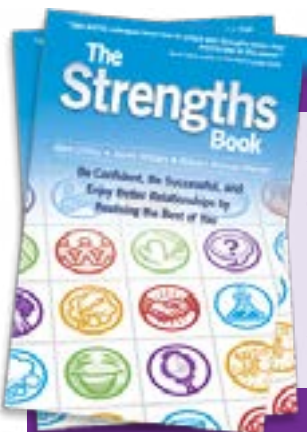


Realise2 Standard Profile

Prepared for: Sample Profile
Date completed: September 21, 2012
Date generated: September 22, 2014



Also available:

The Strengths Book
- learn more about strengths

For more information see the back page or go to:
www.amazon.co.uk and www.amazon.com

About Realise2

The purpose of Realise2 is to help you identify and develop your strengths, at the same time as moderating your learned behaviours and minimising your weaknesses. Realise2 works by asking you to rate 60 attributes according to how energising you find them, how good you are at them, and how often you use them. Your responses are scored by the Realise2 scoring system to determine where these attributes fall in the Realise2 Quadrant Model, with your most significant attributes in each of the four quadrants illustrated in Figure 1 below.

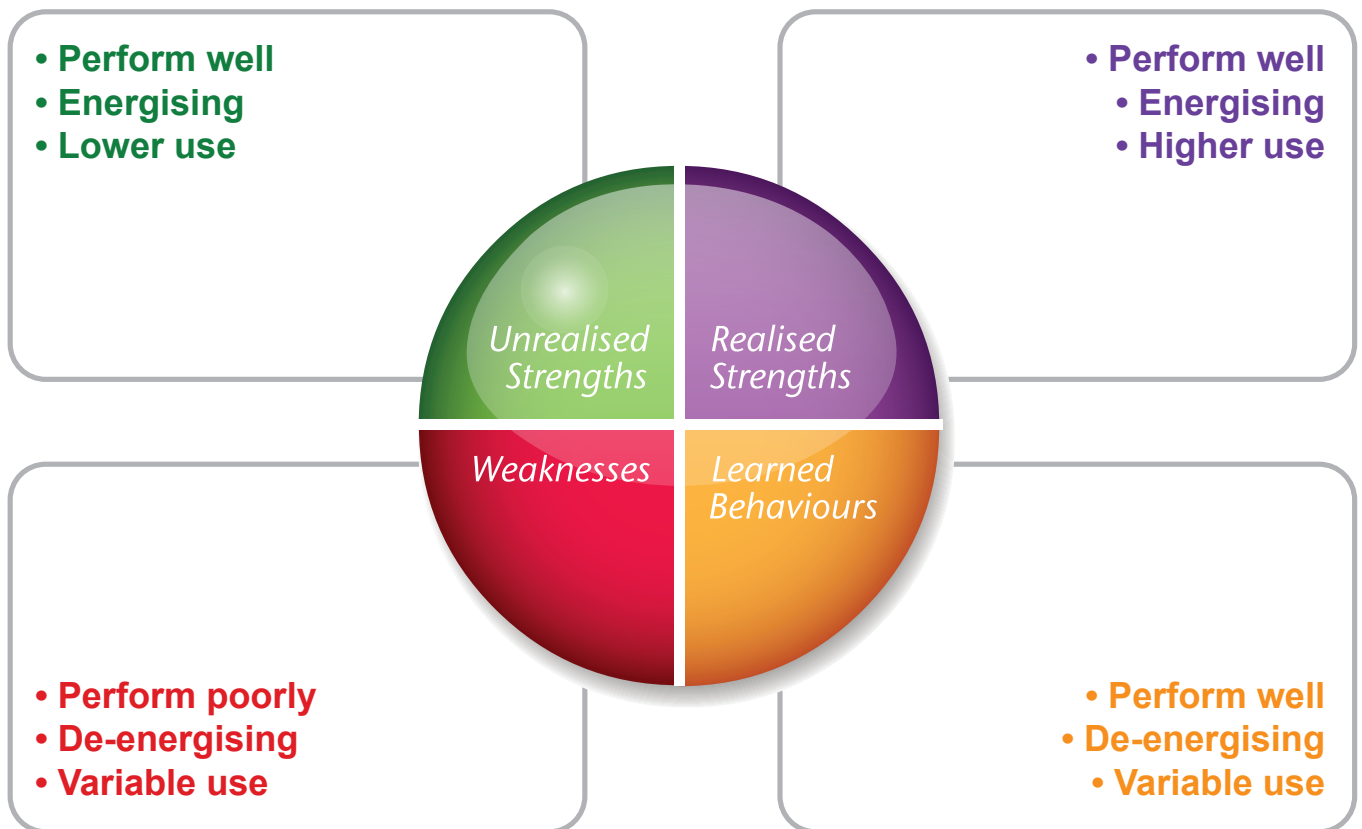


Figure 1: Realise2 Quadrant Model

Unrealised Strengths are the things you find energising and perform well, but don't use so often. Maximise your unrealised strengths by using them more.

Weaknesses are the things you find it hard to do well and find draining when you do. Minimise your weaknesses to make them irrelevant.

Realised Strengths are the things you find energising, perform well, and use often. Marshal your realised strengths by using them appropriately.

Learned Behaviours are the things you have learned to do well, but that do not energise you. Moderate your learned behaviours to avoid disengagement.

Your Realise2 Profile

Your unique Realise2 Profile is presented in Figure 2, with each of the attributes presented in order of significance - those attributes that appear first in each quadrant are the highest ranked for that quadrant. Your profile will include up to seven of each of realised and unrealised strengths, up to four learned behaviours, and up to three weaknesses. Each of the attributes that make up your profile is fully explained in the sections that follow.

