



# Your Work Talents Report

## Ryan Scott's Unique Style: Reflective Thinker

Reflective Thinkers are serious, focused and analytical in their approach to everything they do. They enjoy thinking through problems and researching information. Their accuracy and precision is valuable in any group setting, and they bring objectivity to decision-making processes. Typically, they will prefer to follow guidelines in completing tasks and will expect cooperation to be given.

### Your Top Talents:

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

- Creative** - Explores possibilities, innovative, driven by ideas
- Cooperative** - Cooperative, flexible in approach, fits in well

### 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
- Create a relaxed environment
- Allow me to collaborate and provide input

### 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

Cautious and calculated in making decisions



#### Abstract vs. Concrete

Innovative with ideas and seeks to differentiate



#### Systematic vs. Flexible

Structured work approach with high reliability



#### Promoting vs. Operating

Considered in approach and reflects before deciding

### 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.

