

The Talent Card captures your strongest talents for this type of role and provides a pathway to help you understand your potential and assist in leveraging these strengths toward enhanced productivity and satisfaction.



Learner

Work Style

Always seeking change and improvement - You find it easy to adapt to new situations thanks to your ability to pick things up quickly. You enjoy forward progress and continuous improvement, knowing it is the only way to grow. Learning and coaching are important to you.

Relationship

People Acumen

Affinity to connect with people - Other employees appreciate your ability to develop relationships and build harmony with your team. You go out of your way to create fun, trust and rapport that ultimately improves productivity.

Achiever

Drives & Values

Ambition to attain success and significance - Accomplishing something every day channels your performance. Outcomes and scores measure your effectiveness. Driven to improve your work, you are inspired by recognition of a job well done.

Command

Influence

Confidence to take charge - You have the ability to influence others, helping them take action to get better. You use both logical and emotional tactics to address people's needs, and help them understand how specific activities will contribute to improvement.

Exactness

Work Style

Focus on details, accuracy and perfection - Organized, neat and detail-oriented, you maximize productivity. You create efficiencies through process improvements. Under pressure, you see what needs to be done and calmly move forward.



Learner: *Always seeking change and improvement*

Work Style

You find it easy to adapt to new situations thanks to your ability to pick things up quickly. You enjoy forward progress and continuous improvement, knowing it is the only way to grow. Learning and coaching are important to you.

How you express this talent

- + Highly adaptable, you can adjust to just about any situation
- + You catch on quite quickly and are not easily fooled
- + Your ability to absorb new information enables you to learn and grow quickly.

How to strengthen this talent

- + Embrace your love of change by volunteering to be the lead or champion of initiatives or projects that involve significant changes to how things are done
- + Help your colleagues understand how to utilize or apply new information. Also share with them why it is so important or how it can impact key metrics
- + Seek out opportunities to coach or mentor others in areas where you and they want to grow, as this will allow you to teach others while also learning yourself



Relationship: *Affinity to connect with people*

People Acumen

Other employees appreciate your ability to develop relationships and build harmony with your team. You go out of your way to create fun, trust and rapport that ultimately improves productivity.

How you express this talent

- + Teaching what you know helps others improve
- + You make a difference every day by serving team members
- + You value camaraderie and strong relationships

How to strengthen this talent

- + When witnessing conflict, show how finding a common bond will stimulate dialogue that can lead to strong resolutions



Achiever: *Ambition to attain success and significance*

Drives & Values

Accomplishing something every day channels your performance. Outcomes and scores measure your effectiveness. Driven to improve your work, you are inspired by recognition of a job well done.

How you express this talent

- + Expectations for yourself and others are high
- + Taking on more work energizes you
- + You take pride in accomplishments

How to strengthen this talent

- + Always strive for improved results for yourself and others by raising the bar high and taking the steps to accomplish the result
- + Measure your performance based on not just your own accomplishments, but also the quality of the outcomes you have helped others achieve
- + Set ambitious goals for yourself in the next 30, 60 and 90 days – strive to achieve something that may seem nearly impossible to most people



Command: *Confidence to take charge*

Influence

You have the ability to influence others, helping them take action to get better. You use both logical and emotional tactics to address people's needs, and help them understand how specific activities will contribute to improvement.

How you express this talent

- + Communicating across the organization comes easily to you
- + Initiating action to make improvements is just what you do
- + You take the lead in many different situations

How to strengthen this talent

- + Use words such as: progress, value, contribute, hope and freedom, and offer rewards and/or praise for people who give a strong effort – you can do this, if you do that



Exactness: *Focus on details, accuracy and perfection*

Work Style

Organized, neat and detail-oriented, you maximize productivity. You create efficiencies through process improvements. Under pressure, you see what needs to be done and calmly move forward.

How you express this talent

- + Inaccuracies bother you
- + Perfection and precision are your standards
- + You find it easy to analyze and sort through complex situations

How to strengthen this talent

- + Define the critical importance of accuracy and the relation of precision to reduced defects
- + Show your team members how organization increases quality care and service, producing better and more timely outcomes
- + Volunteer for process-analysis teams, quality assurance initiatives or improvement projects - anywhere exactness matters

What is a Talent Category?

- + Themes that define specific behaviors, thoughts and feelings are grouped into Talent Categories – Drives and Values, Work Style, People Acumen, Influence and Thought Process. (Defined to the right)
- + Your top 5 themes are aligned with one or more Talent Categories. How you accomplish work is, at the outset, driven through your top themes.
- + Remember – You will not have every theme in your top 5 and you may not have a top 5 theme in every Talent Category. This does not mean you don't have strength in those other themes and categories.
- + The Talent Card begins your strength development journey, encouraging you to focus on your talents – those areas where you can develop the most and truly enjoy the process.



Drives and Values

Describes a person's motivation to develop their potential and set high expectations for themselves. This group also reflects the personal principles by which they live and work.



Influence

Defines the manner in which a person gets others to do something, buy something or work toward a common goal.



Work Style

Addresses how a person carries out their job responsibilities. Factors considered include their energy level, their ability to set priorities and their capacity to plan what needs to be achieved in order to meet expectations.



Thought Process

Describes how an individual learns through new experiences and applies the knowledge gained in different situations. This group also explains a person's talent for developing innovative ideas and creative solutions to problems.



People Acumen

Explains how a person builds relationships with others and how others feel about their relationships with that person.