

Standard Profile

Strictly Confidential

Name: Alexandra Piers

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1. About this Profile

Welcome to your personal TalentPredix[™] profile. This is based on your responses to the TalentPredix[™] assessment you completed on 21/08/2025

Your profile will help you to achieve your goals, accelerate your development and fulfil your potential by improving your understanding of:

- Your Top Talents and how to apply these to strengthen your performance and career.
- Your Career Drivers and how you can use these to make better career choices.
- Your Potential Performance Limiters and how best to tackle these so they do not undermine your progress.

To get the most from your profile we recommend you:

- Read it carefully, making notes on key insights, questions, and surprises to discuss during your debrief session.
- Discuss it with a trained practitioner or coach, as well as others within and outside work who know you well. This will enable you to get more feedback and suggestions.
- Compile a focused development plan to apply your insights and strengthen your performance.

Key Definitions:

- Top Talents are underlying qualities that come naturally to you and enable you to do your best work.
- Talents In The Zone are Talents that are employed effectively and help you achieve your best performance
- Overused Talents are Talents that, when pushed too far or used in the wrong way, can undermine your performance, relationships, and impact.
- Career Drivers are your underlying career motivations that are most important to you. They guide your career choices and decisions.
- The Norm Group is a reference group that is used to compare your scores on the assessment to other, similar respondents to see how you score relative to them.
- Values are fundamental beliefs you hold about what is most important that guide your decisions and actions at work and in your life generally.



2. Your Talents

We define "Talents" as underlying qualities that enable people to do their best work. When fully optimized through skill development, application and practice, our Talents enable us to perform at our best and reach our full potential.

2.1. Your Top 5 Talents

Your Top Talents, based on your responses to the assessment, are listed below in alphabetical order. These are the areas where you have the greatest opportunity to do your best work and achieve your full potential. The column on the right describes behaviours typically associated with people with this Talent when they're In The Zone.



You generate creative ideas and novel solutions to improve outcomes

In The Zone

- You quickly come up with creative and original solutions to solve problems
- You enjoy coming up with novel or better ways to achieve your goals
- You often have flashes of creative inspiration at work and outside



Positive Energy

You bring positivity and enthusiasm to situations, lifting the energy of people around you

In The Zone

- You champion and enthusiastically promote ideas and solutions you believe in
- Your enthusiasm for your ideas and causes is contagious and inspires others
- You prefer to focus on the positives and possibilities



Relationship Building

You confidently build and maintain a wide range of relationships

In The Zone

- You have a large and diverse network (internal and external) you can call on to help achieve your goals
- You are confident meeting unfamiliar people in networking or social situations
- You build rapport quickly with others through your positive personality and strong social skills



Resilience

You handle stress and setbacks effectively, staying calm under pressure to maintain performance

In The Zone

- You bounce back quickly from big setbacks and stressful events, learning how you can manage a similar situation better in future
- You do not tend to dwell on what you cannot control
- In stressful or high-pressure situations, you remain calm and find the best way through the situation



Selfdevelopment

You constantly challenge yourself to learn and achieve your full potential

In The Zone

- You invest considerable time to improve yourself and gain new skills, knowledge and experiences
- You quickly seize opportunities that give you the chance to grow professionally and personally
- You push yourself to take on challenging tasks and projects outside your comfort zone

