



**BACKGROUND**

Strengthscope™ is a revolutionary assessment tool that provides comprehensive measurement of an individual's strengths and the extent to which these are productively applied at work.

Strengthscope™ is a psychometrically robust tool developed by The Strengths Partnership. The Strengths Partnership is dedicated to helping individuals, teams and organisations unleash the power of their strengths at work.

**A STRENGTHS-FOCUSED APPROACH TO WORK**

The notion of adopting a 'strengths-focused approach' has a long history, recently gaining momentum through the positive psychology movement. Its roots are diverse and span management science, psychology, and philosophy. The Strengths Partnership's psychometricians and psychologists started out by conducting a comprehensive review of scientific research into strengths and peak performance at work.

Our aim was to create a tool to measure performance-relevant occupational strengths. Strengthscope™ is the result of that work and provides a model and measure of strengths that is directly relevant to 21<sup>st</sup> century organisations.

**THE STRENGTHSCOPE™ PRODUCT SUITE**

The Strengthscope™ model comprises 24 strengths which together produce a strengths profile. They can be grouped into four strength 'clusters', shown opposite.

The Strengthscope™ product suite comprises a self-assessment questionnaire, a multi-rater module and a team module, all delivered via the same user-friendly online interface.

**Emotional strengths** concerns how you manage and express your emotions in relation to circumstances and people around you, including:



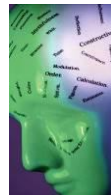
- **Courage**
- **Emotional control**
- **Enthusiasm**
- **Optimism**
- **Resilience**
- **Self-confidence**

**Relational strengths** concern establishing and maintaining productive relations with others and include:



- **Collaboration**
- **Compassion**
- **Developing others**
- **Empathy**
- **Leading**
- **Persuasiveness**
- **Relationship building**

**Thinking strengths** concern preferences for applying intellect, information gathering and decision making and include:



- **Common sense**
- **Creativity**
- **Critical thinking**
- **Detail orientation**
- **Strategic mindedness**

**Execution strengths** address the delivery of results, both what is delivered and how, including:



- **Decisiveness**
- **Efficiency**
- **Flexibility**
- **Initiative**
- **Results focus**
- **Self-improvement**



**STRENGTHSCOPE™:**  
**UNLEASH YOUR STRENGTHS!**



# STRENGTHSCOPE™: UNLEASH YOUR STRENGTHS!



## BENEFITS TO INDIVIDUALS

- Strengthscope™ ensures people get clarity on their natural strengths so they can realise their full potential
- Playing to strengths improves effort, energy and confidence...the tool is crucial for performance improvement
- The Strengthscope™ profile helps people to understand and minimise the impact of their weaknesses.

## BENEFITS TO TEAMS

- Strengthscope™ team reports facilitate complementary partnering and collaborative working based on team members' strengths
- The team report spots weaker areas where the team may need external support
- Strengthscope™ encourages a positive, energised team environment
- Using the tool builds appreciation of diversity and contributes to relationships of trust, openness and mutual respect.

## BENEFITS TO ORGANISATIONS

- The Strengthscope™ model builds a culture of engagement and excellence
- Using the tool promotes resilience and optimism, enabling faster, more effective change
- Using the tool improves talent attraction, retention and development
- The bottom line...Strengthscope™ improves performance, sustainable growth and competitive advantage.



*Now is the time to unlock the potential  
of your organisation. Unleash your  
strengths at work with  
Strengthscope™!*

