



GET CLEAR!

CAREER ASSESSMENT

*You were created to fill a unique role.
You are needed. You must do it!*



Customized Report Prepared For:

• **Kimberly Lowe**

1/14/23



TALENT: WHAT YOU DO BEST

Now you're clear on what you do best! To the right, you'll see how you scored on each of the 12 talents from highest to lowest. There are three keys to using your talent properly and unlocking your potential.

#1 MAXIMIZE YOUR SUPER TALENTS

Think of your Top 3 talents as high-performance tools. When a majority of your work involves these talents, you'll stand out and move up!

- **INSTRUCTION**
- **EXECUTION**
- **JUSTICE**

#2 DEVELOP YOUR SOLID TALENTS

These talents are valuable because they support your super talents and they can be developed into super talents. With dedication, learning and experience, these talents will add to your high-performance tools.

- **PERSUASION**
- **LOGIC**
- **INSPECTION**
- **ORGANIZATION**
- **DISCERNMENT**
- **COMPASSION**

**For the definition of each Talent above, please refer to [Full Glossary Appendix 1-4](#) at the end of your results.*



TOP TALENT #1

INSTRUCTION

Talent Summary

You're gifted at passing along information, sharing knowledge about a subject and teaching skills to others. You work well with other people and have the ability to help them increase in what they know and what they can do. You're good at developing systematic methods for learning and instruction, like lesson plans, workout routines, presentations and curriculum. You find it easy to take complex ideas or systems and create ways for others to understand them.

Areas of Application: Ideas, People, Processes and Things (see page 3)

How You Wow Others

- ✓ Gathering information
- ✓ Developing learning plans
- ✓ Coaching others
- ✓ Encouraging
- ✓ Simplifying learning

What Others Say About You

- ✓ You're a great teacher.
- ✓ Your training is so effective.
- ✓ I love how you coach others.
- ✓ You've helped me learn so much.
- ✓ That presentation was super clear!



TOP TALENT #2

EXECUTION



Talent Summary

You're highly productive and you're good at checking things off your to-do list. You pay attention to the work that's assigned to you and take your responsibilities seriously. You're good at setting goals, keeping track of progress and taking initiative to improve your work. Always ready to take the first step, you're action-oriented, practical and focused. You look at the end result of a project or task and think about what steps you need to take to get it done on schedule.

Areas of Application: Processes and Things (see page 3)

How You Wow Others

- ✓ Keeping track of details
- ✓ Staying focused
- ✓ Completing a list
- ✓ Setting and achieving goals
- ✓ Taking action

What Others Say About You

- ✓ You stay on top of things.
- ✓ I need you to make this happen.
- ✓ You're so productive.
- ✓ Can you help us get this done?
- ✓ Thanks for keeping us on track.



Talent Summary

You have a strong sense of right and wrong and you're quick to defend the vulnerable. You have a high "justice meter" and you can imagine yourself in others' situations. You're skilled at dealing with matters of morality, lawfulness and fairness. You're good at protecting the weak and challenging injustice. You have above-average confrontation skills. You stand up against people who are abusing their power or getting away with breaking the rules.

Areas of Application: Ideas and People (see page 3)

How You Wow Others

- ✓ Critical thinking
- ✓ Defining right and wrong
- ✓ Putting others first
- ✓ Seeking social change
- ✓ Standing up for your beliefs

What Others Say About You

- ✓ You care so much about people.
- ✓ Thank you for taking a stand.
- ✓ I appreciate how you speak up.
- ✓ You're making a difference.
- ✓ I admire your courage.

TALENT GLOSSARY

COMMUNICATION

You're gifted at sharing thoughts, feelings and information through speaking or writing. You're known for your ability to tell a compelling story as well as your ability to express ideas clearly. You're good at understanding people, identifying messages others are trying to convey, being understood, connecting with others and getting your point across. Articulating your thoughts and sharing them with those around you comes very naturally for you.

Areas of Application: Ideas and People (see page 3)

COMPASSION

You're always looking out for others and helping people in need. People are drawn to you—especially those with emotional, physical or spiritual needs. You pay attention to people who are hurting or marginalized, validate them, give them a voice, and take action on their behalf. You're skilled at finding ways to make people's lives better, whether it's through education, health care, public service or ministry. You're able to see the world through the eyes of others.

