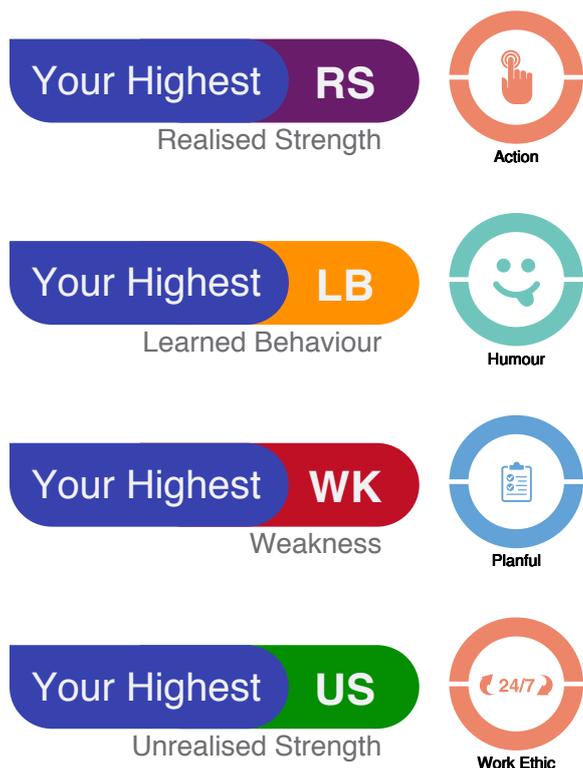


**STRENGTHS  
PROFILER**



Welcome to your R2 Strengths Profile. Below is your Profile Summary, showing you your top attribute in each quadrant.

### Profile Summary



By discovering, developing and making the most of your strengths, your R2 Strengths Profile will help you to:

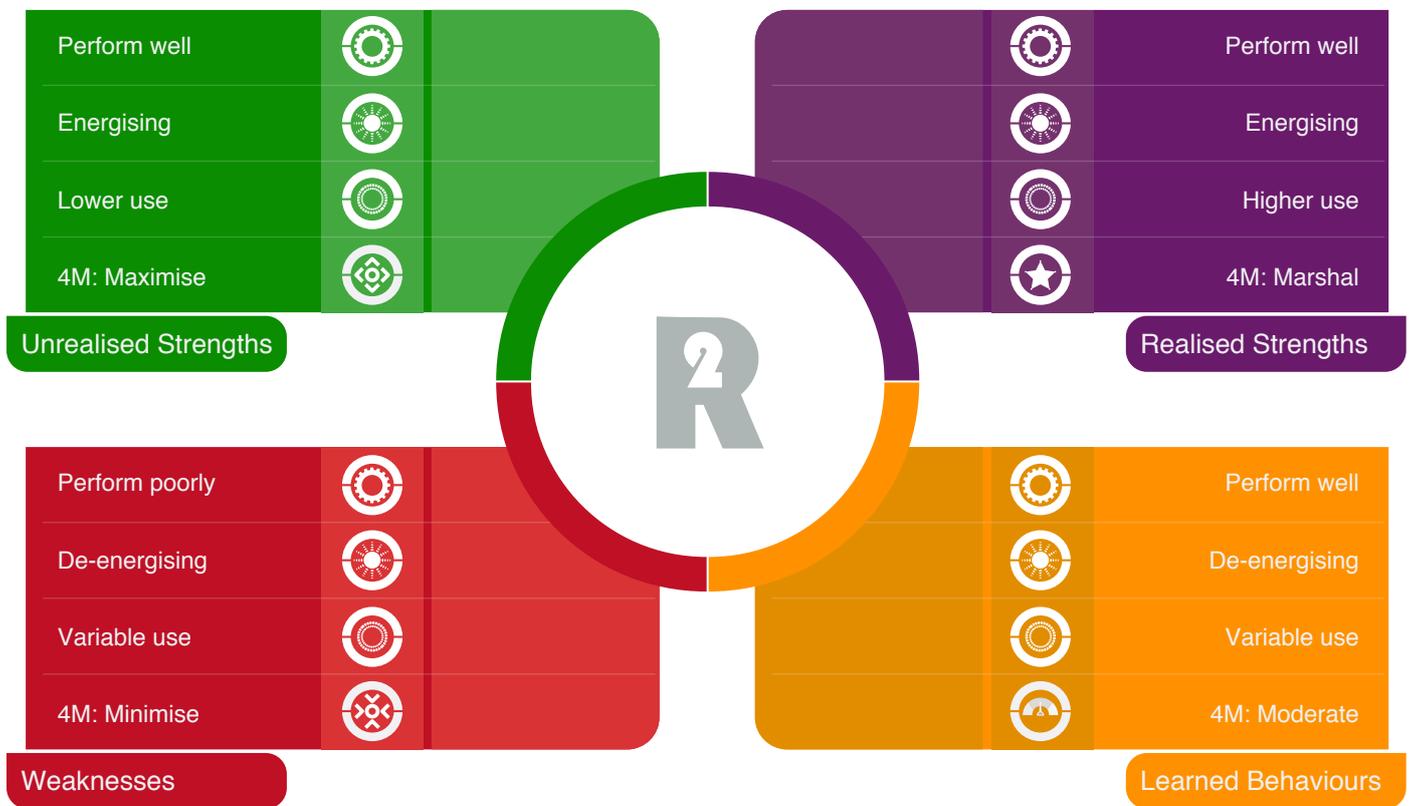
- **Know more** about yourself, what motivates you and why.
- **Be more** engaged, confident, happier and productive.
- **Better** develop your career and your future.
- **Improve** your performance and achieve your goals.
- **Increase** effective delegation and strengthen team relationships.
- **Enhance** performance review conversations.



