



# Talent Zones

## Personal Report for

Name \_\_\_\_\_

Date \_\_\_\_\_

# Making Sense of the Report

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## 1. Detailed Analysis

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a detailed assessment of ten “Zones of Talent”, indicating those talent zones which are most and least prominent for you.

## 2. Overview Profile

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a one page review of the Talent Zones, indicating the overall dynamic across the ten Talent Zones. This section also highlights the specific combinations of those Talent Zones which may be most informative in highlighting any strengths or potential limitations

## 3. Development Actions

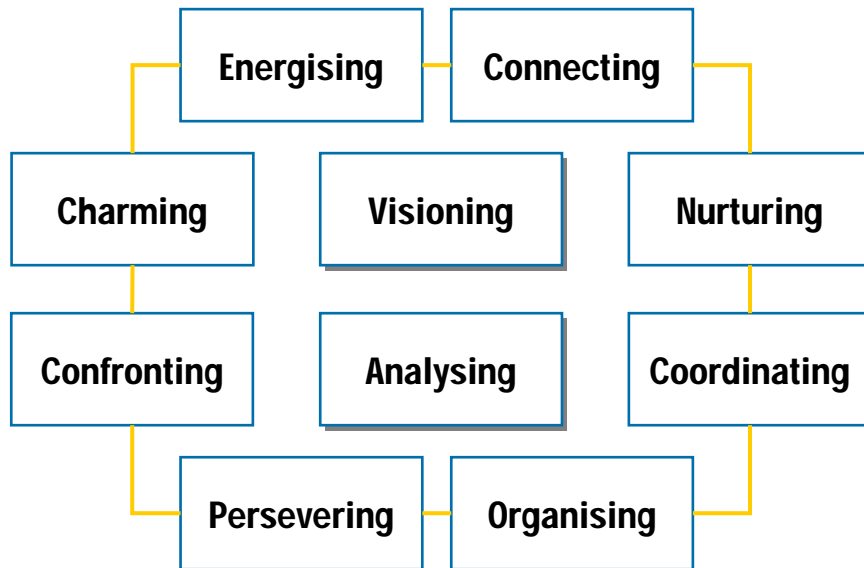
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a summary of your conclusions of the key issues to focus your development priorities

# Detailed Analysis

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This section of the report reviews your responses against each of the ten “Zones of Talent”. For each “Talent Zone” it identifies what the personal strengths and potential risks may be if the score is high; and also indicates the possible constraints if the score is low. The organisational outcomes - what the impact of the Talent Zone might be - are also described.



# Confronting



**LOW**

- ⬇ holding back from tackling the difficult problems which may result in disruption and unpopularity
- ⬇ backing down when faced with conflict situations and allowing others to take control and set their agenda
- ⬇ avoiding the troublesome issues which need to be addressed forcefully

**AT BEST**

- ⬆ taking the initiative to tackle difficult situations and establish influence over events and situations
- ⬆ overcoming disagreement by challenging others openly and assertively to ensure the real issues are raised and resolved
- ⬆ taking the lead to provide direction when others are uncertain what to do

