

TalentGO

participant

John Example

client

HFMtalentindex

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Introduction

This report provides an overview of your talents. These talents are based on your personality and indicate what you can be good at. It also provides examples of how to use your talents in practice and show them to others.



Your personal strength



How you can use this



Questions you could ask yourself
(e.g. in preparation for an interview)

Contributor

You like to contribute, without needing to be in the front row. You can easily be called on to help conceptualise things, thereby supporting the team process.

Supporting the team by actively thinking along with the group, and speaking out about the things you can contribute to.

- To what extent do you think it is important that your opinion is heard by others? Can you illustrate this with an example?
- Do you enjoy taking on a supporting role? Can you illustrate this with an example?

Cautiousness

You scored highly on cautiousness. For your problem-solving ability, this means that you take the time to think before you act. You carefully consider the best approach.

Helping develop well-thought-through ideas and solutions, that are delivered on time.

- Do you prefer to occupy yourself with one thing at a time or with a lot of things at the same time? If one thing: How do you ensure that you don't get distracted by new questions and issues? If a lot of things: How do you ensure that you don't become overloaded with more and more new issues?

Emotion management

You are conscious of the emotions that are caused by your environment. This allows you to manage your emotions and to keep reacting effectively to your situation. You have the strength to make matters public, to clear the air of tension, to put things into perspective, and to make others aware of the emotional aspects of matters.

Using your ability to express your own emotions and feelings, and to recognise those of others, to make effective contact with those around you.

- How do you ensure that you are aware of other people's emotions and feelings? Can you illustrate this with an example?
- In which situations do you choose to investigate what your colleagues or employees' motivations are, and at what times don't you? What makes the difference?

Risk awareness

You are strongly aware of the potential risks of a certain situation or approach. For your quality awareness, this means that you signal things that could go wrong, work against you or become an obstacle.

Signalling potential problems that need solving, and coming up with solutions for the problem.

- When things change around you, which role do you assume? For example: are you the one who critically assesses the feasibility of plans, the initiator or the one who seeks to make things workable?



Ambition

You are very ambitious, and have a natural need to achieve. You can actively help your career by taking initiative.

Making your goals specific, measurable, acceptable, realistic and time bound.

- What aspects do you consider important to your personal development in your next job? Why these aspects in particular? Have you previously attempted to further develop these aspects? If so, when and how?

