

## Strengths definitions

**Action** Motivating

You feel compelled to act immediately and decisively, being keen to learn as you go.

**Adaptable** Thinking

You juggle things to meet changing demands and find the best fit for your needs.

**Adherence** Thinking

You love to follow processes, operating firmly within rules and guidelines.

**Adventure** Motivating

You love to take risks and stretch yourself outside your comfort zone.

**Authenticity** Being

You are always true to yourself, even in the face of pressure from others.

**Bounceback** Motivating

You use setbacks as springboards to go on and achieve even more.

**Catalyst** Motivating

You love to motivate and inspire others to make things happen.

**Centered** Being

You have an inner composure and self-assurance, whatever the situation.

**Change Agent** Motivating

You are constantly involved with change, advocating for change and making it happen.

**Compassion** Relating

You really care about others, doing all you can to help and sympathize.

**Competitive** Motivating

You are constantly competing to win, wanting to perform better and be the best.

**Connector** Relating

You make connections between people, instinctively making links and introductions.

**Counterpoint** Communicating

You always bring a different viewpoint to others, whatever the situation or context.

**Courage** Being

You overcome your fears and do what you want to do in spite of them.

**Creativity** Thinking

You strive to produce work that is original, by creating and combining things in imaginative ways.

**Curiosity** Being

You are interested in everything, constantly seeking out new information and learning more.

**Detail** Thinking

You naturally focus on the small things that others easily miss, ensuring accuracy.

**Drive** Motivating

You are very self-motivated, pushing yourself hard to achieve what you want out of life.

**Emotional Awareness** Relating

You are acutely aware of the emotions and feelings of others.

**Empathic** Relating

You feel connected to others through your ability to understand what they are feeling.

**Enabler** Relating

You create the conditions for people to grow and develop for themselves.

**Equality** Relating

You ensure that everyone is treated equally, paying close attention to issues of fairness.

**Esteem Builder** Relating

You help others to believe in themselves and see what they are capable of achieving.

**Explainer** Communicating

You are able to simplify things so that others can understand.

**Feedback** Communicating

You provide fair and accurate feedback to others, to help them develop.

**Gratitude** Being

You are constantly thankful for the positive things in your life.

**Growth** Motivating

You are always looking for ways to grow and develop, whatever you are doing.

**Humility** Being

You are happy to stay in the background, giving others credit for your contributions.

**Humor** Communicating

You see the funny side of almost everything that happens - and make a joke of it.

**Improver** Motivating

You constantly look for better ways of doing things and how things can be improved.

## Strengths definitions

**Incubator** Thinking

You love to think deeply about things, to arrive at the best conclusion.

**Innovation** Thinking

You approach things in ingenious ways, coming up with new and different approaches.

**Judgment** Thinking

You enjoy making decisions and are able to make the right decision quickly and easily.

**Legacy** Being

You want to create things that will outlast you, delivering a positive and sustainable impact.

**Listener** Communicating

You are able to listen intently to and focus on what people say.

**Mission** Being

You pursue things that give you a sense of meaning and purpose in your life.

**Moral Compass** Being

You have a strong ethical code, always acting in accordance with what you believe is right.

**Narrator** Communicating

You love to tell stories and see the power of these stories to convey insights.

**Optimism** Thinking

You always maintain a positive attitude and outlook on life.

**Organizer** Thinking

You are exceptionally well-organized in everything you do.

**Persistence** Motivating

You achieve success by keeping going, particularly when things are difficult.

**Personal Responsibility** Being

You take ownership of your decisions and hold yourself accountable for your promises.

**Personalization** Relating

You recognize everyone as a unique individual, noticing their subtle differences.

**Persuasion** Relating

You enjoy bringing others round to your way of thinking and winning their agreement.

**Planner** Thinking

You make plans for everything you do, covering all eventualities.

**Prevention** Thinking

You think ahead, to anticipate and prevent problems before they happen.

**Pride** Being

You strive to produce work that is of the highest standard and quality.

**Rapport Builder** Relating

You establish rapport and relationships with others quickly and easily.

**Relationship Deepener** Relating

You have a natural ability to form deep, long-lasting relationships with people.

**Resilience** Motivating

You take hardships in your stride, recovering quickly and getting on with things again.

**Resolver** Thinking

You love to solve problems, the more difficult the better.

**Self-awareness** Being

You know yourself well, understanding your own emotions and behaviour.

**Self-belief** Motivating

You are confident in your own abilities, knowing that you can achieve your goals.

**Service** Being

You are constantly looking for ways to help and serve others.

**Spotlight** Communicating

You love to be the focus of everyone's attention.

**Strategic Awareness** Thinking

You pay attention to the wider context and bigger picture to inform your decisions.

**Time Optimizer** Thinking

You maximize your time, to get the most out of whatever time you have available.

**Unconditionality** Being

You accept people for who and what they are, without ever judging them.

**Work Ethic** Motivating

You are very hard working, putting a lot of effort into everything you do.

**Writer** Communicating

You love to write, conveying your thoughts and ideas through the written word.