Area of Application: People (see page 3)

CONNECTION

You're skilled at getting to know people and you form relationships with ease. You have no problem sparking conversation and turning strangers into friends. You remember details about others—like what kind of puppy they got for Christmas or how many kids they have. You have a wide network of social and professional relationships, including some influential or powerful people. It's easy for you to connect the people in your circles with one another.

Area of Application: People (see page 3)

TALENT GLOSSARY

DISCERNMENT

You're perceptive about people and situations and have a knack for "telling it like it is." While others might struggle to understand their thoughts, emotions and experiences, you help draw them out and lead them into self-awareness. You're quick to recognize patterns of behavior and you're interested in understanding why people do what they do. You're known for making wise decisions and being comfortable making judgment calls about people or circumstances.

Areas of Application: Ideas, People and Processes (see page 3)

EXECUTION

You're highly productive and you're good at checking things off your to-do list. You pay attention to the work that's assigned to you and take your responsibilities seriously. You're good at setting goals, keeping track of progress and taking initiative to improve your work. Always ready to take the first step, you're action-oriented, practical and focused. You look at the end result of a project or task and think about what steps you need to take to get it done on schedule.

Areas of Application: Processes and Things (see page 3)

IMAGINATION

You're skilled at coming up with new ideas, always imagining how to connect future possibilities with current realities. Expressing your creativity comes naturally to you—whether through music, painting, inventions, stories, drama or business ideas. You're curious and playful, fascinated by ideas and always open to the next thing. You draw connections between different ideas, events and problems that others may not see. You like to absorb information.

Areas of Application: Ideas, Processes and Things (see page 3)

TALENT GLOSSARY

INSPECTION

You're highly observant and you have an unusual ability to understand the world around you. You're good at researching, trying to understand how things work, and engaging in intellectual activity or discussions. You view and study things closely, weighing all the perspectives and taking all the details into consideration. You're constantly gathering new information about events, systems, objects, people and ideas. You catch the details that other people miss.

Areas of Application: Ideas, People, Processes and Things (see page 3)

INSTRUCTION

You're gifted at passing along information, sharing knowledge about a subject and teaching skills to others. You work well with other people and have the ability to help them increase in what they know and what they can do. You're good at developing systematic methods for learning and instruction, like lesson plans, workout routines, presentations and curriculum. You find it easy to take complex ideas or systems and create ways for others to understand them.

Areas of Application: Ideas, People, Processes and Things (see page 3)

JUSTICE

You have a strong sense of right and wrong and you're quick to defend the vulnerable. You have a high "justice meter" and you can imagine yourself in others' situations. You're skilled at dealing with matters of morality, lawfulness and fairness. You're good at protecting the weak and challenging injustice. You have above-average confrontation skills. You stand up against people who are abusing their power or getting away with breaking the rules.

Areas of Application: Ideas and People (see page 3)

TALENT GLOSSARY

LOGIC

You're skilled at critical thinking and using reason to solve problems. You're able to keep a level head as you assess multiple points of view and analyze complex issues. You're good at connecting dots, articulating arguments and strategic planning. You understand there are systems and principles that govern certain aspects of life—and you work to understand those patterns and rules. You dig into details and do research before coming to a conclusion.

Areas of Application: Ideas, People, Processes and Things (see page 3)

