

Realise2 Standard Profile

Prepared for: Sample

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About Realise2

The purpose of Realise2 is to help you identify and develop your strengths, at the same time as moderating your learned behaviours and minimising your weaknesses. Realise2 works by asking you to rate 60 attributes according to how energising you find them, how good you are at them, and how often you use them. Your responses are scored by the Realise2 scoring system to determine where these attributes fall in the Realise2 Quadrant Model, with your most significant attributes in each of the four quadrants illustrated in Figure 1 below.

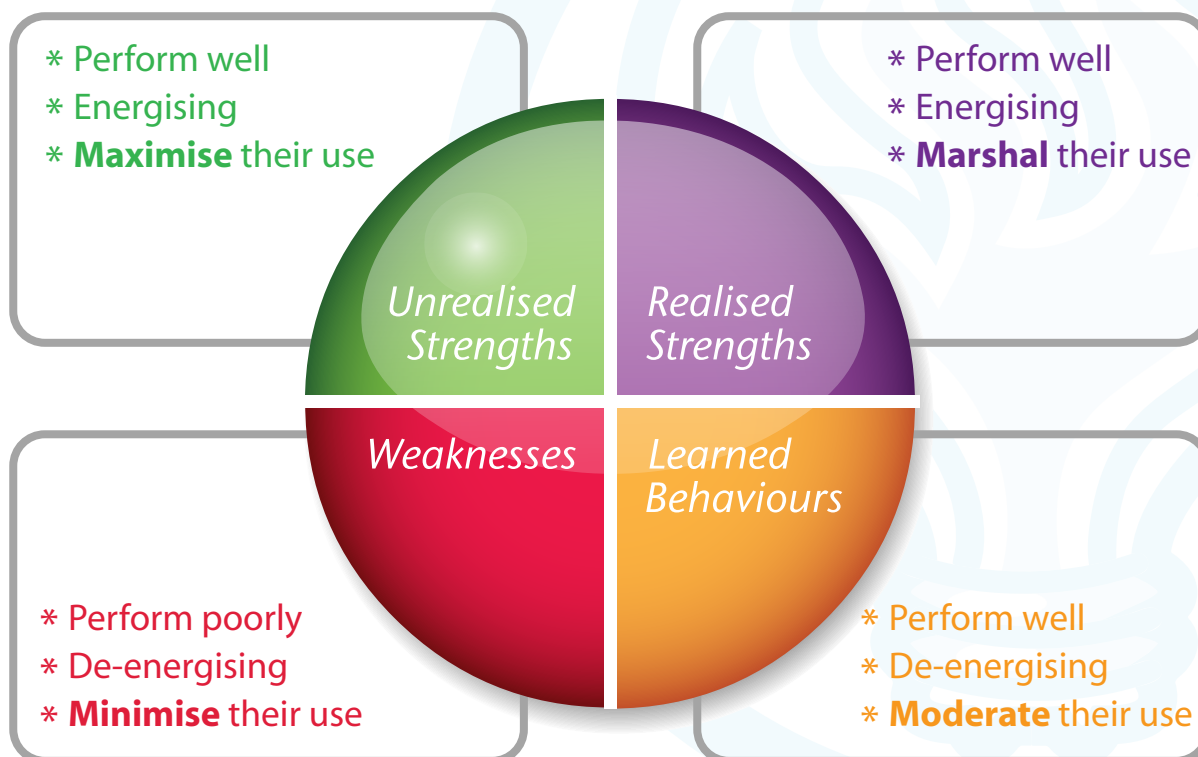


Figure 1: The Realise2 Quadrant Model

Realised Strengths are those attributes that you find energising, perform well, and use frequently. You should aim to marshal your realised strengths for optimal performance.

Unrealised Strengths are those attributes that you find energising and perform well, but perhaps don't have the opportunity to use so often, maybe because of the context and environment you are in. You should aim to maximise your unrealised strengths in order to develop yourself to the full.

Learned Behaviours are those attributes that you have learned to do well, but that do not energise you. Learned behaviour patterns often become engrained over time, and it's easy to confuse them with strengths because you are good at doing them – but they're not energising for you, so they can't be strengths. Learn how to moderate your learned behaviours.

