



TalentPredix™ Team Profile

Strictly Confidential

Group Name: *Nexus Dynamics Marketing Team*

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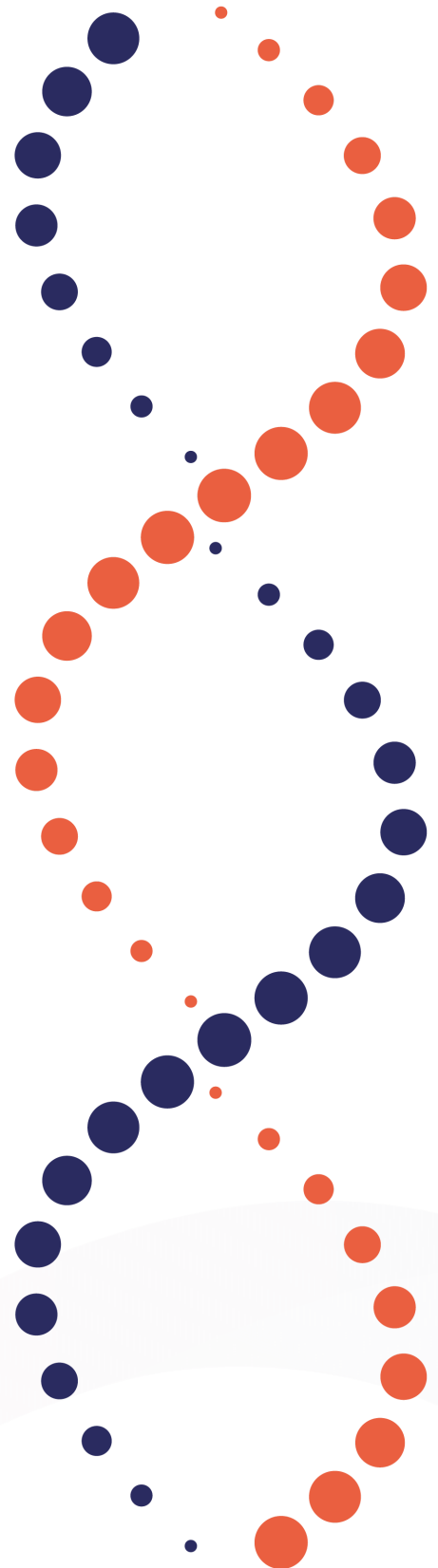


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1. About this Profile

Welcome to the TalentPredix™ Team Profile for **Nexus Dynamics Marketing Team**.

This summary profile is based on **9** 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™ Team Profile provides you with a better understanding of:

- The team's overall **Top Talents** and how these are distributed across four **Talent Zones**
- The team's **Potential Performance Limiters**, including weaker areas
- The team'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. Team'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.

