

# TALENTPREDIX™

360



## 360 Leadership Profile

**Strictly Confidential**

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[www.talentpredix.com](http://www.talentpredix.com)

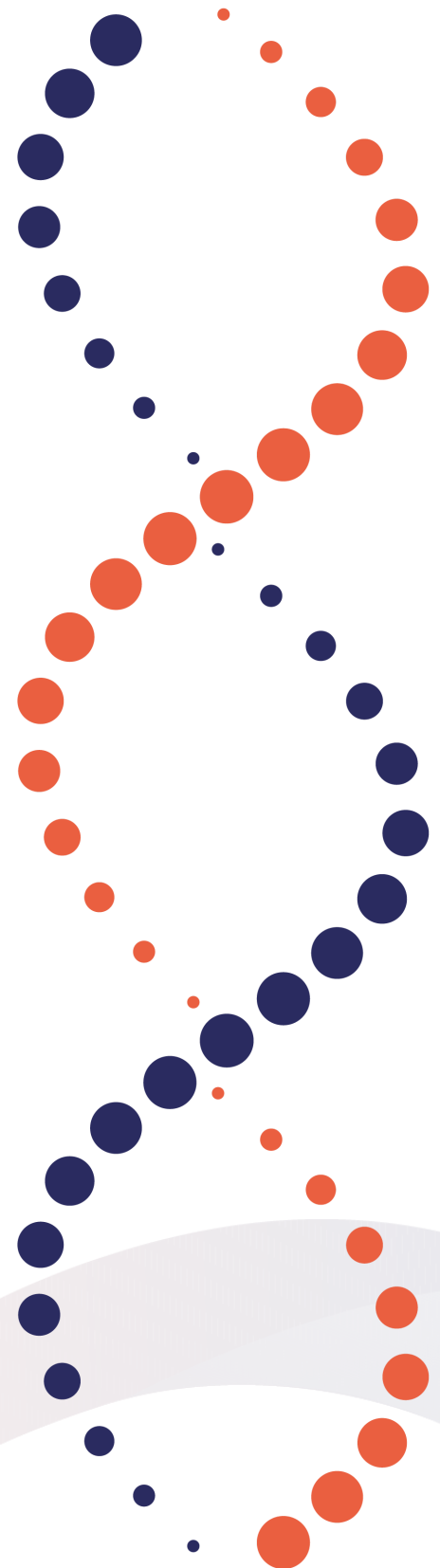


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# 1. About this Profile

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 **24/05/2026**, along with feedback from **7** 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**.



#### Adaptability

**You adapt quickly in response to changing or unfamiliar situations**

#### In The Zone

- You thrive on lots of variety in your day-to-day work
- You like the challenge of adapting to people with different working styles and approaches
- You are able to adapt to new priorities quickly and effectively



#### Decisiveness

**You make clear decisions under pressure or with limited information**

#### In The Zone

- You can make rapid, clear and considered decisions even when you have limited or ambiguous information
- Others come to you when they need help making difficult decisions
- You are confident making tough decisions under pressure



#### Forward Thinking

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

#### In The Zone

- Your future-focused thinking enables you to anticipate opportunities, trends and threats not obvious to others
- You can generally foresee the implications and consequences arising from current decisions and actions
- You are quick to spot future trends and external changes and the likely implications of these



#### Leading

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

#### In The Zone

- You guide and motivate others to achieve shared goals
- You take responsibility for facilitating the success of others
- You enjoy leading a group to achieve a common goal



