

Better Management Starts Here



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- 6. Strategic
- 7. Learner
- 8. Achiever
- 9. Responsibility
- 10. Belief

The role most critical for success in any organization is that of a manager. Your role is essential — and challenging — and we know that the best way to *lead confidently* and *lead well* is to lead with your strengths.

Above is your talent DNA, shown in order based on your responses to the assessment.

of those gives you an advantage in your management practice. But to fully

that shine through in almost everything you do — are the *most powerful* of your dominant 10. Take the time to learn more about them.

Incorporate your strengths into your day-to-day routine: from the one-on-one conversations you're already having and team meetings you're already running to the way you're strategically planning and overseeing processes. *Each theme page includes:*

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The most important expectation of an excellent manager is to have **goals**. Keep reading this report to learn how to best apply your strengths in every one of those conversations to work with your team members to achieve those goals.

starts in 30 minutes or for long-term solutions or strategies, the theme of this report is clear:



You
will have on your organization or people around you.

work, you help team members be proud of the work they do every day.

Your desire to leave a legacy inspires your team. By encouraging your employees to think about the lasting

ACTION ITEMS

How to Apply as a Manager

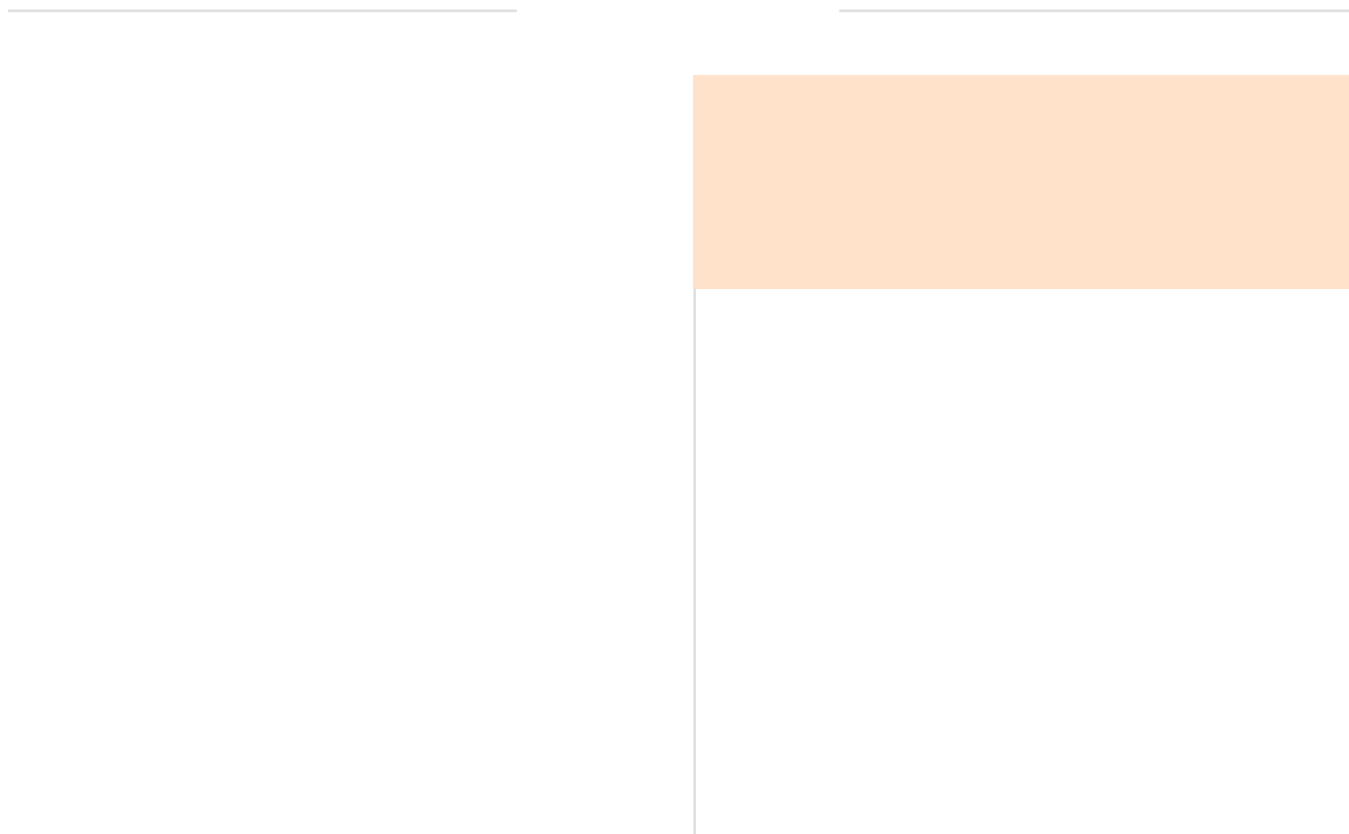
This theme gives you an edge — here's how you can use it.

in your role? What are you known for? What would you like to be known for? Answers to these questions will reveal employees' expectations and give you insights into coaching them.

Ask each team member the following questions: Whose approval do you value most? Whose feedback do you appreciate most? Whose endorsement do you care about most? Use this information to ensure employees get the recognition that is most meaningful to them.

When your team members hear your objectives for the organization and their team, it inspires them to align their work to meet those goals and

You are your team's biggest cheerleader and advocate. When the team reaches a goal, ensure that all involved know about it. Getting credit for the work they do motivates team members to higher levels of productivity and excellence.



Inside Your Report

Your top 10 themes

Instructions for using
the report