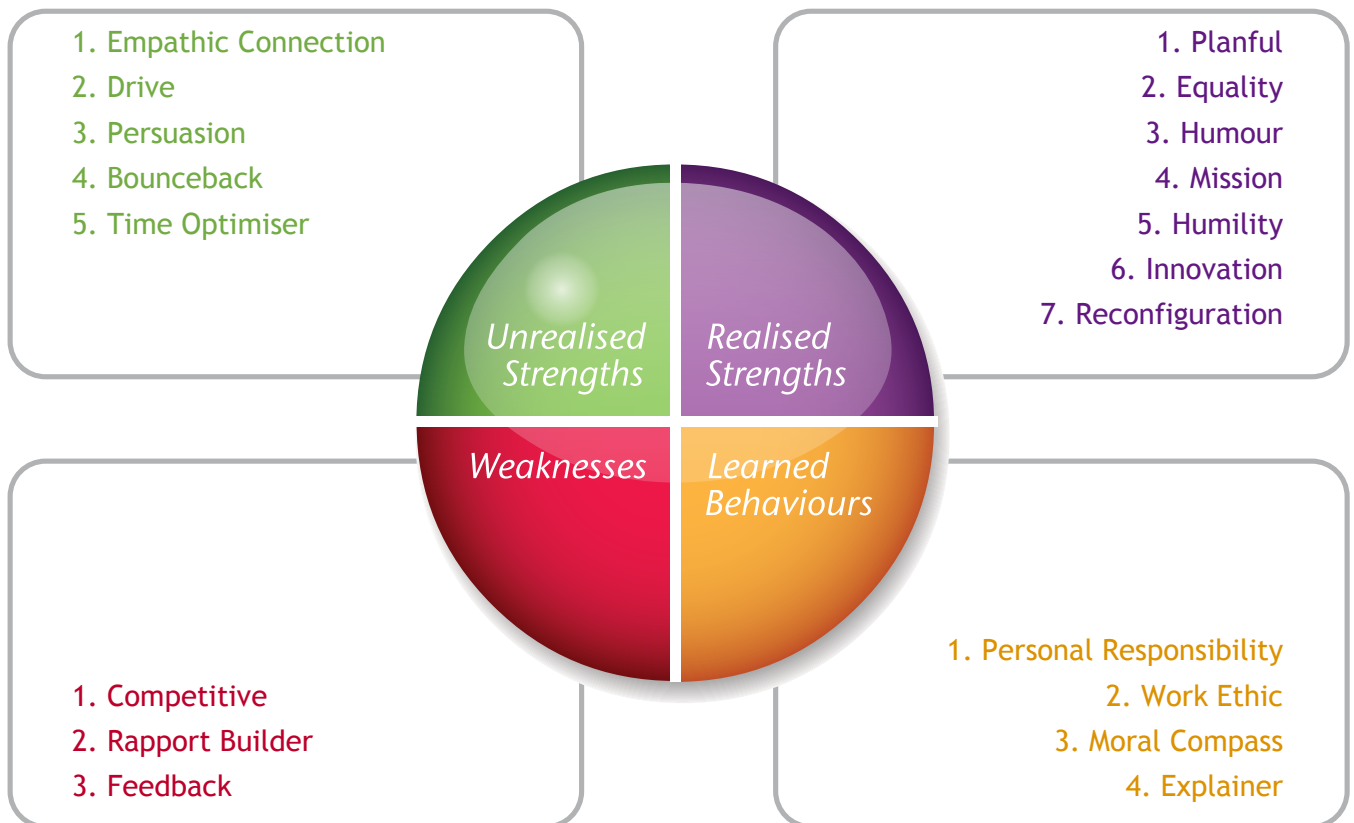


Figure 2: Your Realise2 Profile

Your Realise2 Profile

Realised Strengths

Realised strengths are the things that energise you, that you are good at, and that you get to do frequently. Your realised strengths are presented in order of significance below.



Planful

You have a natural ability to plan and prepare, taking a deliberate and systematic approach to everything you do. Before starting things you get organised, establish time frames, assess and allocate resources. You love to make sure that you have covered all eventualities, including planning for the unexpected. For you, it's essential to have a plan.



Equality

Being fair and equitable is at the heart of who you are. You consider everyone to be your equal, giving great attention to issues of fairness and equality. You love to make sure that all people are treated equally, and that your own actions and decisions are as fair and equitable as possible.



Humour

You love making people laugh and look for every opportunity to do so. You are able to see the funny side of things and like to share this funny side with others. You have the ability to crack a joke or tell a story that lightens the mood, gives enjoyment to others and helps people relax.



Mission

You derive great fulfilment from doing things that give your life meaning and purpose. The focus of your purpose could be one, or more than one, of many different things. How you spend your time, the decisions you make, the plans you have for the future - all are aligned to your overriding sense of mission and purpose in life.



Humility

You are a humble person, never allowing yourself to be big-headed or boastful. Although you feel satisfaction with a job well done, you tend to give other people credit for your successes, rather than taking that credit yourself. You know how much you depend on others for your accomplishments, so you recognise the role they have played.



Innovation

You are driven by the desire to want to invent things that are better than what has been done before. You have the ability to look at things from a different perspective to others, to think laterally and 'out of the box.' Your ideas and inventions help move things forward, improving on what previously existed through your insight and application.