ORGANIZATION

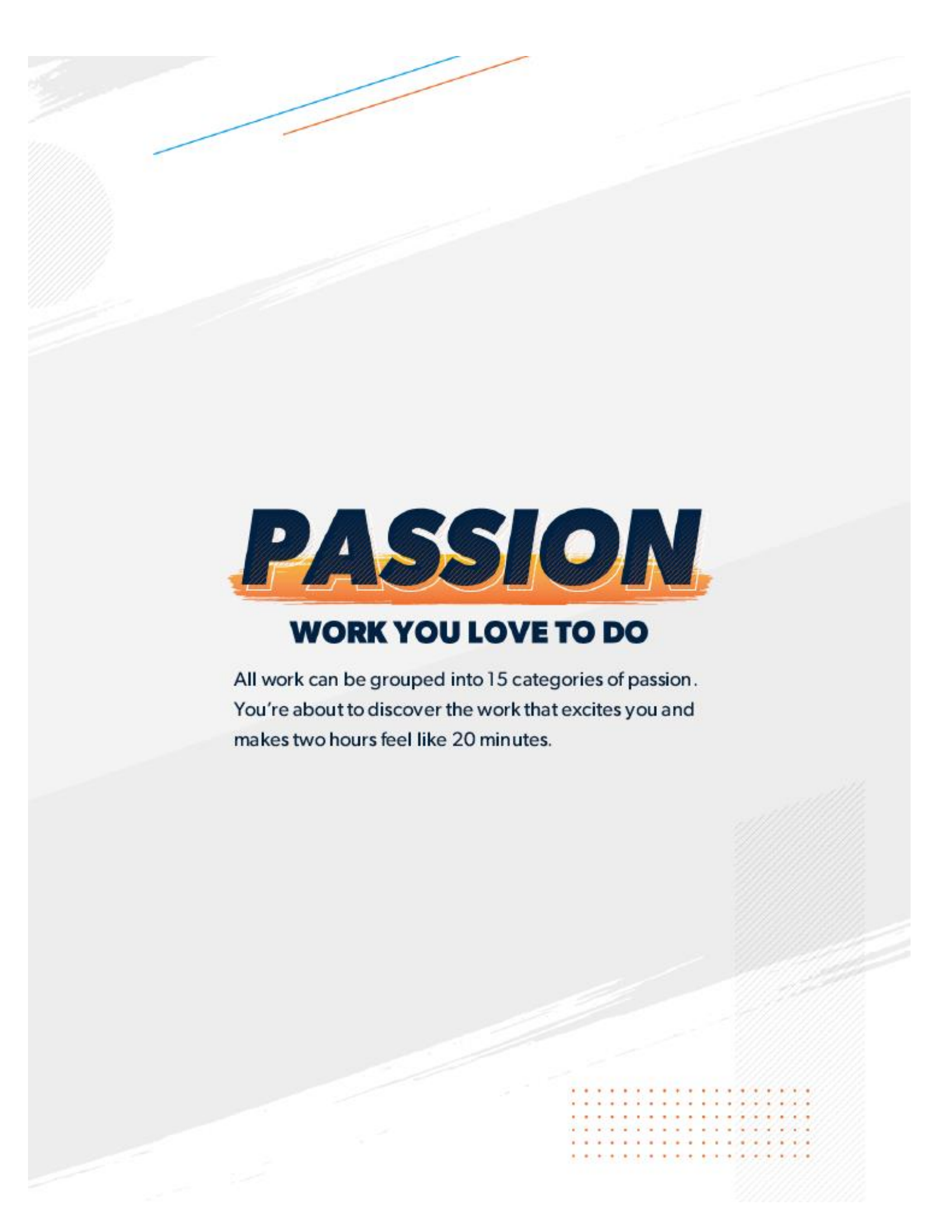
You're good at creating order out of chaos and inventing or improving systems. Coming up with new and better processes is easy and you enjoy managing all the variables in a complex situation. You're able to grasp the big picture of a project, task or idea and then work backward to see how all the parts come together. You operate well with rules, routine and clear expectations. Spending a Saturday organizing a messy closet would be a piece of cake for you.

Areas of Application: Ideas and Processes (see page 3)

PERSUASION

You're skilled at influencing people to change their beliefs or take a specific action. You use your ability to speak or write to inspire others, appeal to their reason, encourage them to do things differently, make them aware of an important issue, or convince them of some truth. You have a knack for promoting products and ideas and getting people to buy in. You have a dynamic and compelling personality. You enjoy meeting and working with new people.

Areas of Application: Ideas and People (see page 3)

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PASSION

WORK YOU LOVE TO DO

All work can be grouped into 15 categories of passion.
You're about to discover the work that excites you and
makes two hours feel like 20 minutes.

PASSION: WORK YOU LOVE TO DO

Now you're clear on the work you love to do! To the right, you'll see how you scored on each of the 15 passions from highest to lowest. You need to be aware of three feelings so you can do the work you love and unleash your passion.

I LOVE IT

You should spend about 75% of your day working within your Top 3 passions. When this is happening your engagement, enthusiasm and effectiveness will set you apart.

