



MY TALENTPASSPORT

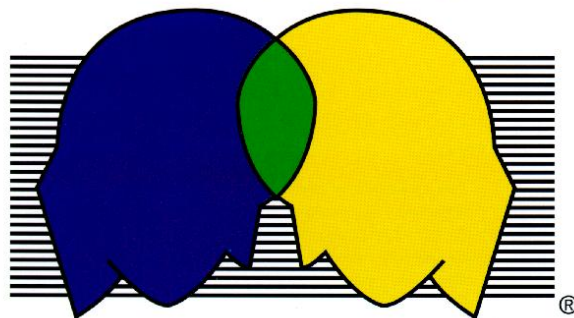
JOHN EXAMPLE 03-05-2023

Your unique login code:

1F2638187888

Save this code. You can use it to download
a digital copy of your report

P O N T I S



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In this report you compare yourself
with PROFESSIONALS ONLY.

1. INTRODUCTION

The Talent Passport is a scientifically based tool for discovering your WORKing talents.



The Talent Passport uses the unique concept of “WORKing talent”.

Your WORKing talents are your natural traits:

- which give you energy at work,
- which make you unique in comparison to other professionals,
- which constitute your potential for excellence.

Most online questionnaires measure your competencies, not your talents. Competencies indicate how well you do something. The outcome of measuring competencies, however, is only a snapshot of a particular moment; in other words, it answers the question “Where do I stand now?”

The Talent Passport not only tells you where you stand now but also where your potential lies. The building blocks of your potential are your drives, passions and thinking styles. Together, these make up your WORKing talents.

WORKing talent = PASSION + APTITUDE
= ENERGY + FACILITY

Your WORKing talents are traits you were born with or that you developed unconsciously at a very young age. These traits are very stable and cannot be consciously altered during adulthood.

Your WORKing talents are “fertile soil” into which you can plant seeds. But only by investing in your potential will you be able to reap a harvest. In practice, investing in your potential means acquiring knowledge and skills which allow your talents to flourish. One thing is certain. When you invest in your talents, not only will you optimise your performance, you will also experience true pleasure in doing so.

*There is a difference between skill and talent.
Master the skill to let the talent out.*

- * The Drives Test was inspired by the 'Needs Theory' as developed by Profs. Henry A. Murray, William Mc Dougall, William James and other leading scientists and was developed in cooperation with the University of Antwerp.
- * The Thinking Styles Test was inspired by the research of Dr. Eva Cools (PhD) and Prof. Herman Van Den Broeck from the Vlerick Business School as published in The Journal of Psychology in 2007 entitled "*Development and Validation of the Cognitive Style Indicator*".
- * This report is generated based on the online Talent Passport questionnaire. The data in this report are based on the responses given by the user. This user must be aware of the possible limitations of this instrument. Pontis BV, or the authorised distributor, trains the certified Talent Passport coaches in the use of this report and in the interpretation of the results. Pontis BV, or the authorised distributor, accepts no responsibility for the consequences that may arise from the use of this report.

2. YOUR RESULTS

This report describes your emotional and your rational talents.

2.1 Your emotional talents

Your emotional talents are your strong drives or passions.

Passion refers to the single-mindedness or enthusiasm with which you do something. The Talent Passport measures the strength of your drives by comparing you with all of the other professionals in the database.

In 2011, inspired by the Needs Theory as described by Henry Murray, the Pontis Management School (Belgium) studied which drives have the strongest impact on the way we work. This resulted in a list of the top-10 NWS drives.

The top-10 NWS drives

1. **Attention:** the desire to be the focal point of attention, to be noticed.
2. **Autonomy:** the desire to be independent of others.
3. **Understanding:** the desire to discover new things.
4. **Dominance:** the desire to control others and situations.
5. **Approval:** the desire to be accepted.
6. **Avoiding bad experiences:** the desire to avoid feeling anxiety or fear.
7. **Sense of duty:** the desire to do one's duty and to 'do the right thing'.
8. **Performance:** the desire to achieve results.
9. **Fight:** the desire to hold one's own with others.
10. **Care:** the desire to care for others.

The Talent Passport measures the strength of your drives by comparing you with all of the professionals in the database. Therefore, your score indicates your position relative to the rest of the database. In other words, a score of 5.7 on a certain drive means that 57% of all professionals have a weaker drive than you do for this particular drive.

All drives for which your score is higher than 8₍₁₎ or lower than 2 are drives that characterize your natural working style. A 'low' score (< 2) is just as significant as a 'high' score (> 8). For example, a low score for Autonomy means a weak need for autonomy. This is the same as a strong need for belonging (team work). So, in fact, the list of 10 NWS drives actually describes 20 different drives.

(1) Note:

Score > 8: You belong to the group of 20% of professionals that possess this drive to such a markedly strong degree.

Score < 2: You belong to the group of 20% of professionals that possess this drive to such a markedly weak degree.