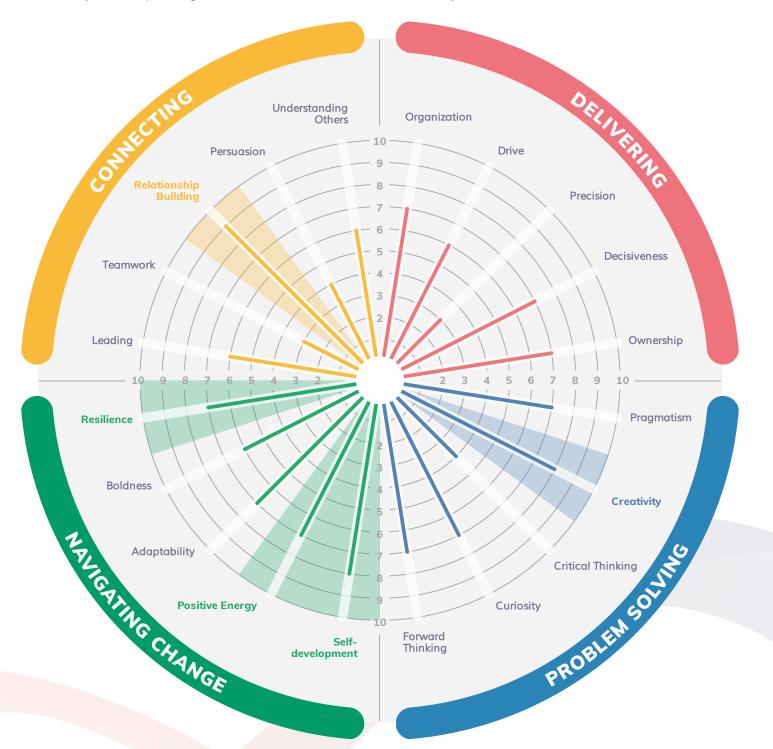


2.2. Your Talent Wheel

Your Talents are shown in the graph below. Your scores for all twenty Talents are shown on a standardized scale from 1-10, 1 being low and 10 being high, in relation to the norm group you are compared against.

Your Top 5 Talents are coloured labels and displayed in a larger font

Your scores indicate the strength of your preference for each Talent rather than the level of skill or competence you have in that Talent area. Although preferences are usually good indicators of competence, higher scores do not necessarily mean you are more competent than other people. Therefore, rather than comparing yourself against other people, focus on your own Talent scores, particularly the highest and lowest ones, and how these are spread across the four Talent zones





2.3. Your Talent Zones

Your Talents are grouped into four Talent Zones: Connecting, Delivering, Navigating Change and Problem Solving.

The percentages below are based on the average scores for all your Talents in each of the four zones and will add up to 100%. The zone with the highest percentage score represents your preferred zone. If you score the same highest percentage score in multiple zones, it shows that you do not have a single preferred or dominant zone.



CONNECTING

Building and maintaining strong relationships.

DELIVEDING

Delivering results in an effective and efficient manner.

PROBLEM SOLVING

Finding solutions to problems using information, ideas and analysis.

NAVIGATING CHANGE

Navigating and responding effectively to change.



3. Making the Most of Your Talents

Once you are aware of your Talents, you need to become more effective in the way you apply them. This involves developing skill and competence and finding opportunities to practice using your Talents so you can optimize them.

The following list identifies situations where you can be at your best and suggested actions to optimize your Talents. We have also suggested "Supporting Talents" that will help you get the most out of each Talent. By using these Supporting Talents in combination with your Top Talents, your overall performance will improve over time.



Creativity

You generate creative ideas and novel solutions to improve outcomes

When you're at your best

Introducing new ideas and imaginative solutions to encourage broader thinking.

- In roles that require a high level of creative thinking and innovation to perform effectively.
- Developing original ideas to overcome problems or take advantage of emerging opportunities.

Actions to optimize

Use a digital or physical notebook to capture ideas as they arise so you can reflect on them later. Schedule 'creative time' in your workweek to evaluate, refine and implement your best ideas.

- Volunteer for projects or assignments that enable you to participate in developing a new or improved process, product and solution.
- Use creative problem-solving techniques to tackle stubborn or long-standing problems and challenges within your team.

Supporting Talents

- Apply PRAGMATISM, PRECISION and CRITICAL THINKING to ensure your ideas are realistic and feasible.
- Dial-up DRIVE and ORGANIZATION to ensure your best ideas are effectively implemented to improve results.





Positive Energy

You bring positivity and enthusiasm to situations, lifting the energy of people around you

When you're at your best

- Bringing optimism and enthusiasm to implement change or new ideas.
- When people require motivation and positive energy to lift their mood and move forward.
- In meetings and dialogues to balance pessimism and critical thinking with a "can do" attitude.

Actions to optimize

- Highlight the possibilities of ideas in meetings and conversations, to balance pessimistic views and bring a new perspective.
- In times of low energy, use your positive outlook to raise the mood. However, first determine whether this is appropriate, as "negative emotions" can sometimes be helpful and healing.
- Generate enthusiasm for ideas and causes you believe will benefit the team/business.

Supporting Talents

- Apply UNDERSTANDING OTHERS to assess the situation and sense when your positive energy may overwhelm or annoy others.
- Use CRITICAL THINKING and PRAGMATISM to support your positive opinions with facts to ensure they are realistic and tangible.



Relationship Building

You confidently build and maintain a wide range of relationships

When you're at your best

Strengthening trust and relationships to achieve better results.