Weaknesses are those attributes that you find it hard to do well and also find draining when you use them. From a performance perspective, your weaknesses may be causing you problems or concerns, so you should focus on how you can best minimise them to make your weaknesses irrelevant.

Your Realise2 Profile

Your unique Realise2 Profile is presented in Figure 2, with each of the attributes presented in order of significance – those attributes that appear first in each quadrant are the highest ranked for that quadrant. Your report will include up to seven of each of realised and unrealised strengths, up to four learned behaviours, and up to three weaknesses. Each of the attributes that make up your profile is fully explained in the sections that follow.

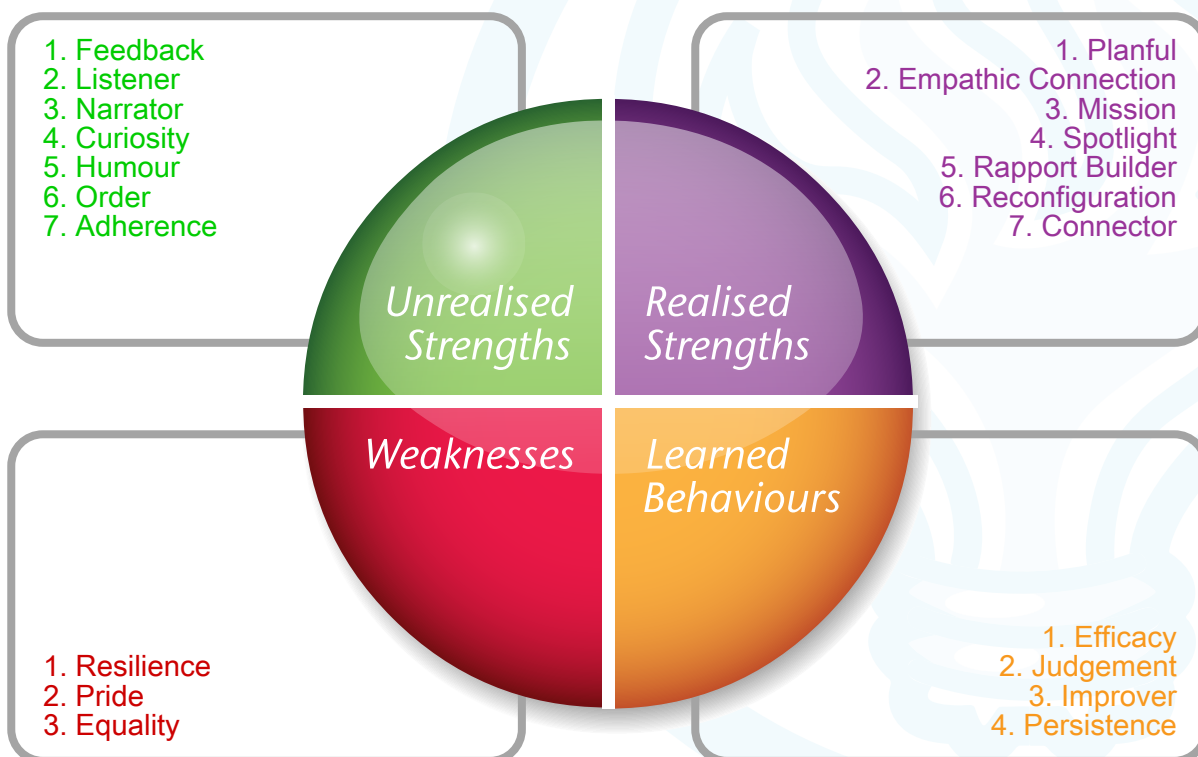


Figure 2: Your Realise2 Profile

Realised Strengths

Realised strengths are the things that energise you, that you are good at, and that you get to do frequently. Your realised strengths are presented in order of significance below.

1. Planful

You have a natural ability to plan and prepare, taking a deliberate and systematic approach to everything you do. Before starting tasks you think carefully, get organised, establish time frames, assess and allocate resources. You love to make sure that you have covered all eventualities - including planning for the unexpected. For you, it's essential to have a plan.