MEANING TOP-10 NWS DRIVES low score < 2		MEANING TOP-10 NWS DRIVES high score > 8
Remain unnoticed	and	Attention
Sense of belonging	and	Autonomy
Following/Going along	and	Dominance
Seizing opportunity	and	Sense of duty
Being self-assured	and	Approval
Stick to what's known	and	Understanding
Seeking tension	and	Avoiding bad experiences (A.B.E.)
Enjoying the here and now	and	Performance
Keeping the peace	and	Fight
Bearing the consequences of your own actions	and	Care

Why do we need a test to recognize our passions?

We recognize drives we are aware of or conscious of as wishes or desires.

But we are not always aware of our deepest drives (Murray, 1938, p. 68). After all, we have no clear-cut 'frame of reference' available to us. Our drives are very stable and remain so from a young age (teenage). Therefore, to us, they seem very 'normal'. We do not stop and think about them and, therefore, we do not handle them 'consciously'.

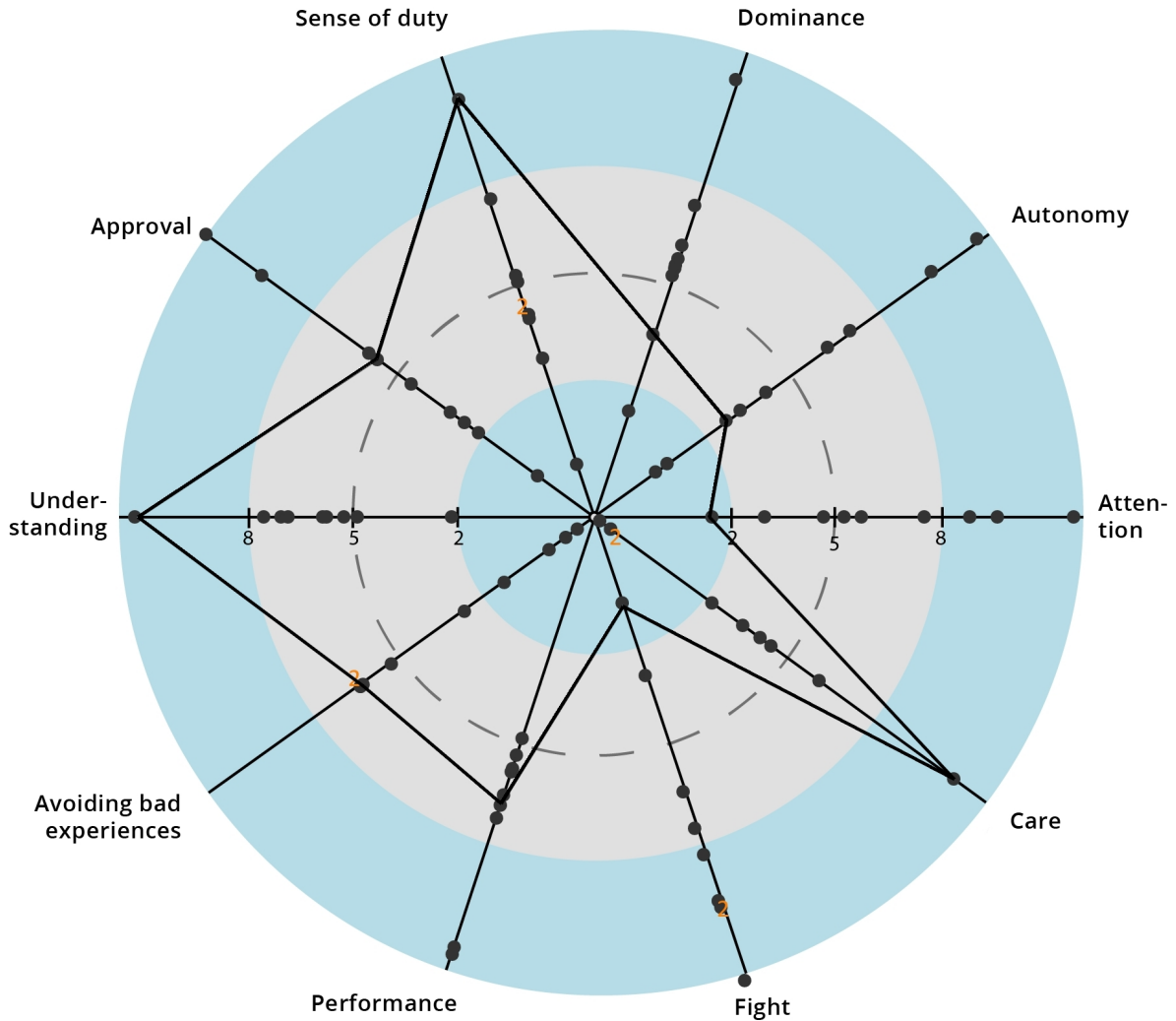
Now, with these scores, you do have a frame of reference for knowing which of the top-10 NWS drives is stronger or weaker in you than in other professionals. And, this way you can find out what your passions and emotional talents are. The scoring system of the NWS test makes it possible to distinguish between billions of unique drive profiles.



Your drives and passions

Data from the reference group used to calculate your score:

Sector: All Gender: M and F Region: All Age group: All



The black dots that are not connected by a line represent the results of your team members (only with a team report).

