



360 Self Mastery Profile

Strictly Confidential

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1. About this Profile

Welcome to your personalized TalentPredix™ 360 Profile. This is designed to provide you with specific, appreciative and actionable insights and suggestions to enhance your effectiveness and growth.

This report is based on your responses to the TalentPredix™ 360 assessment, which you completed on **22/08/2025**, along with feedback from **6** raters. For a full list of your raters, please refer to the end of this profile.

Your 360 Profile is designed to help you achieve your goals, accelerate your growth, and fulfill your potential by enhancing your understanding of:

Your Top Talents: Discover your strongest talents and learn how to
● apply them effectively to boost your performance and advance your career.

Key Skill: Identify the skills that complement your talents, as well as
● any skill gaps that, when addressed, can amplify your effectiveness and impact

Stakeholder Feedback: Gain valuable insights from your manager, supervisor, and other stakeholders on how well you're utilizing your talents and skills, and uncover ways to optimize them further.

Potential Performance Limiters: Recognize areas that may limit
● your performance and explore strategies to address them, ensuring they don't hinder your progress.

Rater key

Throughout the profile, your self-rating is

● marked with an **S** inside a dark grey circle.

Where applicable, your manager's/ supervisor's rating is indicated by an **M** inside a purple circle.

● If you have two managers, this will be shown as **M1** and **M2**

To maximize the value of your 360 profile, we recommend you:

- ✓ **Review the profile thoroughly**, focusing on key insights, recurring themes, discrepancies between your self-ratings and others' ratings, variations between different rater groups, and any unexpected findings to discuss during your debrief session.
- ✓ **Engage in a discussion with a trained practitioner**, coach, or trusted colleagues to gain deeper insights into your profile and uncover actionable strategies for improvement.
- ✓ **Develop a focused action plan to leverage your strengths**, address areas for growth, and enhance your overall performance

This approach will help you apply the feedback effectively and drive your personal and professional development.

2. Your Top 5 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**.



Creativity

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



Self-development

You constantly challenge yourself to learn and achieve your full potential

In The Zone

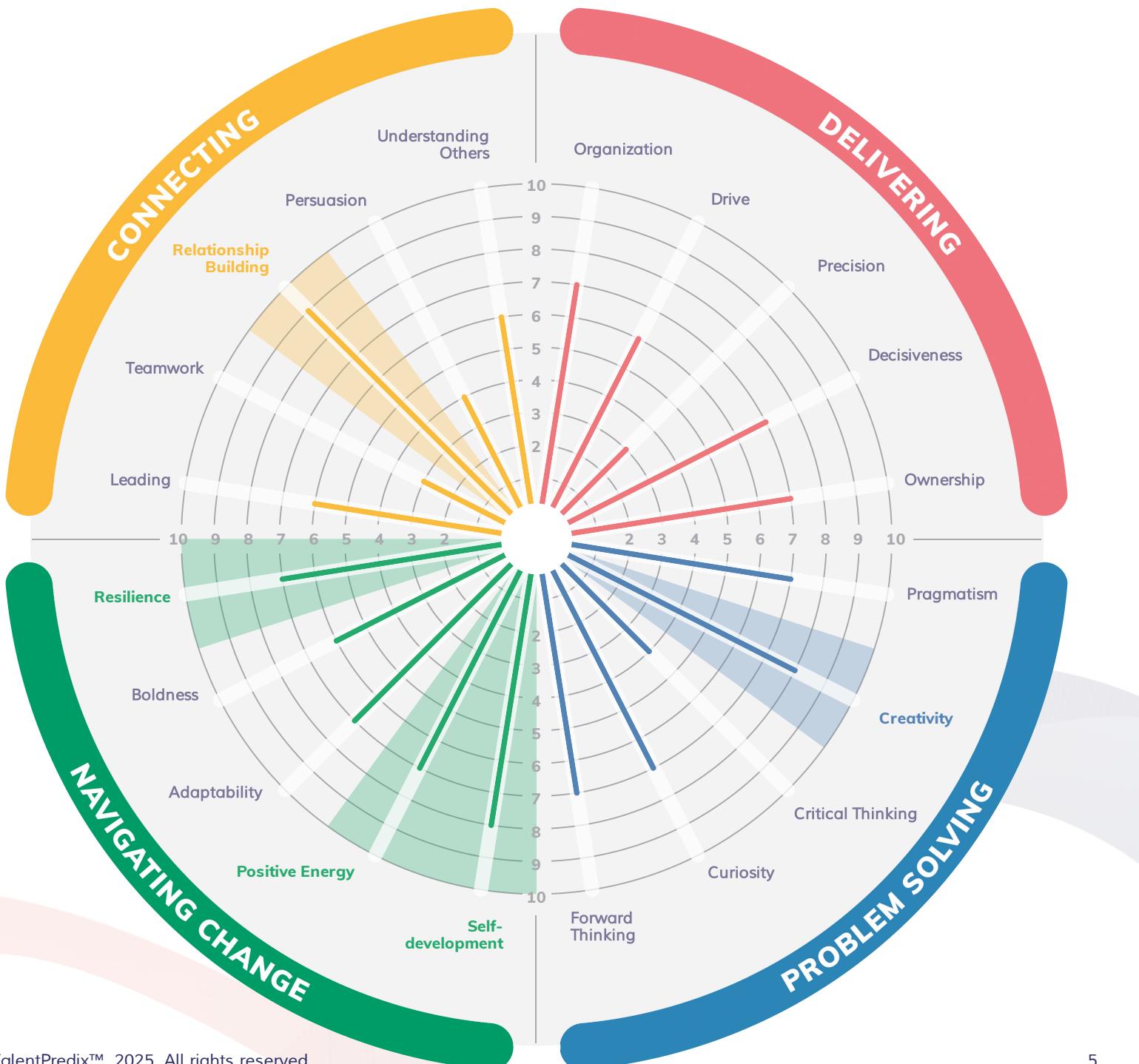
- You invest considerable time to improve yourself and gain new skills, knowledge and experiences
- You quickly seize opportunities that give you the chance to grow professionally and personally
- You push yourself to take on challenging tasks and projects outside your comfort zone