- Introducing, connecting, and bringing people in your network together to facilitate collaboration and mutual benefit.
- Roles requiring significant outreach and relationship building with employees, customers, and stakeholders.

Actions to optimize

- Make time to network to build high-quality connections that might be valuable to you, the team and the organization.
- Build relationships with people who have different backgrounds, working styles and experience from you. Leverage this diversity to achieve better results.
- Use storytelling, humour, and metaphors to convey your ideas in ways that are memorable and engaging to others.

Supporting Talents

- Practise ADAPTABILITY and CURIOSITY to move outside your usual circles and build relationships with people who have different backgrounds, working styles and experience.
- Balance with DRIVE and ORGANIZATION to ensure your enjoyment for building relationships doesn't occupy too much of your time and distract from your other goals.





Resilience

You handle stress and setbacks effectively, staying calm under pressure to maintain performance

When you're at your best

- When tasks or projects are extremely demanding and complex.
- In high-pressure roles requiring an ability to work under significant stress or pressure for extended periods of time.
- In stressful or particularly challenging situations.

Actions to optimize

- Volunteer to take on complex or difficult tasks that are risky and require mental toughness and endurance to succeed.
- Step in to support your team during low points to recover from setbacks. Share techniques to help them to move on from failures and bounce back stronger.
- Offer advice or coaching to coworkers/stakeholders to help them navigate stressful periods when you observe that they are struggling or feeling overwhelmed..

Supporting Talents

- Dial-up CRITICAL THINKING and FORWARD THINKING to mitigate risks arising from taking on too much.
- Apply POSITIVE ENERGY to reframe difficult challenges and focus on how you can apply your talents, past successes and use the support of others to succeed.



Self-development

You constantly challenge yourself to learn and achieve your full potential

When you're at your best

- When your team/business area would benefit from new knowledge, insights, and better practices from outside the organization so it can consider ways to apply this learning to improve outcomes.
- Fast-changing situations that require rapid learning to tackle new and/or complex problems and challenges to be successful.
- Roles that require ongoing learning and improvement of your skills, know-how and insights to perform at your best.

Actions to optimize

- Explore opportunities to apply your knowledge to upgrade work processes, systems, and outputs to benefit the whole team/business.
- Offer to share useful learnings from online courses, research, conferences with your team.
- Set up a peer learning group to share learning and best practice.

Supporting Talents

- Step outside your comfort zone by applying CURIOSITY and BOLDNESS to learn about unfamiliar areas and develop new skills and ways of working. Challenging yourself will uncover hidden talents, optimize existing ones, and help you to add the most value.
- If you are prone to overinvest time in self-development, use DRIVE and ORGANIZATION to remain focused on building the skills that will benefit you the most in a set amount of time.



4. Potential Performance Limiters

Performance excellence involves more than optimizing your Talents. You also need to tackle weaknesses and other performance limiters that can undermine your achievements and career. Becoming aware of your performance limiters and how they impact your achievements and the way you are seen by others enables you to tackle unproductive patterns of behaviour early, before they lead to bigger problems.

4.1. Overused Talents Used

This table below describes behaviours that might show up when your Top Talents are overused, inhibiting your performance. Review this list of Overused Behaviours and put a mark against those that show up most frequently. Ask yourself:

- ✓ What triggers these unhelpful behaviours?
- ✓ What steps can I take to tackle or mitigate them?
- ✓ Who can I ask for support to help reduce these behaviours?



Creativity



Positive Energy



Relationship Building

Overused

- You may start lots of creative initiatives and projects, but struggle to complete them properly
- You may overlook pragmatic solutions in favour of more radical, risky alternatives
- Your ideas may be too radical, risky or unworkable if they are not realistic or take insufficient account of the realities of the organization

Overused

- Others may reject your input as being too optimistic or unrealistic
- Your energy and passion for projects or ideas may become obsessive causing you to overlook better alternatives
- You may come across as overwhelming or excitable to those who prefer a more rational, fact-based approach

Overused

- You spend so much time building relationships that you get distracted and lose sight of your priorities and tasks
- You may try to seek others' attention or be the centre of attention when this is inappropriate
- You may overwhelm more reserved people with your confidence in social situations





Resilience

Overused

- You may eventually become drained or 'burned out' by taking on too much high-pressure or stressful work
- You may not realize when it is time to walk away from unrealistic or unachievable goals and tasks
- You may take on too many challenging, risky or high-pressure projects or activities

Self-development

Overused

- In your enthusiasm to share your learning and knowledge with others, you may come across as overbearing or a "know-it-all"
- You may overwhelm yourself by taking on too many learning and development opportunities at once
- You may become so absorbed in the joy of learning that you lose sight of your immediate performance goals

4.2. Your Most Limiting Overused Behaviours

This section shows your three most limiting overused behaviours and the Talent they relate to.