DRIVE	SCORE
Attention	17
Autonomy	2,7
Dominance	3,6
Sense of duty	9,3
Approval	5,7

DRIVE	SCORE
Understanding	9,6
Avoiding bad experiences	6,2
Performance	6,7
Fight	14
Care	9,4

Interpretation of your scores for the various drives

ATTENTION

Your score: 1,7 <=Q20 Characteristic

Your score indicates a strong need for not being in the spotlights. Professionals with a weak need for Attention do not consider themselves to be more important than other team members. External characteristics that distinguish you from others are probably not that important to you. Professionals with a weak need for Attention sometimes give the impression that they do not respect their superiors in the organisation enough.

If your score for Attention is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to be noticed. I want to distinguish myself from others. I want to feel important.

Deepest fears: No one notices me. I am just the same as all the others. I am not important.

Several examples of how High Attention may be manifested:

- aspiring to achieve high social status (title / rank / ...)
- visibly distinguishing yourself from others (clothing / car / home / the neighbourhood in which you live...)
- attaching importance to the prestige of the brands that you buy (Mercedes /Louis Vuitton /...)
- happy to be in the spotlight
- looking up to well-known people
- desiring preferential treatment (given priority / special parking places / nicer office...)
- drawing the attention of the group to yourself
- ...

If your score for Attention is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to remain in the background. I want to be normal. I want all people to be equal.

Deepest fears: I stand out. I am in the spotlight. I appear to be vain or putting on airs.

Several examples of how Low Attention may be manifested:

- being humble
- dressing inconspicuously
- not enjoying being on stage
- treating everyone equally in spite of rank or status
- not enjoying being in the spotlight
- not pigeon-holing or categorizing people
- ...

AUTONOMY

Your score: 2,7 Not Characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

If your score for Autonomy is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to be independent. I do not want to feel connected. I want to be free.

Deepest fears: I must adapt to others. Others are involved in my business. I cannot do my own thing.

Several examples of how High Autonomy may be manifested:

- not asking for help from others
- not being interested in the opinion of others
- being annoyed when others offer unsolicited help
- enjoying working alone
- having a strong opinion
- searching out open spaces
- ...

If your score for Autonomy is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to feel connected to others. I want to belong to the group. I cannot make it without you, and you cannot make it without me.

Deepest fears: I am all alone. I do not belong. I have been excluded from the group.

Several examples of how Low Autonomy may be manifested:

- enjoys taking others into account
- enjoys consulting with others
- appreciates receiving help
- easily adapts to others
- sensitive to peer group pressure
- ...

DOMINANCE

Your score: 3,6 Not Characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

If your score for Dominance is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to take the lead. I want to make decisions. I want to take the initiative. I want to have things under control.

Deepest fears: I am powerless. I must do what others tell me to do. I must wait until someone else takes the initiative. I must submit to the situation.

Several examples of how High Dominance may be manifested:

- directing persons and situations
- taking the lead
- making quick decisions
- enjoys having a supervisory position
- enjoys giving advice to others
- easily taking the initiative
- ...

If your score for Dominance is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to be of service. I would like to act on the advice/recommendations of others.

Deepest fears: I must tell others what they must do. I must make the decision. I must forbid something. I must take the initiative.

Several examples of how Low Dominance may be manifested:

- being agreeable
- easily asking the advice of others
- being at the service of something / someone
- accepting matters which are not under your control
- taking time to make a decision / not deciding too hastily
- ...

SENSE OF DUTY

Your score: 9,3 >=Q80 Characteristic

Your score indicates a strong need to fulfil one's duty and to 'do the right thing'. Most professionals with a strong need for a Sense of duty stick to their principles and are sincere. Professionals with a strong Sense of duty will comply with the agreements and are loyal to their team and company. They do not like team members trying to profit from the circumstances and shirking their responsibilities.

If your score for Sense of Duty is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to fulfil my duty and act 'justly'. I want people to be able to count on me. I want to take responsibility for my actions. I want to be loyal to the group to which I belong.

Deepest fears: I am ashamed for what I have done. I feel remorse. I am unreliable.

Several examples of how High Sense of Duty may be manifested:

- keeping promises and sticking to agreements
- being ashamed when you cannot keep a promise
- acting morally and ethically
- allowing the interests of others to be considered equal to your own interests
- doing your duty
- assuming responsibility
- being honest
- ...

If your score for Sense of Duty is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to seize opportunities as they arise. I want to be pragmatic. I want practical utility and results.

Deepest fears: I miss an opportunity for the sake of others. I am imprisoned in rules and obligations.

Several examples of how Low Sense of Duty may be manifested:

- seize opportunities when they arise
- acting efficiently / keeping the goal in mind
- acting pragmatically
- being results-oriented
- getting things done
- not respecting the laws and rules when they hinder progress
- having no remorse
- not being self-effacing
- ...

APPROVAL

Your score: 5,7 Not Characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

If your score for Approval is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to be liked. I want to be appreciated by others. I want to be valued.

