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TalentPredix™ Group Profile

Strictly Confidential

Group Name: Sample Company WYX Leadership Team

Date generated: 1st May 2023



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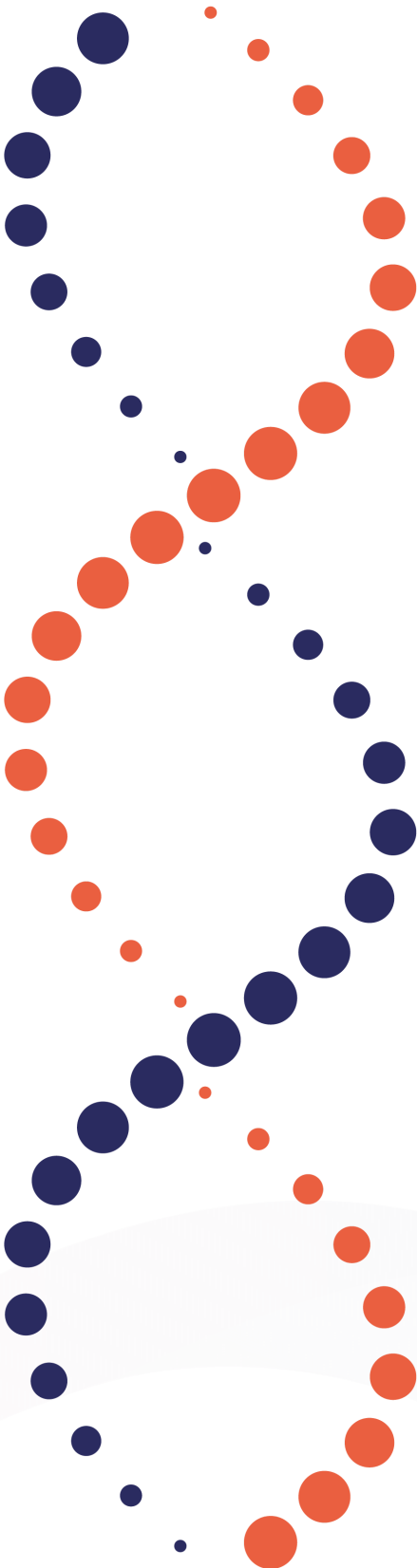


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1. About this Profile

Welcome to the TalentPredix™ Group Profile for **Company WYX Leadership Team**.

This summary profile is based on **31** respondents you have selected to be included in the profile. The full list of respondents is provided on the back of the report.

The TalentPredix™ Group Profile provides you with a better understanding of:

- The group's overall **Top Talents** and how these are distributed across four **Talent Zones**
- The group's **Potential Performance Limiters**, including weaker areas
- The group's **Career Drivers and Values**

Key Definitions:

- **Top Talents** are underlying qualities that come naturally to people and enable them to do their best work.
- **Career Drivers** are underlying career motivations that are most important to people. They guide their career choices and decisions.
- **Values** are fundamental beliefs people hold about what is most important that guide their decisions and actions at work and in life more generally.
- Talents used **In Excess** are Talents that are overused and can undermine peoples's performance and relationships if left unchecked.
- **Performance Limiters** include both weaker areas or overused talents (i.e. Talents in Excess) that can undermine performance.

2. Group's Top Talents

The graph below shows the percentage and total number of people in the group reporting each of the twenty talents in the assessment as a **Top 5 Talent**. These talents are categorised into four Talent Zones: Connecting, Delivering, Navigating Change and Problem Solving.

