



Tony's Whole Person Strengths Report

December 1, 2020

About This Report

Your Whole Person Strengths Report is a starting point in increasing self-awareness. Calculated based on your Whole Person Assessment responses, it provides insight on how you're doing in each of the 25 Whole Person Skills. These skills are thoroughly researched concepts that will help you better understand how you show up in both work and life.



Your Whole Person Strengths

These are your top 5 Whole Person Skills, measured at the beginning of your BetterUp journey. 📊

- 1
Physical Activity
82
/100

You make your physical health a priority by investing time and energy into staying active. By investing in your physical fitness you will benefit from improved cognitive functioning, mood, and longevity. Those with physical activity as a strength:

 - Prioritize physical activity even when it is not convenient. [read more](#)
 - Are motivated to create strong habits around their fitness. [read more](#)
 - Carve out time in their week to dedicate toward exercise. [read more](#)

- 2
Empowerment
82
/100

You encourage others to take ownership by allowing them to decide how best to approach their work. Your ability to support others decisions is highly motivating for driven individuals who appreciate the latitude you give them to 'run with it'. You might typically:

 - Enable others to determine the best way to complete their job requirements. [read more](#)
 - Allow autonomy so others can make decisions on their own. [read more](#)
 - Structure work so that individuals have the flexibility to achieve in their own way. [read more](#)

- 3
Goal Attainment
81
/100

You value your goals and believe you have what it takes to achieve them. Having clear goals will help you stay focused, perform at a higher level, and increase the likelihood that you will achieve what you want in life. Those with goal attainment as a strength:

 - Are confident that they can achieve the goals they set for themselves. [read more](#)
 - Ensure that they have the resources and support they need to be successful. [read more](#)
 - Select goals that are meaningful and important to them. [read more](#)

- 4
Social Connection
67
/100

You value high-quality relationships and make an effort to invest in them. This allows you to maintain strong connections with a supportive social circle. Those with social connection as a strength:

 - Make time for the important people in their life. [read more](#)
 - Surround themselves with people they can depend on. [read more](#)
 - Seek out individuals who provide support and encouragement. [read more](#)

- 5
Problem Solving
62
/100

You are able to approach problems creatively and identify the best path forward, balancing tradeoffs, and incorporating varied perspectives. This makes you a valuable problem solver, and indispensable when your team is facing big challenges. Those strong in problem solving typically:

 - Encourage brainstorming to find the best possible solution to problems. [read more](#)
 - Develop creative and novel strategies to achieve results. [read more](#)
 - Collect information from many different perspectives to inform decisions. [read more](#)



Tip: Consider how you use your strengths. Do you need to dial them up or do you over-rely on them?

Reveal your full Whole Person Strengths Report ^

Rank	Skill	Score	Rank	Skill	Score
6	Emotional Regulation Emotional regulation is the ability to effectively manage our emotional states, particularly when emotions run high.	62	16	Relationship Building Relationship building is developing trusting personal relationships with co-workers.	46
7	Rest Rest is taking adequate time to rest and recharge so we can be at our best.	61	17	Authenticity Authenticity is expressing yourself honestly and openly in personal relationships.	46
8	Coaching Coaching is providing insight and resources to support the growth and development of others.	57	18	Nutrition Nutrition is being considerate and intentional about eating healthy.	45
9	Cognitive Agility Cognitive agility is the ability to shift thinking quickly to adapt to the demands of the situation.	55	19	Recognition Recognition is acknowledging and celebrating the high quality work of others.	41
10	Focus Focus is the ability to ignore distractions, cancel noise, and sustain attention on a single task.	54	20	Alignment Alignment is the ability to coordinate people and provide feedback to ensure everyone is working towards a common goal.	41
11	Encouraging Participation Encouraging participation is getting everyone to speak up and contribute so that the best ideas emerge.	53	21	Stress Management Stress management is the ability to maintain balance despite the trials and challenges of our everyday lives.	38
12	Work-Life Balance Work-life balance is maintaining harmony between our work and personal lives.	51	22	Self-Compassion Self-compassion is treating yourself with kindness and not beating yourself up for mistakes or shortcomings.	33
13	Purpose and Meaning Purpose is the belief that our work is important and that we are contributing to a mission that is personally meaningful.	51	23	Resilience Resilience is the ability to bounce back from setbacks, stress, and unexpected events.	30
14	Empathy Empathy is approaching relationships with warmth, compassion, and support.	49	24	Self-Awareness Self-awareness is having a clear understanding of ourselves and our values.	27
15	Growth Mindset Growth mindset is the extent to which we seek out opportunities for learning and personal growth.	47	25	Strategic Planning Strategic planning is the ability to clarify where you want to be in the future and create a clear plan for how to get there.	18

Appendix

How to Interpret Your Whole Person Strengths Report

Score
Scores are based on a standardized scale centered around 50 as the average.

- o 61-100: Strength
- o 40-60: Potential strength
- o 0-39: Development area

What is the origin of these 25 skills?

The concepts included in the Whole Person Model were derived from decades of academic research in the fields of organizational, developmental, and positive psychology. BetterUp's Science Board identified the top 25 concepts with the strongest research evidence for supporting personal Thriving and Inspiring others. We believe that everyone is a whole-person no matter where they score in these 25 areas. Rather, the term "whole person" is a reference to our belief that sustainable personal growth comes from changing your attitudes and beliefs, and not just your external behaviors.

Can I trust my results?

Self-reported assessments, when controlled through statistical tools for distorting incentives and properly validated items (i.e., questions), have been shown to be effective in a wide range of disciplines including health sciences and social sciences. It's important to take these results for what they are - one additional perspective on your progress toward your goals. There are certainly factors outside of the BetterUp that may impact your results and we encourage you to use them as a self-awareness tool to continue to strive for lasting positive changes in your life.