3. Your Talent Wheels

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



4. 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.



5. Building Skill and Effectiveness

Once you understand your top talents, the next step is to build skill in using them effectively. This helps you refine your talents, adapt them across situations, and achieve better outcomes for yourself and your organization.

The tables below compare your self-assessment with how others perceive your skill level (1 = Low Skill to 5 = Highly Skilled) and how often they see you applying each talent effectively (1 = Never to 5 = Always). Your self-rating and the rater average (excluding your own rating) appear in the top-right of each table.

These insights highlight key growth areas and help you turn your talents into lasting strengths and career success.



Self-development

You constantly challenge yourself to learn and achieve your full potential

Self-Rating: 5

Rater-Average: 4.3

What level of skill do you demonstrate in applying Self-development?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Peer / Colleague				2	3	

Self-Rating: 5

Rater-Average: 4.2

How often do you use Self-development effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Peer / Colleague				3	2	



Positive Energy

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

Self-Rating: 5

Rater-Average: 4.7

What level of skill do you demonstrate in applying Positive Energy?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Peer / Colleague				1	4	

Self-Rating: 4

Rater-Average: 4.7

How often do you use Positive Energy effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Peer / Colleague				1	4	



Creativity

You generate creative ideas and novel solutions to improve outcomes

Self-Rating: 5

Rater-Average: 3.8

What level of skill do you demonstrate in applying Creativity?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor		M				
Peer / Colleague			1	2	2	

Self-Rating: 5

Rater-Average: 3.7

How often do you use Creativity effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating					S	
Manager / Supervisor		M				
Peer / Colleague			2	1	2	



Relationship Building

You confidently build and maintain a wide range of relationships

Self-Rating: 3

Rater-Average: 3.7

What level of skill do you demonstrate in applying Relationship Building?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating			S			
Manager / Supervisor			M			
Peer / Colleague			1	4		

Self-Rating: 3

Rater-Average: 3.7

How often do you use Relationship Building effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating			S			
Manager / Supervisor			M			
Peer / Colleague			1	4		



Resilience

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

Self-Rating: 5

Rater-Average: 4.7

What level of skill do you demonstrate in applying Resilience?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					<input checked="" type="radio"/> S	
Manager / Supervisor					<input type="radio"/> M	
Peer / Colleague				2	3	

Self-Rating: 5

Rater-Average: 4.7

How often do you use Resilience effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating					<input checked="" type="radio"/> S	
Manager / Supervisor					<input type="radio"/> M	
Peer / Colleague				2	3	

6. Potential Performance Limiters

6.1. Potential Overused Talents

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.