#### Teamwork

**You collaborate effectively to improve working relationships and team outcomes**

#### In The Zone

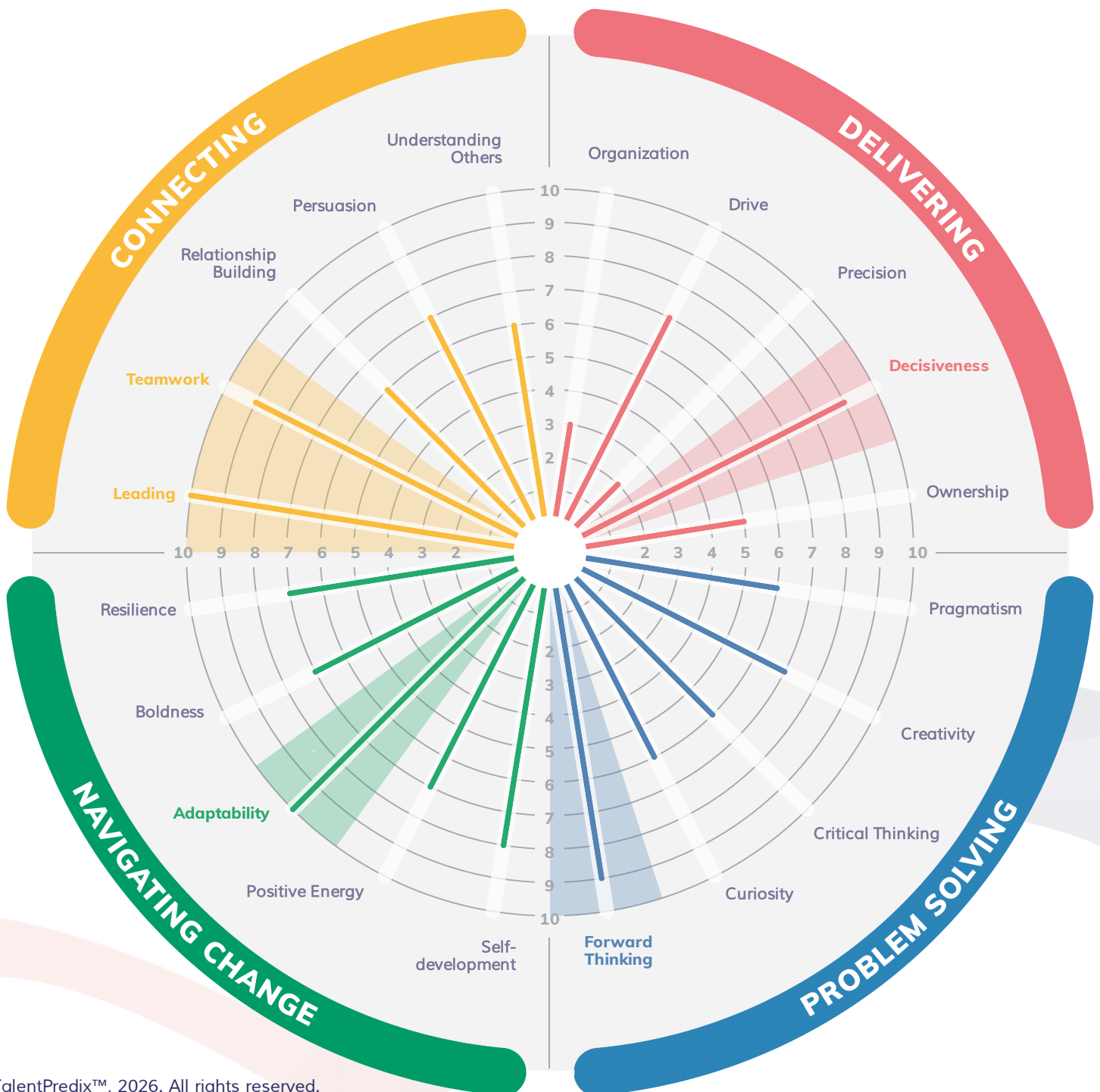
- You achieve better results when collaborating as part of a team
- You enjoy sharing responsibility with others and working with them to achieve a common goal
- You help improve team relationships by tackling unproductive conflict and tensions

### 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.



### CONNECTING

Building and maintaining strong relationships.

### DELIVERING

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.