The R2 Strengths Profiler measures 60 attributes across the three dimensions of **performance**, **energy** and **use**. Your responses are classified into one of the four quadrants of the R2 Strengths Profiler 4M Model.

The 4M Model below shows each of the four quadrants, together with advice about what to do with the attributes in that quadrant. This is a dynamic model, helping you to see exactly where you are now, and where you want to be in the future.

Use the 4M Model to help you identify what you need to do for your performance, growth and development.



- **Unrealised strengths** are the things you find energising and perform well, but don't use so often. **Maximise** for development, career advancement, and to reach your goals.
- **Realised strengths** are the things you find energising, perform well, and use often. **Marshal** them for outstanding performance by dialling them up and down, depending on your situation.
- **Weaknesses** are the things you find it hard to do well and find draining. **Minimise** to make them irrelevant by knowing what to work on, what to avoid, and what to pass on to others!
- **Learned behaviours** are the things you have learned to do well, but that don't energise you. **Moderate** to prevent burnout by using them less and working from your strengths more.

# R2 Strengths Profiler

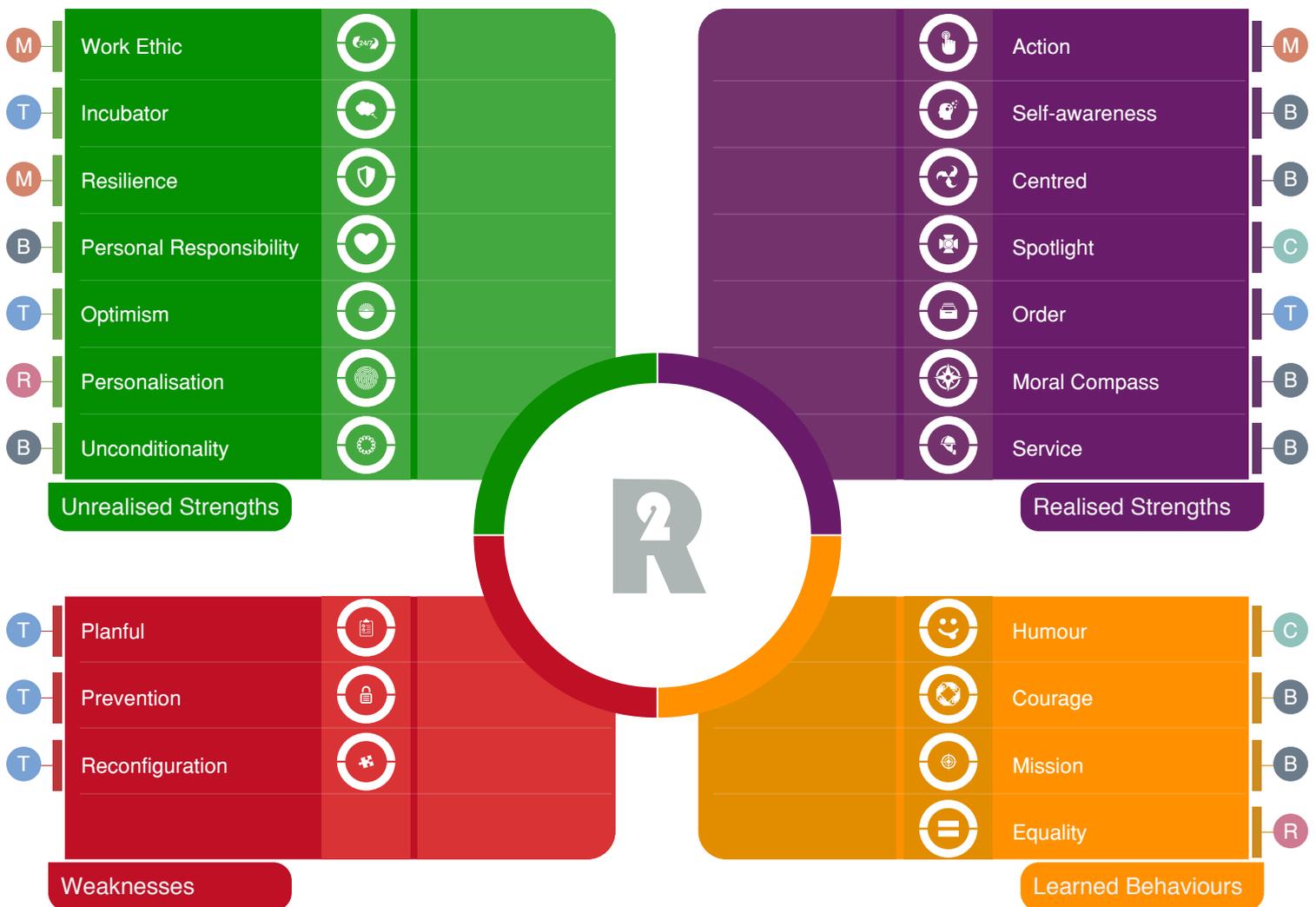
## Quadrant Profile



Below is your unique Quadrant Profile, with each quadrant rank ordered with the highest scoring attribute ranked first.

Your Quadrant Profile includes up to 7 each of realised and unrealised strengths, up to 4 learned behaviours, and up to 3 weaknesses. If you have any less than this, it's because your responses leaned more heavily to the other quadrants.