The table below describes behaviours that might show up when your Top Talents are overused, which may be 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

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



Positive Energy

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



Relationship Building

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

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



Self-development

6.2. Your Most Limiting Overused Behaviours

This section shows your three most limiting overused behaviours as chosen by you 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.

6.2.1 Rater Feedback: Overused Behaviours

Overused Talents are talents that, when used excessively or in the wrong way, can have unintended consequences - undermining your results and relationships if left unchecked. The table below reveals behaviours which may limit your performance when your talents are overused or used excessively. Raters were presented with a list of your 10 potential behaviours that may show up when your talents are overused and asked to select up to 3 behaviours they observe most frequently.

This feedback offers valuable insights into areas where your talents may be overused or not fully adapted to specific situations, highlighting opportunities to apply your top talents more effectively.

Your self-rating, together with the rater average (the average of all ratings you received, including your manager(s) but excluding your self-rating) is displayed on the top right-hand side of the table.

Talent	Overused Behaviour	Self	Manager / Supervisor	Peer / Colleague	Total (Excluding Self)
 Positive Energy	This person's high positive energy can sometimes be draining for others who are less upbeat or enthusiastic.			2	2
	This person's positive outlook can sometimes lead them to overlook important problems, issues, or risks.			3	3
 Relationship Building	This person's confident and outgoing personality can sometimes overwhelm quieter or more reserved individuals.	S		2	2
	This person may sometimes spend so much time building relationships that they lose focus on other tasks.			1	1
 Self-development	This person's eagerness to share their knowledge and learning can sometimes come across as overbearing or a bit of a 'know-it-all'.			1	1
	This person values learning and self-improvement so highly that it can sometimes distract them from other important goals.				

 <p>Creativity</p>	<p>This person may find it challenging to follow through after coming up with great ideas or creative initiatives.</p>				
	<p>This person's ideas can sometimes be too radical, unrealistic, or unworkable.</p>	S			
 <p>Resilience</p>	<p>This person often takes on too many challenging or high-pressure tasks at the same time.</p>	S	M	1	2
	<p>This person can feel overwhelmed or burned out because they rarely ask for help with difficult or challenging situations.</p>		M	4	5

6.3 Rater Comments: Overused Behaviours

Your raters were invited to provide feedback on other overused behaviours that may undermine or limit your performance or relationships.

Please note: The comments are presented exactly as submitted by your raters, without edits, and are displayed in a randomized order for objectivity.

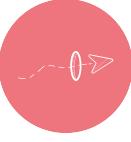
Rater Comments

No comments provided by your raters.

6.4. 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	<ul style="list-style-type: none">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	<ul style="list-style-type: none">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.

6.5. Rater Feedback: Impact of Lowest Scoring Talents

This section presents rater feedback on your two lowest-scoring talents. While these may not be weaknesses, they could limit your performance or affect relationships in certain situations.

The tables below show how often your raters perceive these talents as potentially undermining your effectiveness at work (1 = **Never** to 5 = **Always**). Your self-rating and the rater average (excluding your own rating) are shown in the top-right corner of each table.

This feedback is intended to help you uncover potential blind spots and identify areas for growth, offering valuable opportunities to enhance your effectiveness and career success.



Precision

May have difficulty ensuring precision and accuracy, which can lead to inconsistencies or lower quality output

Self-Rating: 3

Rater Average: 3.2

How often does Precision limit your performance in your daily work?	Never	Rarely	Sometimes	Often	Very Often	Unable to observe
Self-Rating			S			
Manager / Supervisor		M				
Peer / Colleague		1	2	1	1	



Teamwork

May show limited motivation to collaborate with others, which can affect working relationships and reduce overall team effectiveness

Self-Rating: 4

Rater Average: 3

How often does Teamwork limit your performance in your daily work?	Never	Rarely	Sometimes	Often	Very Often	Unable to observe
Self-Rating				S		
Manager / Supervisor		M				
Peer / Colleague	1		2	1	1	

7. Other Standout Talents

The graph below highlights additional talents, beyond your Top 5, that your raters identified as areas where you have demonstrated significant skill and potential. Raters could select up to two talents from the remaining list of 13 (excluding your Top 5 Talents and Lowest Scoring Talents).

