

# Your strengths for your team!

## Jane Doe

### PERCEPTION AND DECISION-MAKING, STRENGTHS, PROFESSIONAL ROLES, COMMUNICATION



**Contribute to the success of the team with your soft skills.**

Mission Future – Team enables you to discover your own potential and that of the other team members.

The questions in the grey boxes are designed to help you identify and use your soft skills. The number next to the light bulb refers to the respective section in the separate worksheet for this profile.

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# YOUR WAY OF PERCEIVING AND REACHING DECISIONS

The way we perceive, process information, reach a decision and act on it shapes our personality. Each person has two perception and two decision-making functions, which can either be similarly well-developed or more strongly preferred respectively. There are people who tend to ...

... perceive the details first.



... perceive the big picture first.



... reach their decisions on a rational, logical basis.



... reach their decisions based on a gut feeling, a kind of reflected intuition.



**THE MAP MAGNIFIER & BELLY** stands for your preferences of perception and decision-making. **You need little energy to perceive details and tend to reach your decisions intuitively.**

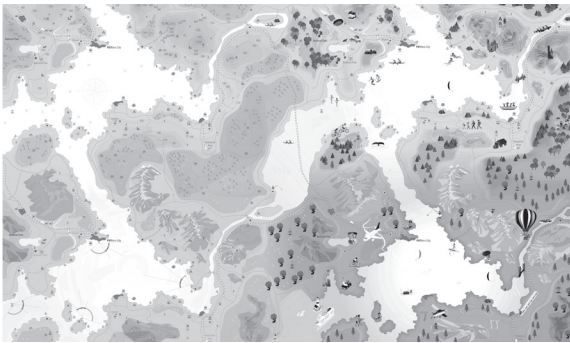


## PEOPLE WITH THIS MAP ...

- ... reach their goals by preparing well before embarking on a "journey" and pay attention to detail.
- ... feel at ease in places, where people live and work together well.
- ... are open to break new ground and find opportunities to develop further, once they reach an intermediate goal.
- ... form a detailed perspective before taking decisions.

**Look for the places on the map that describe activities that feel particularly natural to you.**

## THE OTHER TYPES OF MAPS



**GREY BASIC MAP:** This uniformly grey map symbolises the fact that depending on the situation each person can activate both perception (magnifying glass & radar) and decision making (head & belly) functions. The four different types of graphic design of the coloured cards symbolise that most people need to expend less energy on one or the other type of perception and decision-making and have corresponding preferences



### MAGNIFIER & HEAD: PEOPLE WITH THIS MAP ...

- ... like to acquaint themselves with a topic thoroughly and in great detail.
- ... appreciate reliable and realistic information.
- ... like to plan ahead so that they can pursue their goal consistently and on a sound basis.
- ... are well organised and reach their goals efficiently and without taking unnecessary detours.



### RADAR & HEAD: PEOPLE WITH THIS MAP ...

- ... have clear and ambitious goals that serve as their lighthouse.
- ... like to determine the steps on the road to reaching such goals independently and individually. Most of the times, they do not require too many details to do this.
- ... find rapidly suitable solution strategies for unexpected challenges, traps, or obstacles, they may encounter along the way.
- ... sense opportunities and know how to use them



