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Bill Jones (sample) (bjones)

Strengths Profile (Step #2)

<u>Statement</u>	<u>Response</u>	<u>Statement</u>	<u>Response</u>
I can be described in these ways	Practical, outgoing, organized, decisive Makes difficult decisions, adheres to principles Strives for efficiency and order Focused on the bottom line results Drawn to leadership positions Prefers practical realities over possibilities Prefers activity to lengthy discussions	I like work tasks that involve	Producing a tangible end product Following proven methods and standards Finding more efficient ways of doing things Focusing on what needs to be done now Pertinent, detailed and clear instructions
I enjoy work environments which	Provide opportunities for advancement Offer on the job training Are structured, stable, organized and busy Operate within a team structure	I have leadership strengths for	Completing tasks on schedule Creating organized plan to achieve results Modeling behavior expected from others Making quick decisions Giving clear instructions and expectations Enforcing organization policies, procedures
I struggle with (not included on ID Card)	Overlooking the needs of others Being critical or judgmental Forcing desire for structure on other people Appearing abrupt and talking too much	I want to improve my ability to	Consider impact of decisions on others Listen to others Deal with unexpected change or uncertainty Take time to explain activities to others
I can limit stress by	Praying and reflecting on spiritual beliefs Considering impact on others Stop paying attention to areas that are distracting	Leadership Style: I more often prefer to lead	Taking charge, directing others
Learning Style: I more often prefer to learn	By doing and on the job training	Risk Style: I more often prefer to	Play it safe, making careful decisions
Teamwork Style: I more often prefer to	Work both on a team and independently		

Personality Preferences (Steps #1,#2)

Personality Preferences:ENFJ

- E** - (Extraversion) Prefer focusing energy on people, activities and objects before focusing energy on ideas, concepts, thoughts (Introversion - I).
- N** - (Intuition) Prefer considering "what if" big picture, future possibilities before considering "here and now" present opportunities (Sensing - S).
- F** - (Feeling) Prefer evaluating a decision considering others emotions and circumstances before using logic and analysis (Thinking - T).
- J** - (Judging) Prefer planning and keeping to a schedule versus staying flexible, being ready for unexpected opportunities (Perceiving - P).

☐ **Top Occupation Interest Themes (Step #4)**

Theme	Energizing Mix	Energizing Activities and Strengths Descriptions
Enterprising	60 %	Persuading, influencing, leading and energizing others
Social	25 %	Providing practical assistance and promoting learning to others
Conventional	15 %	Maintaining a structured and organized environment

☐ **Important Values (Step #5)**

<u>Value Name</u>	<u>Description</u>
Adventure	Seeking new and exciting challenges
Challenge	Attracted to new problems, difficult tasks
Courage	Ability to face fear with resolve and bravery
Expertise	Being extremely good and knowledgeable in action
Friendship	Placing importance on close, personal relationships
Honesty	Telling the truth even when difficult
Humor	Enjoying the witty or amusing
Faith	Sustaining faith in a higher power
Wisdom	Power to see and choose best course of action



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