Together with your Top 5, these highlight priority areas for ongoing development and stretch, enabling you to enhance your effectiveness and unlock your full potential.

The far-right column displays the total frequency of each talent selected by raters, including your manager(s) but excluding your self-rating. Talents are listed in descending order, from highest to lowest frequency.

Talent	Manager / Supervisor	Peer / Colleague	Total
 Adaptability	 M	1	2
 Organization	 M		1
 Forward Thinking		1	1
 Pragmatism		1	1
 Curiosity		3	3
 Drive		2	2
 Critical Thinking		2	2

8. 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.



Work you find most energizing

Project Management

Research and Development

Data Analysis

9. Feedback on Self-Mastery Skills

9.1. Self-Mastery Skills

The section below presents feedback from raters on eight essential Self-Mastery Skills that are critical for success in today's fast-changing workplace. These skills are important for employees across all roles and industries to master, as they amplify your talents and enhance your performance, adaptability, and overall effectiveness.

By understanding how you demonstrate these skills through the lens of those who work closely with you, this feedback offers valuable insights into your transferable skills and areas for development.

Each skill is defined below, along with the key behaviors that demonstrate its effective application in the workplace.

Each behaviour has been rated by your raters using the following scale:



Self-Mastery Skills & Definition

Behaviours Related To Effective Use Of This Skill

Self-Awareness

Gains clarity on strengths, weaknesses, and motivations to make smarter choices and grow with purpose.

- Acknowledges mistakes and takes responsibility rather than making excuses.
- Understands strengths, limitations, and growth areas, using this awareness to enhance effectiveness and impact.
- Seeks and uses feedback from others to improve performance and relationships.

Emotional Agility

Manages emotions effectively to adapt, bounce back, and connect more meaningfully with others.

- Actively seeks to understand diverse perspectives and approaches others with openness and empathy.
- Handles conflicts and disagreements without becoming overly emotional.
- Remains calm and in control of emotions, even in stressful or high-pressure situations.

Continuous Learning

Continuously seeks opportunities to learn, grow, and embrace new challenges to enhance both personal and professional development.

- Approaches challenges with curiosity and an open mind, seeing them as valuable learning opportunities.
- Demonstrates a willingness to step outside comfort zone to develop new skills.
- Proactively seeks opportunities to learn and grow in role.

Self-Discipline

Stays focused on goals, avoids distractions, and keeps pushing forward, even when it gets tough.

- Manages time effectively, minimizing distractions to stay focused on priorities and goals.
- Takes responsibility for work, consistently meeting deadlines while maintaining high-quality standards.
- Stays determined and focused, overcoming challenges and setbacks to achieve goals.

Resourcefulness

Finds smart, creative solutions by making the most of existing knowledge and reaching out for support when needed.

- Quickly adapts to new situations, finding effective solutions even with limited resources.
- Finds creative and unconventional solutions to solve problems and overcome challenges.
- Effectively uses skills, knowledge, tools, and support networks to overcome obstacles and achieve goals.

Communicating with Impact

Expresses ideas clearly, listens actively, and adapts communication style to suit the audience.

- Communicates ideas and arguments clearly and persuasively across different formats (e.g., meetings, emails, online interactions).
- Listens actively and attentively, allowing others to speak without interruption.
- Adapts communication style to fit the audience, context, and message effectively.

Emotional Resilience

Stays calm under pressure, learns from setbacks, and emerges stronger from every challenge.

- Adjusts effectively to unexpected challenges or obstacles without losing focus or effectiveness.
- Bounces back from difficulties or setbacks with determination, emerging stronger and more capable.
- Responds thoughtfully to challenges and setbacks, maintaining a solution-focused and proactive mindset.

Self-care

Takes care of mind and body to feel their best, handle stress effectively, and maintain their energy and wellbeing.