- **FINISHING**
- **LEADING**
- **TEACHING**

I LIKE IT

Spending 20% of your day in this work is about the right mix. Too much of it will lead you to leave your job. Be aware that as you're advancing, this work also allows you to learn and do what's necessary to get to the work you love.

- **PROTECTING**
- **ADVISING**
- **PERFORMING**
- **RESEARCHING**
- **PLANNING**
- **ADVOCATING**
- **PROMOTING**
- **ANALYZING**
- **SOLVING**

**For the definition of each Passion above, please refer to [Full Glossary Appendix 5-9](#) at the end of your results.*



TOP PASSION #1

FINISHING



Passion Summary

You experience tremendous satisfaction when you or your team bring a project or task over the finish line. You love accuracy and attention to detail. You always make sure that all the boxes are checked before you give your stamp of approval on a project or task. You're disciplined and careful in the work you do. You take a lot of pride in practicing excellence in the ordinary and following through with the tasks that have been assigned to you or your team.

Areas of Application: Ideas, Processes and Things (see page 3)

Work You Love to Do

- | | |
|---|---|
| ✓ Project management | ✓ Being organized |
| ✓ Keeping a team on a schedule | ✓ Organizing the details of a project |
| ✓ Collaborating on a project | ✓ Analyzing why a task is behind schedule |
| ✓ Creating a list of tasks that need to be done | ✓ Creating systems for organization |
| ✓ Checking items off a list | ✓ Leading others to execute a plan |

TOP PASSION #2
LEADING

Passion Summary

You come alive when you're using your skills in communication to influence other people. It gives you the juice to impact the actions, opinions and beliefs of others. You thrive when you're with people discussing meaningful ideas or spearheading a movement that's important to you. You feel excited at the opportunity to share your voice, opinion, ideas or solutions with people. You're comfortable standing before others to share your thoughts and opinions.

Areas of Application: Ideas, People and Processes (see page 3)

Work You Love to Do

- | | |
|----------------------------------|--|
| ✓ Encouraging change and growth | ✓ Helping people reach their potential |
| ✓ Challenging the status quo | ✓ Communicating to an audience |
| ✓ Writing a book to guide others | ✓ Motivating others toward a goal |
| ✓ Inspiring others to action | ✓ Changing thoughts and actions |
| ✓ Leading a team | ✓ Sharing ideas that matter |



TOP PASSION #3

TEACHING



Passion Summary

You come alive when you're sharing knowledge, opening up people's minds to new ideas and helping them learn new skills. You lose track of time when you're thinking of new ways to communicate what you know to others and inspire them to change. You enjoy teaching about something and seeing people move from point A to point B as they improve. You appreciate the mastery of a subject and recognize the important difference it can make in the lives of others.

Areas of Application: Ideas, People and Processes (see page 3)

Work You Love to Do

- | | |
|-----------------------------|---------------------------|
| ✓ Learning new information | ✓ Communicating to a team |
| ✓ Connecting with others | ✓ Providing feedback |
| ✓ Mentoring | ✓ Assessing a problem |
| ✓ Coaching others | ✓ Motivating others |
| ✓ Leading training sessions | ✓ Guiding a process |

PASSION GLOSSARY

ADVISING

You come alive when you're offering guidance, suggestions and advice to other people. You're naturally inclined to help others solve their problems—whether it's in their personal or professional lives. You enjoy combining your discernment with your critical thinking skills to help people create a clear path that allows them to move forward. You're energized by brainstorming ideas, creating strategies and helping people set and meet their goals.

Areas of Application: Ideas, People and Processes (see page 3)

ADVOCATING

You have a deep desire to use your voice to speak on behalf of a certain cause or group of people. You've got a crusader mentality. You're persuasive, articulate and passionate about defending the rights of the vulnerable or raising awareness about an important issue. You want to protect the weak and challenge injustice. You long to be part of a movement that creates meaningful change—whether that be for one person, a community or even society in general.

Areas of Application: Ideas and People (see page 3)

ANALYZING

You lose track of time when you're examining an issue or an object and breaking it down into its various parts so you can better understand its whole. You're fascinated by patterns and connections. You enjoy digging deep so you can understand the root cause of the topic, problem or task at hand. You're inclined to reject wishful thinking and emotional decision-making so you can focus on the facts, understand key factors, and come to a sound conclusion.

