

Cappfinity

STRENGTHS · PROFILE

Strengths Profile
Leader
2023



Strengths Profile Leader

This all-inclusive leadership report is tailored to who you are as a leader, defines your leadership style and gives direction as to how to lead effectively, in a way that feels the most authentic to you.

The Profile maps your key strengths within the 60 strengths and 4 quadrants that appear in Strengths Profile. We visually interpret your realised and unrealised strengths, learned behaviours and weaknesses for a truly detailed view, giving you the data and ability to apply to all areas of your leadership.

This is packaged together with practical tips and actions giving you all the tools needed to succeed.

If you already have an Introductory or Expert Profile, you can upgrade to the Leader Profile.

Leader Profile is one tool of Cappfinity's suite of leadership solutions.



Who should use Strengths Profile Leader?

Organisations - As a cost-effective opportunity for learning and development programmes, aiming to improve employee performance, and engagement. Help retain your best people by offering training and life-long learnings they can take with them throughout their careers and give leaders the tools to embed a positive culture where people thrive. Scaling the Leader Profile through your organisation will also contribute a significant data source for your organisation's leadership bench strength and potential.

This report is also a great add-on as a unique feature for graduate schemes and apprenticeship programmes, to cut through competition and help them understand their leadership potential.

Coaches - As a scalable product to win new business and offer them new ways to approach their leadership vision and development programmes. Use in executive coaching to help leaders identify and develop their leadership style or in career coaching to get people confident and ready for their next promotion.

Educators - As an integrated add-on to your post-graduate programmes or certificates to help drive student recruitment and experience. Can also be used for undergraduate qualifications as a focus on employability and getting students career ready for future leadership roles.

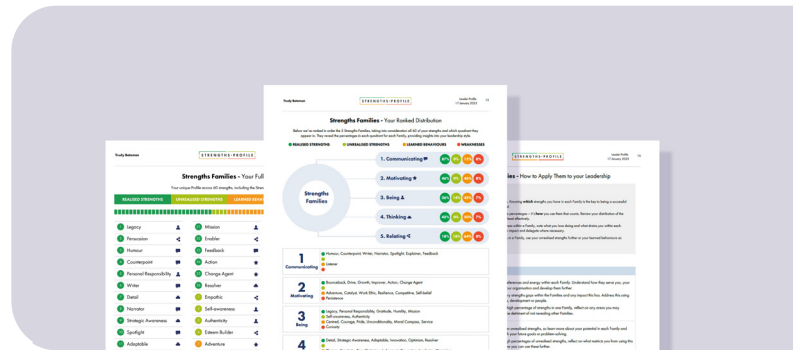
Individuals - As a personal self-assessment that identifies and develops your leadership style, maximising your effectiveness as an individual contributor. Use it to get yourself confident and ready for your next career move.

What's Included?

- Your Top 21 Leadership Strengths across the 4 quadrants of realised and unrealised strengths, learned behaviours and weaknesses
- All 60 strengths ranked in order across the Strengths Families
- Your distribution across each Family and tools to take action in all 4 quadrants
- Highly personalised and detailed actions for leading others, your organisation and yourself
- Flags potential hidden risks for a more holistic view
- Expert coaching questions to enhance your reflections

Positive Impacts:

- Identifies strengths aligned to your values and helps define your natural leadership style
- Practical tips to make a positive difference to others and your organisation
- Help realign your goals in ways where you're more likely to succeed
- Empowers you to become the most authentic and successful leader you can be



"The Leader Strengths Profile provides an insightful report which explores your unique Leadership Strengths combination. I valued that each Strength is explored in relation to how well you lead yourself, others and the organisation. In addition, it helpfully identifies hidden risks to be aware of."

**Anne Wilson, Head of Careers,
Warwick University**

"The Leader Profile is a great addition for use with my current and future clients. It serves as a daily, detailed, practical guide that enables my clients to leverage their strengths more strategically. What's more, it's a valuable, inspirational resource for long-term, partnered use in our coaching engagements."

**Colleen Boselli, Principal,
Strength Catalyst Partners**

"Loved the breakdown of Leading Self, Others and the Organisation for three different perspectives of applying the strengths, very powerful. It has just the right tone on hidden risks with a nice sense check on what to look out for. Highlighting the Family groups provides subtle reflection of where people spend their time."

**Steven James, Learning & Development Manager,
The Donkey Sanctuary**

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Cappfinity is the global leader in skills-based hiring and talent mobility solutions.

Cappfinity partners with 250+ clients around the globe and across all sectors to place candidates and employees in positions where they can use their skills and strengths to deliver value and meet business objectives. Combining unique data insights and great technology, this is achieved with online assessments, virtual job simulations, robust candidate reports, fast and fair talent matching, hiring, upskilling, leadership development and internal mobility solutions and services.

Cappfinity

Hiring and Talent Mobility Powered by Skills

For more information, visit www.strengthsprofile.com