Deepest fears: I do not meet the expectations of others. I am rejected. I am criticized. I feel offended.

Several examples of how High Approval may be manifested:

- sensitive to the dynamics of situations
- being open to feedback
- strongly focused on the outside world
- receiving criticism easily causes pain
- not liking to be evaluated
- completing everything perfectly, down to the smallest detail, to avoid criticism
- being 'over the moon' because of a compliment
- emotionally charged mood swings
- self-doubt
- hesitating / asking the advice of others before taking action
- ...

If your score for Approval is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to love myself. I want to value myself. I want to be self-assured.

Deepest fears: I am uncertain. I doubt myself.

Several examples of how Low Approval may be manifested:

- able to handle criticism constructively
- having no fear of rejection / being evaluated
- being self-assured
- finding it easy to say something good about yourself
- being critical of others
- being emotionally stable
- ...

UNDERSTANDING

Your score: 9,6 >=Q80 Characteristic

Your score indicates a strong need to discover new things. Professionals with a strong need for Understanding are often eager to learn. They run the risk of giving too much explanation and information to colleagues who only want to know what they need to in order to do a task. When professionals with a strong need for Understanding no longer see any learning opportunities in their job, they will become frustrated.

If your score for Understanding is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want change. I want to discover new things. I want to learn new things.

Deepest fears: I am stuck in a routine. I must always do the same thing. I already know this for a long time.

Several examples of how High Understanding may be manifested:

- being open to new ideas
- always going to new places on holiday
- quickly tiring of a task / job
- reflection
- having a wide range of interests
- welcoming change
- ...

If your score for Understanding is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to do things I am familiar with and things that I know work. I want to use my common sense instead of depending on book learning.

Deepest fears: I do not know. I must continuously learn new things. My tasks are continuously changing.

Several examples of how Low Understanding may be manifested:

- hanging on to things that work well
- using practical knowledge
- not theorizing
- deepening existing knowledge (more of the same)
- appreciating a certain degree of routine in your life / work
- ...

AVOIDING BAD EXPERIENCES

Your score: 6,2 Not Characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

If your score for A.B.E. is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to avoid risks. I want to avoid being anxious. I want safety and security.

Deepest fears: I am afraid. I feel insecure. I must take a risk. This is dangerous.

Several examples of how High A.B.E. may be manifested:

- being careful
- feeling uneasy
- always having a plan B (and maybe even a plan C)
- being quick to notice risks and danger
- being vigilant
- avoiding danger
- taking precautions
- not doing something out of fear
- ...

If your score for A.B.E. is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want adventure. I want to experience thrills. I want to be excited by my experiences.

Deepest fears: I experience nothing. There is no excitement in my life. I do not have any adventures.

Several examples of how Low A.B.E. may be manifested:

- searching out excitement
- being adventurous
- feeling confident that there is no danger present
- not seeing danger or risks
- being courageous
- easily being able to overcome fears
- doing things to get a kick
- ...

PERFORMANCE

Your score: 6,7 Not Characteristic

Your score indicates a medium strength of your need. Because you feel neither a strong nor a weak need, this need does not characterise you.

If your score for Performance is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to perform well. I want to work hard. I want to persevere.

Deepest fears: I have accomplished nothing. I am lazy. I gave up.

Several examples of how High Performance may be manifested:

- working hard
- persevering
- continuing to raise the bar for yourself
- not avoiding difficult tasks
- taking on a lot of work
- applying pressure
- ...

If your score for Performance is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to enjoy things. I am satisfied with what I have.

Deepest fears: I have no time to enjoy things. I have to put myself out.

Several examples of how Low Performance may be manifested:

- enjoying what already is / what you already have
- reducing stress
- being relaxed / enjoying yourself
- not living to work, but working to live
- setting realistic goals
- ...

FIGHT

Your score: 1,4 <=Q20 Characteristic

Your score indicates a strong need for not being provoked. You want to keep the peace and see no advantage in fighting conflicts. As a professional, you gladly assume the role of mediator to help colleagues settle their differences. You probably do not like a competitive work environment in which you and your team have to hold their own with others. You are friendly and forgiving towards your colleagues.

If your score for Fight is > 8. (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to compare myself to others. I do not want to be held back by anyone or anything.

Deepest fears: I am a pushover. I failed to do everything I could to win. I did not fight for it.

Several examples of how High Fight may be manifested:

- being competitive
- being happy to participate in contests
- wanting to win
- not being a pushover
- not avoiding conflicts
- easily quarrelling
- striking back if someone attacks (literally and figuratively)
- making a contest out of everything
- ...

If your score for Fight is < 2. (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want to keep the peace. I want harmony.

Deepest fears: I must enter into the confrontation. I must fight for what I want. I am quarrelling with others.

Several examples of how Low Fight may be manifested:

- keeping the peace
- turning the other cheek
- avoiding quarrels
- settling quarrels
- reconciling parties
- avoiding conflicts
- being friendly
- ...