**RISK OF OVER-DEPLOYMENT**

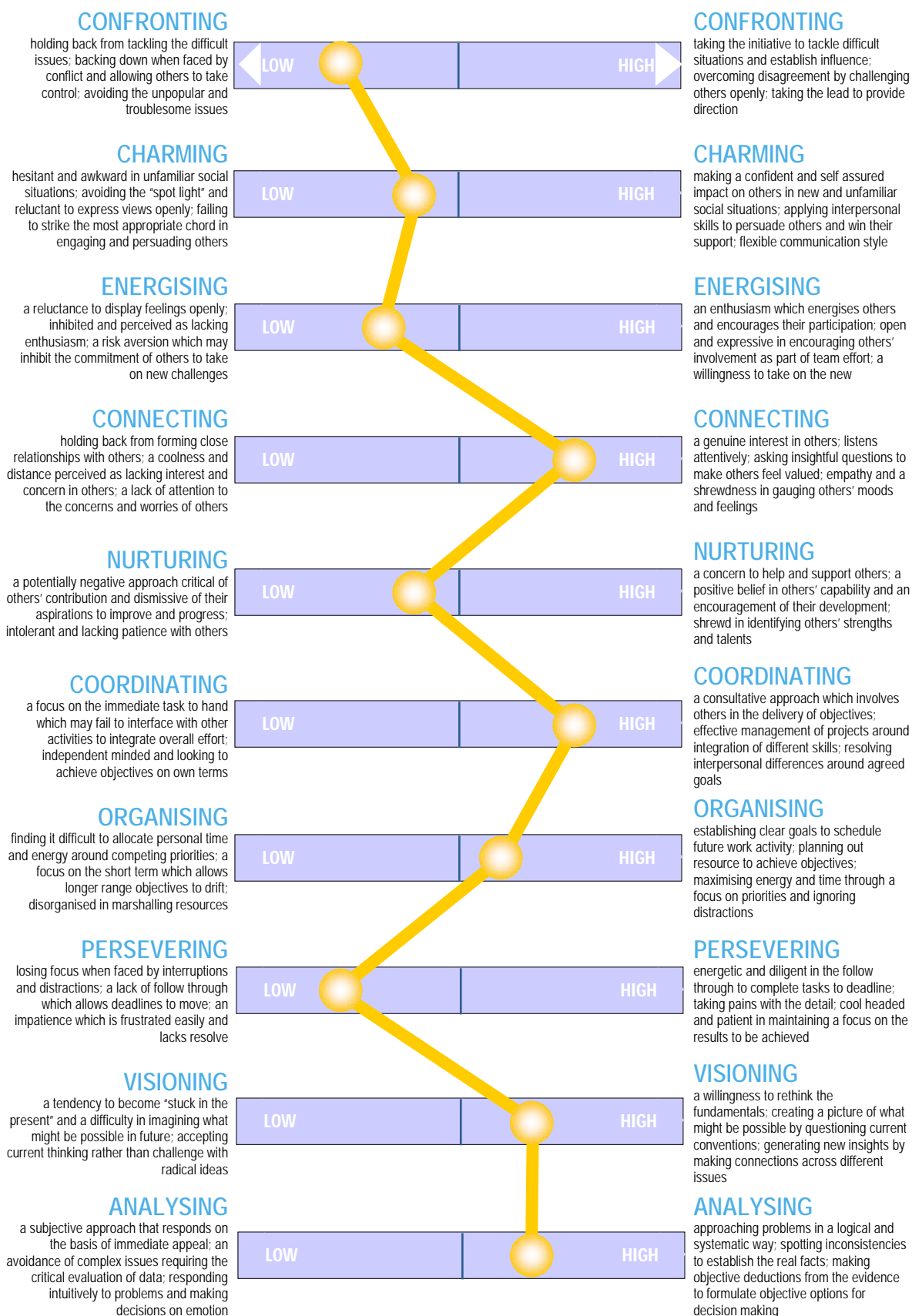
- ⬇ a belligerence which creates hostility from others
- ⬇ an uncompromising stance lacking subtlety in managing interpersonal sensitivities
- ⬇ a potentially intimidating approach which fails to engage others and gain their full commitment



# 123 Overview Profile

A one page review of the Talent Zones, indicating the overall dynamic across the ten Talent Zones. This section also highlights the specific combinations of those Talent Zones which may be most informative in highlighting any strengths or potential limitations.

# TALENT ZONES: Profile



# OVERVIEW PROFILE: Key Themes

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## AT WORST COMBINATIONS

- holding back from tackling the difficult problems which may result in disruption and unpopularity
- an avoidance of complex and ambiguous issues which require the critical evaluation of complex information
- responding intuitively to new problems rather than apply critical discipline to examine them in detail
- an independent minded stance that seeks to achieve objectives on own terms and keeps a distance from others
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## AT BEST COMBINATIONS

- overcoming disagreement by challenging others openly and assertively to ensure the real issues are raised and resolved
- spotting inconsistencies and gaps in data to establish the "real" facts and formulate robust options for decision making
- cutting through the subjective and anecdotal evidence to make objective deductions from solid evidence
- an effectiveness in the management of projects requiring the integration of skills across different work areas
- cool headed and patient in dealing with interruptions and delays to maintain a focus on what needs to be achieved