- Manages stress and overcomes challenges with effective coping techniques, including asking others for support.
- Demonstrates healthy self-care habits such as taking breaks, setting boundaries, and managing workload effectively.
- Maintains a healthy balance between work responsibilities and personal life.

9.2. Highest and Lowest Scored Behaviours

Below are your three highest- and lowest-rated behaviours, along with the corresponding Self-Mastery Skills, based on the average ratings from all raters (excluding your self-assessment).

These graphs provide a clear snapshot of your top skill areas alongside key development opportunities. Each behaviour is rated on a 5-point scale reflecting perceived competence: 1 = Low Skill, 2 = Developing, 3 = Competent, 4 = Skilled, 5 = Highly Skilled.

Highest Scored Behaviours

Self-Discipline	Takes responsibility for work, consistently meeting deadlines while maintaining high-quality standards.	Self-Rating: 5 	Rater Average: 4.5
Self-Discipline	Manages time effectively, minimizing distractions to stay focused on priorities and goals.	Self-Rating: 5 	Rater Average: 4.5
Self-Discipline	Stays determined and focused, overcoming challenges and setbacks to achieve goals.	Self-Rating: 4 	Rater Average: 4.3

Lowest Scored Behaviours

Self-care	Manages stress and overcomes challenges with effective coping techniques, including asking others for support.	Self-Rating: 3 	Rater Average: 3.5
Self-care	Maintains a healthy balance between work responsibilities and personal life.	Self-Rating: 2 	Rater Average: 3.2
Self-care	Demonstrates healthy self-care habits such as taking breaks, setting boundaries, and managing workload effectively.	Self-Rating: 2 	Rater Average: 3

9.3 Feedback on Self-Mastery Skills

The tables below show feedback from raters on behaviours linked to the Self-Mastery Skills. Each behaviour is rated on a 5-point scale reflecting perceived competence: 1 = Low Skill, 2 = Developing, 3 = Competent, 4 = Skilled, 5 = Highly Skilled. Raters could also select "Unable to Observe" if applicable.

This feedback offers actionable insights into the skills that complement your talents -helping you identify growth opportunities, strengthen performance, and expand your impact. Your self-rating and the rater average (excluding your own score) appear in the top-right corner of each table.

Self-Awareness

Seeks and uses feedback from others to improve performance and relationships.

Self-Rating: 3

Rater-Average: 3.6

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating			S			
Manager / Supervisor		M				
Peer / Colleague				4		1

Self-Awareness

Understands strengths, limitations, and growth areas, using this awareness to enhance effectiveness and impact.

Self-Rating: 4

Rater-Average: 4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor			M			
Peer / Colleague				4	1	

Self-Awareness

Acknowledges mistakes and takes responsibility rather than making excuses.

Self-Rating: 5

Rater-Average: 3.5

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor		M				
Peer / Colleague			1	4		

Emotional Agility

Actively seeks to understand diverse perspectives and approaches others with openness and empathy.

Self-Rating: 5

Rater-Average: 4.2

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Peer / Colleague			1	1	3	

Emotional Agility

Remains calm and in control of emotions, even in stressful or high-pressure situations.

Self-Rating: 4

Rater-Average: 4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor					M	
Peer / Colleague		1	1	1	2	

Emotional Agility

Handles conflicts and disagreements without becoming overly emotional.

Self-Rating: 5

Rater-Average: 3.8

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Peer / Colleague			3		2	

Continuous Learning

Demonstrates a willingness to step outside comfort zone to develop new skills.

Self-Rating: 5

Rater-Average: 3.5

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Peer / Colleague		1	1	3		

Continuous Learning

Approaches challenges with curiosity and an open mind, seeing them as valuable learning opportunities.

Self-Rating: 5

Rater-Average: 4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Peer / Colleague				4	1	

Continuous Learning

Proactively seeks opportunities to learn and grow in role.

Self-Rating: 5

Rater-Average: 4.2

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Peer / Colleague				4	1	

Self-Discipline

Takes responsibility for work, consistently meeting deadlines while maintaining high-quality standards.

Self-Rating: 5

Rater-Average: 4.5

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Peer / Colleague				2	3	

Self-Discipline

Manages time effectively, minimizing distractions to stay focused on priorities and goals.