### RADAR & BELLY: PEOPLE WITH THIS MAP ...

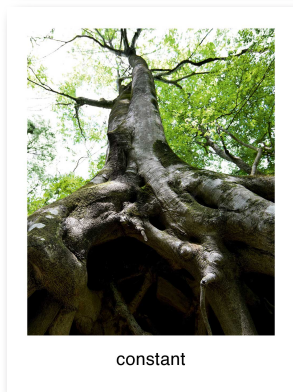
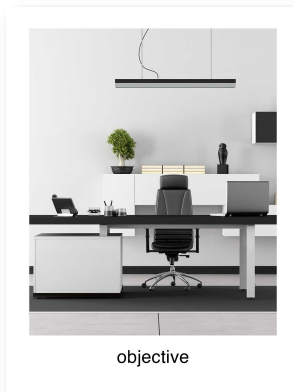
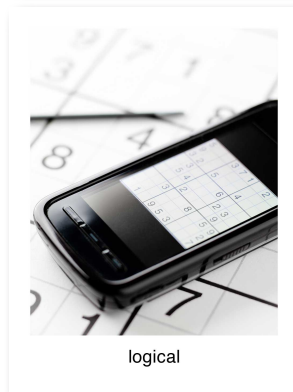
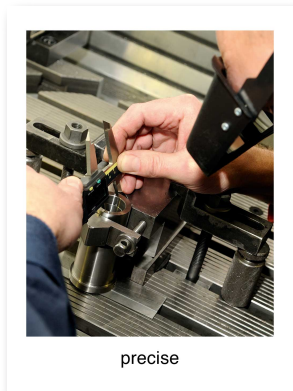
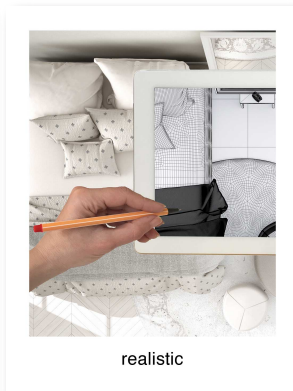
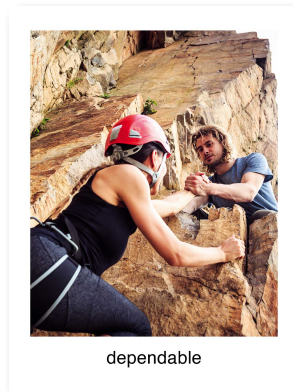
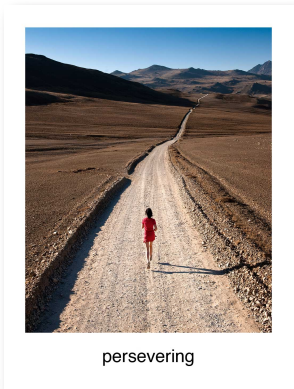
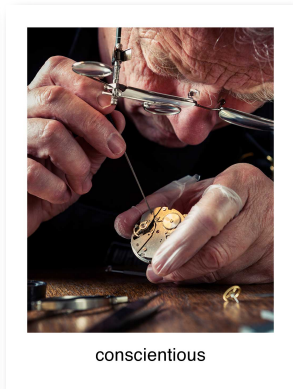
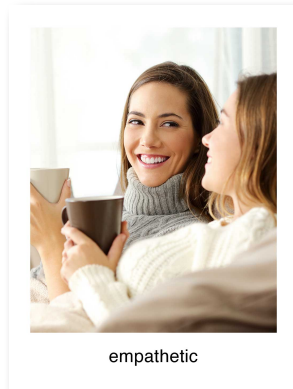
- ... like to set various goals for themselves, spontaneously and by drawing on various sources of inspiration.
- ... are interested in people and their peculiarities.
- ... like to look at the big picture – from various angles.
- ... quickly find their way around new environments, topics, and structures, even when they have few details to go by.

- Do you recognise yourself in the short description of your perception and decision-making?
- Do you find any other characteristics in the descriptions of the other cards that you would also attribute to yourself?



1

# YOUR STRENGTH PROFILE



## DISCOVER YOUR STRENGTHS

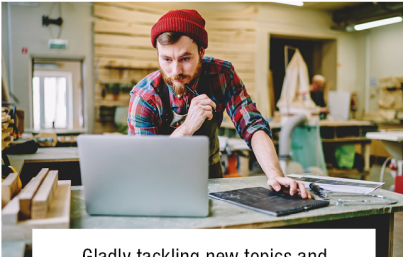
Your strengths profile shows where your strengths lie and helps you to get to know them. With the help of this profile, you can determine which of the suggested strengths suit you and which you would like to use in your work in the team.



You can find a description of the illustrated strengths in the digital glossary.



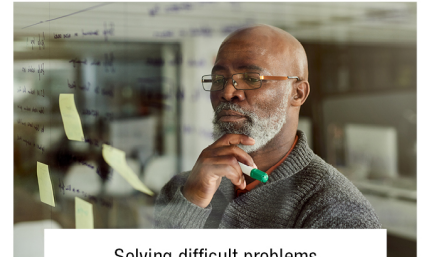
# YOUR PROFESSIONAL ROLE PROFILE



Gladly tackling new topics and learning new things in the process



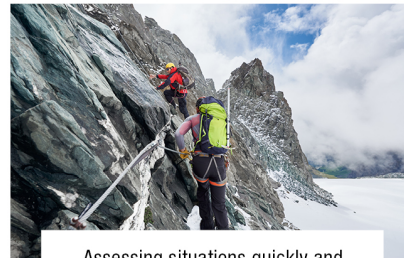
Exploring and wishing to understand things in detail



Solving difficult problems



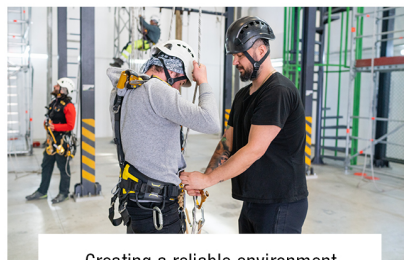
Advocating a cause and convincing others



Assessing situations quickly and accurately



Work on topics persistently and develop them further



Creating a reliable environment



Committing to others

You can find a description of the illustrated professional roles in the digital glossary.



## DISCOVER YOUR PROFESSIONAL ROLES

Professional roles include functions and activities at work that are based on specific requirements. In each profession, one can and must perform different roles. The same professional role can be found in very different professions. In the same profession, the same role can be performed in very different ways.

If you can fulfil roles that suit you in the right environment and at the right time, you will perform excellently and enjoy it.

## COMBINING STRENGTHS INTO PROFESSIONAL ROLES

The more the functions and activities of a professional role correspond to a person's strengths, the easier it is for that person to assume the role. In a professional role, different strengths are always used in combination. The combination of strengths increases their impact. In very simplified terms, this reinforcement corresponds more to a multiplication than an addition.