Areas of Application: Ideas, People, Processes and Things (see page 3)

PASSION GLOSSARY

CAREGIVING

You're energized when you spend your time helping others. You love providing care—short-term or even for an extended period of time—to people with physical, emotional or mental challenges. You feel drawn to helping children and adults who can't care for themselves and you spend your energy to serve them. You're naturally generous, compassionate, empathetic and patient with people in need. Serving and sacrificing for others gives you the juice.

Area of Application: People (see page 3)

CREATING

You love creating new things or being an entrepreneur. You thrive when you're creating aesthetic and beautiful things or starting a new business. You enjoy writing, painting, sculpting, dancing or other creative activity. You lose track of time when you're brainstorming all the creative ways you can bring a plan, concept, project or business to life. You enjoy writing or designing things that add innovation or beauty to the world. You enjoy seeing your ideas come to life.

Areas of Application: Ideas, People, Processes and Things (see page 3)

FINISHING

You experience tremendous satisfaction when you or your team bring a project or task over the finish line. You love accuracy and attention to detail. You always make sure that all the boxes are checked before you give your stamp of approval on a project or task. You're disciplined and careful in the work you do. You take a lot of pride in practicing excellence in the ordinary and following through with the tasks that have been assigned to you or your team.

Areas of Application: Ideas, Processes and Things (see page 3)

PASSION GLOSSARY

LEADING

You come alive when you're using your skills in communication to influence other people. It gives you the juice to impact the actions, opinions and beliefs of others. You thrive when you're with people discussing meaningful ideas or spearheading a movement that's important to you. You feel excited at the opportunity to share your voice, opinion, ideas or solutions with people. You're comfortable standing before others to share your thoughts and opinions.

Areas of Application: Ideas, People and Processes (see page 3)

MAKING

You love making things with your hands. The physical experience of making original or useful things gives you the juice. You feel most productive when you're making things either by inventing, building or constructing them. You thrive when you're using your skills to make tangible things that people will use to make their lives more comfortable, more enjoyable or more efficient. You enjoy using a variety of tools. You find great pleasure in putting all the pieces together.

Areas of Application: Ideas and Things (see page 3)

PERFORMING

You come alive when you're doing what you're good at in front of an audience—performing! You enjoy the feeling of pressure that comes from having all eyes on you. You thrive in the spotlight, draw energy from the crowd and you're eager for opportunities to get in front of people—whether that's performing music, acting, or speaking about a favorite topic on a stage, on the radio or in film. Competition is fun for you and you're energized by challenges and rewards.

Areas of Application: Ideas and People (see page 3)

PASSION GLOSSARY

PLANNING

You lose track of time when you're coming up with a plan for a specific project or important endeavor. You enjoy tracking down all the relevant details, thinking through your options, and deciding on a course of action. You love to strategize about how you'll overcome potential obstacles. You raise your hand to help plan your family vacation and don't think twice about putting all the details in a beautiful spreadsheet so everyone can get on the same page.

Area of Application: Processes (see page 3)

PROMOTING

You thrive on promoting products or ideas to people who need to hear about them. You get energized by explaining all of the features, details, benefits and advantages of what you have to offer. Because you believe so strongly in the product or idea, you want to tell everyone about it. You find it easy to persuade others with your words. You're drawn to sales, advertising or publicity as a means to express how important your idea, product or service is to others.

Areas of Application: Ideas and People (see page 3)

PROTECTING

You're passionate about defending the vulnerable and shielding people from danger. Your deep desire is to make sure the people, things or causes you care about are safe and protected. You're highly aware of potential threats and work hard to diminish those threats. You come alive when you're standing up to the "bad guys." You're skilled at using phone calls, conversations, physical strength, situational awareness and written communication to protect others.

Area of Application: People (see page 3)

PASSION GLOSSARY

RESEARCHING

Digging in and gathering information gives you the juice. You're excited by discovery, curiosity, problem-solving and learning new things. You lose track of time when you're reading books or watching media about a topic that interests you. You want to understand the true origin of a source and you take pride in sticking to the facts, revising theories and investigating a matter fully. When you're working on a project, others recognize your ability to research the details.

