

# thought code®

**TALENT FINDER**

Individual Name  
Sample Person 2  
Date  
August 8, 2020

This analysis is based on the responses given in the online assessment. This analysis should not be used in isolation of other information about this business and is meant to be interpreted in conjunction with other related Thought Code® results. The purpose of this analysis is to provide awareness, insight and knowledge only.

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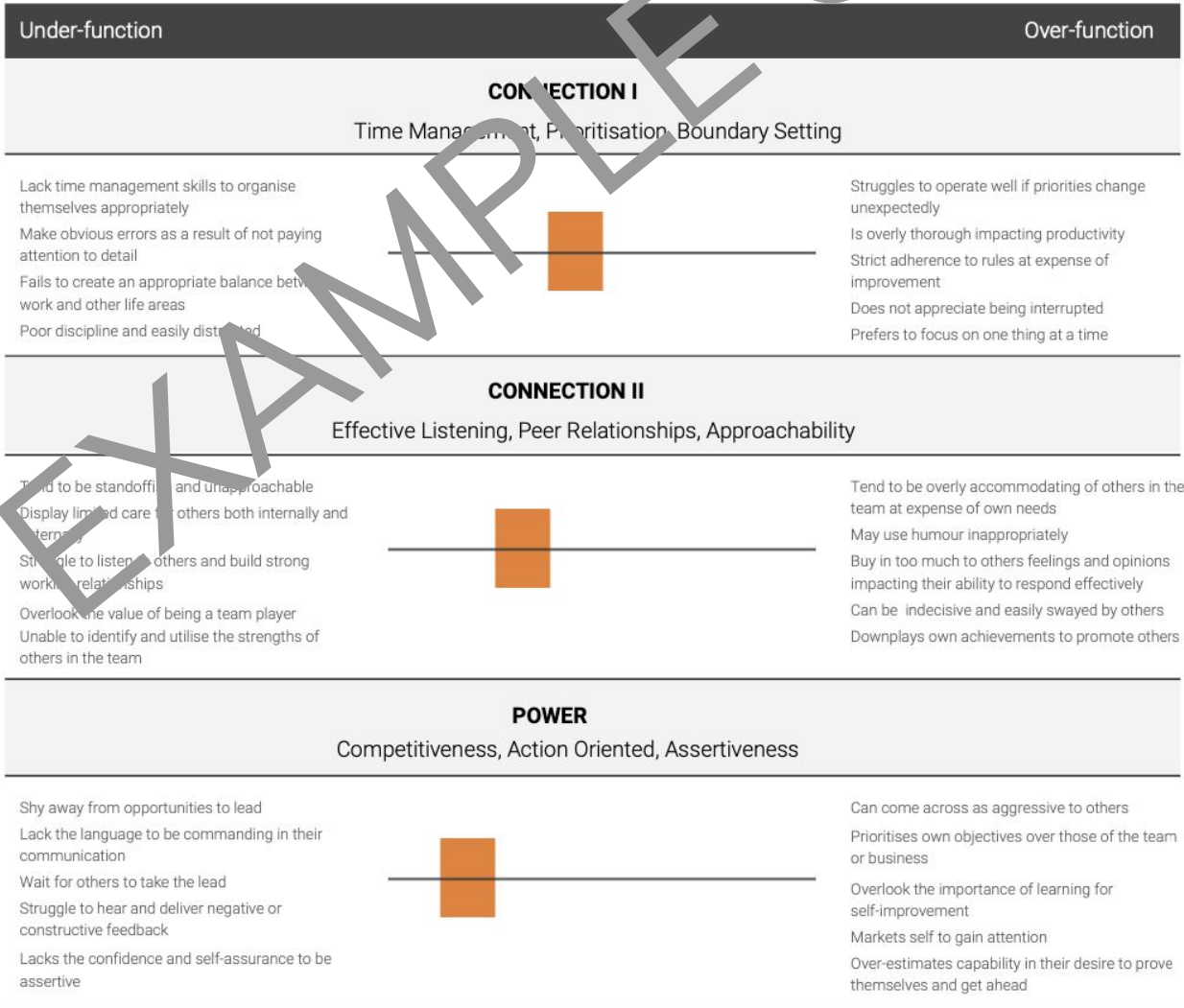
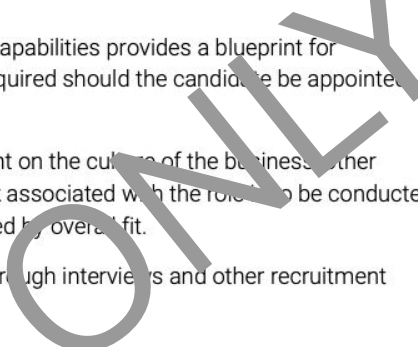
## CAPABILITY UTILISATION

Each individual has a set of capabilities they utilise at varying degrees dependent on opportunity and circumstance. The information below maps the candidates utilisation of key capabilities associated with a high performing individual. The mapping provides an indication of whether the candidate is either under-utilising or over-utilising these capabilities or whether there is a balanced and considered utilisation.