## 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.



### Leading

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

Self-Rating: 4

Rater-Average: 4.1

What level of skill do you demonstrate in applying Leading?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Direct Report		1		2	3	

Self-Rating: 4

Rater-Average: 4.3

How often do you use Leading effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Direct Report			1	2	3	



## Decisiveness

You make clear decisions under pressure or with limited information

Self-Rating: 5

Rater-Average: 4.5

What level of skill do you demonstrate in applying Decisiveness?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Direct Report				2	3	1

Self-Rating: 5

Rater-Average: 4.6

How often do you use Decisiveness effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Direct Report				2	4	



## Adaptability

You adapt quickly in response to changing or unfamiliar situations

Self-Rating: 5

Rater-Average: 4.4

What level of skill do you demonstrate in applying Adaptability?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report				2	4	

Self-Rating: 5

Rater-Average: 4

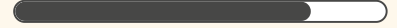
How often do you use Adaptability effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report				4	1	1



## Teamwork

You collaborate effectively to improve working relationships and team outcomes

Self-Rating: 4



Rater-Average: 3.9



What level of skill do you demonstrate in applying Teamwork?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor			M			
Direct Report		1		3	2	

Self-Rating: 5



Rater-Average: 3.9



How often do you use Teamwork effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report			2	2	2	



## Forward Thinking

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

Self-Rating: 5

Rater-Average: 4.7

What level of skill do you demonstrate in applying Forward Thinking?	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Direct Report				1	4	1

Self-Rating: 4

Rater-Average: 4.6

How often do you use Forward Thinking effectively at work?	Never	Rarely	Sometimes	Often	Always	Unable to observe
Self-Rating				S		
Manager / Supervisor			M			
Direct Report				1	5	

## 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?



**Adaptability**

#### Overused

- You may move on too quickly, before completing current tasks or projects fully
- You can make changes unnecessarily, before fully considering the implications and risks
- You may quickly get bored with work that is repetitive, routine or lacks variety



**Decisiveness**

#### Overused

- Once you have decided you may then ignore any new contrary information that arises
- You may fail to consult sufficiently prior to making decisions, potentially undermining your relationships with co-workers or various stakeholders
- You may at times make rushed, risky, or even reckless decisions



**Forward Thinking**

#### Overused

- You may focus so much on future opportunities that you lose sight of what needs to be done right now
- You could spend considerable time investing in opportunities and possibilities that are too futuristic or unrealistic
- You may live too much in the future and forget to appreciate the present



Leading



Teamwork

**Overused**

- You may try to take leadership roles in situations where leadership has already been assigned
- Others might see you as micro-managing or over-controlling
- You may lose opportunities to delegate and empower others to work things out for themselves




**Overused**

- You may struggle or become anxious when required to work on challenging tasks on your own
- You may try to step in to support others even when they aren't wanting your help
- You may become too dependent on others, trying to collaborate on tasks where this is unnecessary

**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
 Adaptability	I get bored easily if there is not enough variety in my work.	Explore with your manager opportunities to provide you with sufficient variety and stretch to keep you energized. Try building variety into your life outside work too by trying out different hobbies, interests, and types of exercise. This will help ensure you are feeling more relaxed, focused and motivated in your job.
 Leading	I get annoyed when people do things in ways that are different from the way I have asked them to do it.	Being a good leader involves understanding and appreciating people's different perspectives and styles. It means focusing more on end results, rather than being too particular about how goals are achieved. Take time to find out about the aspirations, beliefs, motivations, and talents of the people you wish to lead. By adapting your approach to different people, you are more likely to win their trust and motivate them to perform at their best.
 Teamwork	I struggle to maintain my performance and motivation when I am required to work alone.	Try to accomplish more tasks that do not require the input of others on your own. Ask your manager to provide you with stretch assignments you can complete independently. The more practice you get completing work on your own, the more competent and confident you will become.




### 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.

Please note: Blank rows show behaviours that neither you nor your raters identified as overused.

