appreciative Inquiry or Systems Analysis
- Encourage group members to learn about strategic planning and strategic thinking and use this to provide structure and build support for future ideas.

Overdrive

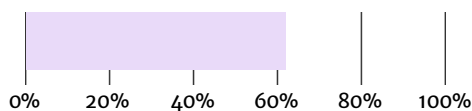
Risk behaviours to watch out for:

The group can get so focused on the 'big picture', including future scenarios and opportunities that it may skim over current realities. This may lead to an overemphasis on 'strategy papers' and scenario planning, without group members focusing sufficiently on the operational detail required to turn long term plans into short term reality.

Ways to reduce strengths in overdrive:

- Take the time as a group to develop detailed operational plans which translate strategy into day-to-day delivery and chart progress against these
- Keep 'blue sky' discussions about future scenarios or ideas carefully managed, so that they do not distract from the delivery of current plans.

Compassion



Percentage of group reporting strengths

5 out of 8 group members reported this strength

Activities for development

- Ask group members and others whether they need emotional support to perform at their best during stressful periods, in ways that build self-sufficiency
- Signpost those in need to other avenues of support rather than always being the 'go to' people, to give the group sufficient time to focus on its own priorities
- Learn about co-dependence and interdependence so that group members can remain supportive of others who may be in need without encouraging dependence.

Overdrive

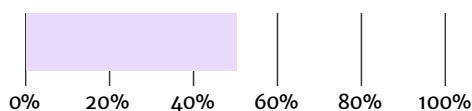
Risk behaviours to watch out for:

The group may put the needs of others before its own best interests, particularly when stakeholders appear most in need, and may be taken advantage of as a result. Group members may find it hard to have tough conversations if this risks others' feelings being hurt. There is a risk of burnout if members spend too much time looking after others, at the expense of their own needs.

Ways to reduce strengths in overdrive:

- Ensure that time spent considering others' needs (both inside and outside the group) is balanced, so that it is dealt with efficiently
- Be aware of the urge to take care of others and place sufficient focus on the goals and objectives of the group, checking in on these regularly.

Critical thinking



Percentage of group reporting strengths

4 out of 8 group members reported this strength

Activities for development

- Identify projects where the group could apply research, analysis and evaluation skills – this can include researching what your competitors are up to and sharing findings across the organization
- Develop skills around strategic and operational risk management to benefit the wider organization
- Learn about Edward de Bono's Six Thinking Hats to ensure that solution-finding and decision-making is balanced.

Overdrive

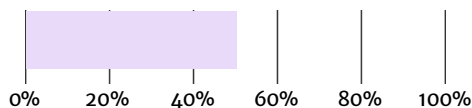
Risk behaviours to watch out for:

Group members continuously question and looks for flaws in proposed solutions and arguments. This may be perceived as negative and over-critical by others, resulting in promising ideas being discounted too early so that, in time, contributors stop bringing new thinking to the group. Energy may derive from the group 'nit picking' the detail of an argument rather than appraising an overall plan or strategy in its entirety.

Ways to reduce strengths in overdrive:

- Practice taking an appreciative approach to new ideas and potential solutions, asking what will work, as well as what will not work
- Develop a range of styles so that the group's skill at critiquing continues to be regarded positively and not as overly pessimistic.

Efficiency



Percentage of group reporting strengths

4 out of 8 group members reported this strength

Activities for development

- Sharpen this strength by learning about project management/efficiency tools and techniques (e.g. Gantt Charts, Critical Path Analysis, Time Management Matrix, etc.)
- Identify ways in which group members can use these approaches more systematically to ensure it is working as efficiently as possible, recommending these more widely
- Develop advanced resource management, planning and scheduling skills within the group to cope with more complex work programs.

Overdrive

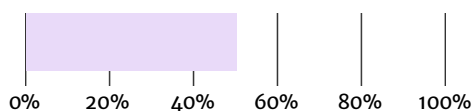
Risk behaviours to watch out for:

The group's excessive emphasis on organization and efficiency may leave little scope to flex when there is a need to incorporate new information as the task or project unfolds. The group risks continually to develop frameworks and processes for efficient working without necessarily showing clear links between the process and performance.