Self-Rating: 5

Rater-Average: 4.5

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor					M	
Peer / Colleague				3	2	

Self-Discipline

Stays determined and focused, overcoming challenges and setbacks to achieve goals.

Self-Rating: 4

Rater-Average: 4.3

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Peer / Colleague				3	2	

Resourcefulness

Finds creative and unconventional solutions to solve problems and overcome challenges.

Self-Rating: 5

Rater-Average: 3.7

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor		M				
Peer / Colleague			2	1	2	

Resourcefulness

Effectively uses skills, knowledge, tools, and support networks to overcome obstacles and achieve goals.

Self-Rating: 4

Rater-Average: 4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor			M			
Peer / Colleague				4	1	

Resourcefulness

Quickly adapts to new situations, finding effective solutions even with limited resources.

Self-Rating: 5

Rater-Average: 3.7

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Peer / Colleague			1	4		

Communicating with Impact

Adapts communication style to fit the audience, context, and message effectively.

Self-Rating: 3

Rater-Average: 4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating			S			
Manager / Supervisor					M	
Peer / Colleague		1	1	1	2	

Communicating with Impact

Communicates ideas and arguments clearly and persuasively across different formats (e.g., meetings, emails, online interactions).

Self-Rating: 4

Rater-Average: 3.8

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Peer / Colleague			2	2	1	

Communicating with Impact

Listens actively and attentively, allowing others to speak without interruption.

Self-Rating: 5

Rater-Average: 4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Peer / Colleague		1	1	1	2	

Emotional Resilience

Bounces back from difficulties or setbacks with determination, emerging stronger and more capable.

Self-Rating: 4

Rater-Average: 4.3

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Peer / Colleague				3	2	

Emotional Resilience

Adjusts effectively to unexpected challenges or obstacles without losing focus or effectiveness.

Self-Rating: 5

Rater-Average: 4.3

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Peer / Colleague			1	1	3	

Emotional Resilience

Responds thoughtfully to challenges and setbacks, maintaining a solution-focused and proactive mindset.

Self-Rating: 5

Rater-Average: 4.2

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Peer / Colleague				3	2	

Self-care

Maintains a healthy balance between work responsibilities and personal life.

Self-Rating: 2

Rater-Average: 3.2

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating		S				
Manager / Supervisor	M					
Peer / Colleague		1	1	2	1	

Self-care

Manages stress and overcomes challenges with effective coping techniques, including asking others for support.

Self-Rating: 3

Rater-Average: 3.5

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating			S			
Manager / Supervisor	M					
Peer / Colleague			1	3	1	

Self-care

Demonstrates healthy self-care habits such as taking breaks, setting boundaries, and managing workload effectively.

