



Your Work Talents Report

Carol Pocklington's Unique Style: Facilitator

Facilitators are good at guiding people with feelings yet with the determination to reach goals and accomplish tasks. They are well suited for situations where setting the agenda and recognizing the needs of other people are required. They flourish in an environment where there is plenty of stability, group decision-making is needed and where they are recognized for the contribution they make.

Your Top Talents:

Based on your 8 factor scores, your 2 strongest scores (traits) are:

- Creative** - Explores possibilities, innovative, driven by ideas
- Reserved** - Analyzes, has high propensity to reflect, guarded

How Others Can Connect with and Manage Your Talents:

- Expect/encourage my out-of-the-box thinking
- Encourage me to brainstorm
- Recognize my desire to investigate ideas
- Honor my need to reflect and think
- Allow me time to process my response

Your Contrasting Work Talents:

The shaded circles and scores below indicate your strength level as a percentage of the population with the corresponding descriptor in the same color.



Results vs. Relationships

Keeps a balance between achieving results and supporting people



Daring vs. Careful

Some spirit of adventure but not a high risk taker



Abstract vs. Concrete

Innovative with ideas and seeks to differentiate



Systematic vs. Flexible

Will be flexible in approach but may not prepare or be organized enough



Promoting vs. Operating

Engaging and relational with others but also enjoys operating alone

About this Report:

The information in this report reflects more than 30 years of research and experience in developing individual's workplace talents. This report is intended to give you a glimpse of your unique talents, and in-depth reports are available that provide your specific scores as well as a development plan.

Why this is Important:

Your best working style is being your authentic self. With objective knowledge of yourself, you're better able to authentically work and grow into a better coworker, leader, and person outside of work. Likewise, understanding yourself gives you a much better basis to understand and manage others.

Share Your Business DNA With Others:

Share your results with your colleagues, coach and other mentors. The guide below illustrates how the 10 unique styles are similar or different to others.