The icons next to each strength show to which Strengths Family that strength belongs. There are five Strengths Families: Being, Communicating, Motivating, Relating and Thinking. You can find out more about the Strengths Families and find out the results of all 60 of your attributes across the quadrants by upgrading to our Expert Profile.





## o Realised Strengths

### 1 Action



- You feel compelled to act immediately and decisively.
- You are much more comfortable with forward momentum than you are with careful strategy and reflection.
- Getting started is the only way for you. You will learn as you go along and if it doesn't work, then at least you tried.

**Marshal** Be careful not to crash or take others down the wrong path. Try to pause before important decisions or ask others for their input.

### 2 Self-awareness



- You enjoy spending time and focusing effort on understanding your behaviour, emotions, and responses to different situations.
- You have a deep awareness of your strengths and weaknesses.
- Your behaviour never surprises you or catches you off guard.

**Marshal** Put this strength to good use by making sure you are working on the right things, at the right time, with the right people. Try not to over-analyse and make sure you relax in situations too!

### 3 Centred



- You feel as though you look out at the world with a deep sense of inner calm and confidence.
- Whatever challenges life throws at you, your sense of poise and composure is never shaken.
- You feel totally and naturally at ease with yourself at all times and in all situations.

**Marshal** Make sure you also demonstrate equal amounts of enthusiasm, as well as allowing others to learn from your relaxed approach.