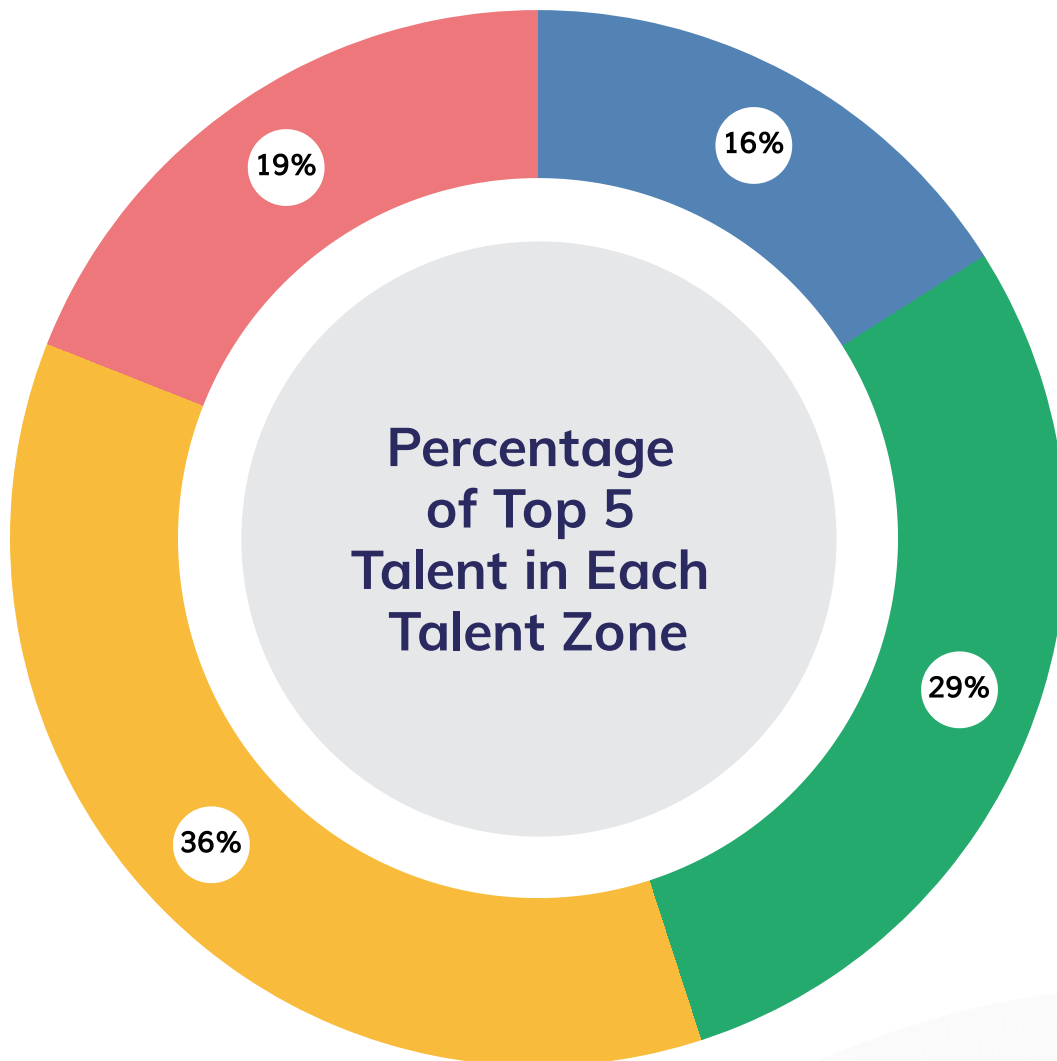
Where more than 50% of the group have reported a talent as a Top Talent, this is likely to be a **Towering Talent** (or standout talent) for the group. Towering Talents signal opportunities for the group to be at their best and deliver exceptional performance.

However, groups may at times overuse their Towering Talents. When this happens, these overused talents can undermine the group's overall performance. Being aware of the group's overused or In Excess Talents can help the group tackle unproductive patterns of behaviour early, before they lead to bigger performance problems.



3. Group's Talent Zones

In the graph below, you can see the percentages of the group's Top Talents that fall into each of the four Talent Zones. This will provide you with a good indication about how energized and effective the group is likely to be across the four zones.

**CONNECTING**

Building and maintaining strong relationships.

DELIVERING

Delivering results in an effective and efficient manner.

NAVIGATING CHANGE

Navigating and responding effectively to change.

PROBLEM SOLVING

Finding solutions to problems using information, ideas and analysis.

4. Group's Lowest Scoring Talents

The graph below shows the total number of people in the group reporting each of the twenty talents in the assessment as their **2 Lowest Scoring Talents**.

