

How to Review Your Talent Insights® Results

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 Section 1 – Behaviors:

General Characteristics section for Behaviors (pages 4 and 5):

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

Value to the Organization (page 6)

- These are your strengths. Consider how you can use these in your current role to assist others and demonstrate your worth. Identify your top 3 strengths

Checklist for Communicating (Ways to Communicate and Ways NOT to Communicate pages 7 and 8)

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

Descriptors (page 12)

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

Natural and Adapted Style (pages 13 and 14)

- 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 16)

- 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 (page 19)

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

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In Section 2 – Driving Forces:

General Characteristics section for Driving Forces (typically found on pages 26 and 27):

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

Strengths and Weaknesses for Driving Forces (page 28):

- Circle the 2 or 3 phrases in each column phrases that you most agree with
- Underline any phrases that you disagree with or question

Energizers and Stressors for Driving Forces (page 29):

- Circle the 2 or 3 phrases in each column phrases that you most agree with
- Underline any phrases that you disagree with or question

Section 3 of the report – Integrating Behaviors and Driving Forces (page 38)

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.

4. Schedule time to meet with your manager to review your results.