Reconfiguration

You love re-arranging resources and adapting plans to meet the changing demands of new situations. You sense when to stay on track and when to change to become more effective. Your adaptability means that you are always looking for the best possible fit for things, always being prepared to change as the context and requirement changes.

Your Realise2 Profile

Unrealised Strengths

Unrealised strengths are the things that energise you, that you are good at, and that you may not get to do very often. Your unrealised strengths are presented in order of significance below.



Empathic Connection

You tend to have a natural connection with other people. You are finely tuned in to others and can feel what they are feeling. You like to put yourself 'in another person's shoes', to experience the same emotions they are experiencing. You share their joy, their pain, their frustration and their elation. You are usually able to see things from another person's point of view, and understand them all the better for doing so.



Drive

You can be self-motivated with an inner drive and motivation that pushes you to achieve more. You rarely need to be told what to do next. As soon as you complete one task, you're likely to move on to the next. You like to set your own goals and targets - often higher than those that others may have set for you.



Persuasion

You can be effective at convincing others and bringing them around to your point of view. You like to make a good case for what you want, choosing your language, words and methods carefully, in order to win agreement from others for what you want to achieve.



Bounceback

Whatever the obstacle, setback, or disappointment you come up against, it can make you more determined to succeed. Following disappointments, you tend to pick yourself up quickly and have the potential to use setbacks as a springboard to spur you on, to prove yourself and to achieve more than you would have done otherwise.



Time Optimiser

Time is precious to you and you rarely waste it. You like to squeeze as much as you can into every day, organising yourself so that you use your time wisely and productively. Whatever situation you are in, you tend to be making the most of your time.

