

# Strengths Profile

## Learning Outcomes

Outcomes individuals may experience are:

- Enhanced engagement
- Increased resilience
- Faster goal attainment and greater personal fulfilment
- Lower stress levels
- Increased performance
- Increased productivity

## The Profile Tool

A world-leading strengths measure, Strengths Profile is changing the way we assess, develop and leverage talent in people.

Strengths Profile is built from a decade of theoretical and empirical research in positive psychology, and has been taken by 70,000+ people around the world.

Designed by Alex Linley and his team at Capp, SP is used by leading organisations including Aviva, Oracle and Ernst & Young.

*'It amazed me how accurate it was! It really got me thinking about how you function both personally and professionally!'*

*'The debrief documents are clear and informative and help you understand how your strengths work, but also what barriers and weaknesses you may need to work on.'*

*'Shanelle, you were so knowledgeable and helpful throughout the whole Strengths debrief - I could have listened to you for hours.'*

*'I was incredibly impressed by the Strengths Profile tool, I really did find it beneficial to my development as a person and as a professional.'*

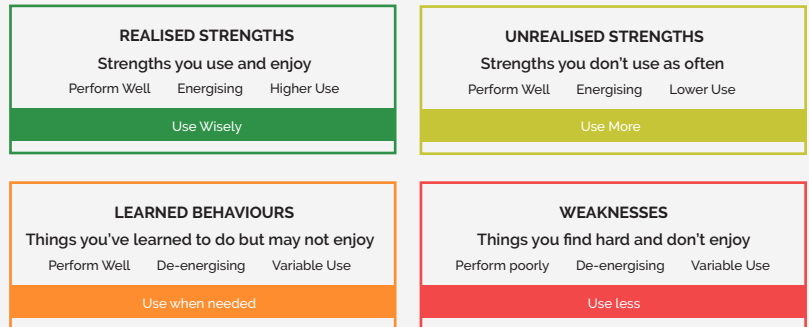
## About the Strengths Profile Tool

Unique and distinct from traditional one-dimensional strengths tests, Strengths Profile assesses 60 strengths across three dimensions of energy, performance and use. This pinpoints people's results in four quadrants:

- Realised Strengths are the things they find energising, perform well, and use often
- Learned behaviours are the things they have learned to do well, yet do not energise them
- Weaknesses are the things they find hard to do well and find draining
- Unrealised Strengths are the things they find energising and perform well, yet don't often use so often.

Strengths profile provides a positive platform for development, enabling people to design strategies to maximise growth potential, minimise weaknesses and optimise performance and wellbeing.

### The Strengths Profile Model



## Suitable For

The Strengths Profile tool is an essential self-awareness tool for all individuals seeking to maximise their potential.

## Profile Report & Debrief

Following the Strengths Profile model the Strengths Profile report provides the following:

- An overview of your unique quadrant profile
- Your Full-60 Strengths Profile
- Strengths explanations
- Recommendations for using your strengths wisely
- Suggestions for using your unrealised strengths more
- Suggestions for how to use your learned strengths only when needed
- Recommendations on how to use your weaknesses less
- Your strengths families overview & distribution

## Profile Logistics

Strengths Profile can be completed via online questionnaire which takes approximately 30 minutes to complete.

Strengths Profile questionnaires and reports should be administered by a qualified organisation like Moloney Consulting.