### 4 Spotlight



- Whether in a meeting or in a social gathering, you naturally speak up and hold the floor.
- You love capturing people's interest and attention, and find this easy to do.
- You find that you can get people to listen to you and focus on what you're saying or doing, whatever the distractions.

**Marshal** Ensure you use your Spotlight for a good reason; to achieve an outcome. That way you can rest it when it isn't required, giving others a chance to shine as well.

### 5 Order



- You love to be well-organised. Everything has its place, both in your work and your personal life.
- Your organisation means that you are able to be as effective as possible in everything you do.
- You always know where things are and what to do when - because you have organised everything in advance.

**Marshal** How do you fare with unexpected changes or spontaneity? Sometimes it is good to just sit back and enjoy surprises, taking a less structured approach.

### 6 Moral Compass



- You are acutely aware of the difference between right and wrong.
- You always act in accordance with what you believe is right.
- Your decisions and your actions are always guided by your ethics and values.

**Marshal** Appreciate that others could have a different moral code than you in certain situations and you may need to compromise. Volunteer to become a sounding board for others in ethical matters.

### 7 Service



- You feel compelled to help people as much as you can, going above and beyond what you need to do.
- You are focused on satisfying people's needs and meeting their requirements.
- Nothing is too much trouble for you when it comes to helping someone else.

**Marshal** Make sure someone is helping you too! If necessary, try serving fewer people, or being specific about what outcomes you want to achieve, before jumping in with "How can I help?"



## Learned Behaviours

### 1 Humour



- You know how to make people laugh.
- You try to see the funny side of things and like to share that with others.
- You have learned how to crack a joke or tell a story that lightens the mood and gives enjoyment to others.

**Moderate** You may feel you need to be funny all the time, or others will think you are in a bad mood! Feel free to be yourself and connect with others through the different strengths that you have. You don't always have to be the joker.

### 2 Courage



- While you may well feel afraid at times, you have learned to try to face up to and overcome your fears.
- You do not always enjoy having to demonstrate courage, but you have learned its importance.
- You recognise the benefits of participating in activities that make you feel nervous or scared.

**Moderate** Don't always feel you have to be courageous. Balance out your bravery with working within your comfort zone, to give yourself some breathing space from time to time.

### 3 Mission



- You have learned that it is important to engage with activities from which you derive fulfilment.
- You know these activities give you a greater sense of meaning and purpose.
- You strive to consider your purpose in relation to how you spend your time, your decisions and your future plans.

**Moderate** Do you know what your purpose is? Try breaking it down into a personal and career mission, so that you can focus the time you do spend on it in being proactive.

### 4 Equality



- Being fair and equitable is important to you.
- You have learned to pay attention to issues of fairness and equality, to recognise others as your equal.
- You ensure that your own actions and decisions are as fair and as equitable as possible.

**Moderate** There may be a balance to achieve between being fair, and also recognising that treating everyone as individuals may also be important for you. Sometimes, these may not be precisely the same thing.



## Weaknesses

### 1 Planful



- You may find it hard, before starting tasks, to think carefully and establish timeframes.
- For you, having a plan is not essential, since you prefer just to see how things work out in practice.

**Minimise** Check any of your strengths aren't in overdrive and so preventing you from spending time planning. Borrow other people's spreadsheets or planning methodologies and get to good enough, if necessary.

### 2 Prevention



- You may find it hard to think ahead and anticipate problems before they happen.
- You may not naturally notice the little things that might go wrong, preferring to tackle problems as they arise, rather than in advance.

**Minimise** You live more in the moment but when would it have been useful to be more preventative? What would it take? Maybe slow down slightly, be more mindful, or think about the bigger picture?

### 3 Reconfiguration



- You may not be particularly skilled at rearranging resources, preferring to stick with the way things are and what has worked before.
- You may find it hard to adjust, and avoid adapting plans to meet the changing demands of new situations.

**Minimise** What would make you more comfortable when something changes quickly? Are there any preparations or plans you could do in advance to help? Try focusing on the positive outcome.