Your Realise2 Profile

Learned Behaviours

Learned behaviours are the things that you are good at, but that drain you when you are doing them. Your learned behaviours are presented in order of significance below.



Personal Responsibility

You strive to be true to your word. You have learned that if you make a promise or commitment, then you need to work hard to keep it. You try not to blame others, but rather to take ownership for the things that you do. You are seen as someone who takes responsibility for themselves.



Work Ethic

You have learned to work hard, putting a lot of effort and energy into your work. Experience has shown you that working hard is important, and as a result, you don't mind doing so.



Moral Compass

You have learned to consider your morals and values frequently. You are clear on your values, your limits and your moral rationale for behaviour, and try to take decisions and actions that are guided by your values.



Explainer

You are good at simplifying things so that people can easily understand. You have learned how to take a complex idea and express it simply and clearly. If someone doesn't understand your explanation the first time you will try again, coming up with different ways of explaining the same thing.

Your Realise2 Profile

Weaknesses

Weaknesses are the things that you find it hard to do and that drain you. Your weaknesses are presented in order of significance below.



Competitive

You are not motivated by competing against others. You tend not to measure your abilities relative to others, and may not be the sort of person who enjoys contests. For you, winning is not everything. You do not mind if you don't win, since for you there are probably more important things to be concerned about.



Rapport Builder

You may find it difficult to start conversations with people quickly and easily, particularly those people you are meeting for the first time. Given this, you prefer to be with people you already know, rather than to be in a situation that requires you to be meeting people whom you have not met before.



Feedback

You may find that you are uncomfortable giving people feedback. You may find it hard to let people know what they have done well, or where they can improve. As a result, you may find that you keep your thoughts to yourself about how someone is doing.

The Realise2 4M Model

Model refers to the different recommendations and advice for each of the four Realise2 quadrants:

- Marshal realised strengths - use them appropriately for your situation and context.
- Moderate learned behaviours - use them in moderation and only when you need to.
- Minimise weaknesses - use them as little as possible and only where necessary.
- Maximise unrealised strengths - find opportunities to use them more.

Each of the 4M recommendations is captured in the Realise2 Quadrant Model that is included for your ease of reference again below. Each 4M recommendation is then explained in more detail in the pages that follow.