CARE

Your score: 9,4 \geq Q80 Characteristic

Your score indicates a strong need to take care of others. You will gladly stand up for weaker individuals in the team and protect them. You do not like it when someone is in trouble and you are willing to make an extra effort to improve the other's situation. You assume that the strongest shoulders must bear the heaviest loads.

If your score for Care is > 8 . (This also applies to scores > 7.5 but to a slightly lesser degree.)

Deepest desires: I want to defend the weak. I want to support those in need. I want to help people who need it.

Deepest fears: I abandon others to their own fates. I do not use my power and resources to help the helpless.

Several examples of how High Care may be manifested:

- showing compassion / providing comfort
- helping those who are disadvantaged to get back on their feet
- doing charitable work
- carrying the load of someone disadvantaged
- helping children
- making an extra effort to make someone else's life more pleasant
- ...

If your score for Care is < 2 . (This also applies to scores < 2.5 but to a slightly lesser degree.)

Deepest desires: I want everyone to suffer the consequences of their own actions. I want everyone to bear their own burdens.

Deepest fears: I must solve the problems and hardships of others. I must drag along those who are weaker.

Several examples of how Low Care may be manifested:

- seeing the person in need as the cause of the problem (It is his or her own fault.)
- being annoyed by people who are at a disadvantage
- finding it irritating to have to care for someone
- not being compassionate
- finding it difficult to comfort someone
- excluding disadvantaged people from the group
- ...

2.2 Your rational talents

Your rational talents are your strong thinking style or your “mental aptitude”.

A thinking style reflects a person’s preference in dealing with information, including observation and processing. We all have, in greater or lesser degree, consistent patterns in the way we take in and process information. Thinkingstyles are extensively studied by scholars. Research has shown that thinkingstyles have an important influence on the way we observe, make decisions, communicate and solve problems.

A strong thinkingstyle does not necessarily mean that you are better or smarter in this thinkingstyle than others. Thinkingstyle and intellectual capacity are different from each other in several aspects. However, a strong thinkingstyle does mean that this style of thinking is easily accessible to you. A thinking style that is so strong that it differentiates you from the ‘average’ person, is what we call a ‘mental disposition’.

We are all capable of using different thinking styles. But using a thinking style which is not our mental disposition will cost us more energy and effort.

What kind of thinking styles can a person have?

We apply two basic dimensions of dealing with information

Two bipolar, cognitive dimensions:

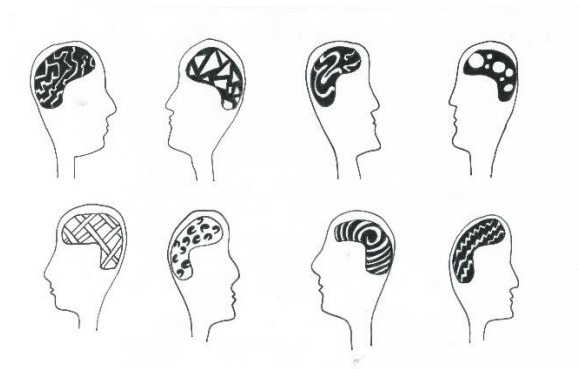
1) ***concrete versus abstract***

Describes what type of information we prefer to take in (input).

2) ***structured versus organic***

Describes how we prefer to process this information (processing).

In this report, we use a model with two cognitive dimensions. These allow us to define 8 thinking styles: 4 singular thinking styles and 4 combined thinking styles.



Four singular thinking styles:

A singular thinking style describes how a person deals with information in one cognitive dimension, that is, what type of information someone is perceiving (observation) or how someone is processing this information.

The observation dimension: what type of information do we take in ?***a) The concrete thinking style:***

A concrete thinker prefers to use sensory specific information, i.e. information that he can observe with his senses (see, hear, taste, sense, smell). For a concrete thinker, data is only information when he can perceive it with his senses; all the rest is just fantasy to him.

b) The conceptual thinking style:

A conceptual thinker will mainly focus on the meaning he perceives. He constructs mental links between his observations, and hence creates abstract concepts out of them. These abstract concepts are for the conceptual thinker as real as the sensory specific information is for the concrete thinker.

The processing dimension: how do we process the information?***c) The structured thinking style:***

A structured thinker has a preference for convergent thinking. He delimits the information and creates order within it. When he processes a lot of information, he will use a logic that brings structure to the mass of information.

d) The organic thinking style:

An organic thinker has a preference for divergent thinking. When he processes information, he uses a growth logic. He welcomes additional information, and creates endless new options and thinking paths with it.

Four combined thinking styles:

A combined thinking style describes how one deals with information in the two cognitive dimensions, that is, how one takes in information (observation) and how one processes this information.