## Unrealised Strengths

### 1 Work Ethic



- You can be a hard worker, putting effort and energy into your work.
- You tend to enjoy putting in extra hours, being capable of working longer and over a longer period of time.
- You are aware of this, and you like the fact that you tend to work harder than other people.

**Maximise** What stops you putting yourself forward at work for extra responsibility? Show others your capabilities and your capacity for work, and you'll find that there is lots that you can go at.

### 2 Incubator



- You like to think, to ponder and to reflect as often as possible.
- You tend to take moments out of your day to give yourself dedicated thinking time.
- You prefer not to be rushed, allowing you the time and space to come up with ideas and questions.

**Maximise** Seek complex or strategic projects to get involved in. Your love of thinking will yield excellent results when others may rush and not consider all aspects of the situation.

### 3 Resilience



- You have the ability to overcome adversity and can take setbacks in your stride.
- You can find the resources and strength to pick yourself back up, even in difficult circumstances.
- You know that you have the strength to cope with, and recover from, anything that life throws at you.

**Maximise** Stretch yourself at work by taking on more tasks outside of your comfort zone. At home, try volunteering for a charity, or taking up a sport with a challenging environment.

### 4 Personal Responsibility



- You are true to your word, knowing that if you make a promise, then you make sure that you keep it.
- You don't blame others, but take ownership of what you do.
- You are known for taking responsibility for yourself, being prepared to do what you have committed to do.

**Maximise** What projects, challenges or tasks need an owner? Don't just take on anything though: what aligns to your top realised strengths, as this is where you will see success?

### 5 Optimism



- You tend to see the best side of any situation, with a steady belief that things will work out well in the future.
- Having this belief keeps you strong and enables you to stay positive, even when things become difficult.
- You often find that you can look on the bright side of life.

**Maximise** Use your Optimism to help your colleagues through challenging times. Share your positive thoughts with them and then work through the obstacles together, using your other strengths!

### 6 Personalisation



- You tend to notice the subtle differences in people and relate to others as unique individuals.
- You recognise people's different motivations, as well as their preferences and strengths.
- You recognise that what is right for one person may well be wrong for another.

**Maximise** Seek out opportunities where your personal touch will be the thing that makes the difference. Be the person who buys the birthday presents or writes the card – you're more likely than most to get it just right.

### 7 Unconditionality



- You are able genuinely to accept and respect people for who they are, without ever judging them.
- You believe that everyone is valuable in their own right.
- No matter what people may have done, you tend to accept everyone the same.

**Maximise** Who do you know that never judges others? How do they optimise their talents? Are there any volunteering opportunities you could get involved in, at home or work, where accepting people for who they are would be key?



### ○ Marshal Realised Strengths

#### 1 Go deeper

- Understand your strengths in relation to your situation and context.
- Recognise what you love to do and do well. Use the strengths for which you want to be known.
- What results do you achieve by using these strengths?

#### 2 Align strengths to goals

- Be clear about what you want to achieve, both now and in the future.
- Reflect on which strengths will be most effective in helping you achieve these goals.
- Don't just rely on 1 or 2 of your favourites - use the full range of your strengths!

#### 3 Compensate with strengths

- Be specific about the areas where you struggle – use a strength to compensate.
- Which strengths can help you overcome that learned behaviour or weakness?
- You may not find a like-for-like match. Be creative – how can a strength deliver the same outcome?

#### 4 Combine strengths

- Combine your strengths by using them together to maximise their impact.
- What combinations have proved successful before? How can you rely on them again?
- There are many strengths combinations and dynamics available. Choose the right one for you.

#### 5 Don't overplay

- Do any strengths feel unsustainable in how you're using them?
- Watch out that you don't take a strength too far for the situation and context.
- Dial strengths up or down according to the need, rather than just your preference.

#### 6 Enhance

- As you use your strengths, reflect on what is going really well.
- What isn't working so well and could be better?
- Refine your actions based on your learning and feedback.

### ○ Moderate Learned Behaviours

#### 1 Stop using it

- If a learned behaviour is really draining, can you simply stop using it?
- What would the impact be to you and others if you stopped using it?