Areas of Application: Ideas, People and Processes (see page 3)

SOLVING

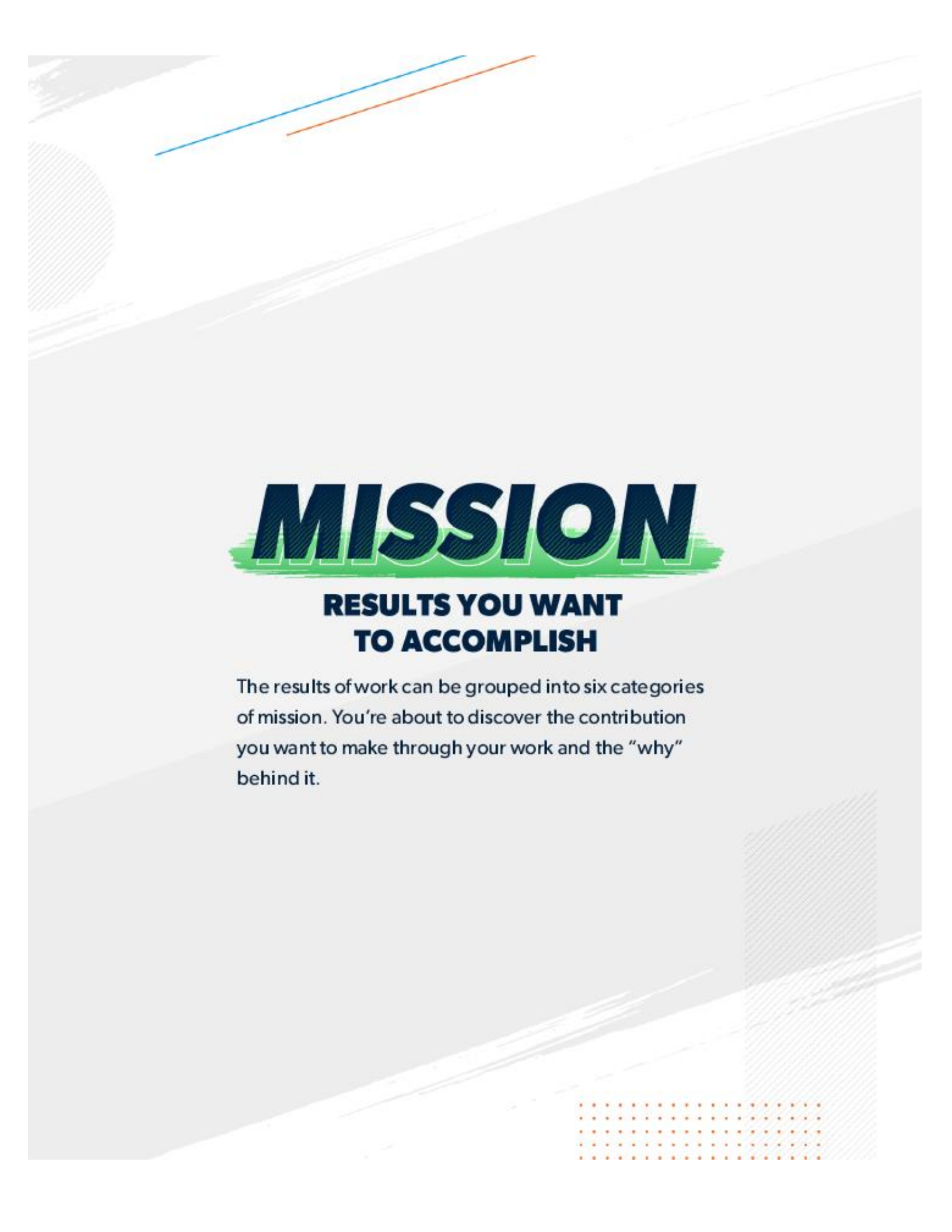
You lose track of time when you're fixing something—whether it's a mechanical, technical, systematic or mathematical problem because you enjoy it so much. You love searching for answers and explanations, solving mysteries and clearing up confusion. You thrive on making broken things better and providing a solution to a puzzle. Where there's a problem to solve, others count on you to dig in and find a solution. You're known as a problem-solver.

Areas of Application: Ideas, People, Processes and Things (see page 3)

TEACHING

You come alive when you're sharing knowledge, opening up people's minds to new ideas and helping them learn new skills. You lose track of time when you're thinking of new ways to communicate what you know to others and inspire them to change. You enjoy teaching about something and seeing people move from point A to point B as they improve. You appreciate the mastery of a subject and recognize the important difference it can make in the lives of others.