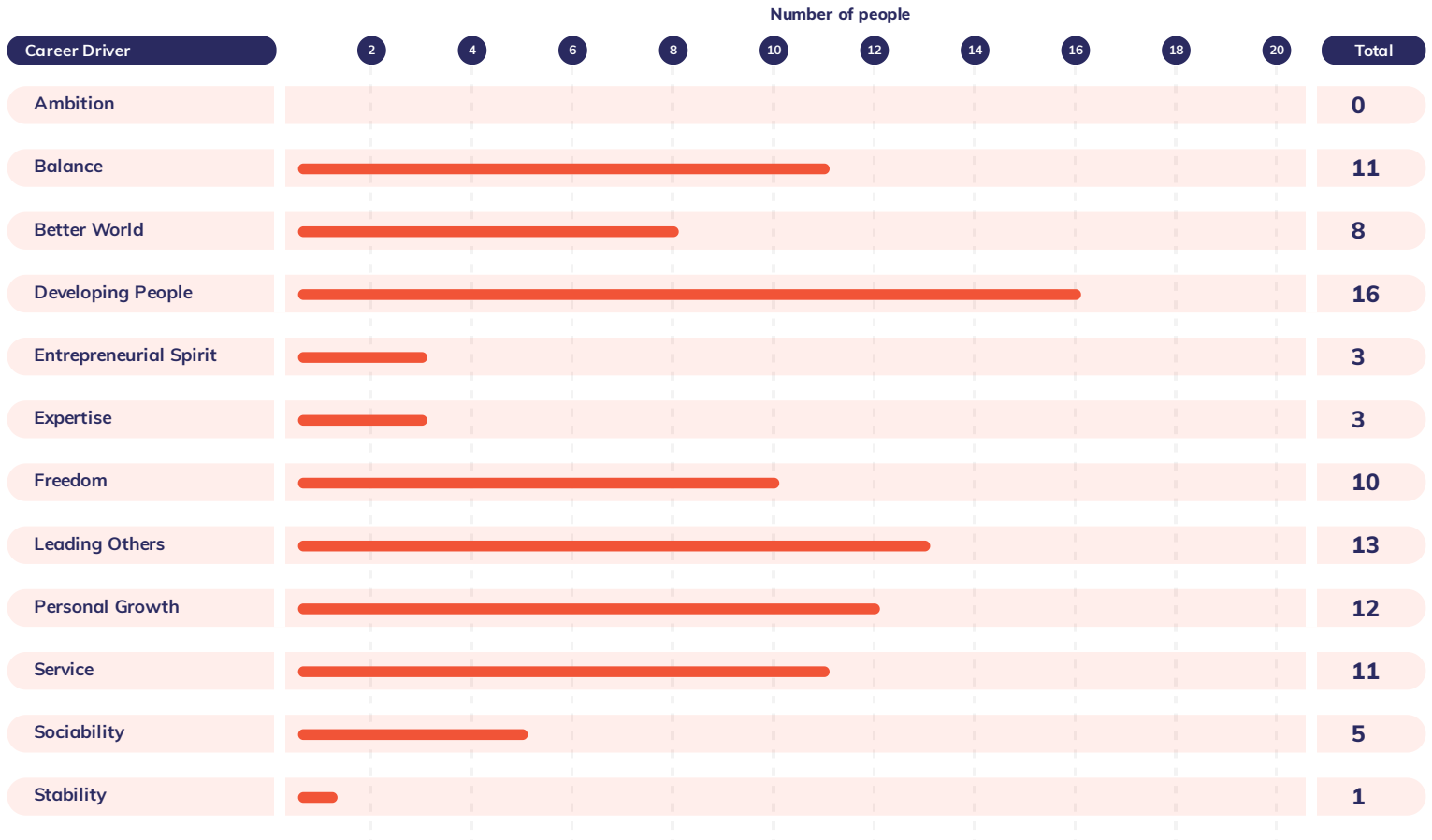
These talents are categorised into four Talent Zones: Connecting, Delivering, Navigating Change and Problem Solving. Although these are not necessarily limiting weaknesses, they could undermine the group's performance in certain situations.



5. Group's Career Drivers

The graph below shows the total number of people in the group reporting each of the twelve Career Drivers in the assessment as one of their **Top 3 Career Drivers**.