Knowing where a candidate may be likely to either over or under-utilise core capabilities provides a blueprint for identifying and determining the kind and level of support and development required should the candidate be appointed into the role.

The level of utilisation and preference for over or under utilisation is dependent on the culture of the business, other members of the team and specific nature and environment of which the work associated with the role is to be conducted. This is no ideal level of utilisation expected, rather it is a preference determined by overall fit.

The data in this report should be used to compliment information obtained through interviews and other recruitment activities rather than used in isolation.





Under-function

Over-function

**INDEPENDENCE I**

Process Management, Developing Others, Personal Credibility

Struggle to build trust and credibility

Lack ability to think through consequences and impacts

Fail to use data appropriately to analysis, metrics and measurement

Overlook the value of utilising processes to get things done

Can be unclear and unstructured when communicating



Can be too honest with others, lacking tact when delivering feedback

May overly rely on facts at expense of feelings

Reluctant to change or improve processes and systems

Tend to judge others and not forgiving when mistakes are made

Over-thinks consequential thinking leading to delayed decision making

**INDEPENDENCE II**

Results Orientation, Brainstorming Muscle, Strategic Agility

Limited ability to brainstorm solutions and solve problems

Passively pursues goals, outcomes and results

Lack trust in self to take bold action

Poor ability to influence, inspire and motivate others

Struggle to settle differences with minimal noise



Can take unnecessary and ill informed risks

May only seek input to inform and confirm predetermined decisions they have made

Innovates unnecessarily

Has little time for people who need more support

Seeks to create change in pursuit of own goals rather than the best interest of the business

**CONTRIBUTION I**

Management & Purpose, Collaboration, Harnessing Diversity

Lack ability to coach and mentor others

Often closed to seeking out diverse views and opinions

Drive personal achievement over mutual accountability

Minimal patience and compassion displayed to others

Struggles to effectively lead group discussions and facilitate healthy conversation and debate



Seek consensus as a way of seeking approval for themselves

Can buy in too much to the emotions, situations and needs of others at the expense of making sound business decisions

May require and expect others to learn and grow in the absence of personal buy-in

Waits too long to make decisions

Fails to recognise individual achievement

**CONTRIBUTION II**

Adaptability, Learn on the Fly, Dealing with Ambiguity

Are uncomfortable in uncertain, complex situations

Has trouble adapting their behaviour to new information or changing circumstances

Needs all the information before making a decision

Move on to the next situation without taking time to reflect

Cannot pick up on invisible cues



Makes assumptions about people without validation

Creates unnecessary chaos and an unsettling environment for others

Adjust style purely for experimentation in ways often misaligned for the needs of the situation

Can appear too calm and controlled in stressful situations blocking their ability to build rapport

Fails to see anything through to completion



## INSIGHTS

### CULTURE FIT

The individual values an environment which enables the individual to connect with a purpose or a mission that drives the team and business. Decisions and choices will tend to be based on embracing diversity, uniting people and collaborating with others to facilitate change.

At present, the individual responds well to a culture reflective of values with the following themes:

- |             |           |              |         |
|-------------|-----------|--------------|---------|
| Charity     | Diversity | Mercy        | Service |
| Compassion  | Empathy   | Peace        | Unity   |
| Cooperation | Gratitude | Philanthropy | Zeal    |
| Dignity     | Harmony   | Usefulness   |         |

### MOTIVATIONAL DRIVER

The individual is driven by an emotional need for significance. They seek to learn new skills and capabilities to feel as competent as they perceive those around them to be. They are concerned with lifting their standards and exploring capability to feel special, important, needed and wanted.

Key question driving their motivation centers around "How and where will I learn?". This question helps them focus on where they can improve, to lift their standards and contribute positively to their self-esteem and significance.

At work you they most motivated by situations or tasks that elevate them above others and give them an opportunity to prove themselves, especially where there is an acknowledgment of their achievement.

### KEY STRENGTHS

The statements listed below are a summary of the key strengths associated with the individuals current pattern of thinking.

- Recognizes and embraces diversity and change
- Cooperates with others to facilitate consensus and collaboration
- Seeks where they can be of service to others
- Shows patience, compassion and gratitude
- Fosters mutual accountability towards a higher vision and purpose
- Seeks to work collaboratively with others to bring about change
- An advocate for the culture of the team and business
- Actively seeks opportunities to contribute to meaningful causes
- Able to maintain some work elements through discipline, habits and rituals
- Is approachable, helpful and friendly
- Is equitable, fair and just in their approach
- Has a level of composure in the face of ambiguity and chaos

