metaFox

STRENGTHS DISCOVERY

Your Strengths Discovery Report

Prepared for

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PREMIUM REPORT

Welcome to Your Report

You have just completed a deep exploration of your personal strengths. This report maps out what energizes you, what you do naturally well, and where hidden potential is waiting. Use it as a starting point for meaningful conversations with your coach.

Strengths are not fixed traits. They grow when you pay attention to them, and they fade when you neglect them. The most powerful thing you can do with this report is to have an honest conversation about it: with your coach, with a trusted colleague, or with yourself.

What you will find in this report

1. **Your Signature Strengths**
   The roles where your energy and action come together most powerfully.
2. **Your Hidden Gems**
   Strengths that energize you but you have not fully activated yet.
3. **Your Energy Drains**
   Behaviors you have learned to do well but that cost you energy.
4. **Your Strengths Landscape**
   How your strengths fit together across all dimensions.
5. **What Others See**
   How observer feedback compares to your self-assessment.
6. **Your Next Steps**
   Practical actions to leverage your strengths.

Meet Your Strengths

Strengths psychology in a nutshell

The metaFox Strengths Model

The metaFox Strengths model measures 16 roles across two dimensions: Energy (how much a behavior energizes or drains you) and Use (how often you engage in it). Your report then ranks those roles into four coaching buckets using the strongest score patterns and a credibility floor, so each category reflects what is actually visible in your profile.

What are strengths, really?

We all have strengths — unique ways of thinking, feeling, and acting that help us thrive. Just like fingerprints, no two people have the same combination. Some of your strengths may be obvious, others quieter but just as important. At metaFox we build on the psychological concept of Character Strengths: qualities like curiosity, empathy, honesty, and courage that have been valued across cultures and throughout history.

Character strengths are different from talents (like musical ability) or learned skills (like time management). They are not things you have, they are part of who you are. And while they feel stable, they can grow when you pay attention to them — and fade when you neglect them.

What makes a strength?

Building on the work of psychologist Alex Linley, we look at every strength through three lenses. The combination tells us how to leverage it:

Energy

Does using this strength energize you — or does it drain you? You rated this yourself during the assessment.

Use

How often do you actually use this strength in daily life? You rated this yourself as well.

Performance

How good are you at it, in the eyes of others? This dimension only comes to life when you invite observers for feedback. Without it, the outside perspective is missing.

Four Categories of Strengths

Energy and Use together shape four coaching categories. The report uses rank patterns and a credibility floor rather than strict high/low quadrants, so each bucket stays honest to your profile.

Signature Strengths

Strong combined Energy + Use

Roles where Energy and Use come together most strongly. These are your superpowers — keep them front of mind and use them often to find Flow, success, and well-being. Classical term: Realized Strengths.

Hidden Gems

Energy leads Use

Roles where your energy is relatively stronger than your current use. They represent untapped potential. Bring them into awareness and find small ways to apply them. Classical term: Unrealized Strengths.

Energy Drains

Use leads Energy

Roles you use more than they energize you. Recognize these patterns and explore whether you can apply real strengths instead — or delegate. Classical term: Learned Behaviors.

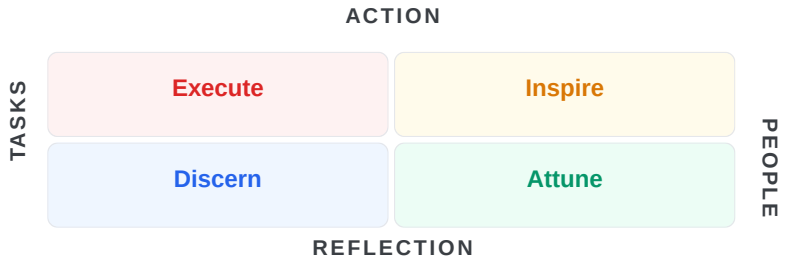
Weaknesses

Lower score patterns

Areas where you struggle and feel drained. That is okay. Instead of pushing through, become aware and, when you can, delegate these tasks with pride.

The 16 metaFox Strength Roles

To make the model useful in everyday language, we phrased all strengths as roles. The 16 roles are grouped into four domains on two axes:



Execute · Task × Action

Roles that build and deliver: Inventor, Finisher, Pragmatist, Decision Maker.