2. Empathic Connection

You have a natural connection with other people. You are very finely tuned in to others and can feel what they are feeling. You love to put yourself "in another person's shoes", to experience the same emotions they are experiencing. You share their joy, their pain, their frustration and their elation. Your Empathic Connection means that you are always able to see things from another person's point of view, and understand them all the better for doing so.

3. Mission

You derive great fulfilment from pursuing activities which give your life meaning and purpose. The focus of your purpose could be one - or more than one - of many different things, but whatever it is you are committed to pursuing it, totally and completely. How you spend your time, the decisions you make, the plans you have for the future - all are aligned to your overriding sense of mission and purpose in life.

4. Spotlight

You enjoy being the centre of attention. Whether in a meeting or in a social gathering, you naturally speak up and hold the floor. You like holding people's interest and focus, and usually find this easy to do. You find that you can get people to listen to you and keep their attention - whatever else might be going on.

5. Rapport Builder

You love to start conversations with people quickly and easily, including people you are meeting for the first time. You quickly find something that is of interest to both of you, and then open up the conversation to establish a relationship. You enjoy meeting people for the first time and quickly get to know them.

6. Reconfiguration

You love rearranging resources and adapting plans to meet the changing demands of new situations. You sense when to stay on track and when to deviate to become more effective. Your adaptability means that you are always looking for the best possible fit for things, always being prepared to change as the context and need changes.

7. Connector

Whatever situation you find yourself in, you always love making connections between the people that you meet. You notice when people have shared interests or something in common and you instinctively make links between them, thinking about the ways you can effectively bring people together for their mutual benefit.

Unrealised Strengths

Unrealised strengths are the things that energise you, that you are good at, and that you may not get to do very often. Your unrealised strengths are presented in order of significance below.

1. Feedback

You enjoy giving people both positive and negative feedback as appropriate. You believe that it is important for people to know what they have done well, so that they can build on it and progress. Equally, you let people know where they can improve, delivering this feedback accurately and constructively.

2. Listener

You show a keen interest in what people have to say and the way that they say it. When people are speaking to you, you focus intently - on them and on what they are saying. You listen not only to the words, but to how those words are used. Everything that someone says is important - you don't miss a thing.

3. Narrator

You have a tremendous love of story. Telling stories comes very naturally to you. Even as ordinary events happen, you can picture how they might be spun into an anecdote or story for you to tell others. You love to answer questions in the form of a story, and see the power of stories to convey morals, insights, values, humour, and many other lessons. For you, life is one big story waiting to be told.

4. Curiosity

You are interested in everything. Being very open to new ideas, you constantly seek out new information. You get excited when you discover new topics to study. You're unlikely to let fascinating points pass you by, no matter how minor - without trying to find out more about them. You love to ask questions, do follow-up reading, or make your own enquiries to learn more about the topics you come across from day to day.

5. Humour

You love making people laugh and look for every opportunity to do it. You are able to see the funny side of things and like to share this funny side with others. You have the ability to crack a joke or tell a story that lightens the mood, gives enjoyment to others and helps people relax.

6. Order

You love to be exceptionally well-organised. Everything has its place, both in your work and your personal life. Your order and organisation mean that you are able to be as effective as possible in everything you do. You always know where things are, what to do when, and why something is important - because you have answered these questions and organised everything in advance.

7. Adherence

You have a natural focus on taking the right approach. You love following guidelines, rules, instructions and procedures. You feel most comfortable completing tasks that have clear steps and stages, where you are trusted - and expected - to follow these steps and stages to the letter.

Learned Behaviours

Learned behaviours are the things that you are good at, but that drain you when you are doing them. Your learned behaviours are presented in order of significance below.

1. Efficacy

You have learned how to be more confident in your own abilities. You try to believe in yourself, knowing that this will help you to achieve your goals. From experience, you know that if you set your mind to something and work hard, you are more likely to achieve it.