Talent	Overused Behaviour	Self	Manager / Supervisor	Direct Report	Total (Excluding Self)
 <b>Forward Thinking</b>	This person can get so caught up in thinking about the future that they lose sight of what needs to be done in the present.				
	This person may spend too much time imagining possibilities that are unrealistic, unworkable, or ahead of their time.				
 <b>Decisiveness</b>	This person may get frustrated when required to consult with others during decision-making, as it can feel like it slows things down.		M	4	5
	This person may often make decisions too quickly without fully exploring alternative options.				
 <b>Leading</b>	This person's tendency to take charge of situations can sometimes come across as bossy, controlling, or too directive.		M	1	2
	This person can get annoyed when others do things differently from the way they were asked to.	S	M	5	6

 <b>Teamwork</b>	This person may become anxious or upset when others in the team don't get along with them.			1	1
	This person may struggle to maintain their performance and motivation when working alone.	S			
 <b>Adaptability</b>	This person may tend to make changes too quickly, without fully considering all options and consequences.				
	This person may get bored easily if their work lacks variety.	S		2	2

### 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



"This person thrives in fast-moving environments and has a strong drive for alignment, they work best when teams can move decisively and may find it energising to develop strategies that help groups reach consensus more efficiently."

"Builds strong individual relationships through 1:1s; developing broader communication habits would help ensure consistent information sharing across teams."

## 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
 <p><b>Organization</b></p> <p>You are organized and methodical in the way you approach tasks and achieve your goals</p>	<ul style="list-style-type: none"> <li>● Share plans that impact others with those most affected to get their input and buy-in before implementation.</li> <li>● Divide your plan into daily task lists and review progress every day to identify where successes and shortfalls occur.</li> <li>● Get into the habit of planning your work by putting aside time each day to do so. Plot goals, tasks, timelines, required resources and support and measures of success.</li> </ul>
 <p><b>Precision</b></p> <p>You ensure work is precise and accurate, delivering high quality output</p>	<ul style="list-style-type: none"> <li>● Read written communications at least twice to identify errors and minimize the number of edits.</li> <li>● Allow time to check the quality of your work and correct errors before it goes out. Practise this regularly so it becomes a habit.</li> <li>● 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.</li> </ul>

### 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 = Very Often). 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: 3.1

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			
Direct Report		2	2	1	1	



#### Organization

May lack organization or a methodical approach, which can undermine progress toward goals and reduce task efficiency

Self-Rating: 3

Rater Average: 2.9


How often does Organization limit your performance in your daily work?	Never	Rarely	Sometimes	Often	Very Often	Unable to observe
Self-Rating			S			
Manager / Supervisor			M			
Direct Report		2	3	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	Direct Report	Total
 <b>Boldness</b>	M	1	2
 <b>Drive</b>	M	4	5
 <b>Resilience</b>		1	1
 <b>Pragmatism</b>		2	2
 <b>Curiosity</b>		1	1
 <b>Critical Thinking</b>		2	2
 <b>Ownership</b>		1	1

## 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.



### Talents

Adaptability  
Decisiveness  
Forward Thinking  
Leading  
Teamwork

### Career Drivers

Leading Others  
Developing People  
Sociability

### Values

Collaboration  
Learning  
Responsibility  
Results-driven

### Work you find most energizing

*"Stepping back from day-to-day to drive high-impact growth opportunities."*

*"Mentoring individuals to unlock their full potential."*

*"Engaging cross-functional teams to align around a new strategic direction."*

# 9. Feedback on Leader Skills

## 9.1. Leader Skills

The section below presents feedback from raters on eight Leader Skills that are critical for success in today’s fast-changing workplace. These skills are important for leaders to master, as they amplify your talents and enhance your leadership effectiveness and impact.

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:



Leader Skills & Definition	Behaviours Related To Effective Use Of This Skill
<p><b>Leads with Vision</b></p> <p>Guides others with a clear, inspiring vision and goals that align with the overall strategy.</p>	<ul style="list-style-type: none"> <li>Communicates a well-defined vision that guides and energizes others.</li> <li>Collaborates with others to set clear, achievable goals aligned with the vision.</li> <li>Stays well informed on external trends and changes, collaborating with others to adjust goals and priorities as needed.</li> </ul>
<p><b>Motivates Others</b></p> <p>Creates a supportive, engaging environment that motivates others to perform at their best.</p>	<ul style="list-style-type: none"> <li>Creates a supportive and engaging environment that motivates others to give their best.</li> <li>Provides opportunities for others to take on meaningful work that builds on their strengths and aligns with their career goals.</li> <li>Recognizes achievements and ensures others feel appreciated for their efforts and contribution.</li> </ul>
<p><b>Develops Talent</b></p> <p>Empowers others to grow their skills and reach their full potential.</p>	<ul style="list-style-type: none"> <li>Provides regular coaching and check-ins to support development and growth.</li> <li>Encourages others to take on challenging tasks that stretch their talents and promote their growth.</li> <li>Delivers timely, constructive feedback with actionable suggestions to help others grow and improve.</li> </ul>