Inspire · People × Action

Roles that energize and unite: Motivator, Facilitator, Networker, Communicator.

Discern · Task × Reflection

Roles that analyze and explore: Examiner, Learner, Visionary, Organizer.

Attune · People × Reflection

Roles that listen and sense: Coach, Self-Regulator, Guardian, Boundary-Keeper.

Example: the Inventor role

Each of the 16 roles looks something like this in the report:

When used meaningfully	You create novelty: generating original solutions, connecting ideas, and running experiments.
May be described as	Courageous · Creative · Proactive · Independent
When overused	You may open so many new ideas that delivery suffers. Try limiting experiments and aligning them with priorities.
To use this strength more	Schedule one small experiment per week and capture what you learn.

DRAWN TO	DRAINED BY	YOU NEED	YOU GIVE
Problems without a standard answer	**Rigid procedures**	**Room to experiment**	**Options no one saw coming**

Your Signature Strengths

What defines you at your best?

Top 5 — based on your self-assessment.

These are the roles where your energy and action come together most powerfully. They feel natural, they energize you, and you use them often. When you are at your best, these strengths are in play.

1 

Visionary

Naming a future others can walk toward Blind spot

8.3 Score

2 

Facilitator

Bringing perspectives together to help a group find its way Confirmed by others

8.1 Score

3 

Coach

Listening deeply so others see clearly Confirmed by others

8.0 Score

4 

Communicator

Making the message land

7.6 Score

5 

Learner

Going after what makes you better Confirmed by others

7.1 Score

#1 Visionary

Blind spot

Naming a future others can walk toward

8.3
Score

Described as Visionary | Enthusiastic | Intuitive | Conceptual

How much this strength energizes you, and how often you put it into practice.

Energy	8.6
Use	8.0

What this strength allows you to do

With this strength, you create direction: forming a future picture and linking work to meaning and purpose.

- You can paint a future picture vivid enough that people can start walking toward it.
- You can name the "why" underneath the work, so the work stops feeling random.
- You can connect today's small task to the thing it's actually building.

When given more room, this strength pulls a clearer future into the room so others can act on it; when dialed back, you stay closer to today and let the picture stay implicit.

How others benefit

- People stop feeling like they're shuffling paper, and start feeling like they're building something.
- The direction you paint gives scattered efforts a common north.
- You make meaning a real thing, not a poster on the wall.

At a glance

Drawn to
Long-term possibilities

Drained by
Work without a why

Needs
Space to imagine

Gives
A direction worth walking toward

In case you're overusing this strength

You may use your Visionary strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor
Reaching for what hasn't been tried yet

Motivator

Lifting energy when a room goes flat

Reflect on this strength

- *When did you last inspire others with a picture of what could be possible?*
- *When did you last connect the dots between unrelated ideas and see a bigger pattern?*
- *When did you last feel energized by thinking about the future instead of the present?*
- *When did you last help a team see beyond the immediate problem to the larger opportunity?*

This is how the average scores from your self-assessment and feedback compare



#2 Facilitator

Confirmed by others

Bringing perspectives together to help a group find its way

8.1
Score

Described as Forgiving | Cooperative | Generous | Helpful

How much this strength energizes you, and how often you put it into practice.

Energy	8.0
Use	8.2

What this strength allows you to do

With this strength, you enable participation and alignment: helping groups include voices, work through tension, and adapt together.

- You can bring perspectives together that were only an argument a moment ago.
- You can make disagreement safe enough to actually be useful.
- You can bring in the voice that was about to stay quiet.

When given more room, this strength makes you stop the work to make sure everyone is in the conversation; when dialed back, you let those already aligned move at their own pace.

How others benefit

- Groups leave your meetings with a way forward they all own.
- Tensions that would have smouldered for weeks get aired once and move on.
- The quieter people bring their best, because you made room for it.

At a glance

Drawn to
A group trying to find its way

Drained by
Monologues

Needs
Room for every voice

Gives
Alignment people actually believe in

In case you're overusing this strength

You may use your Facilitator strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor *for what hasn't been tried yet*

Motivator

Lifting energy when a room goes flat

Reflect on this strength

- *When did you last bring a divided group to agreement?*
- *When did you last help two people find common ground?*
- *When did you last feel energized by helping a team work together smoothly?*
- *When did you last step in to bridge a gap that nobody else noticed?*

This is how the average scores from your self-assessment and feedback compare



#3 Coach

Confirmed by others

Listening deeply so others see clearly

8.0
Score

Described as Empathetic | Kind | Compassionate | Appreciative

How much this strength energizes you, and how often you put it into practice.