### YOUR PROFESSIONAL ROLES IN DETAIL

The 8 professional roles suggested here combine your strengths into professional roles that you will find easy to perform.



#### **Gladly tackling new topics and learning new things in the process**

Joy in learning new things, open-mindedness and an interest in the whole world of knowledge leads to new ways of thinking, development, innovation and change. Are you curious and open-minded, do you enjoy discovering new things, would you like to help build the future?



#### **Exploring and wishing to understand things in detail**

Driven by curiosity, experts in this role are not satisfied with quick answers, but are interested in details. They wish to understand and explore, seek answers and gather information. Do you enjoy a quest to understand things thoroughly?



#### **Solving difficult problems**

The more complicated, confusing and rapid work processes are, the higher the risk of errors, misunderstandings and problems in general. Do you like taking on difficult challenges and working on solutions with the help of your intellect, intuition and creativity? If you do, this professional role might suit you.



#### **Advocating a cause and convincing others**

You can only convince others after forming a clear, firm opinion yourself and considering a matter important enough to be worth the effort. Do you have the stamina and the will to share your convictions and enthusiasm with others?



### **Assessing situations quickly and accurately**

In a dynamic, complex, communicatively challenging or unknown environment, but also when setting goals or strategies, an accurate assessment is a great way to start when taking right decisions and guiding procedures and actions sensibly. Can you filter out essential information intuitively, analyse it quickly and thus assess situations correctly?



### **Committing to others**

People committing to a cause or task, engage, believe and advocate it out of a personal belief. In this professional role, you find people who are committed to the well-being of others out of deep conviction. Do you have the empathy and communication skills for this role?



### **Work on topics persistently and develop them further**

Many goals are achieved by persevering and not ceasing to question, learn and explore. By deeply engaging with a topic, ideas for further development and improvements emerge. Are you a developer, and someone who perseveres?



### **Creating a reliable environment**

The working environment consists of people, processes and working conditions. People who manage to make this environment a positive and motivating place for themselves and others by acting as role models, through a sense of responsibility, and by thinking along, organising things in advance, tackling projects and communicating well are ready for this demanding role.

- Which three of the suggested professional roles would you most like to perform in a team? Why? How would this help the team?

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# YOUR COMMUNICATION PROFILE

## YOU CANNOT NOT COMMUNICATE

Communication happens all the time – consciously and to a large extent unconsciously. Humans even communicate with and through the body. Communication with people with the same or similar type of perception and decision-making is often easy. However, the same statement can be interpreted completely differently and yet in good faith by people with a different type of perception and decision-making.



## ADAPTING COMMUNICATION TO PEOPLE

Each person communicates most easily in “his or her own way”, i.e. in the way he or she perceives and reaches decisions most easily. However, it is worthwhile to adapt one’s own communication to the people one wants to be heard by or to convince. On the basis of the descriptions of the four maps, different ways of shaping communication can be derived. Read them carefully on the next page.

- Which elements of the described communication patterns do you feel most comfortable with?
- Which ones do you have the most difficulties with?
- What channels of communication do you prefer in the professional environment?



## ADAPTING THE COMMUNICATION – 4 SUGGESTIONS



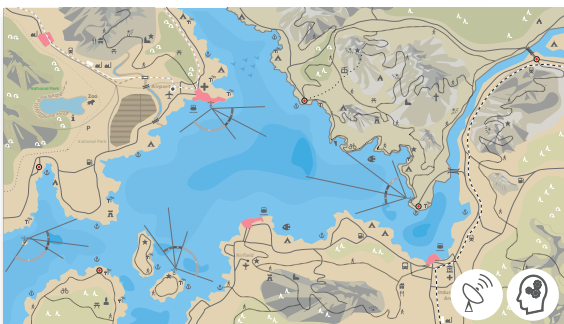
### **MAGNIFIER & HEAD: To reach out to people with these preferences, you should ...**

- ... present step by step, conclusively, and with a focus on the factual level.
- ... inform them accurately and in great detail, preferably with the help of documentation, figures, data, and facts.
- ... point towards profitability and practicability.
- ... argue logically, objectively, and calmly.



### **MAGNIFIER & BELLY: To reach out to people with these preferences, you should ...**

- ... establish a friendly atmosphere of trust as a basis for the communication.
- ... inform them with appreciation, accurately and comprehensively, and use concrete examples and personal experience.
- ... never lose sight of the goals and the entire process and create long-term solutions as well as win-win situations.
- ... listen with empathy and ask open questions.



### **RADAR & HEAD: To reach out to people with these preferences, you should ...**

- ... focus on facts, but not lose sight of the relationship level.
- ... take a clear stand and demonstrate competence.
- ... start with the big picture and always offer ideas, plans, and potential for positive changes.
- ... inform logically, objectively, and calmly, and, when appropriate, provide figures, data, and facts if there is a need for details.



### **RADAR & BELLY: To reach out to people with these preferences, you should ...**

- ... create a positive atmosphere and arrange enough time to get to know each other.
- ... start with the big picture and not focus on too much detail.
- ... allow for visions and dreams, various options, changes, and new possibilities.
- ... allow time for extensive discussion and show enthusiasm and energy.