Each of the combined thinking styles is a specific combination of a certain preference in perceiving information and a certain preference in processing this information.

a) The methodical thinking style (organize)

Concrete observation and structured processing

A methodical thinker prefers to deal in an organized and structured way with practical and concrete information. Words that describe the 'methodical thinking style' include organized, orderly, accurate and punctual.

b) The flexible thinking style (improvise)

Concrete observation and organic processing

A flexible thinker prefers to deal in a flexible way with practical and concrete information. Words and phrases that describe the 'flexible thinking style' include improvisational, creative, and easily adaptable.

c) The strategic thinking style (plan)

Abstract observation and structured processing

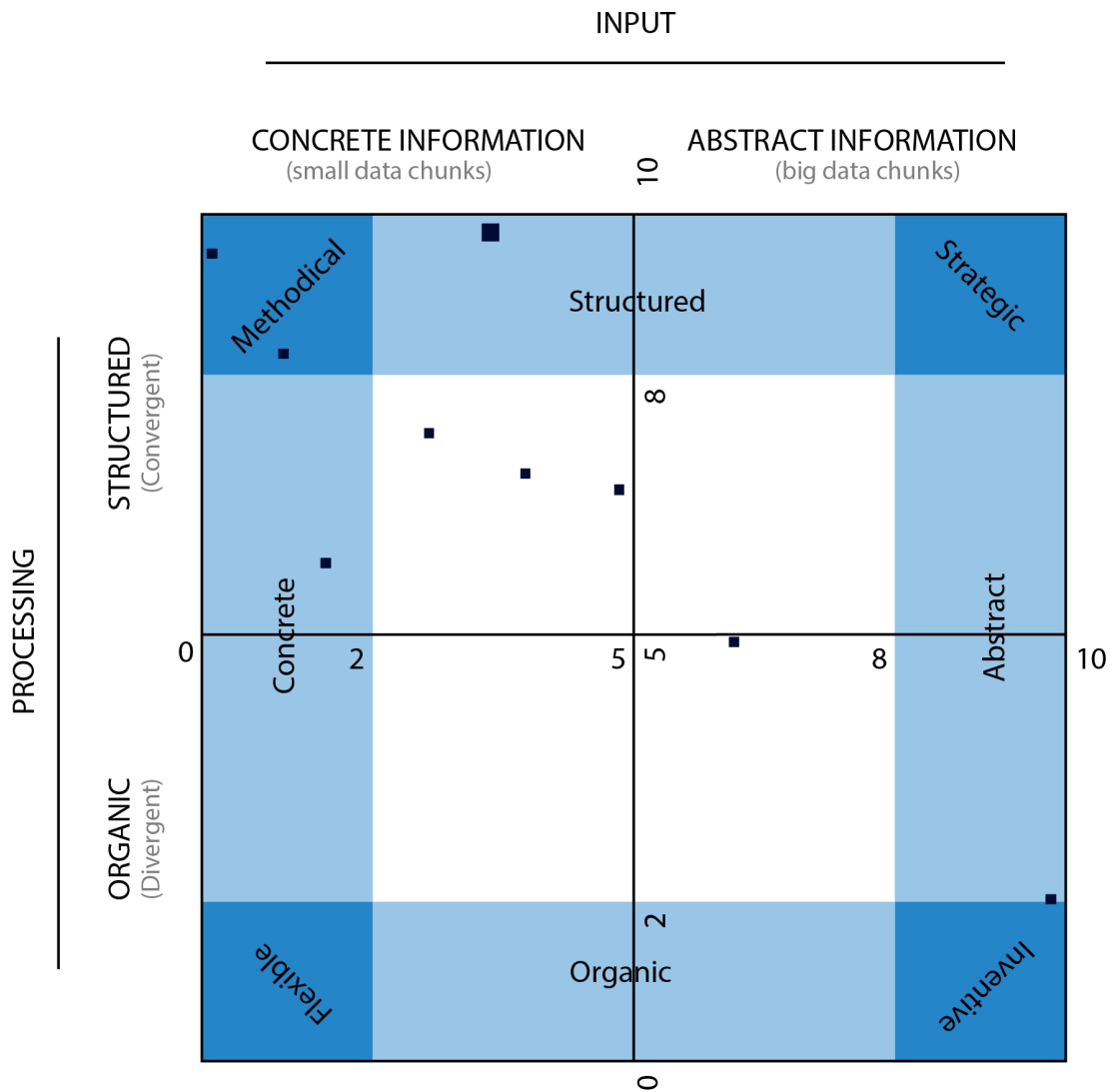
A strategic thinker prefers to deal in a structured and planned way with complex and abstract information. Words that describe the 'strategic thinking style' include planning, analysis, fathom complex information.

d) The inventive thinking style (think up)

Abstract observation and organic processing

The inventive thinker prefers to generate ideas in a spontaneous and organic way. Words that describe the 'inventive thinking style' include imagination, inspirational and brainstorming.

Your thinking styles and mental aptitude



My score: (3,3 ; 9,9)

The smaller blocs represent your team members (only in case of a team report).

Your score reflects your position compared to all professionals in the database. When your score falls in a light-blue area, you have a mental predisposition for a singular thinking style. When your score falls in a dark-blue area, you have a mental predisposition for a combined thinking style.

A predisposition means that your score discerns you from the 'average' professional, i.e. 80% or more of the professionals have a weaker score than you in this thinking style.

3. YOUR WORKING TALENTS

A talent is a gift that discerns you from others.