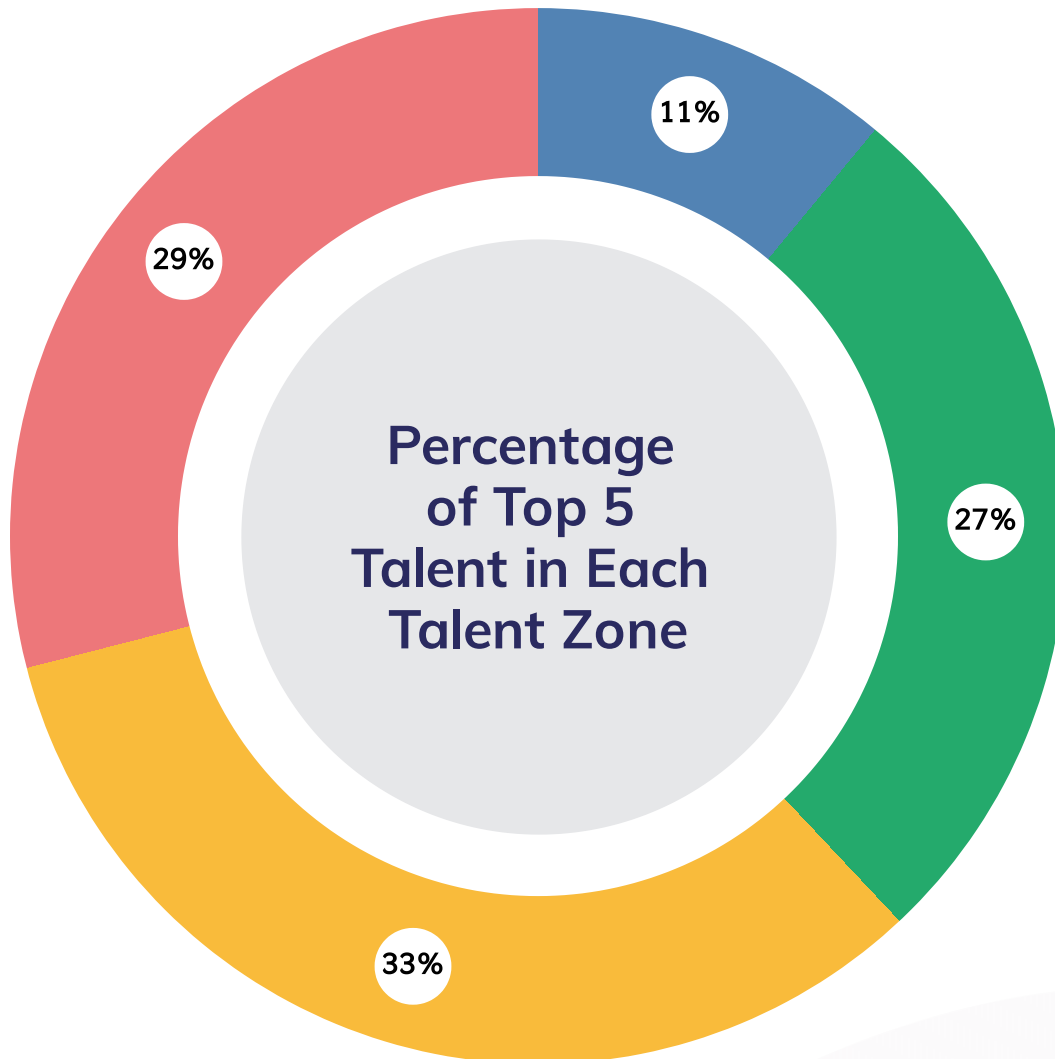
Where more than 50% of the group have reported a talent as a Top Talent, this is likely to be a **Towering Talent** (or standout talent) for the team. Towering Talents signal opportunities for the group to be at their best and deliver exceptional performance.

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 team's overused or In Excess Talents can help the group tackle unproductive patterns of behaviour early, before they lead to bigger performance problems.



3. Team's Talent Zones

In the graph below, you can see the percentages of the team'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 team 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. Team's Lowest Scoring Talents

