

## Talent Card® | Michael duBois



The Talent Card captures your strongest talents for this type of role and provides a pathway to help you understand your potential and assist in leveraging these strengths toward enhanced productivity and satisfaction.

### + Work Intensity

WORK STYLE ▾

**Productive and energetic** - You are an individual who loves to work hard and thrives on being busy. Comfortable with a fast, intense pace at work, you are not bothered by working long hours. You are highly productive due to your consistent level of energy. As a result, you understand the impact you have through your own efforts, as well as the example you set for others.

### + Exactness

WORK STYLE ▾

**Detail-orientation and perfection** - Your strength in this theme allows you to be comfortable with repetitious, step-by-step projects. You take pride in your memory and depend on your track record for recalling important elements. Because you never struggle to keep track of the details, you make fewer errors. Precision and perfection are the hallmark of your work.

### + Mastery

INFLUENCE ▾

**Learning and expertise** - You take pride in being a subject matter expert (SME). You predict outcomes based on an encyclopedia of knowledge and developed competencies. An appetite for learning guides you to pursue opportunities to broaden your expertise, especially through input from others. Wanting to be viewed as the expert, you enjoy teaching and helping others.



## **Work Intensity: Productive and energetic**

You are an individual who loves to work hard and thrives on being busy. Comfortable with a fast, intense pace at work, you are not bothered by working long hours. You are highly productive due to your consistent level of energy. As a result, you understand the impact you have through your own efforts, as well as the example you set for others.

### **How you express this talent**

- + A “work-a-like-it”, you are always thinking about work
- + Energized by hard work, you keep on going
- + Others recognize you for your productivity

### **How to strengthen this talent**

- + Ask for a wide variety of projects to keep you busy; you thrive on a large work load and enjoy having intense demands on your time
- + Ensure your supervisor is aware of your extra efforts and time commitments as your hard work should be celebrated and recognized
- + Regularly inventory your time commitments to ensure your work balance is in alignment with your goals and objectives

**WORK STYLE**



## **Exactness:** Detail-orientation and perfection

Your strength in this theme allows you to be comfortable with repetitious, step-by-step projects. You take pride in your memory and depend on your track record for recalling important elements. Because you never struggle to keep track of the details, you make fewer errors. Precision and perfection are the hallmark of your work.

### **How you express this talent**

- + A perfectionistic, you do not settle for “good enough”
- + Capable of recalling important elements, you have a good memory
- + You are an effective multitasker

### **How to strengthen this talent**

- + Ensure important details are recalled about situations so you can ensure the team is moving forward in the right direction
- + Help your team members verify and proof final solutions, products or deliverables
- + Take the lead of projects that require strong detail-orientation and precise work as you will ensure these elements are impeccable

**WORK STYLE**



## **Mastery: Learning and expertise**

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### **How you express this talent**

- + Always gathering data, you routinely seek outside input
- + Helpful to others, you share your knowledge and skills
- + You are excited when you apply knowledge to get things accomplished

### **How to strengthen this talent**

- + Help your leader make good decisions about aspects relevant to your area of expertise and skills
- + Identify seminars or classes that will stretch your learning and benefit your work; share what you learn at these events with your colleagues
- + Teach and mentor new coworkers as you are the subject matter expert

**INFLUENCE**

# What is a Talent Category?

- + Themes that define specific behaviors, thoughts and feelings are grouped into Talent Categories: Drives and Values, Work Style, People Acumen, Influence and Thought Process.
- + Your top 5 themes are aligned with one or more Talent Categories. How you accomplish work is, at the outset, driven through your top themes.
- + Remember: You will not have every theme in your top 5 and you may not have a top 5 theme in every Talent Category. This does not mean you don't have strength in those other themes and categories.
- + The Talent Card begins your strength development journey, encouraging you to focus on your talents: those areas where you can develop the most and truly enjoy the process.



## People Acumen

Reveals the extent, depth and impact of a person's interactions in both positive and negative settings.



## Drives & Values

Describes a person's motivation to develop their potential and set high expectations for themselves. This group also reflects the personal principles by which they live and work.



## Work Style

Addresses how a person carries out their job responsibilities. Factors considered include their energy level, ability to set priorities and capacity to plan what needs to be achieved in order to meet expectations.



## Thought Process

Describes how an individual learns through new experiences and applies the knowledge gained in different situations. This group also explains a person's talent for developing innovative ideas and creative solutions to problems.



## Influence

Defines the manner in which a person gets others to do something, buy something or work toward a common goal.