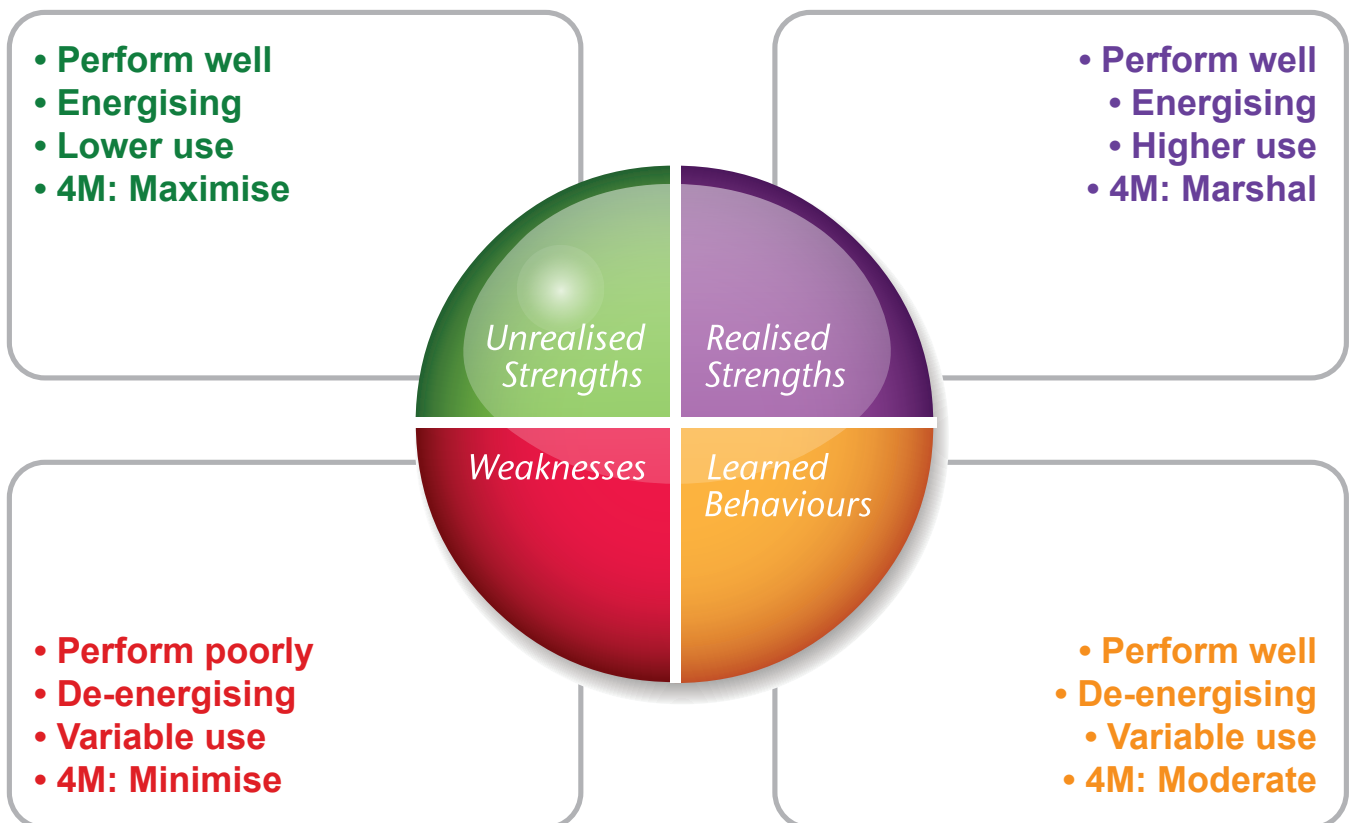


Figure 4: The Realise2 4M Model

Marshal Realised Strengths

Understand your strengths: Understand your strengths in your situation and context. What do you do well and love to do? What results do you achieve by using these strengths?

Harness strengths to goals: Be clear about what you want to achieve. Work out which strengths will be most effective in helping you to achieve your goals.

Use your strengths to compensate: For the areas where you might struggle with a weakness, what strengths do you have which can compensate and help you overcome that weakness?

Combine strengths for multiplier effect: Get your strengths working together to maximise their impact. We all have different strengths, so there are multiple strengths combinations we can use.

Calibrate: Don't overplay strengths: Watch out that you don't take a strength too far. Use it as much as is appropriate for your context and situation. Dial it up or down according to need.

Monitor and refine: As you use your strengths, reflect and refine what you're doing. What's working? What isn't? What could be better? Refine your actions based on your learning.



Figure 5: Marshal Realised Strengths Summary

Moderate Learned Behaviours

Stop doing it: Can you just stop using the learned behaviour? If you can stop without any problems, then it's mission accomplished and you'll have more time to use your strengths.

Re-focus the role: Can you re-focus what you do and re-organise your work so that you reduce the extent to which you have to use the learned behaviour? If so, problem solved!

Organise tasks and activities into 'strengths sandwiches': Create a better balance by sandwiching activities that drain you in between doing activities that play to your strengths.

Find a complementary partner: Find someone who would be energised by taking on the things that you get drained by, and swap them for something that they struggle with but that you enjoy.

Adopt strengths-based team working: Re-organise how things are done using a 'team strengths' approach. Re-allocate tasks, objectives or responsibilities according to people's strengths, rather than just based on their role or position.