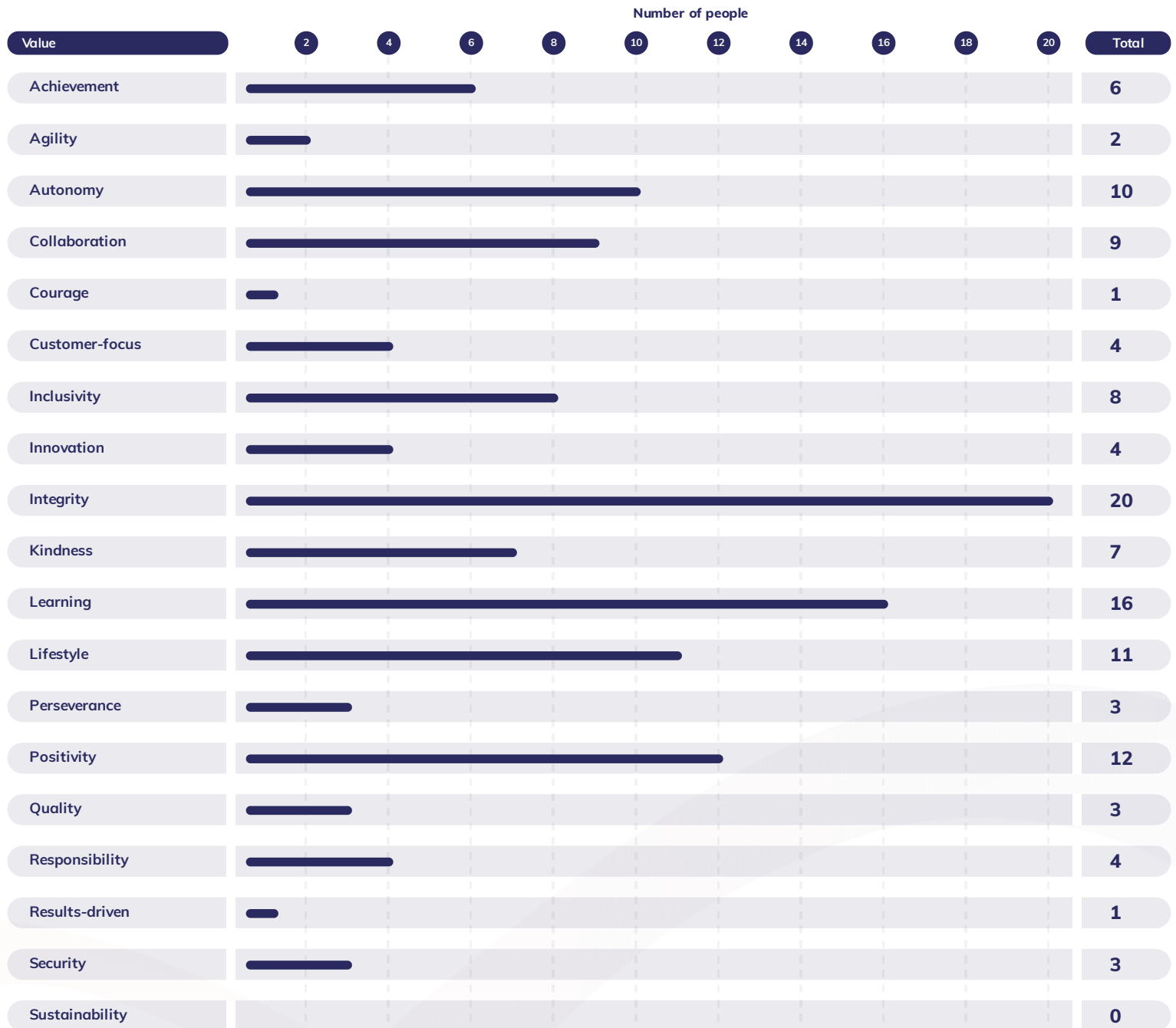
This will give you a better understanding of the career motivations that are most important to people in the group and how these may impact their career choices and decisions.



6. Group's Values

The graph below shows the total number of people in the group reporting each of the nineteen Values in the assessment as one of their **Top 4 Values**.

This will give you a better understanding of the values that are most important to people in the group and how these may impact their day-to-day actions and decisions at work. A better understanding about a group's values can also help you understand how well people's values are aligned with the values of the team, business area and/or organization.



