

24 STRENGTHS IN OVERDRIVE

EMOTIONAL

Courage:

You readily take on risky positions and challenges that have a high probability of failure. You may be perceived as reckless or extreme in defending your beliefs



Emotional control:

You come across as dispassionate and aloof as you don't share your emotions and feelings productively with others



Enthusiasm:

Your enthusiasm can be seen as too emotive or overwhelming at times, making others feel that their views are not valued or appreciated



Optimism:

Your approach can be unrealistically positive at times and may be risky if it doesn't take into account possible pitfalls or shortcomings



Resilience:

You may deliberately take on mission impossible in order to challenge yourself, enjoying overcoming every problem/challenge in order to win through against the odds, regardless of the mission's value



Self-confidence:

Your strong sense of self-belief may cause you to overlook flaws in your thinking and feedback from others. You might also be perceived as brash or arrogant by others



RELATIONAL

Collaboration:

You seek out collaboration and consensus where this is unnecessary, or inappropriate including where a quick or straightforward decision is appropriate



Compassion:

You allow people to take advantage of you and your concern for them. You may become so immersed in caring for others that it undermines your own work priorities and personal well-being



Developing others:

You spend excessive time helping people fulfil future development and career goals at the expense of the activities



Empathy:

You become so immersed in others' situations that you start identifying with them as your own and lose the ability to provide objective support and guidance



Leading:

You take a leadership role in inappropriate situations e.g. when someone is already performing this role well or when dealing with a self-sufficient team. Others may see you as domineering or controlling



Persuasiveness:

You try to influence most outcomes in your favour, irrespective of the importance of the issue. You may also indulge in debate for debate's sake, rather than focusing on relevant outcomes



Relationship building:

Your focus on initiating new relationships and contacts may become an end in itself and take up a disproportionate amount of your energies



EXECUTION

Decisiveness:

You are overhasty or rash in your decision-making, spending little time considering alternatives or possible outcomes



Efficiency:

Your excessive emphasis on organization and efficiency leaves little scope to incorporate new information and options in your planning and execution as the task or project unfolds



Flexibility:

You have a preference for change for change's sake, without considering the implications of your actions. Others may regard you as restless



Initiative:

You start new initiatives and activities habitually, without considering their chances of success or the political consequences



Results focus:

In your drive for results, you may miss important aspects of task/project success, e.g. the opportunity to reflect and learn, ensuring that people are engaged and are recognized for their efforts



Self-improvement:

You become overly focused on accumulating knowledge and new learning for its own sake, irrespective of its likely usefulness



THINKING

Common sense:

You have a tendency to dismiss new ideas or solutions that aren't practical or don't fit with conventional logic. You may tend to stifle creative and inspirational ideas



Creativity:

You generate unworkable, eccentric ideas that take little account of the realities of the organization and its context. You may overlook the more obvious, tried and tested solution



Critical thinking:

You continuously question or look for flaws in proposed solutions and arguments. This may be perceived as negative or over-critical by others



Detail orientation:

You spend too much time in the detail at the expense of the bigger picture, losing perspective on the overall goals and/or plan. People may regard you as a perfectionist



Strategic mindedness:

You are so focused on the 'big picture,' including future scenarios and opportunities, that you may ignore the current reality