2. Judgement

You have learned how to make sound decisions quickly and easily. You know how to assess all the pros and cons of any situation, and have become confident that you can make the right decision. By adopting these approaches, your decisions are able to stand up to robust challenge.

3. Improver

You have learned to suggest and seek to make improvements. You try to think of ways to develop systems, processes, and methods so that they are more effective. You look for ways to do things better and have the ability to think of an approach or amendment that will improve things.

4. Persistence

You have learned to keep going even when faced with difficult challenges, frustrations and seemingly insurmountable problems. You know that success in the face of adversity requires extra effort and determination, so you have learned never to give up, even if you find it tough going.

Weaknesses

Weaknesses are the things that you find it hard to do and that drain you. Your weaknesses are presented in order of significance below.

1. Resilience

You sometimes find it hard to overcome adversity. You may find it difficult to take hardships and setbacks in your stride, and may not have well-developed strategies for picking yourself back up when faced with difficulties. Even so, you do the best that you can.

2. Pride

You may not always take pride in everything that you do. You may sometimes deliver work that is acceptable rather than perfect, taking the view that it is better to deliver something than to spend too long trying to perfect it.

3. Equality

Being fair and equitable is not something that tends to concern you as much as it may concern other people. You may tend to take the view that the world is not always a straightforward place, and so things may not always be fair, as unfortunate as that may be.



Development Planning

Now that you have completed Realise2 and read through this report, you should have a better understanding of your strengths, your learned behaviours, and your weaknesses. This, in itself, will have been a useful developmental exercise.

Realise2 is more than just an integrated strengths assessment tool: it is also a powerful developmental tool. We recognise, however, that knowing what to develop and how best to develop is often a challenge. Finding time is also a major barrier to progress being made. Realise2 addresses these challenges by offering you the facility both to prioritise and to plan your development. Ultimately we hope this will help you to maximise your strengths, moderate your learned behaviours, and minimise your weaknesses in order to deliver sustainable better performance.

The prioritisation and planning functions are all accessible from your Realise2 Homepage. From your Realise2 Homepage, you are able to:

- * Review your Realise2 Profile Report
- * Set your development priorities
- * Create your tailored Realise2 Development Report (once you have prioritised your development areas)
- * Record your Realise2 Personal Development Plan
- * Access and print copies of your Realise2 reports and development plan (for 6 months)
- * Monitor your progress and set email reminders (for up to 6 months).

You can visit your Realise2 Homepage at any time during the six months following the date of this report. Log back in using your Realise2 username and password at <http://www.realise2.com>.

Where Next?

The Realise2 Product Suite...

www.cappeu.com/Realise2.aspx

Realise2 Premium Profile

Comprehensive reporting of your strengths, weaknesses and learned behaviours.

Realise2 Team Profile

Understand team dynamics to unlock strengths and performance potential.

Realise2 Organisational Profile

Cultural insights and strengths profiles to deliver strategy and enable change.

Realise2 Strengths Programmes...

www.cappeu.com/Programmes.aspx

Strengths Practitioner Programme

Help people realise their strengths and achieve their goals.

Team Strengths Practitioner Programme

Unlock the strengths and performance potential of teams.

Capp Advisory...

www.cappeu.com/Advisory.aspx

Enabling organisations and people to achieve their goals

Assess – Assessing strengths for recruitment, talent, leadership and re-organisation.

Develop – Developing the performance potential of individuals, leaders and teams.

Perform – Enabling performance conversations that deliver results.

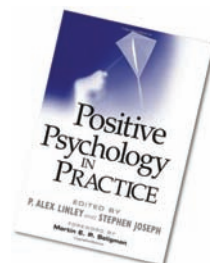
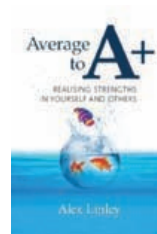
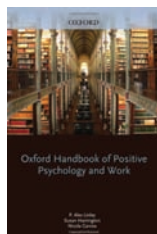
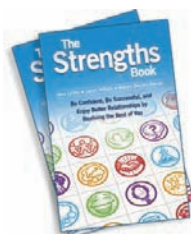
Change – Supporting organisations to engage people through change.

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