To help you tackle these priority limiters, we have provided several development ideas to consider and discuss with others who support your development.

Talent	Overused Behaviour	Actions to Reduce
Creativity	Others say that my ideas are sometimes too radical, unrealistic, or unworkable.	Listen to the feedback, but do not be discouraged by it. Use more robust criteria for evaluating your ideas, including ones that take account of the organization's resources as well as its appetite for innovation and risk. Ask co - workers and friends who are good at critical thinking and pragmatism to evaluate and challenge your ideas and try to identify at least one key sponsor of your ideas, before presenting them.
Relationship Building	I can overwhelm quieter or reserved people with my confident and outgoing personality.	Challenge yourself to be more socially aware and agile. This means adapting your interpersonal style to the different people you are interacting with, so they feel comfortable around you. For example, try to listen more than talk, speak at a lower volume, and soften your tone when speaking with more introverted, shy or less confident people. Actively invite them in to join a conversation if you see they are struggling to have a voice in a group conversation.
Resilience	I often take on too many challenging and high-pressure tasks at the same time.	Before taking on a particularly challenging task, consider the time, resources, and energy (mental and emotional) it will require. Get a second or even third opinion from your manager, co-workers and people outside of work to ensure you are not overstretching yourself.



4.3. Your Lowest Scoring Talents

Your two lowest scoring Talents are shown below in alphabetical order. Although these are not necessarily limiting weaknesses, they could undermine your performance in certain situations.

To strengthen these Talents, we have suggested development ideas to consider and discuss with others who support your development.

Talent

Actions to Improve



Precision

You ensure work is precise and accurate, delivering high quality output

- Read written communications at least twice to identify errors and minimize the number of edits.
- Allow time to check the quality of your work and correct errors before it goes out. Practise this regularly so it becomes a habit.
- Appreciate the consequences of poor standards and errors. Before submitting, ask yourself if it is good enough for the recipients and anticipate how they will respond.



Teamwork

You collaborate effectively to improve working relationships and team outcomes

- Invite support from others who can provide you with input and expertise that will help you achieve better results.
- Proactively offer support, information, and feedback to others.
- Volunteer to help co-workers/stakeholders who are struggling to manage workload or time pressures or could benefit from your input.

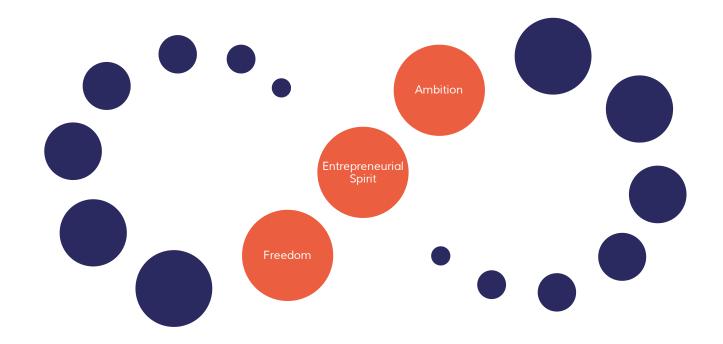


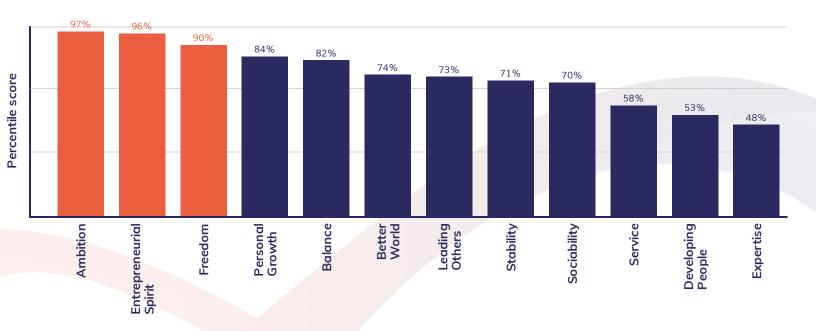
5. Your Career Drivers

Your Career Drivers are the underlying career motives that are most important to you. They guide your career and help you make difficult choices when you face transitions, crossroads and dilemmas in your career. Studies show that people who choose roles that closely fit their Career Drivers generally enjoy more successful and fulfilling careers.