Energy	8.2
Use	7.8

What this strength allows you to do

With this strength, you develop people: listening deeply, asking insight building questions, and holding space for reflection in 1:1 conversations.

- You can listen long enough that the other person feels actually heard, not processed.
- You can ask the question that helps someone find the answer they already had.
- You can hold silence instead of filling it, because the real thought is usually on its way.

When given more room, this strength slows the conversation enough for someone else's thinking to catch up; when dialed back, you respond or decide without the long pause.

How others benefit

- People actually work things out in front of you, not just talk about them.
- You help others trust their own thinking instead of outsourcing it.
- In a world of quick takes, you give people the rarest thing: full attention.

At a glance

Drawn to
A conversation that goes deep

Drained by
Advice handed out fast

Needs
Quiet and time

Gives
Insight someone takes home

In case you're overusing this strength

You may use your Coach strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor *for what hasn't been tried yet*

Motivator

Lifting energy when a room goes flat

Reflect on this strength

- *When did you last help someone see something about themselves they could not see alone?*
- *When did you last listen so deeply that the other person felt truly understood?*
- *When did you last feel moved by someone else's growth or breakthrough?*
- *When did you last sense what someone needed before they said it out loud?*

This is how the average scores from your self-assessment and feedback compare



#4 Communicator

Making the message land

7.6
Score

Described as Tactful | Considerate | Clarifying | Charismatic

How much this strength energizes you, and how often you put it into practice.

Energy	7.8
Use	7.4

What this strength allows you to do

With this strength, you ensure shared understanding: summarizing clearly, choosing precise words, and aligning interpretations.

- You can take something complex and leave a room with everyone holding the same picture of it.
- You can find the word that says exactly what was meant, not something close to it.
- You can tell the story whose point stays in people's heads.

When given more room, this strength shapes complex things into language anyone can hold; when dialed back, you let the raw form of an idea travel as it is.

How others benefit

- Misunderstandings stop being a tax everyone pays all day.
- The things you explain are the things people actually remember.
- Decisions that rest on "did we understand this the same way?" finally can be made.

At a glance

Drawn to
The right word

Drained by
Foggy language

Needs
Time to think before speaking

Gives
Clarity a room can act on

In case you're overusing this strength

You may use your Communicator strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor *for what hasn't been tried yet*

Motivator

Lifting energy when a room goes flat

Reflect on this strength

- *When did you last find exactly the right words and see them land?*
- *When did you last make a complex idea feel simple and clear for your audience?*
- *When did you last navigate a sensitive conversation with care and still say what needed to be said?*

This is how the average scores from your self-assessment and feedback compare



#5 Learner

Confirmed by others

Going after what makes you better

7.1
Score

Described as Humble | Curious | Open-Minded | Versatile

How much this strength energizes you, and how often you put it into practice.

Energy	7.6
Use	6.6

What this strength allows you to do

With this strength, you learn and improve: seeking feedback, reflecting, and practicing changes until they stick.

- You can ask for the feedback most people quietly avoid, and actually use it.
- You can practice the same move until it becomes easy, and then practice a harder one.
- You can look at yesterday and honestly ask what you'd do differently.

When given more room, this strength sends you looking for feedback, mentors, or a next lesson before anyone tells you to; when dialed back, you stop chasing improvement and let what you already know carry you.

How others benefit

- You make every mistake count twice — once as a cost, once as a lesson.
- People who work with you notice they get better, too.
- You turn "we tried that" into "we tried it, and here's what we learned".