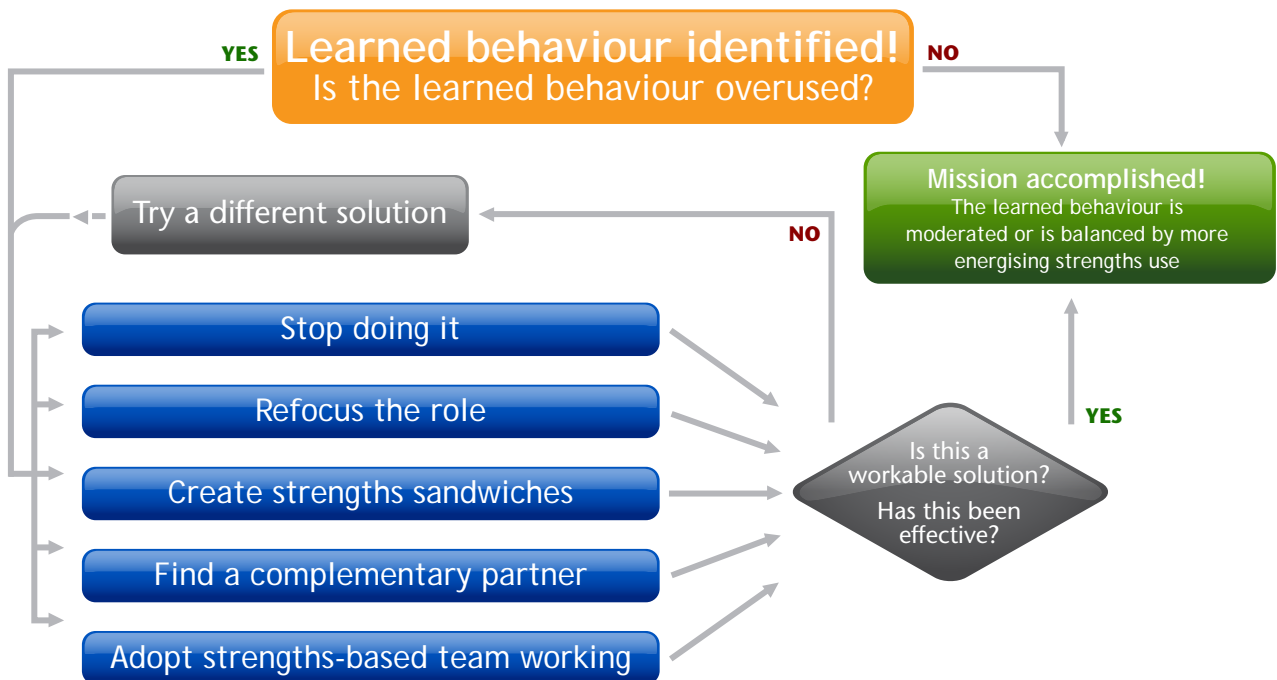


Figure 6: Moderate Learned Behaviours Summary

Minimise Weaknesses

Re-shape the role: Re-organise what you do so that you use the weakness less or not at all. Do this by delegating to others or by re-arranging the way that work gets done.

Use strengths to compensate: Use one or more of your strengths to compensate for your weakness. Focus on the outcome, rather than the process. See what strengths will get you there.

Find a complementary partner: Work with someone else who has a strength where you have a weakness. In return, compensate one of their learned behaviours or weaknesses with one of your strengths.

Adopt strengths-based team working:

Re-organise how things are done using a 'team strengths' approach. Re-allocate tasks, objectives or responsibilities according to people's strengths, rather than just based on their role or position.

Undertake training/development to mitigate the weakness:

When none of the above are possible, learn to perform the weakness to a level of competence. Focus on being as good as you need to be – that is, good enough, so that the weakness is minimised and no longer undermines your performance.