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

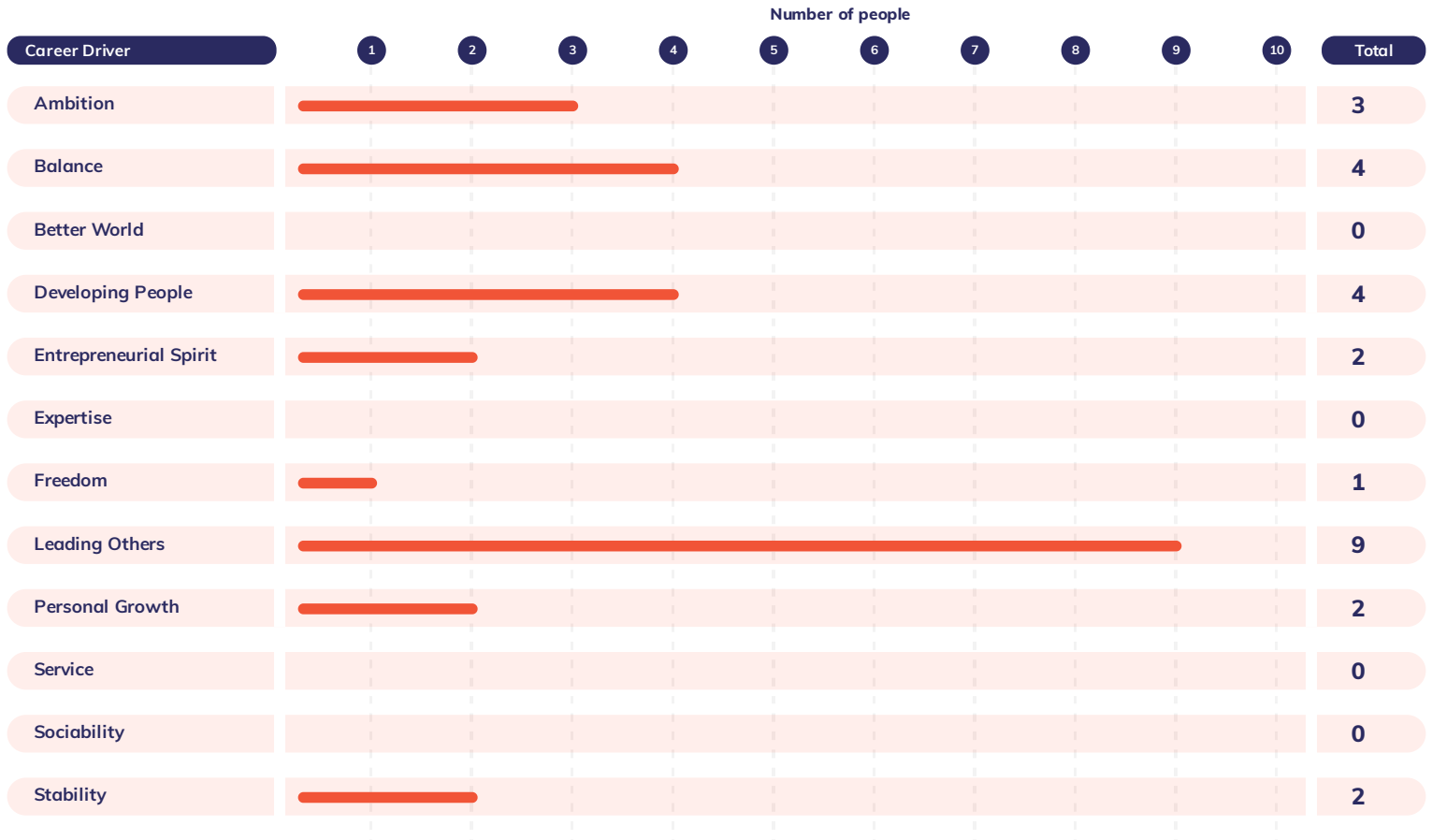
These talents are categorised into four Talent Zones: Connecting, Delivering, Navigating Change and Problem Solving. Although these are not necessarily limiting weaknesses, they could undermine the team's performance in certain situations.