At a glance

Drawn to
Things you can get better at

Drained by
Coasting

Needs
Honest feedback

Gives
Better versions of yourself and your work

In case you're overusing this strength

You may use your Learner strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor *for what hasn't been tried yet*

Motivator

Lifting energy when a room goes flat

Reflect on this strength

- *When did you last feel excited about learning something entirely new?*
- *When did you last ask for feedback and genuinely use it to improve?*
- *When did you last change your mind because you discovered a better perspective?*

This is how the average scores from your self-assessment and feedback compare



What others appreciate most

Empathetic ×2 | Visionary ×2 | Appreciative | Cooperative | Curious | Kind | Optimistic

What others appreciate most about you

> *"As someone on her team, I always know where we're headed and why it matters. She remembers the small stuff about people and it makes a real difference."*

> *"Working alongside Sarah, the thing that stands out is how she brings a room together. Cross-functional meetings that used to stall now actually reach a decision."*

> *"Sarah sets a compelling direction and people genuinely buy into it. Her 1:1s are some of the most developmental conversations on the team — she listens before she advises."*

Overuse

What others feel you show too much

Creative | Empathetic | Proactive

What others see you doing too much

> *"She gives people so much benefit of the doubt that underperformance sometimes goes unaddressed longer than it should."*

> *"Her enthusiasm for the next big thing can make it hard to protect the work we already committed to."*

> *"Occasionally there are so many new ideas in flight that the team isn't sure which one is the priority this week."*

Your Signature Strengths

Top 5 — including feedback from 3 observer(s). Self-scores and observer scores are weighted equally.

This second view combines your self-assessment with how your observers see you in action — each of the four scores (self-energy, self-use, observer-success, observer-use) counts equally. Compare it with your self-only Top 5 above to see where your inner and outer views agree or diverge.

1 

Facilitator

Bringing perspectives together to help a group find its way Confirmed by others

8.0 Score

2 

Coach

Listening deeply so others see clearly Confirmed by others

7.9 Score

3 

Visionary

Naming a future others can walk toward Blind spot

7.1 Score

4 

Inventor

Reaching for what hasn't been tried yet

7.0 Score

5 

Learner

Going after what makes you better Confirmed by others

7.0 Score

Your Hidden Gems

What strengths are you not using enough?

These strengths energize you, but you are not using them much yet. They represent untapped potential: energy sources waiting to be activated. With a little attention, these could become some of your most powerful assets.

Ask yourself: how can I create more space for this strength in my daily life?

Learner

Confirmed by others

Learning & Feedback Loops

7.1
Score

Described as Humble | Curious | Open-Minded | Versatile

How much this strength energizes you, and how often you put it into practice.



What this strength allows you to do

With this strength, you learn and improve: seeking feedback, reflecting, and practicing changes until they stick.

- You can ask for the feedback most people quietly avoid, and actually use it.
- You can practice the same move until it becomes easy, and then practice a harder one.
- You can look at yesterday and honestly ask what you'd do differently.

When given more room, this strength sends you looking for feedback, mentors, or a next lesson before anyone tells you to; when dialed back, you stop chasing improvement and let what you already know carry you.

How others benefit

- You make every mistake count twice — once as a cost, once as a lesson.
- People who work with you notice they get better, too.
- You turn "we tried that" into "we tried it, and here's what we learned".

At a glance

Drawn to

Things you can get better at

Drained by

Coasting

Needs

Honest feedback

Gives

Better versions of yourself and your work

Bringing this strength to life

Your Learner strength gives you energy, but you're not yet using it as much as you could. What could be ways to bring it more into your daily life?

One idea to get you going:

You can try picking one skill and practicing it weekly, plus asking one trusted person for feedback.

To make room for it, consider easing off some of your 'Energy Drains' — here are a few candidates:

Organizer

Setting things up so work doesn't drift

Finisher

Carrying work all the way to done

This is how the average scores from your self-assessment and feedback compare



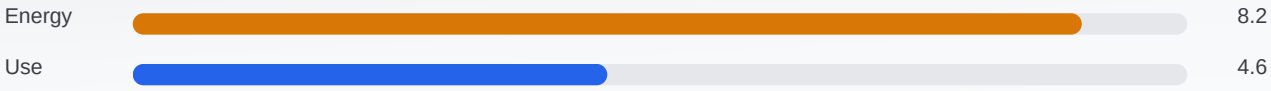
Inventor

Novel Options & Experimentation

6.4
Score

Described as Courageous | Creative | Proactive | Independent

How much this strength energizes you, and how often you put it into practice.



What this strength allows you to do

With this strength, you create novelty: generating original solutions, connecting ideas and running experiments.

- You can reach for the unobvious option before anyone has ruled out the obvious one.
- You can connect ideas from places that don't usually meet — and the combination just works.
- You can run a small experiment today instead of waiting for the perfect plan.