### Inspires Excellence

Sets high expectations and motivates others to consistently deliver strong results, even under challenging conditions.

- Set clear performance expectations and ensure accountability through measurable standards, tracking, and feedback.
- Actively seeks and applies feedback from different stakeholders to enhance performance and growth.
- Takes decisive and timely action to resolve underperformance while providing clear guidance and support.

### Builds High-Performing Teams

Creates an inclusive, high-performing team environment that encourages collaboration, growth, and excellence.

- Creates a safe environment where others feel comfortable to openly share their ideas and concerns.
- Role models active listening and respect for different perspectives to encourage openness and knowledge sharing.
- Inspires a positive team environment and cultivates a motivating culture.

### Makes Clear Decisions

Makes effective decisions under pressure while keeping others informed and involved whenever possible.

- Maintains clarity and confidence while making effective decisions under pressure.
- Clearly communicates the rationale behind decisions, using data and logical reasoning to provide transparency and understanding.
- Promotes collaborative decision-making by actively involving those with the most relevant expertise and insights.

### Promotes Innovation

Promotes innovation by embracing change and encouraging continuous learning and improvement.

- Encourages others to explore and share new ideas and approaches.
- Promotes continuous improvement through curiosity, intelligent risk taking and experimentation.
- Uses mistakes and failures as opportunities for feedback, learning and progress.

### Develops Leadership Impact

Takes initiative to learn, grow, and improve continuously by seeking opportunities for self-development, feedback, and greater impact.






- Manages emotions effectively, staying composed and focused under pressure.
- Proactively raises and addresses challenges and barriers to effective delivery, even when difficult.
- Maintains a positive, solution-focused mindset, even in high-pressure or challenging situations.

### 9.2. Highest and Lowest Scored Behaviours

Below are your three highest- and lowest-rated behaviours, along with the corresponding Leader 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

<b>Makes Clear Decisions</b>	Maintains clarity and confidence while making effective decisions under pressure.	<p><b>Self-Rating: 4</b></p>  <p><b>Rater Average: 4.6</b></p> 
<b>Promotes Innovation</b>	Encourages others to explore and share new ideas and approaches.	<p><b>Self-Rating: 5</b></p>  <p><b>Rater Average: 4.6</b></p> 
<b>Develops Leadership Impact</b>	Proactively raises and addresses challenges and barriers to effective delivery, even when difficult.	<p><b>Self-Rating: 5</b></p>  <p><b>Rater Average: 4.4</b></p> 

#### Lowest Scored Behaviours

<b>Develops Talent</b>	Provides regular coaching and check-ins to support development and growth.	<p><b>Self-Rating: 4</b></p>  <p><b>Rater Average: 2.7</b></p> 
<b>Motivates Others</b>	Recognizes achievements and ensures others feel appreciated for their efforts and contribution.	<p><b>Self-Rating: 4</b></p>  <p><b>Rater Average: 2.7</b></p> 
<b>Develops Talent</b>	Delivers timely, constructive feedback with actionable suggestions to help others grow and improve.	<p><b>Self-Rating: 4</b></p>  <p><b>Rater Average: 3.1</b></p> 

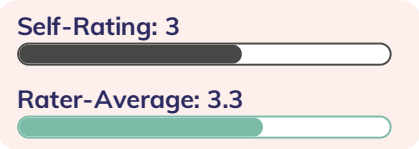
### 9.3 Feedback on Leader Skills

The tables below show feedback from raters on behaviours linked to the Leader 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.