5. Team's Career Drivers

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

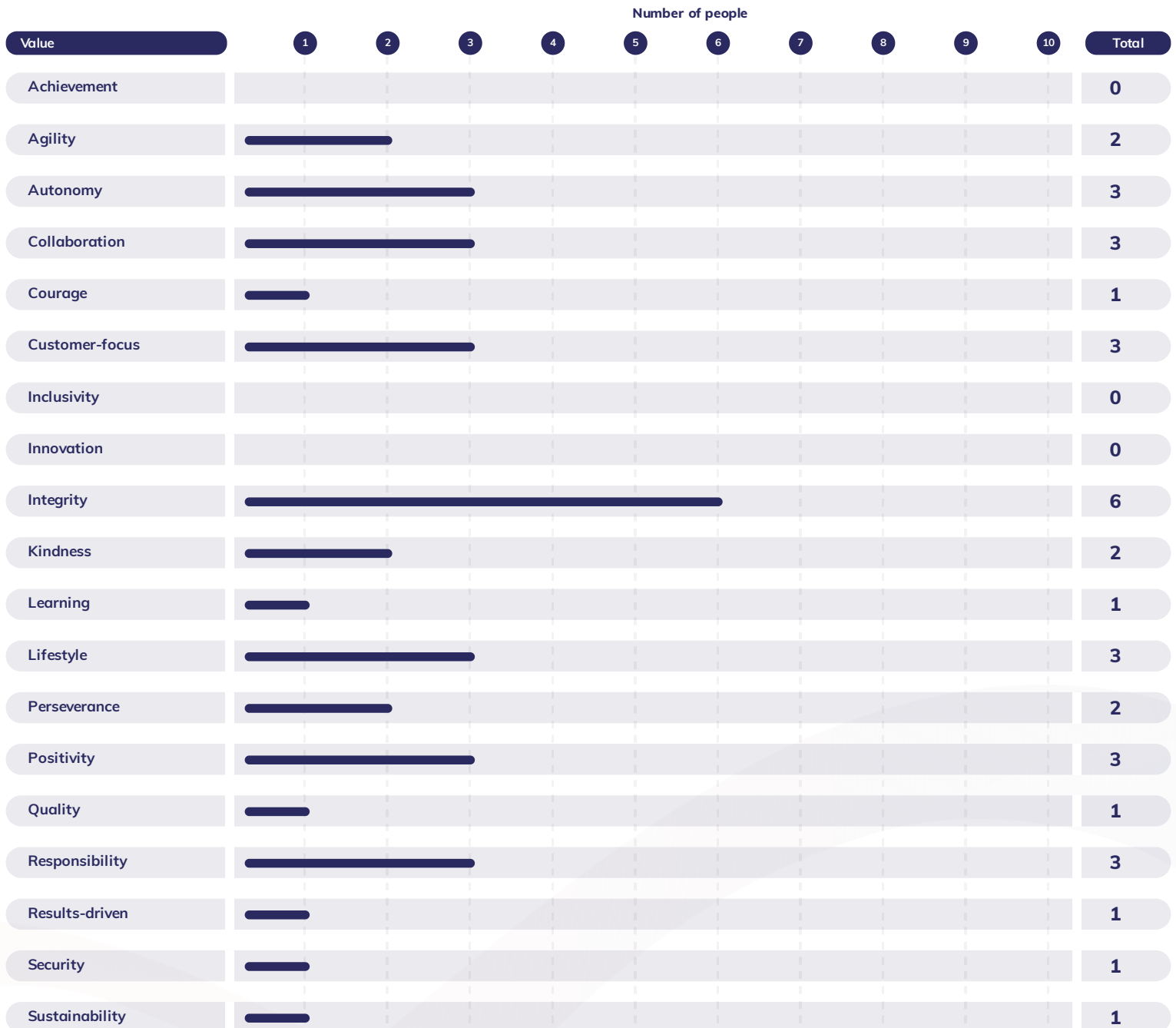
This will give you a better understanding of the career motivations that are most important to people in the team and how these may impact their career choices and decisions.



6. Team's Values

The graph below shows the total number of people in the team 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 team and how these may impact their day-to-day actions and decisions at work. A better understanding about a team'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. Team's members

This TalentPredix™ Team Profile includes the following respondents:

- *James Sullivan - Digital Marketing Specialist*
- *Aisha Chen - Content Strategist*
- *Marcus Thompson - Brand Designer*
- *Elena Rodriguez - Social Media Manager*
- *Dev Kapoor - Marketing Analyst*
- *Sophie Bergman - Campaign Coordinator*
- *Omar Hassan - SEO Specialist*
- *Rachel Kim - Customer Insights Manager*
- *Lucas Fernandez - Marketing Operations Lead*

8. Team Profile Matrix

The group matrix below shows each member of your team'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 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.

Respondent Name	DELIVERING					PROBLEM SOLVING					CONNECTING					NAVIGATING CHANGE				
	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
James Sullivan	★	★			▲			▲					★			★	★			
Aisha Chen		★		★	★	▲								★			▲			★
Marcus Thompson	★	★						▲			★			★			★	▲		
Elena Rodriguez		★			★								▲	★	★			▲	★	
Dev Kapoor	★		▲		▲			★	★						★	★				
Sophie Bergman			★	▲					▲		★			★					★	★
Omar Hassan	★					★	▲	▲				★	★						★	
Rachel Kim	★				▲	★	▲				★				★				★	
Lucas Fernandez							▲	★		▲	★				★				★	★
★ Top Talents Total	5	4	1	1	2	2	0	2	1	0	4	1	2	4	4	2	2	0	5	3
▲ Lowest Scoring Talents Total	0	0	1	1	3	1	3	3	1	1	0	0	1	0	0	0	1	2	0	0

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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