Areas of Application: Ideas, People and Processes (see page 3)

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MISSION

RESULTS YOU WANT TO ACCOMPLISH

The results of work can be grouped into six categories of mission. You're about to discover the contribution you want to make through your work and the "why" behind it.

MISSION: RESULTS THAT MATTER TO YOU

Now you're clear on the results you want to produce and the impact you want to make through your work! To the right, you'll see how you scored on each of the six missions from highest to lowest. There are three possible feelings about the results of your work to consider.

I CARE DEEPLY

It's personal! You see the results of your work as a crusade that must be waged and won. Your work is providing a vital solution to a big problem that specific people have.

•**INFLUENCE**

I CONNECT WITH IT

It's cool. You see the results of your work as important and a valuable solution to a problem some people have.

•**EFFICIENCY**

•**SERVICE**

•**CREATION**

**For the definition of each Mission above, please refer to [Full Glossary Appendix 10-11](#) at the end of your results.*



You Want to Produce Change and Progress

You believe people can change—and you want to be a part of their change. It's meaningful for you to connect with people, confront their challenges and convince them that they don't have to stay where they are. Using your influence to produce change energizes you and gives you a sense of significance. You're driven to cast a vision for all that could be. You want to lead people and causes. Activating and guiding people and teams to their desired future is not pressure, it's preferred.

Results That Fire You Up

- ✓ Counseling a person to transformation
- ✓ Selling a product or service
- ✓ Leading a team to wins
- ✓ Training an individual or a team
- ✓ Communicating content

MISSION GLOSSARY

ACHIEVEMENT

You feel significance when you achieve a goal, exceed an expectation and beat the competition. Winning energizes you. Challenges motivate and inspire you to take action—because you're always looking for the next opportunity to win. You strive to have the best idea in a meeting, make record sales or lead the highest performing team. You get excited when others notice and applaud your results. You want and need scoreboards to track your progress.

CREATION

You're motivated by creating original, better and different products or services. You feel significance when you're creating new things for others. Whether it be an idea, a piece of art, a business, a book, a song, a makeover, a design or clothing, you want to imagine a new thing that makes an impact on others and brings value to their lives. You're motivated and energized by originality, beauty and venturing into new territory where no one else has been.

EFFICIENCY

You feel significance when you're creating and maintaining efficient systems and results. Order gives you energy while disorder drains you. You look for order and efficiency as a sign of quality. When observing disorder and dysfunction in systems or policies, you instinctively see or wonder about the source of the problem and the solution. You look for ways to establish new and better procedures that will result in a better overall system or an end product.

MISSION GLOSSARY

INFLUENCE

You believe people can change—and you want to be a part of their change. It's meaningful for you to connect with people, confront their challenges and convince them that they don't have to stay where they are. Using your influence to produce change energizes you and gives you a sense of significance. You're driven to cast a vision for all that could be. You want to lead people and causes. Activating and guiding people and teams to their desired future is not pressure, it's preferred.

SERVICE

Helping others fills your heart, gives you energy and creates a feeling of significance. You desire to lift people, protect people and care for people in whatever ways you can. Your eyes and ears are always scanning for the person who is in need—and you're motivated to bring them relief in some form. While others are reluctant to jump in and help, you're ready to help at a moment's notice. You're driven by a desire to heal, to include, to listen and to love others.

SOLUTION

Problems don't scare you—they energize you. When things don't work, you get to work because you're a problem-solver. The more problems you solve the better your day is—and that makes you feel significant to your organization. You believe you can always find a solution to any problem and you're quick to dive into analysis and troubleshooting to figure it out. In fact, you find meaning in identifying problems and then pushing past them.

PUTTING IT ALL TOGETHER



PURPOSE STATEMENT

I WAS CREATED TO USE MY TALENTS OF
Instruction, Execution, Justice,
TO PERFORM MY PASSIONS OF
Finishing, Leading, Teaching,
TO ACCOMPLISH MY MISSION OF
Influence
BY PRODUCING CHANGE AND PROGRESS

Now that you have your Purpose Statement, get feedback from others to verify your results.

PURPOSE