#### Leads with Vision

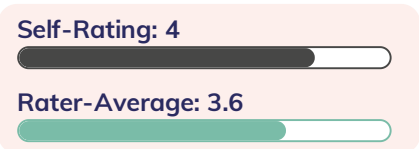
Communicates a well-defined vision that guides and energizes others.



	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating			S			
Manager / Supervisor			M			
Direct Report		2		4		

#### Leads with Vision

Collaborates with others to set clear, achievable goals aligned with the vision.



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

## Leads with Vision

Stays well informed on external trends and changes, collaborating with others to adjust goals and priorities as needed.

Self-Rating: 4

Rater-Average: 4.1

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Direct Report				5	1	

## Motivates Others

Recognizes achievements and ensures others feel appreciated for their efforts and contribution.

Self-Rating: 4

Rater-Average: 2.7

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

### Motivates Others

Provides opportunities for others to take on meaningful work that builds on their strengths and aligns with their career goals.

Self-Rating: 5

Rater-Average: 4.3

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Direct Report			1	2	3	

### Motivates Others

Creates a supportive and engaging environment that motivates others to give their best.

Self-Rating: 4

Rater-Average: 4

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

## Develops Talent

Provides regular coaching and check-ins to support development and growth.

Self-Rating: 4

Rater-Average: 2.7

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

## Develops Talent

Delivers timely, constructive feedback with actionable suggestions to help others grow and improve.

Self-Rating: 4

Rater-Average: 3.1

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor			M			
Direct Report		1	3	2		

## Develops Talent

Encourages others to take on challenging tasks that stretch their talents and promote their growth.

Self-Rating: 5

Rater-Average: 4

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

## Inspires Excellence

Sets clear performance expectations and ensure accountability through measurable standards, tracking, and feedback.

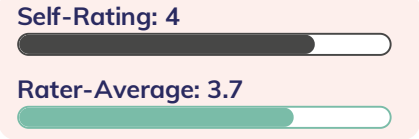
Self-Rating: 3

Rater-Average: 3.8

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

### Inspires Excellence

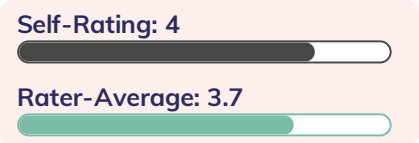
Takes decisive and timely action to resolve underperformance while providing clear guidance and support.



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

### Inspires Excellence

Actively seeks and applies feedback from different stakeholders to enhance performance and growth.



	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor			M			
Direct Report			2	3	1	

## Builds High-Performing Teams

Role models active listening and respect for different perspectives to encourage openness and knowledge sharing.

Self-Rating: 5

Rater-Average: 3.7

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor		M				
Direct Report			2	2	2	

## Builds High-Performing Teams

Creates a safe environment where others feel comfortable to openly share their ideas and concerns.

Self-Rating: 4

Rater-Average: 3.6

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

## Builds High-Performing Teams

Inspires a positive team environment and cultivates a motivating culture.

Self-Rating: 4

Rater-Average: 3.7

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

## Makes Clear Decisions

Clearly communicates the rationale behind decisions, using data and logical reasoning to provide transparency and understanding.

Self-Rating: 3

Rater-Average: 3.6

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

## Makes Clear Decisions

Maintains clarity and confidence while making effective decisions under pressure.

Self-Rating: 4

Rater-Average: 4.6

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating				S		
Manager / Supervisor				M		
Direct Report				2	4	

## Makes Clear Decisions

Promotes collaborative decision-making by actively involving those with the most relevant expertise and insights.

Self-Rating: 5

Rater-Average: 4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report			1	3	2	

## Promotes Innovation

Promotes continuous improvement through curiosity, intelligent risk taking and experimentation.

Self-Rating: 5

Rater-Average: 4.3

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report				3	3	

## Promotes Innovation

Uses mistakes and failures as opportunities for feedback, learning and progress.

Self-Rating: 4

Rater-Average: 3.2

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

## Promotes Innovation

Encourages others to explore and share new ideas and approaches.