There are three types of talents:

- 1) **Your emotional talents or your passions.**
Passions are your strongest drives. They are your energy sources.
- 2) **Your rational talents or your mental predispositions.**
Your strongest thinking styles are your mental predispositions.
- 3) **Your physical talents or your physical predispositions.**
Your specific body characteristics that make it easy to do certain things are your physical predispositions.

Combinations of the above talents determine your potential.

This potential can be seen as a rich soil.

Only by investing in your potential (plowing and sowing) will you harvest abundantly.

WORKing talents :

A WORKing talent arises when passion and predisposition work together and reinforce one another.

A WORKING TALENT = PASSION + PREDISPOSITION

When using your WORKing talents:

- You feel that you really enjoy performing a particular activity.
- Your brain very quickly adopts the most suited thinking style.

Some examples:

- A passion for 'care' and a thinking style 'methodical'
Talent: to take care of others in an organized way
- A passion for 'attention' and a thinking style 'flexible'
Talent: to improvise in front of an audience
- A passion for 'dominance' and a thinking style 'strategic'
Talent: strategic leadership

The Talent Passport includes your passions and aptitude. By combining both results, you become acquainted with your WORKing talents. The WORKing talents method is a fascinating search for meaningful combinations of your emotional and rational talents. In this process, the help of a friend or a coach can prove to be extremely meaningful and handy, because there are so many combinations possible. There may also be interesting combinations which you do not immediately recognize, because they are unfamiliar or unusual for you. You can easily find a certified Talent Passport Coach at the website www.mytalentpassport.com. More information about the WORKing talents concept can also be found in the book "**Ontdek je WERKelijke talenten (Discover your WORKing talents)**" by Peter Monsieurs. Available in Dutch and French.

4. YOUR UNIQUE LOG-IN CODE

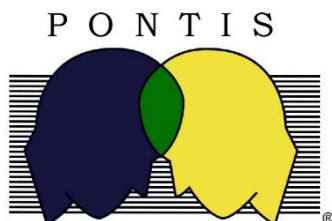
Your log-in code: 1F2638187888

SAVE THIS CODE!

You can use this log-in code to download a digital copy of your Talent Passport from www.mytalentpassport.com.

www.mytalentpassport.com

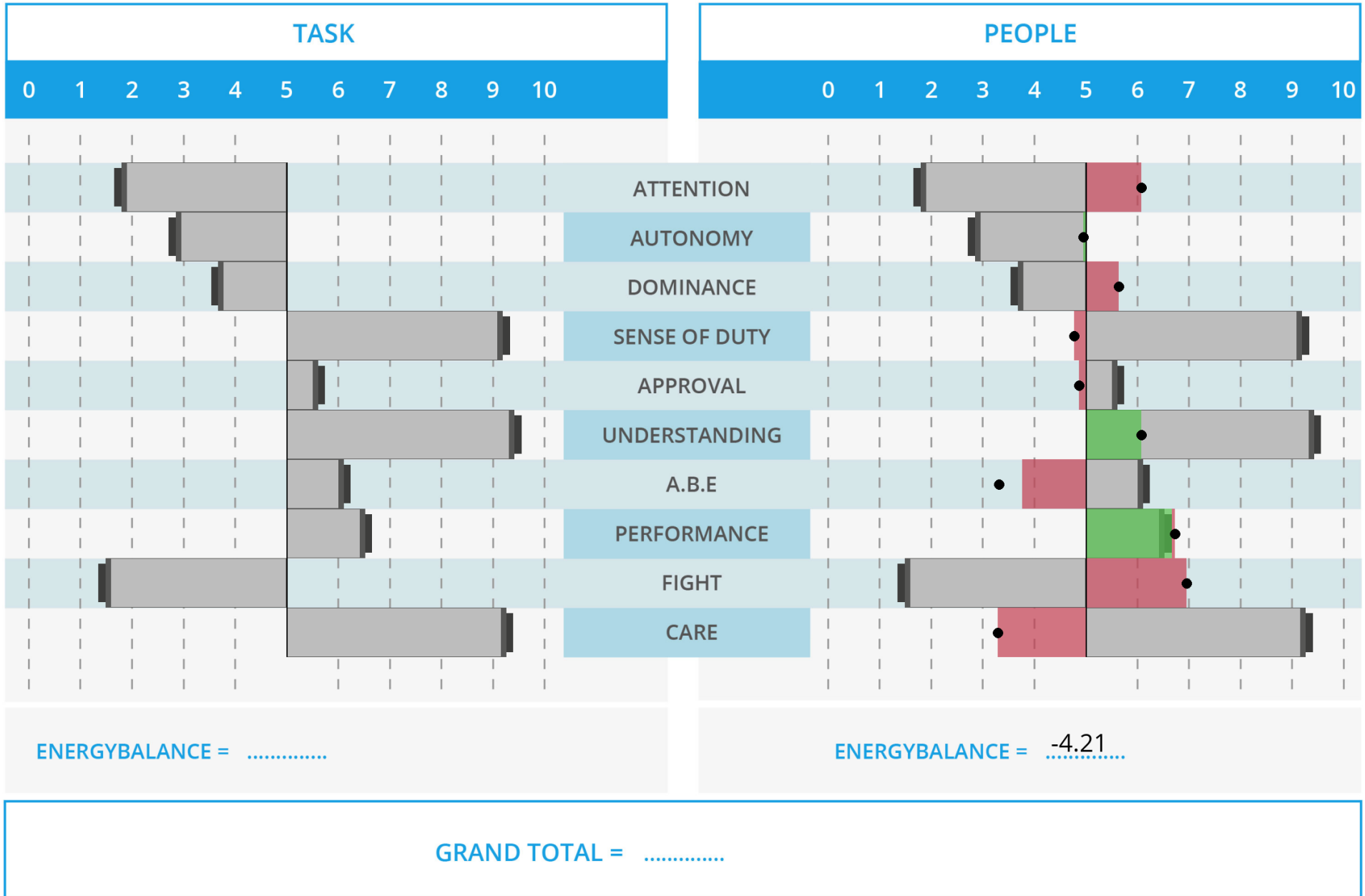
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ENERGY ANALYSIS