Ways to reduce strengths in overdrive:

- Always be clear on the overarching purpose of plans and frameworks being followed and remind users of this purpose
- Continue to review the validity of plans in the face of new information or changing circumstances and be open to making changes where necessary.

Results focus



Percentage of group reporting strengths

4 out of 8 group members reported this strength

Activities for development

- Look ahead at the next six months and identify factors that may block the group from achieving its goals; develop a strategy for dealing with them
- Set up performance improvement discussions to identify ways to enhance the performance of the group
- Review group goals and identify areas where they could set 'stretch' objectives which remain achievable with focus and effort.

Overdrive

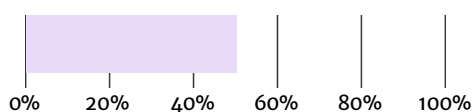
Risk behaviours to watch out for:

In its drive for results, the group may miss important aspects of task/project success, e.g. the opportunity to reflect and learn, ensuring that people are engaged/recognized for their efforts. Group members may become too linear in their focus, needing to close off one project before the next starts and becoming frustrated by what it sees as unnecessary 'tweaking' of plans.

Ways to reduce strengths in overdrive:

- Make time to celebrate successes along the way, when key milestones are achieved or a project completed, before moving on to the next goal
- Be sure to spend time engaging key stakeholders before and during the delivery of projects, rather than just assuming they are 'on board'.

Enthusiasm



Percentage of group reporting strengths

4 out of 8 group members reported this strength

Activities for development

- Put the group forward to champion a cause or project it feels excited and energized by that will benefit the organization
- Encourage the celebration of achievements and successes in all parts of the organization, which will help create a positive culture
- Have group members coach others who are less open and enthusiastic to more powerfully influence stakeholders.

Overdrive

Risk behaviours to watch out for:

Group members' enthusiasm may be seen as too emotive or overwhelming at times, making others feel that their views are not valued or appreciated. This may lead to the group taking up an untested idea too early, without fully thinking through implications, or to high levels of advocacy without the detail or thinking to substantiate it.

Ways to reduce strengths in overdrive:


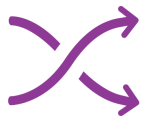

- Go through a thorough process of objective evaluation to appraise the value of new ideas or projects before actively advocating them
- Ensure that all group members get an opportunity to air their views, listening carefully to all perspectives before making a final decision.

5. Potential limiting weaknesses

A **potential limiting weakness** occurs when 10% or fewer of group members report a particular strength as significant for them. These are the areas where the group is least energized. Because of this, potential limiting weaknesses help identify areas where the group might be **least effective**.

In some cases, although a group might not be energized in a particular area, it may still demonstrate good competence in the area as a result of skills and habits group members have learned through experience and good discipline. It is also important to remember to draw on any members of the group who do possess the strength, as their input alone may mitigate a potential weakness.

Below is a list of the group's potential weaknesses. Consider these potential weaknesses and the extent to which they risk undermining delivery of the group's objectives. The potential weaknesses are listed below from those that are least often reported by group members to those most often reported.