Self-Rating: 5

Rater-Average: 4.6

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report				1	5	

## Develops Leadership Impact

Manages emotions effectively, staying composed and focused under pressure.

Self-Rating: 5

Rater-Average: 3.9

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report		1		3	2	

### Develops Leadership Impact

Maintains a positive, solution-focused mindset, even in high-pressure or challenging situations.

Self-Rating: 5

Rater-Average: 4.1

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor			M			
Direct Report			1	2	3	

### Develops Leadership Impact

Proactively raises and addresses challenges and barriers to effective delivery, even when difficult.

Self-Rating: 5

Rater-Average: 4.4

	Low Skill	Developing	Competent	Skilled	Highly Skilled	Unable to observe
Self-Rating					S	
Manager / Supervisor				M		
Direct Report				3	3	

## 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



Average Rating (Excluding Self): 4

Highest Rating: 5

Lowest Rating: 3



Self-rating: 4

# 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

"Uniting people around shared goals, tackling difficult conversations directly, and making decisions that create broad organizational engagement."

### Manager/Supervisor

"Results-driven leader with strong strategic vision and a talent for building high-performing teams."

### Other raters

*"Alex brings people together around clear goals and is willing to address difficult conversations that others might avoid."*

*"Creates momentum around strategic priorities and helps the team understand where we are going, even when the wider business context is changing."*

*"A results-driven strategic thinker who stays ahead of trends, empowers teams without micromanaging, and builds strong organizational foundations."*

*"Sets a clear strategic vision while giving teams room to develop their own initiatives. He understands both the strategic and operational sides of the business, stays close to customer needs, and supports his teams well."*

*"Makes confident decisions when things are ambiguous and helps the team stay focused on what matters most."*

*"Builds trust by giving people ownership, removing obstacles, and keeping the team moving towards shared goals."*

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

### Self

"Authentic, curious, and decisive."

### Manager/Supervisor

*"Strategic, decisive, results-oriented."*

### Other raters

*"Focused, results-oriented, resilient."*

*"Approachable, supportive, and engaged."*

*"Vision. Commerciality. Rapid learner."*

*"Curious, determined, focused."*

*"Analytical, bold, and strategic."*

*"Visionary, confident, strategic."*

## What are the person's greatest opportunities for improvement?

### Self

*"Improving organization, taking more time before making key decisions, and communicating more clearly in writing."*

### Manager/Supervisor

*"Actively seeking out and integrating differing perspectives, and leaning into collaboration rather than operating independently."*

### Other raters

*"Building a culture where people feel safe, empowered, and encouraged to speak up freely."*

*"No specific development areas identified at this time."*

*"Ensuring communication remains clear and consistent, particularly under pressure, to avoid misalignment, and grounding conversations in constructive, steady messaging."*

*"Raising visibility externally, enforcing clearer deadlines, and prioritizing continuous development for self and the team."*

*"Strengthening forward planning to reduce last-minute demands, and investing in small, meaningful gestures that recognize and motivate the team."*

*"Bridging the gap between strategic decisions and operational reality by actively inviting staff input and remaining open to adapting approach based on on-the-ground feedback."*

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

**Self**

*"Using my time more effectively, planning ahead with more structure, and communicating priorities earlier."*

**Manager/Supervisor**

*"Listening and communication. Work on incorporating the views of others."*

**Other raters**

"Creating an environment where people feel psychologically safe, valued, and confident to voice their ideas."

"No specific development areas noted at this time."

"Maintaining clear, calm, and consistent communication across all interactions, especially in high-pressure moments, to keep teams aligned and moving forward."

"Increasing external presence, setting firm deadlines, and embedding a culture of continuous learning and growth."

"Planning ahead with greater structure to reduce reactive demands, while taking time to acknowledge and celebrate the team's contributions."

"Closing the loop between strategy and execution by welcoming diverse operational perspectives and staying open to evolving the approach."

## 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 **Leader Development Guide** to take actionable steps toward maximizing your Top Talents, minimizing Performance Limiters, and strengthening your Leader Skills.




# 14. Full List of Talents

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

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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.