7. Group's members

This TalentPredix™ Group Profile includes the following respondents:

- Amy Apples
- Edward Avocado
- Victoria Beans
- Michelle Bread
- Rebecca Chilli
- Chad Cod
- Mike Donut
- Jonty Fish
- Wendy Grape
- Julie Guava
- Freddie Ham
- Paul Kale
- Sarah Lemon
- Mary Lime
- Harry Mushroom
- Leo Mutton
- Kate Nougat
- Henry Orange
- Natalie Prune
- Emma Quail
- Susan Radish
- Gary Raisin
- James Salad
- Larry Sardine
- Darren Toast
- Leanne Tomato
- Barbara Tuna
- Claire Vegetables
- Richard Water
- Ruth Yam
- George Zucchini

8. Group Profile Matrix

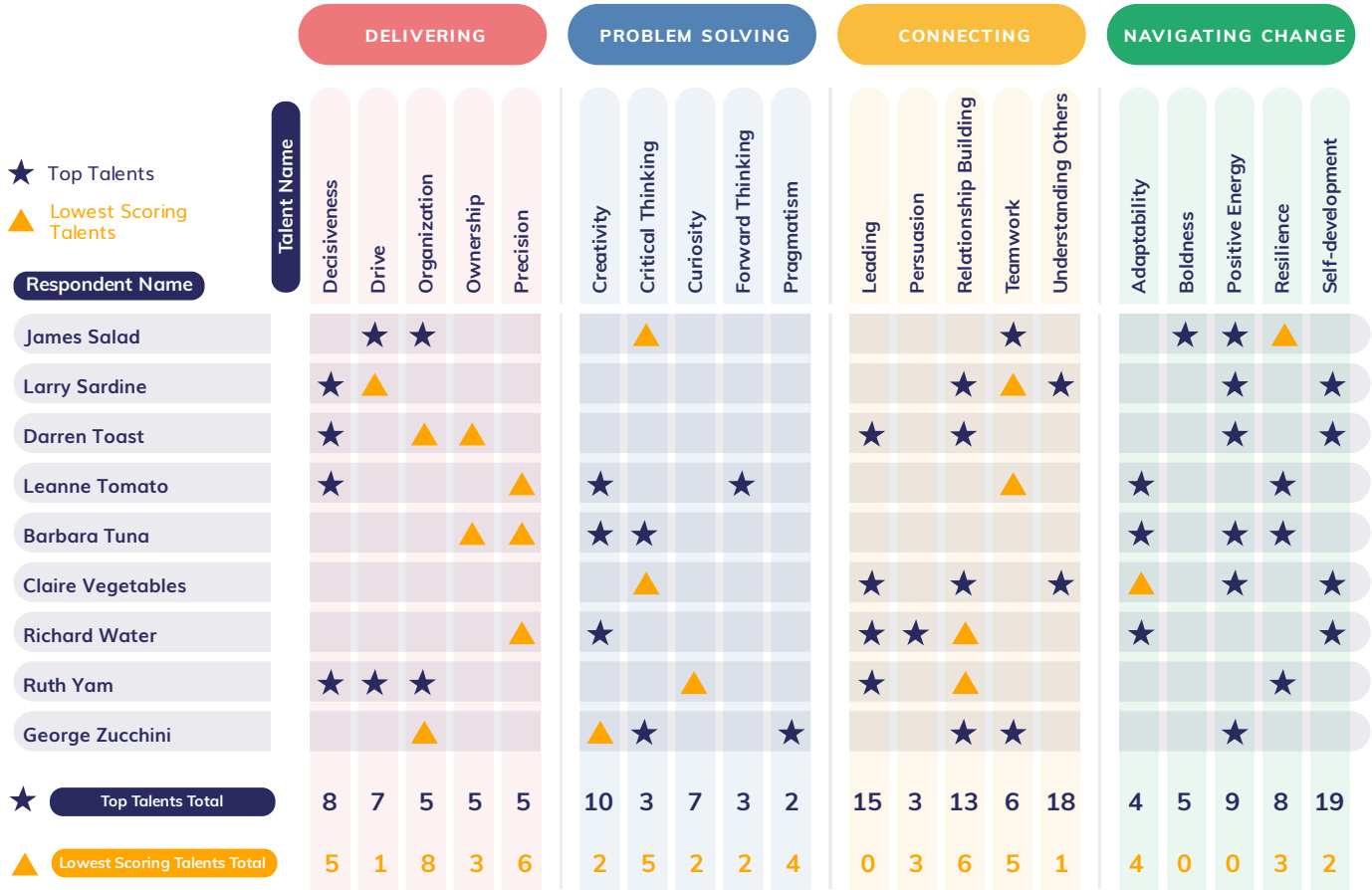
The group matrix below shows each member of your group's **Top 5 Talents** and **2 Lowest Scoring Talents** (if you selected this option) across the four talent zones. This matrix will help you understand your group/team's strengths and talent gaps to improve teamwork, relationships and ways of working. It can also help guide your thinking when putting together project teams or development programs for the team.