#### 2 Re-focus your role

- Can you re-organise your work so that you use it less frequently?
- Are there responsibilities you can delegate, or can you swap tasks with others?

#### 3 Organise tasks

- List out the activities you have to do this week. Highlight the draining ones.
- Sandwich the activities that drain you between the activities that play to your strengths.

#### 4 Find a complementary partner

- Find someone who would be energised by taking on the things that drain you.
- Swap the things that drain them for something that you enjoy, to get the work done between you.

#### 5 Adopt strengths-based team working

- Re-allocate how things are done using a 'team strengths' approach.
- Consider tasks, objectives and responsibilities according to people's strengths, not just their role.

#### 6 Don't overuse it

- It's in this quadrant because it's lower energy for you – this could be because you're overplaying it.
- Can you re-energise these tasks, or use the learned behaviour less, to improve your motivation?



### ○ Minimise Weaknesses

#### 1 Be honest

- Tell others about your weaknesses when relevant. No-one is good at everything.
- Sharing weaknesses creates more open relationships, allowing others to offer their strengths.

#### 2 Re-shape the role

- Re-organise what you do, to use the weakness less or not at all.
- Delegate to others, or re-arrange the way that work gets done.

#### 3 Use strengths to compensate

- Use one or more of your strengths to compensate for your weakness.
- Focus on the outcome, rather than the process. See which strengths will get you there instead.

#### 4 Find a complementary partner

- Swap strengths with someone who has a strength where you have a weakness.
- Compensate for something that drains them, by using one of your strengths to get the job done.

#### 5 Be a strengths-based team

- Re-allocate how things are done using a 'team strengths' approach.
- Consider tasks, objectives and responsibilities according to people's strengths, not just their role.

#### 6 Try some development

- If you have to, learn to perform the weakness to a level of competence, minimising the impact.
- Focus on being good enough, so that the weakness doesn't undermine your performance.

### ○ Maximise Unrealised Strengths

#### 1 Identify your unrealised strengths

- Which of your unrealised strengths are you most passionate about using?
- Which will make the most difference to you in achieving your goals?

#### 2 Find the opportunity

- Which strengths will help you get things done or fill a gap at work?
- Use this strength to improve things, or to deliver new projects that require something different.

#### 3 Practise

- If you haven't used this strength much before, you might need to practise it.
- Watch out for when you learn things quickly and easily, a true sign of a strength and potential for growth.

#### 4 Develop

- Improve your use of the strength even more, with formal learning and development as required.
- Who has this strength and uses it successfully? What can you learn from them?

#### 5 Expand your reach

- As you develop, take on bigger or more complex activities and tasks.
- Try out the strength in new situations and environments.

#### 6 Evaluate

- As you maximise an unrealised strength, evaluate how you get on. Ask for feedback.
- Did you get the results you expected? What have you learned? What can you improve?



## The R2 Strengths Profiler Product Suite...

### R2 Strengths Expert Profile

Explore your full set of 60 attributes including your Strengths Families.

### R2 Strengths Team Profile

Improve performance by helping team members understand their strengths and weaknesses, then deliver results through having the right people doing the right things.

## R2 Strengths Profiler Training...

### R2 Strengths Profiler Accreditation

Become an Accredited R2 Practitioner, helping people realise their strengths and achieve their goals.

### R2 Strengths Team Profiler Accreditation

Become an Accredited R2 Team Practitioner and support teams to work together to achieve great results.

## To get in touch

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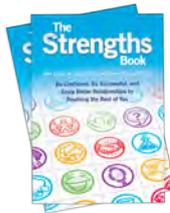
www.r2profiler.com

www.jobmi.com

## The Strengths Book

[www.amazon.co.uk](http://www.amazon.co.uk)

[www.amazon.com](http://www.amazon.com)



## About Capp

Capp are the strengths experts. For more than 10 years we have helped people to discover their strengths and make the most of them. This is what the R2 Strengths Profiler is all about – as you now know!

Our vision is all about matching the world to their perfect job. We do this through assessing what people love to do and do well – their strengths – and understanding the roles and environments where they will find their best fit. Explore our Jobmi platform if you want to know more – see [www.jobmi.com](http://www.jobmi.com)