Self-Rating: 2

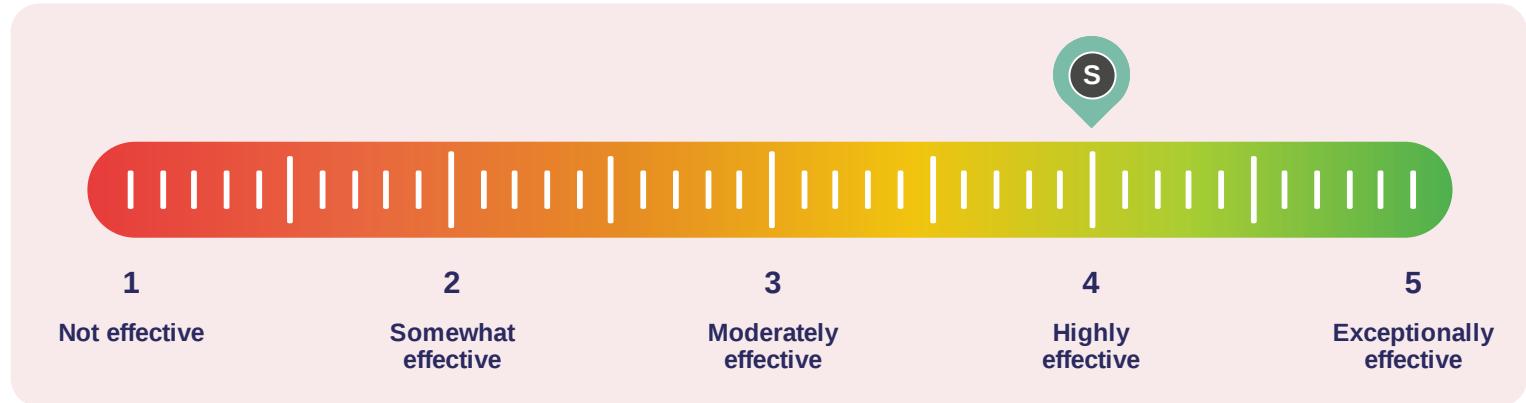
Rater-Average: 3

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating		S				
Manager / Supervisor	M					
Peer / Colleague	1		1	2	1	

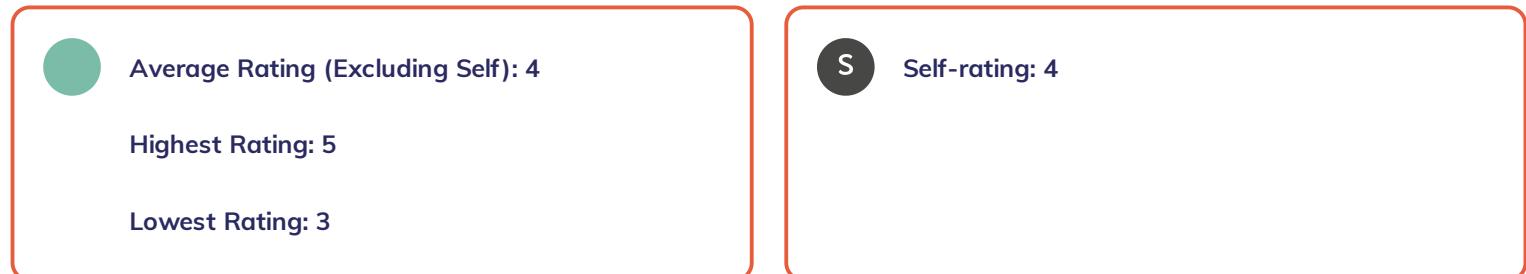
10. Your Overall Effectiveness

The graphic below shows how you and your raters assessed your overall effectiveness in using your talents and skills to contribute to team and organizational goals.

Ratings range from 1 (Not Effective) to 5 (Exceptionally Effective). This feedback, together with insights from the profile, highlights opportunities to enhance your overall effectiveness.



Rater Feedback



11. Additional Comments and Suggestions

Your raters were invited to answer the following open-ended questions, providing additional feedback and suggestions to help you improve your effectiveness. These comments are presented exactly as submitted, without edits, and are displayed in random order.

What are the tasks and activities the person does best?

Self

"Project Management, Research and Development"

Manager/Supervisor

"Excellent at explaining our solutions and products in a way that feels simple and relevant. Able to build strong relationships with clients, lead sales conversations with confidence, and help the team understand and communicate the value."

Other raters

"Handling complex projects, keeping track of all the moving parts and making sure nothing slips through the cracks. Also attention to detail, and bringing structure and clarity even when things feel messy or fast-moving"

"Alexandra shines in creative problem-solving and building meaningful connections. She is most effective when developing innovative ideas, influencing others positively, and initiating projects that require independent thinking."

"Amazing at organising projects"

"Amazing at getting her head down and a task done to the top standard in a timely manner, being able to stay cool calm and collected on stressful calls"

"Alexandra excels at building strong relationships and generating creative ideas. She thrives in roles requiring innovation, conceptual thinking, and connecting with people to develop solutions or inspire collaboration."

What 3 words would you use to describe the person's standout qualities and strengths?

Self

"Organization, Self-motivated"

Manager/Supervisor

"Driven, supportive, detail-oriented"

Other raters

"Driven, hardworking, team-player, agile"
"Bold, Courageous, Creative"
"Easy to talk to, positive and supportive"
"Resilient, Strong and Positive"
"Bold, Courageous, Independent"

What are the person's greatest opportunities for improvement?