When given more room, this strength pushes you toward unexplored options before you've settled for what's there; when dialed back, you let proven approaches do their work.

How others benefit

- You find a way forward when everyone else has run out of ideas.
- You turn constraints into the starting point, not the excuse.
- You prove things are possible by quietly trying them first.

At a glance

Drawn to
Problems without a standard answer

Drained by
Rigid procedures

Needs
Room to experiment

Gives
Options no one saw coming

Bringing this strength to life

Your Inventor strength gives you energy, but you're not yet using it as much as you could. What could be ways to bring it more into your daily life?

One idea to get you going:

You can try scheduling one small experiment per week and capturing what you learn.

To make room for it, consider easing off some of your 'Energy Drains' — here are a few candidates:

Organizer

Setting things up so work doesn't drift

Finisher

Carrying work all the way to done

This is how the average scores from your self-assessment and feedback compare



Motivator

Confirmed by others

Energy & Morale

6.2
Score

Described as Energetic Joyful Optimistic Playful

How much this strength energizes you, and how often you put it into practice.

Energy	7.2
Use	5.2

What this strength allows you to do

With this strength, you lift energy: creating momentum, positivity, and morale when engagement drops.

- You can bring energy back to a room that had quietly given up.
- You can remind people what made them care about this in the first place.
- You can turn a small win into momentum the whole team can feel.

When given more room, this strength lifts the mood of the people around you; when dialed back, you let a serious moment stay serious.

How others benefit

- When you walk in, something that was stuck starts moving again.
- You make the meaning visible that everyone had stopped seeing.
- Morale isn't a soft thing when you're there — it's the engine.

At a glance

Drawn to
People to share energy with

Drained by
Cynicism

Needs
A reason that matters

Gives
Momentum others can feel

Bringing this strength to life

Your Motivator strength gives you energy, but you're not yet using it as much as you could. What could be ways to bring it more into your daily life?

One idea to get you going:

You can try one small energy move per day: humor, appreciation, or a short celebration of progress.

To make room for it, consider easing off some of your 'Energy Drains' — here are a few candidates:

Organizing: *up as work doesn't drift*

Finisher

Carrying work all the way to done

This is how the average scores from your self-assessment and feedback compare



What others would like to see more of

Focused ×2 | Decisive | Fair | Objective | Pragmatic

What others would like to see more of

> *"A clearer 'this is the one thing for this sprint' would help me prioritise. She trusts us a lot, which is great, but a firmer steer now and then would be welcome."*

> *"Sometimes I wish she'd back her own judgement sooner — she has the answer well before she commits to it out loud."*

> *"I'd love to see Sarah close the loop on more of her own initiatives instead of handing them off once the idea is proven. She finishes better than she gives herself credit for."*

Your Energy Drains

What is costing you energy?

You have learned to do these things well, but they drain rather than energize you. Over time, relying too heavily on learned behaviors can lead to exhaustion and frustration. Recognizing them is the first step toward managing your energy more wisely.

Consider: can you delegate, reduce, or restructure how you use this behavior?

Finisher

Hidden strength

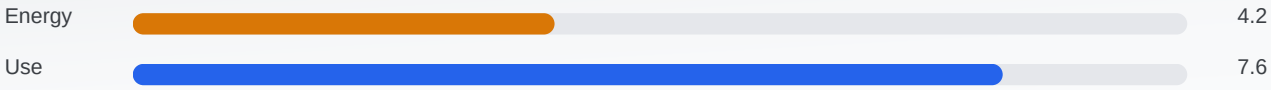
Execution Persistence

5.9

Score

Described as Hardworking | Focused | Perseverant | Motivated

How much this strength energizes you, and how often you put it into practice.



About this strength

With this strength, you bring work to completion: following through, closing open loops, and making sure results last.

When given more room, this strength keeps you on a task until "done" is real; when dialed back, you free yourself to start fresh things before old ones are closed.

Drawn to
Work that needs finishing

Drained by
Half-finished work

Needs
A clear definition of done

Gives
Results that hold up

When this is learned behavior

You may have learned to push through because others relied on you. You can try delegating earlier and letting someone with a Pragmatist strength define “good enough”.