QUALITIES REPORT



A talent is not a behavior. And because many people do not sufficiently recognize this distinction, we use the Qualities Report to bridge the gap between talent and observable behavior.

A quality is a fundamental behavior that corresponds to your talents. What we mean by a fundamental behavior is a behavior that comes primarily from within, from your 'nature', and not from what you have learned, or 'nurture', as this is sometimes referred to.

A fundamental behavior can be nurtured and developed along different pathways by adding to it specific knowledge and skills. For example, 'orderliness' as a fundamental behavior can be developed into "bookkeeping" but also into "warehouse management". Bookkeeping and warehouse management require different sets of knowledge and skills, but without the fundamental behavior "orderliness" you will most likely not excel as a bookkeeper nor as a warehouse manager.

The Qualities Report indicates which fundamental behaviors correspond to your talents. It is an instrument designed to help you translate your talents into behavior. We were not able to include all fundamental behaviors in the Qualities Report. So, with the help of your Talent Passport coach, you can add additional fundamental behaviors which correspond to your talents.

The Qualities Report is a good basis for performing the core quadrant exercise from D. Ofman. This will teach you to recognize your 'pitfalls', 'allergies' and 'challenges'.

The colours below apply to the quality tables shown on the following page:



Is a good fit with my talents (= core quality).



Is a modest fit with my talents (= quality).

Next to each quality you find, between brackets, the talents this quality is linked to.

PEOPLE-ORIENTED QUALITIES

QUALITY	HOW WELL DOES THIS QUALITY FIT WITH MY TALENTS?
multifaceted (all emotional talents Av.)	
leading people (Dom H, SoD H)	
assertiveness (App L, Fig H, Dom H)	
compassionate (Car H)	
humility (Att L)	
competitiveness (Fig H)	
confronting / correcting (Fig H, Dom H)	
honesty / integrity (SoD H)	
realism / pragmatism (Car L, SoD L)	
patience (Dom L, Fig L, Car H)	
restraint (Att L, Aut H)	
harmony (Fig L, SoD H)	
letting go / delegating (Dom H, Aut L, Car L)	
loyalty (SoD H, Aut L)	
listening (App H, Dom L, Aut L)	
networking (Att H, Aut L)	
development of others (Und H, Car H)	
convincing (Dom H, Fig H, Aut H)	
being distinctive / visibility (Att H)	
cooperating (Aut L)	
steadfastness (Aut H, App L)	
responsibility (SoD H, Car H)	
forbearance / tolerance (Und H, Fig L)	
friendliness / kindness (App H, Fig L, Car H)	
self-reliance (Aut H)	
self-confidence (App L)	
critical (Fig H, Aut H)	
sensitivity (App H)	

TASK-ORIENTED QUALITIES

QUALITY	HOW WELL DOES THIS QUALITY FIT WITH MY TALENTS?
multifunctional (all thinkingstyles [3,5;6,5])	
adaptability (Und H, Stru L)	
analytical thinking (Stru H, Abs H)	
decisiveness (Dom H, Stru H)	
creativity / innovative (Und H, Stru L)	
action / execution (Dom H, Abs L)	
experiential (Und L)	
discipline (SoD H, Stru H)	
goal-oriented / pragmatic (SoD L)	
reflection / theoretical (Und H, Abs H)	
flexible (SoD L, Stru L)	
taking initiative (Dom H)	
effort / performance (Per H)	
long term planning / strategic (Stru H, Abs H)	
eager to learn (Und H)	
eye for detail (Abs L)	
development of things (Und H, Stru [4;6])	
orderly (Stru H)	
organize (Dom H, Stru H)	
overview / eye for bigger picture (Abs H)	
problem analysis (AbE H, Stru H)	
relaxed / putting things into perspective (Per L)	
stress-resistant (App L, AbE L)	
tenacious (Per H, Fig H)	
reliability (SoD H, Per H, Stru H)	
cautious / vigilant (AbE H)	
practical (Und L, Abs L)	
courageousness/daring (AbE L)	
creator of ideas	