Self

"Self-care, and work-life balance"

Manager/Supervisor

"Sometimes show almost too much resilience – pushing on rather than stepping back or sharing the load. Creating more space for the team to take ownership, while focusing their energy on strategy, would make the impact even stronger"

Other raters

"Finding a healthier balance between work and life would make them more sustainable in the long run. They'd also benefit from asking for help more often instead of trying to carry everything themselves"
"She could improve in maintaining organization and fostering teamwork. Strengthening these areas will help her ensure ideas are executed efficiently and that collaborative efforts are seamless."
"Using boldness to push those creative ideas"
"Being able to use her skills develop her talents around leading"
"Alexandra can strengthen her organizational skills and ability to collaborate effectively in team settings. Focusing on structure and communication will help her translate creative ideas into actionable results more smoothly."

What specific skills, practices, or behaviours can this person improve in the next 90 days to maximize their effectiveness?

Self

"Drawing healthy work-life balance, and taking restful breaks to preserve productivity"

Manager/Supervisor

"Could focus on pacing themselves and delegating more, so their resilience doesn't tip into overdrive. Sharpening how they prioritise sales opportunities and creating more space to coach the team would boost both their impact and the team's confidence"

Other raters

"Practising delegation, setting clearer boundaries around workload, and prioritising recovery time would help them perform at their best without burning out. Encouraging more collaboration will also ease the pressure"

"Focus on time management, structured planning, and active participation in team tasks. Leveraging collaboration tools and setting clear priorities will maximize her impact and productivity."

"Needs to learn how to know when work stops and home time starts"

"Proactive problem-solving – anticipating challenges early and taking initiative to propose solutions, rather than waiting for direction."

"She can work on planning and prioritization, adopting tools for better organization, and actively engaging in teamwork. Practicing regular check-ins and clearer communication will enhance her efficiency and collaborative impact."

12. Getting the Most from Your Profile



Take your time to review

Read through the report carefully, paying attention to key insights, recurring themes, and differences between rater groups. Highlight anything that surprises you or sparks questions.



Reflect on the feedback

Consider how the insights align with your self-perception and current performance. Identify areas where your strengths shine and opportunities for growth.



Engage with a coach or mentor

Discuss your feedback with a trained practitioner, coach, and/or trusted mentor to gain deeper understanding and actionable strategies for improvement.



Clarify any feedback you don't fully understand

Use the profile as a starting point to seek additional insights from your raters on how you can enhance your effectiveness.



Seek additional perspectives

Share specific aspects of the profile with colleagues or peers who know you well to gather further feedback and input.



Focus on actionable steps

Use the insights from the profile to create a targeted development plan. Set clear goals to build on your strengths and address areas for improvement.



Embrace a growth mindset

View the feedback as an opportunity to learn and grow, rather than as a judgment of your abilities.



Prioritize alignment

Reflect on how well your talents, motivators and values align with the needs of the team and organization. Consider steps to strengthen this alignment.



Revisit your profile

Periodically review the profile to track progress and ensure you're staying aligned with your development goals.

For personalized development suggestions and guidance, visit your **Development Zone** in the TalentPredix Portal. Use the development actions in your **TalentPredix™ Standard Report** alongside the **Self-Mastery Development Guide** to take actionable steps toward maximizing your Top Talents, minimizing Performance Limiters, and strengthening your Self-Mastery Skills.

13. Full List of Raters

Rater Breakdown

The table below displays the total number of rater responses received compared to the number of individuals invited to participate in the survey.

Your TalentPredix™ 360 profile includes feedback from **12** raters out of the **14** invited to participate.

	SENT	RECEIVED
Manager / Supervisor	1	1
Peer / Colleague	6	5
Total	7	6

Raters Who Provided Feedback

RATER NAME	RELATIONSHIPS	FREQUENCY OF OBSERVATION (ACCORDING TO RATER)
Angie Whitman	Manager / Supervisor	Very often
Ben Smith	Peer / Colleague	Very often
Josh Patel	Peer / Colleague	Often
Olive Martin	Peer / Colleague	Often
Angela Gray	Peer / Colleague	Often
Monica Schitt	Peer / Colleague	Very often

14. 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

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TalentPredix™ is a next-generation strengths assessment and optimization platform that unlocks potential, passion, and peak performance across every level of your organization. Trusted by leading companies worldwide, it empowers people to thrive and fuels high-performing, future-ready workplaces.