In case you're overusing this strength

You may use your Finisher strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor *Invention for what hasn't been tried yet*

Motivator

Lifting energy when a room goes flat

Reflect on this strength

- *How drastic is this drain in your daily life — barely noticeable, or genuinely exhausting?*
- *Where in your week does this behavior show up most?*
- *Who could you delegate this kind of activity to — at work or at home?*
- *What would 'half as much of this' look like next month?*

This is how the average scores from your self-assessment and feedback compare



Examiner

Accuracy & Evidence

5.5
Score

Described as Objective | Analytical | Prudent | Attentive

How much this strength energizes you, and how often you put it into practice.

Energy	4.8
Use	6.2

About this strength

With this strength, you safeguard quality: verifying information, catching inconsistencies, and spotting risks early.

When given more room, this strength makes you slow down and check the small things that compound into big ones; when dialed back, you accept some imprecision to keep moving.

Drawn to
Evidence over claims

Drained by
Sloppy reasoning

Needs
Time to check

Gives
Certainty others can act on

When this is learned behavior

You may have learned to be the safety net because mistakes were costly. You can try timeboxing analysis and handing the final call to someone with a Decision Maker strength.

In case you're overusing this strength

You may use your Examiner strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor
Reaching for what hasn't been tried yet

Motivator
Lifting energy when a room goes flat

Reflect on this strength

- *How drastic is this drain in your daily life — barely noticeable, or genuinely exhausting?*
- *Where in your week does this behavior show up most?*
- *Who could you delegate this kind of activity to — at work or at home?*
- *What would 'half as much of this' look like next month?*

This is how the average scores from your self-assessment and feedback compare



Organizer

Structure & Priorities

5.3
Score

Described as Dependable | Responsible | Strategic | Patient

How much this strength energizes you, and how often you put it into practice.

Energy		3.6
Use		7.0

About this strength

With this strength, you create structure: planning, prioritizing, and setting routines so work stays on track.

When given more room, this strength sets up the structure before the work starts; when dialed back, you allow looser, more emergent ways of working to take shape.

Drawn to
Projects without structure

Drained by
Muddled priorities

Needs
Time to plan before starting

Gives
A plan others can follow

When this is learned behavior

You may have learned to organize everything because chaos felt risky. You can try sharing responsibilities so others maintain their parts.

In case you're overusing this strength

You may use your Organizer strength so much that it drains your own energy or frustrates people around you. What could be ways of tuning down this strength for your own and others' benefit?

Sometimes it's easier to replace a behavior with something energizing, rather than simply tuning it down. How about these candidates from your 'Hidden Gems' section?

Inventor
Reaching for what hasn't been tried yet

Motivator
Lifting energy when a room goes flat

Reflect on this strength

- *How drastic is this drain in your daily life — barely noticeable, or genuinely exhausting?*
- *Where in your week does this behavior show up most?*
- *Who could you delegate this kind of activity to — at work or at home?*
- *What would 'half as much of this' look like next month?*