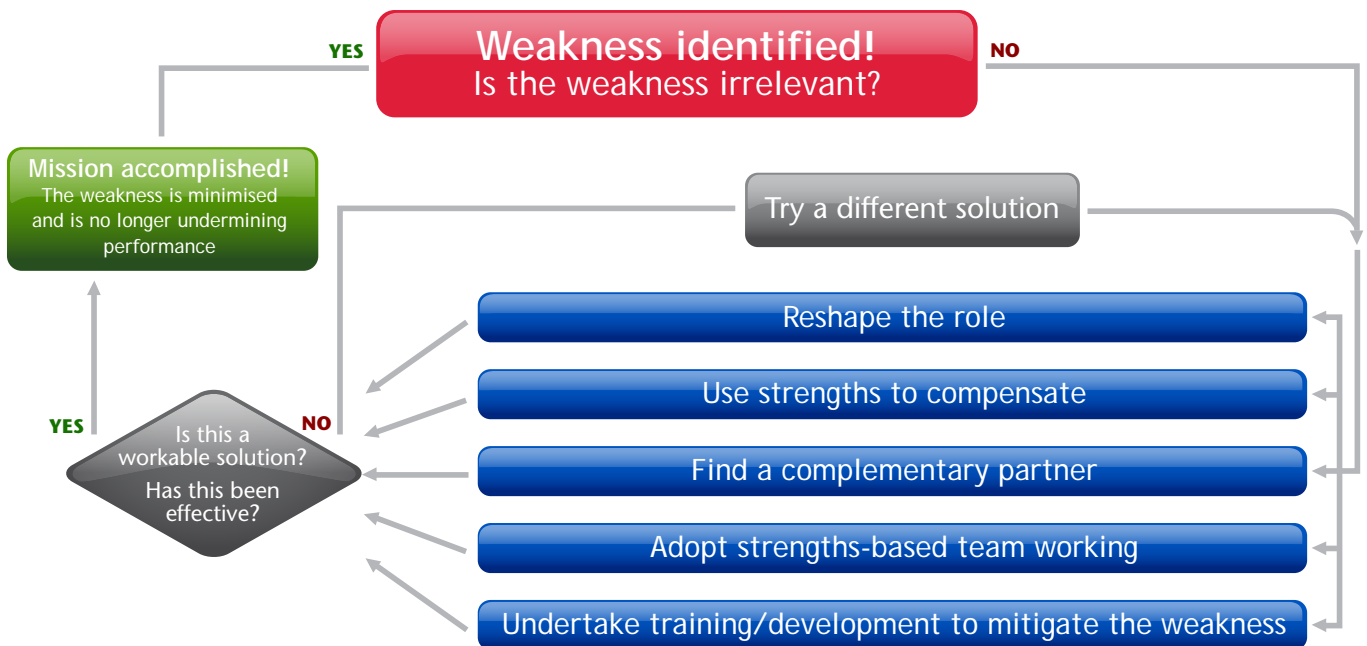


Figure 7: Minimise Weaknesses Summary

Maximise Unrealised Strengths

Identify your unrealised strengths: Which of your unrealised strengths do you have the greatest yearning to use? Which will make the most difference to you in achieving your goals?

Find the need/opportunity: Explore linking your unrealised strengths to tasks that need to be done, at home or at work, or to hobbies or pastimes that will provide you with a safe environment to experiment.

Practise, practise, practise: As we start using a new strength, we need to practise it. We experience rapid learning when we practise using a strength, leading to a virtuous circle of improvement.

Develop and hone: Practice can only get us so far. Supplement your practice with more formal learning and development - courses or programmes, experiential learning, or the support of a mentor.

Expand and extend your reach: As the unrealised strength becomes stronger, expand your repertoire, taking on bigger or more complex activities. Try out the strength in new situations and environments.

Deploy and evaluate: As you work through maximising an unrealised strength, evaluate how you get on. Did you get the results you expected? What have you learned along the way? What can you improve?