Strengths	Risk behaviours to watch out for	Ways to reduce limiting weakness
<p>Decisiveness</p>  <p>(0/ 8 respondents)</p>	<ul style="list-style-type: none"> Group members are not energized by making decisions under pressure The group is less motivated to make decisions when the data is limited Group members do not have a track record of making rapid-fire decisions 	<ul style="list-style-type: none"> Be prepared to take decisions that move things forward when information is limited Develop a strategy for making decisions in stressful situations to keep up momentum Ensure that those in the group with a Decisiveness strength are given sufficient opportunity to give their view during meetings.
<p>Flexibility</p>  <p>(0/ 8 respondents)</p>	<ul style="list-style-type: none"> Fast-moving and unpredictable situations may drain group members The group finds it hard to adapt to unexpected situations Group members are less comfortable changing direction once a decision is taken 	<ul style="list-style-type: none"> Remember that change is sometimes necessary in order to drive a better outcome Develop a method for making changes to plans and processes in a controlled way Ensure that those in the group with a Flexibility strength are given sufficient opportunity to give their view during meetings.
<p>Resilience</p>  <p>(0/ 8 respondents)</p>	<ul style="list-style-type: none"> The group rarely sees problems or threats as opportunities Group members may take a while to recover from stressful experiences The group may be drained by taking on very difficult challenges and projects 	<ul style="list-style-type: none"> Make sure that the group has methods to keep itself energized when facing pressure Develop systems for breaking down tough projects and tasks into achievable chunks Ensure that those in the group with a Resilience strength are given sufficient opportunity to give their view during meetings.

6. Who completed the report?

This is the report for Strengths group, with the following group members having completed Strengthscope®:

- Ahmed Ross
- Alena King
- Amy Clarke
- Anthony Fitton
- Hayley Brookes
- Lauren Davids
- Ruby Connor
- Zara Bond

7. The 24 Strengthscope® strengths

⚡ Emotional



Courage:

- Taking on challenges and facing risks by standing up for what you believe



Emotional control:

- Being aware of your emotional 'triggers' and how to control these to ensure you remain calm and productive



Enthusiasm:

- Demonstrating passion and energy when communicating goals, beliefs, interests or ideas you feel strongly about



Optimism:

- Remaining positive and upbeat about the future and your ability to influence it to your advantage



Resilience:

- Dealing effectively with setbacks and enjoying overcoming difficult challenges.



Self-confidence:

- Having a strong belief in yourself and your abilities to accomplish tasks and goals

⚡ Relational



Collaboration:

- Working cooperatively with others to overcome conflict and build towards a common goal



Compassion:

- Demonstrating a deep and genuine concern for the well-being and welfare of others



Developing others:

- Promoting other people's learning and development to help them achieve their goals and fulfil their potential



Empathy:

- Readily identifying with other people's situations seeing things clearly from their perspective



Leading:

- Taking responsibility for influencing and motivating others to contribute to the goals and success of their group and organization



Persuasiveness:

- Being able to win agreement and support for a position or desired outcome



Relationship building:

- Taking steps to build networks of contacts and acting as a 'hub' between people that you know

⚡ Execution



Decisiveness:

- Making quick, confident, and clear decisions, even when faced with limited information



Efficiency:

- Taking a well-ordered and methodical approach to tasks to achieve planned outcomes



Flexibility:

- Remaining adaptable and flexible in the face of unfamiliar or changing situations



Initiative:

- Taking independent action to make things happen and achieve goals



Results focus:

- Maintaining a strong sense of focus on results, driving tasks and projects to completion



Self-improvement:

- Drawing on a wide range of people and resources in the pursuit of self-development and learning

⚡ Thinking



Common sense:

- Making pragmatic judgments based on practical thinking and previous experience



Creativity:

- Generating new ideas and original solutions to move things forward



Critical thinking:

- Approaching problems and arguments by breaking them down systematically and evaluating them objectively



Detail orientation:

- Paying attention to detail in order to produce high quality output, no matter what the pressures



Strategic mindedness:

- Focusing on the future and taking a strategic perspective on issues and challenges

Tools to optimize your performance

Want to find out more about your performance at work? Why not take:

Strengthscope360™

Helps people discover and optimize their strengths and provides co-worker feedback to energize peak performance and engagement

StrengthscopeLeader™

Helps leaders optimize their strengths and habits to energize peak performance, engagement and a positive culture

StrengthscopeTeam™

Helps teams discover their strengths and improve their performance, teamwork and agility

StrengthscopeEngage™

Measures changes/ROI in engagement and productive use of strengths arising from the training or development program

Contact our fantastic team on 020 8944 0289 or at hello@strengthscope.com to discuss the right option for you!

For additional resources to optimize your strengths and reduce performance risks, visit www.strengthscope.com

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