This is how the average scores from your self-assessment and feedback compare

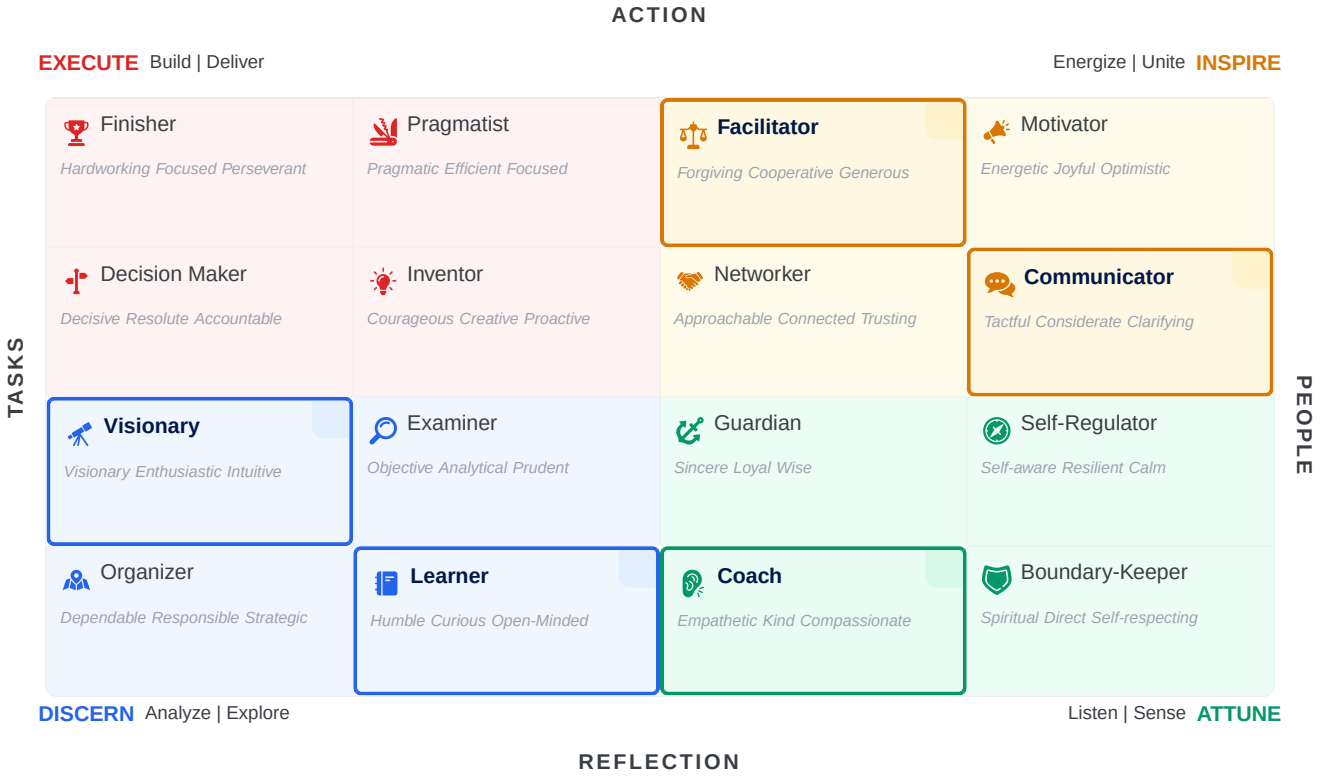


Your Strengths Landscape

How do your strengths fit together as a whole?

Profile Map

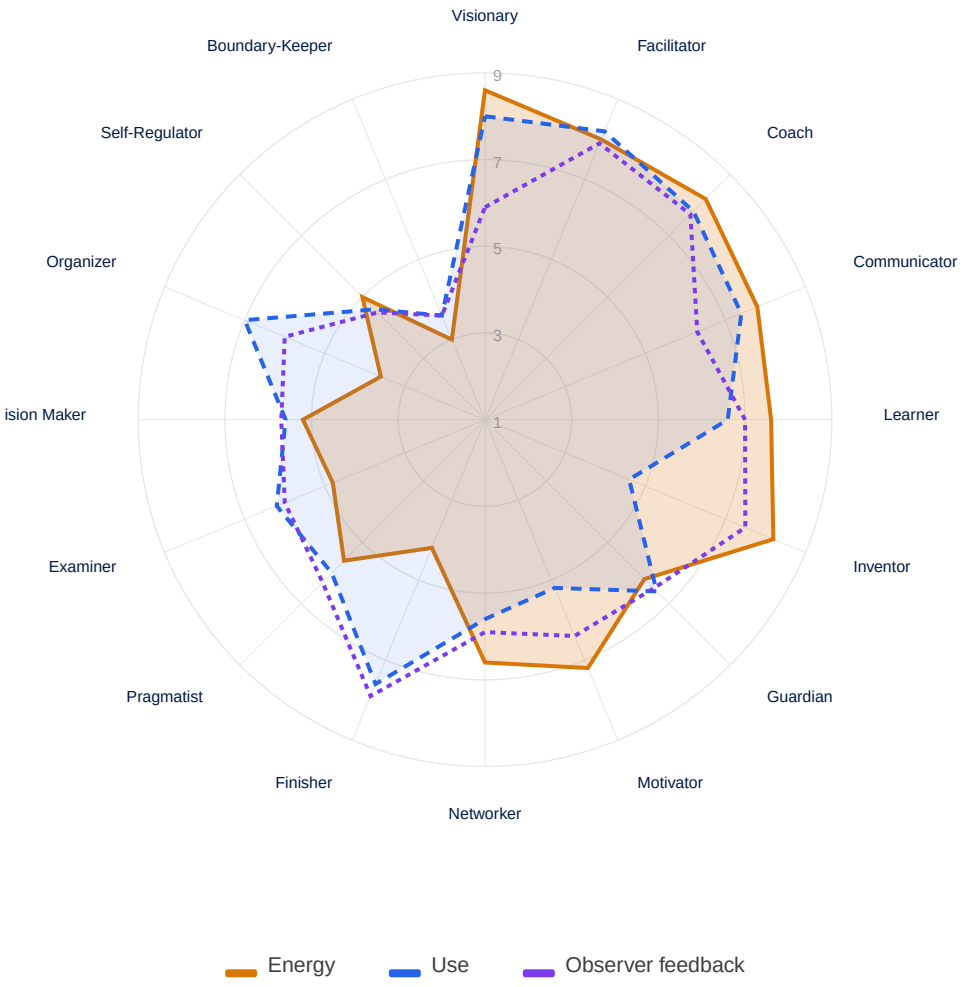
This map shows where your 16 roles cluster across two dimensions: People vs. Tasks and Reflection vs. Action. The size of each dot reflects your combined score. Your top 5 are labeled with their rank.