The graph below shows how you score in relation to the relevant norm group for all the twelve Career Drivers measured by TalentPredix™. Your score is shown as a percentile. If your score is in the 90th percentile, then you are in the top 10% of people in the relevant comparison group.

Your strongest three Career Drivers are shown in orange







5.1. Making the Most of Your Career Drivers

To enjoy a fulfilling and meaningful career, it is important to find work that is closely aligned with your preferred Career Drivers. It also helps to find growth and progression opportunities that are consistent with your Career Drivers, which will enable you to learn and develop in a way that suits you best.

Based on your top three Career Drivers, the following types of work and development opportunities are best suited for you.

Career Driver	Types of work you most enjoy	Growth opportunities that fit you best
Ambition	 Roles that put you in the centre of power and give you a lot of influence in the organization. Work that enables you to take responsibility for ambitious and high-profile goals. 	 Leading a high-profile project or initiative involving exposure to higher levels or senior leaders. Promotion or "acting-up" opportunities that provide greater influence and responsibility.
Entrepreneurial Spirit	 Roles that enable you to set up a new business or progress an original idea to implementation. Creative problem-solving projects that aim to develop innovative solutions that address unmet needs. 	 Stretch opportunities that allow you to take responsibility for creating, developing, and implementing new business ideas or solutions. Opportunities to learn from and take inspiration from other successful founders, entrepreneurs, and innovators.
Freedom	 Independent work that allows you to work without close supervision or limiting rules, such as autonomous project roles, freelancing and independent consulting. Roles that give you significant autonomy to determine how best to do your work. 	 Learning and progression opportunities that are chosen by you and customized to your needs, taking account of your strong desire for autonomy. Development assignments that give you the freedom to work independently so you can decide how best to achieve your goals.



6. Your Best Self DNA

A strong match between your personal strengths, role requirements, and the work environment will enable you to perform at your best and achieve your goals. Discovering your unique Best Self DNA, or combination of your Top Talents, Career Drivers and Values, will help you find work and development opportunities that enable you to perform at your best and realize your full potential.

Your Best Self Snapshot summarizes your assessment results and can be used in your CV/resume, personal development plan and performance and development dialogues with your manager, coach, or mentor. It is also an ideal summary to share with others, including team members, to get additional feedback for your development, or as part of a training, coaching or team building exercise.



Talents

Creativity
Positive Energy
Relationship Building
Resilience
Self-development

Career Drivers

Ambition Entrepreneurial Spirit Freedom

Values

Achievement Innovation Learning Results-driven

Work you find most energizing

Project Management

Research and Development

Data Analysis



7. Full List of Talents

DELIVERING

PROBLEM SOLVING

CONNECTING

NAVIGATING CHANGE



Decisiveness

You make clear decisions under pressure or with limited information



Creativity

You generate creative ideas and novel solutions to improve outcomes



Leading

You inspire and guide people to achieve shared goals by working together



Adaptability

You adapt quickly in response to changing or unfamiliar situations



Drive

You keep focused and persevere to achieve results



Critical Thinking

You logically analyse information and evaluate problems to reach well-reasoned conclusions



Persuasion

You persuade others to actively support goals and interests you are pursuing



Boldness

You take personal risks to challenge the way things are done in pursuit of progress



Organization

You are organized and methodical in the way you approach tasks and achieve your goals



Curiosity

You strive to expand your knowledge and deepen your learning about new or unfamiliar areas



Relationship Building

You confidently build and maintain a wide range of relationships



Positive Energy

You bring positivity and enthusiasm to situations, lifting the energy of people around you



Ownership

You take full responsibility for your work and initiate action to deliver beyond expectations



Forward Thinking

You are future focused and anticipate the potentials, possibilities and risks on the horizon



Teamwork

You collaborate effectively to improve working relationships and team outcomes



Resilience

You handle stress and setbacks effectively, staying calm under pressure to maintain performance



Precision

You ensure work is precise and accurate, delivering high quality output



Pragmatism

You apply common sense and past experience to find practical ways to solve problems



Understanding Others

You understand others' perspectives and sense their emotions, providing support where appropriate



Self-development

You constantly challenge yourself to learn and achieve your full potential



8. 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.



9. 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





www.talentpredix.com



support@talentpredix.com