★ Top Talents

▲ Lowest Scoring Talents

Respondent Name

| | DELIVERING | | | | | PROBLEM SOLVING | | | | | CONNECTING | | | | | NAVIGATING CHANGE | | | | |
|-------------------|--------------|-------|--------------|-----------|-----------|-----------------|-------------------|-----------|------------------|------------|------------|------------|-----------------------|----------|----------------------|-------------------|----------|-----------------|------------|------------------|
| Talent Name | Decisiveness | Drive | Organization | Ownership | Precision | Creativity | Critical Thinking | Curiosity | Forward Thinking | Pragmatism | Leading | Persuasion | Relationship Building | Teamwork | Understanding Others | Adaptability | Boldness | Positive Energy | Resilience | Self-development |
| Amy Apples Edward | | | | | | | | ★ | | ▲ | | | | ★ | ★ | ▲ | ★ | | | ★ |
| Avocado | | | | ▲ | | | ▲ | ★ | ★ | | ★ | ★ | ★ | | | | | | | |
| Victoria Beans | | ★ | | | | ★ | | | | | | | ▲ | ▲ | ★ | | ★ | | | ★ |
| Michelle Bread | ▲ | | | ★ | ★ | | ▲ | | | | ★ | | | | ★ | | | | | ★ |
| Rebecca Chilli | ▲ | ★ | | | | | | ★ | | | | | | ★ | ★ | | | ★ | ▲ | |
| Chad Cod | | | | | | | | ★ | | | | | ★ | ▲ | ★ | ▲ | | ★ | | ★ |
| Mike Donut | ▲ | | | | | ▲ | | | | ★ | | | ★ | ★ | ★ | | | | | ★ |
| Jonty Fish | | ★ | ▲ | | | | | | ▲ | | | | | | ★ | | ★ | | ★ | ★ |
| Wendy Grape | | | | | | | | ★ | | ▲ | | ▲ | ★ | | ★ | | | ★ | | ★ |
| Julie Guava | ★ | | | | ▲ | ★ | | | | ▲ | ★ | | | | ★ | | | | | ★ |
| Freddie Ham | | | ▲ | | ▲ | ★ | | | | | ★ | | ★ | | ★ | | | | | ★ |
| Paul Kale | | ★ | | | ★ | | | ★ | | | | | | ▲ | ▲ | | | ★ | | ★ |
| Sarah Lemon | | | ★ | ★ | | ★ | | ★ | | | | ▲ | ▲ | | | | | | | ★ |
| Mary Lime | ★ | | ▲ | ★ | | | | | | | ★ | | ▲ | | ★ | | | | | ★ |
| Harry Mushroom | | | | ★ | ★ | | ★ | | | | ★ | | ★ | | | ▲ | | ▲ | | |
| Leo Mutton | | | ▲ | | ▲ | ★ | | | ★ | | ★ | | | | ★ | | | | | ★ |
| Kate Nougat | | | | | ★ | ★ | | | | | ★ | | ▲ | | ★ | ★ | | | | ▲ |
| Henry Orange | | ★ | ★ | | ★ | | | | ▲ | | | ▲ | | | ★ | | | ★ | | |
| Natalie Prune | ★ | | ★ | | | | | ▲ | | | ★ | ★ | ★ | | | | | | | ▲ |
| Emma Quail | ▲ | | ▲ | | | ★ | | | | | ★ | | ★ | | ★ | | | | | ★ |
| Susan Radish | ▲ | | | ★ | | | | | | ▲ | | | ★ | | ★ | | | ★ | | ★ |
| Gary Raisin | ★ | | ▲ | | | | ▲ | | | | ★ | | | ★ | | | ★ | | ★ | |



