

## Resources we use to help you to achieve results with people

**Strengthscope™** is a leading assessment tool that provides a comprehensive measurement of an individual's strengths at work. It helps individuals understand:

- Their standout strengths
- The unintended consequences that may arise when strengths go into overdrive
- The extent to which they are able to productively apply their strengths at work
- How visible their strengths are to others

The Strengthscope™ feedback report provides a comprehensive account of the strengths, along with ideas as to how to put these strengths to better use at work. The feedback report forms a basis for a strengths-focused feedback session to provide the respondent with the best chance of achieving their personal best at work.

**Strengthscope360™** is the extended profiler in the Strengthscope™ product suite, incorporating co-worker and stakeholder feedback. A unique feature of this assessment is a multi-rater feature which enables up to 8 co-workers or external stakeholders to provide 360° feedback on the extent to which they see the individual using their strengths at work. It also asks how often they would like to see the individual using their strengths at work; more of the time, less of the time or the same amount.

The feedback report forms a basis for a strengths-focused feedback session to provide the respondent with the best chance of achieving their personal best at work.

## **StrengthscopeLeader™**

Our research and experience shows that in order to be effective, leaders need to understand how they can bring the best of themselves to their role to inspire and motivate others to perform at their peak.

The best leaders don't only optimise their strengths and skills to build their unique 'leadership edge', they also work hard to overcome risk areas and develop leadership behaviours/habits in 4 key areas that ensure their effectiveness.

### **Who's it for?**

Leaders who want to stretch and develop their leadership effectiveness and to get feedback from colleagues on their leadership approach.

**StrengthscopeTeam™** can be used as a powerful team assessment and development tool. It contains all of the features of Strengthscope™ Standard and Strengthscope360™ as well as providing the team leader and team members with the following feedback:

- Clear strengths of the team
- Potential weaknesses or non-strengths
- Actual team member strengths versus strengths the team believe are required in order for it to achieve its objectives
- The extent to which key work environment factors (top leadership, workload, training and development, etc.) enable or block the productive use of strengths

Although it is designed to be used in conjunction with the Strengthscope™ profiler, it can also be used with the Strengthscope™ Cards without having to complete the full profiler.