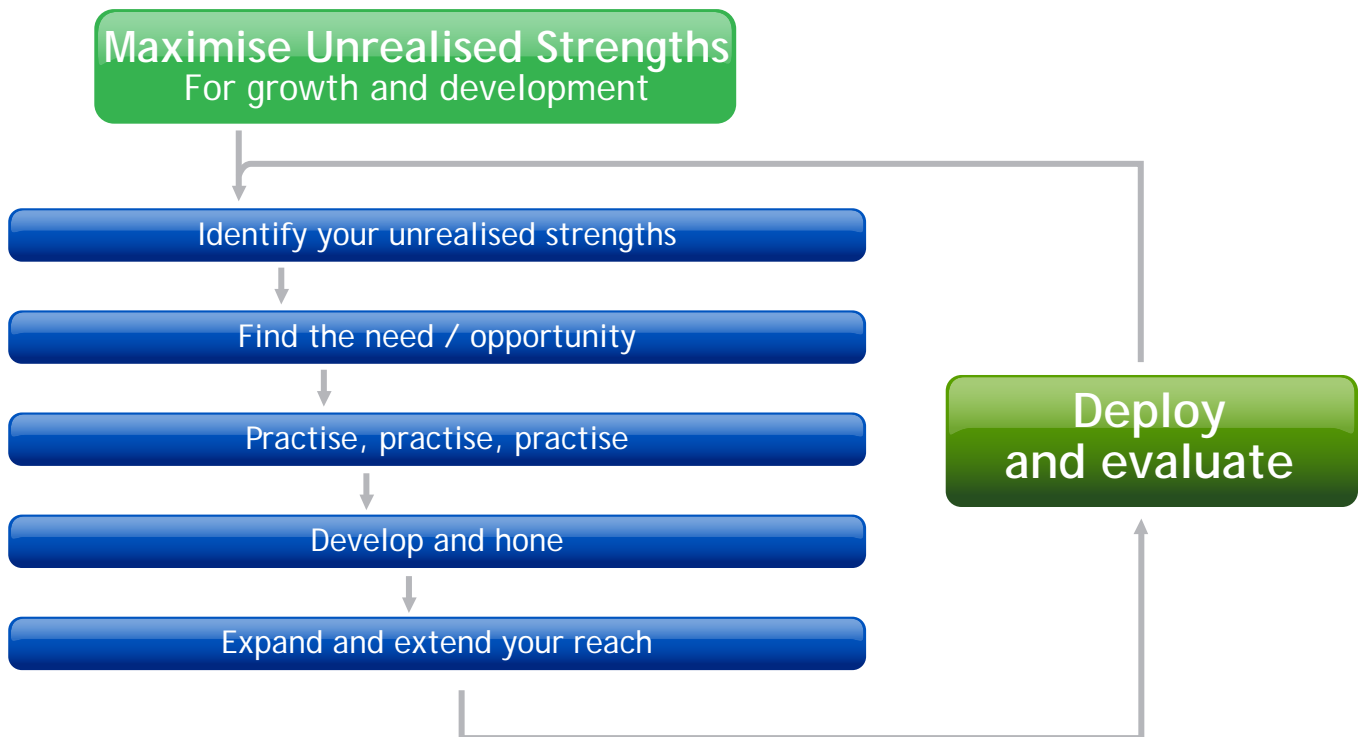


Figure 8: Maximise Unrealised Strengths Summary

Where Next?

The Realise2 Product Suite...

Realise2 Premium Profile

Explore your full set of strengths, weaknesses and learned behaviours, including your Realise2 Strengths Families.

Realise2 Team Profile

Improve performance by helping team members understand their strengths and weaknesses, then deliver results through having the right people doing the right things.

Realise2 Training...

Realise2 Accreditation Programme

Become an Accredited Realise2 Practitioner, helping people realise their strengths and achieve their goals.

Realise2 Team Accreditation Programme

Become an Accredited Realise2 Team Practitioner, unlocking the strengths and performance potential of teams.

Realise2 is a trademarked product, powered by Capp



About Capp

Capp (www.capp.co/) is a leading people management consultancy specialising in strengths-based approaches, with major service lines in strengths-based recruitment and graduate recruitment, women in leadership, and performance management, together with our online strengths assessment and development tool, Realise2 (www.realise2.com).

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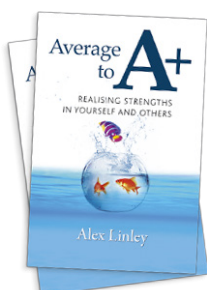
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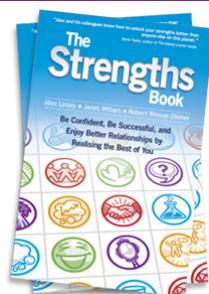
www.Realise2.com

www.StrengthsSelector.com

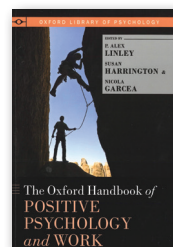
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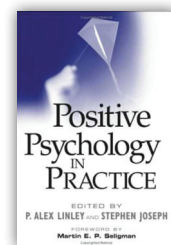
Average to A+
Realising Strengths in Yourself and Others.
By Alex Linley.



The Strengths Book
Be Confident, Be Successful, and Enjoy Better Relationships by Realising the Best of You.
By Alex Linley, Janet Willars & Robert Biswas-Diener.



The Oxford Handbook of Positive Psychology and Work
By Alex Linley, Susan Harrington & Nicola Garcea



Positive Psychology in Practice
By Alex Linley & Stephen Joseph