9. Full List of Talents

| DELIVERING | PROBLEM SOLVING | CONNECTING | NAVIGATING CHANGE |
|---|---|---|--|
|  <p>Decisiveness You make clear decisions under pressure or with limited information</p> |  <p>Creativity You generate creative ideas and novel solutions to improve outcomes</p> |  <p>Leading You inspire and guide people to achieve shared goals by working together</p> |  <p>Adaptability You adapt quickly in response to changing or unfamiliar situations</p> |
|  <p>Drive You keep focused and persevere to achieve results</p> |  <p>Critical Thinking You logically analyse information and evaluate problems to reach well-reasoned conclusions</p> |  <p>Persuasion You persuade others to actively support goals and interests you are pursuing</p> |  <p>Boldness You take personal risks to challenge the way things are done in pursuit of progress</p> |
|  <p>Organization You are organized and methodical in the way you approach tasks and achieve your goals</p> |  <p>Curiosity You strive to expand your knowledge and deepen your learning about new or unfamiliar areas</p> |  <p>Relationship Building You confidently build and maintain a wide range of relationships</p> |  <p>Positive Energy You bring positivity and enthusiasm to situations, lifting the energy of people around you</p> |
|  <p>Ownership You take full responsibility for your work and initiate action to deliver beyond expectations</p> |  <p>Forward Thinking You are future focused and anticipate the potentials, possibilities and risks on the horizon</p> |  <p>Teamwork You collaborate effectively to improve working relationships and team outcomes</p> |  <p>Resilience You handle stress and setbacks effectively, staying calm under pressure to maintain performance</p> |
|  <p>Precision You ensure work is precise and accurate, delivering high quality output</p> |  <p>Pragmatism You apply common sense and past experience to find practical ways to solve problems</p> |  <p>Understanding Others You understand others' perspectives and sense their emotions, providing support where appropriate</p> |  <p>Self-development You constantly challenge yourself to learn and achieve your full potential</p> |

10. Full List of Career Drivers

| Career Drivers | Definition |
|-------------------------------|--|
| Ambition | People with this driver continuously strive for progression and promotion. They often prioritise work and career goals over other aspects of their life. |
| Balance | People with this driver want to achieve balance between their career and life beyond work. They seek out roles offering flexibility to satisfy their personal and family goals. |
| Better World | People with this driver are highly motivated to do meaningful work that contributes to a better, more sustainable world. They want to make a positive difference to society. |
| Developing People | People with this driver are strongly motivated to develop others and see them reach their full potential. They look for opportunities to guide, mentor and coach others. |
| Entrepreneurial Spirit | People with this driver are strongly motivated to build an original business of their own or create innovative new ventures or products within established organizations. |
| Expertise | People with this driver strive to be the technical expert others count on for specialist know-how and input. They continuously look for ways to master deep skills and expertise in their chosen discipline. |
| Freedom | People with this driver want the freedom to accomplish their goals as they see fit. They typically do their best work when left to make their own choices, free from close supervision. |
| Leading Others | People with this driver are motivated to lead and direct the work of others. They enjoy taking charge of teams and groups to achieve shared goals. |
| Personal Growth | People with this driver have a strong need for learning and self-improvement. They actively seek out opportunities and challenges that enable them to learn and grow. |
| Service | People with this driver focus on supporting and serving others. They get pleasure and satisfaction from improving others' lives through the service and support they provide. |
| Sociability | People with this driver are most motivated by fulfilling relationships they build with others at work. They have a desire for belonging and enjoy a high level of social connection with co-workers. |
| Stability | People with this driver look for security, predictability and steady progression in their career. They try to minimize big changes or risks in the way they approach their career. |

11. Full List of Values

| | |
|-----------------------|---|
| Achievement | Ambition, Excellence, Success |
| Agility | Adaptability, Change, Flexibility |
| Autonomy | Independence, Freedom, Self-reliance |
| Collaboration | Partnership, Support, Teamwork |
| Courage | Bravery, Challenge, Risk Taking |
| Customer-focus | Client-centred, Customer-driven, Service |
| Inclusivity | Equality, Fairness, Respect |
| Innovation | Creativity, Discovery, Imagination |
| Integrity | Honesty, Trustworthiness, Truthfulness |
| Kindness | Compassion, Generosity, Love |
| Learning | Competence, Growth, Wisdom |
| Lifestyle | Balance, Well-roundedness, Wholeness |
| Perseverance | Determination, Grit, Persistence |
| Positivity | Enthusiasm, Happiness, Optimism |
| Quality | Accuracy, High Standards, Perfection |
| Responsibility | Accountability, Commitment, Pride |
| Results-driven | Driven, Dynamic, Fast-paced |
| Security | Predictability, Reliability, Stability |
| Sustainability | Citizenship, Social Impact, Unity with Nature |

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