

# How to Review Your Talent Insights® Results

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1. Read through the full document one time.
2. Ask someone you trust (who you believe will give you honest and candid feedback) and who knows you well, to read it and provide you with feedback on how well they think it represents who you are.
3. Read through your results a second time and take the following notes:

## **In the General Characteristics section for Behaviors (pages 3 and 4):**

- Circle the phrases that you agree with strongly
- Underline phrases that you disagree with or question

## **Value to the Organization (page 5)**

- These are your strengths. Consider how you can use these in your current role to assist others and demonstrate your worth

## **Checklist for Communicating (Ways to Communicate and Ways NOT to Communicate pages 6 and 7)**

- Rank the top 3 statements that you find to be most true for you in each list

## **Descriptors (page 11)**

- The words under the colored boxes describe your style. In what ways could you use this information?

## **Natural and Adapted Style**

- Read through these 2 pages and note any key differences in each pair of Natural and adapted statements.

## **Time Wasters (these usually begin on page 15)**

- These are conclusions others may hold about you based on your behavioral style
- Read through these pages and identify one or two time wasters that you wish to resolve because they could be holding you back

## **Areas for Improvement**

- Circle up to 2 limitations that you agree with and would like to change to improve your performance

## **In the General Characteristics section for Driving Forces (typically found on pages 24 and 25):**

- Circle the phrases that you agree with strongly
- Underline phrases that you disagree with or question



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## Section 3 of the report – Integrating Behaviors and Driving Forces

Beginning with the page titled – Potential Behavioral and Motivational Strengths

- Rank the top 3 statements that you believe are most accurate for you
- Rank the top 3 statements that you believe are most accurate for you for each of the next 4 pages of statements.



providing talent insight