Your top strengths are well-balanced across multiple quadrants — you draw on a broad range of orientations.

Strengths Radar

The radar shows all 16 roles at a glance. The amber area represents your energy, the blue area represents your use. Where both overlap, you have realized strengths. Where they diverge, look for hidden gems or energy drains.



All 16 Roles at a Glance

Rank	Role	Domain	Energy	Use	Score	Category
1	**Visionary**	Future Direction & Meaning	8.6	8.0	**8.3**	Realized Strength
2	**Facilitator**	Group Alignment & Bridging	8.0	8.2	**8.1**	Realized Strength
3	**Coach**	Empathy & Insight (1:1)	8.2	7.8	**8.0**	Realized Strength
5	Learner	Learning & Feedback Loops	7.6	6.6	**7.1**	Unrealized Potential
6	Inventor	Novel Options & Experimentation	8.2	4.6	**6.4**	Unrealized Potential
8	Motivator	Energy & Morale	7.2	5.2	**6.2**	Unrealized Potential
10	Finisher	Execution Persistence	4.2	7.6	**5.9**	Learned Behavior
12	Examiner	Accuracy & Evidence	4.8	6.2	**5.5**	Learned Behavior
14	Organizer	Structure & Priorities	3.6	7.0	**5.3**	Learned Behavior
4	Communicator	Clarity & Expression	7.8	7.4	**7.6**	Background Strength
7	Guardian	Ethics & Fairness	6.2	6.6	**6.4**	Background Strength
9	Networker	Networking & Social Presence	6.6	5.6	**6.1**	Background Strength
11	Pragmatist	Simplicity & Trade-offs	5.6	6.0	**5.8**	Weakness
13	Decision Maker	Choice & Commitment	5.2	5.6	**5.4**	Weakness
15	Self-Regulator	Self Regulation & Emotional Balance	5.0	4.6	**4.8**	Weakness
16	Boundary-Keeper	Boundaries & Assertiveness	3.0	3.6	**3.3**	Weakness

What Others See In You

How does your self-perception compare to reality?

You invited observers to share their perspective on your strengths. Here is how their view compares to your own.

3 observers shared their perspective

Blind Spots

You rate these higher than others see them. This does not mean you are wrong, but it is worth reflecting on the gap.

Visionary	Self	8.3
	Feedback	5.9

Hidden Strengths

Others see more strength here than you give yourself credit for. These are worth exploring further.

Finisher	Self	5.9
	Feedback	7.9

Your Next Steps

What do you do with all this?

Use your strengths discovery as a springboard for personal growth. Here are three practical actions you can take right now.

Leverage your realized strengths

These are your superpowers. Find ways to use them more in your daily work and relationships. Ask yourself: where can I bring more of this into my week?

Activate your hidden gems

These energize you but you use them less often. Look for small opportunities to bring them into play. Even 15 minutes a day can make a difference.

Manage your energy drains

These are things you do well but they drain you. Consider delegating, reducing, or restructuring how you engage with them. You do not have to stop entirely, but you can be more intentional.

Discuss these findings with your coach to create a personal action plan. Your strengths are not static: they grow when you invest in them.

Item Detail: Energy vs. Use

Each dot is one of the 64 items — Energy (vertical) against Use (horizontal). It shows how spread your responses were within each role.

