

Self-Identification with the Talent Survey

The Talent Survey, is designed to help reveal someone's Primary Intellect with a fair degree of accuracy. It takes about 10 minutes to complete.

Taking the Talent Survey

The Talent Survey should take you around 10 to 15 minutes to complete. Please note that there are no right or wrong answers. It is important that you are ruthlessly honest about yourself. Do not pretend to have characteristics (good or bad) that do not describe you. That will take you in the wrong direction. When you've finished, ask people who know you well to look at your results and validate them with you. Have an open conversation. Maybe even afford yourself the uncomfortable luxury of changing your mind!

The Talent Survey is split into two parts; Exercise 1 is where we ask you to select some statements that best describe you. Exercise 2 is where we ask you to identify what you see are your strengths and attributes.

Talent Survey Exercise 1:

You should print out these next two pages.

On the following two pages are four columns, each with a coloured header: Green, Blue, Red, Orange. In each of the four columns, put a X against the statements that best describe you. If it doesn't apply to you, just leave it blank. When you've finished, simply add up the number of Xs under each colour column and enter the totals at the bottom of the chart.

Then move on to Exercise 2.

GREEN	BLUE
GENERAL STATEMENTS	GENERAL STATEMENTS
• My workspace is neat but sparse; perhaps 'unlived in' <input type="checkbox"/>	• My workspace has a warm feel with pictures of people <input type="checkbox"/>
• I feel I'm friendly with people but in a hurry to move on <input type="checkbox"/>	• I'm warm and engaging. I want to know who you are <input type="checkbox"/>
• I'm fine with a little small talk but I've got lots of things to do <input type="checkbox"/>	• I'm happy with small talk and enjoy significant socialising <input type="checkbox"/>
• I have a short attention span and a need for speed <input type="checkbox"/>	• I listen well and pick up minute body language <input type="checkbox"/>
• I'm not a great one for detail or facts <input type="checkbox"/>	• I need just enough knowledge to gauge a situation – no more <input type="checkbox"/>
• I am an articulate person and verbally communicate well <input type="checkbox"/>	• I do my best work one-on-one; I build trust and understanding <input type="checkbox"/>
• I energise face-to-face with people <input type="checkbox"/>	• I charge my batteries when face-to-face with people <input type="checkbox"/>
• I make lots of contacts. They help me reach my goals <input type="checkbox"/>	• I have many deep and long friendships and relationships <input type="checkbox"/>
• I'm laser focussed on success <input type="checkbox"/>	• I keep my relationships warm and my influence alive <input type="checkbox"/>
• I'm very happy taking big risks if the rewards are significant <input type="checkbox"/>	• I'll never risk all on one play - I am a survivor <input type="checkbox"/>
• I dress well and appear prosperous <input type="checkbox"/>	• I dress well but not showy <input type="checkbox"/>
• I love to win when it leads to financial success <input type="checkbox"/>	• I know that success can only be achieved through people <input type="checkbox"/>
Sub total <input type="checkbox"/>	Sub total <input type="checkbox"/>

RED**GENERAL STATEMENTS**

- My desk is neat or cluttered with sources of knowledge/data
- I like structure such as process methodology and rules
- Small talk is OK but I do want to get down to the agenda
- I dive deeply into the detail and accumulate deep knowledge
- I will fully prepare for a meeting and I like precision
- The written word is my preferred way to communicate
- I am introverted and energise in solitary activities
- I like knowledgeable people I can learn from
- I finish what I start...so don't move the finish line
- I hate risk. I eliminate or reduce it when I can
- I dress neatly but functionally. I don't like to be showy
- I get things done and do them right

Sub total**ORANGE****GENERAL STATEMENTS**

- My workspace contains objects beautiful in my eyes
- My mind is easily sparked to diverge at a tangent
- I don't enjoy small talk; let's get on with it
- I create new ideas on demand
- I seek just enough knowledge for my ideas to be on point
- I prefer information presented visually with great use of colour
- I'm at my best when innovating
- I see patterns that others apparently do not see
- I make mental leaps that others struggle to follow
- I'm prepared to take a risk when I know the idea is true
- There are small idiosyncratic elements to how I dress
- I see pitfalls ahead, long before others

Sub total

Intentionally left blank

Talent Survey Exercise 2:

The next 4 columns focus on your core strengths, key characteristics and your “dark side”. The dark side highlights any occasional negative quality that might appear when you are stressed. You may feel defensive when it comes to owning up to your dark side but try to be honest about yourself. Remember, no one else is going to see these results unless you choose to share them.

Go through each column in turn and place a X by each statement which is true of you. Note that you can put a X against as many or as few boxes as necessary across the four columns. There is no maximum or minimum number of Xs that you have to write. You are what you are. At the bottom, total the number of Xs you have placed in each of the green, blue, red, and orange columns.

GREEN	BLUE
<p>CORE STRENGTHS</p> <ul style="list-style-type: none"> • Competitive <input type="checkbox"/> • Decisive <input type="checkbox"/> • Multi-tasking <input type="checkbox"/> • Verbally clear and articulate <input type="checkbox"/> • Enjoy an audience <input type="checkbox"/> • Radar for opportunity <input type="checkbox"/> • Self starter <input type="checkbox"/> 	<p>CORE STRENGTHS</p> <ul style="list-style-type: none"> • Empathetic <input type="checkbox"/> • Influencer, not persuader <input type="checkbox"/> • Relationship builder <input type="checkbox"/> • Active Listener <input type="checkbox"/> • Sense situations and needs <input type="checkbox"/> • Sensitive to culture <input type="checkbox"/> • Very focussed on people <input type="checkbox"/>
<p>OTHER ATTRIBUTES</p> <ul style="list-style-type: none"> • Fast moving <input type="checkbox"/> • Socially fearless <input type="checkbox"/> • High tolerance for rejection <input type="checkbox"/> • Money motivated <input type="checkbox"/> • More useful contacts than true relationships <input type="checkbox"/> 	<p>OTHER ATTRIBUTES</p> <ul style="list-style-type: none"> • Build trust <input type="checkbox"/> • Peacemaker <input type="checkbox"/> • Wide circle of friends <input type="checkbox"/> • Effectively socialise new ideas <input type="checkbox"/> • Warmly engage with others <input type="checkbox"/>
<p>DARK SIDE</p> <ul style="list-style-type: none"> • Poor listener <input type="checkbox"/> • Oversell on occasion <input type="checkbox"/> • Low empathy <input type="checkbox"/> • Snap judgments and short attention span <input type="checkbox"/> 	<p>DARK SIDE</p> <ul style="list-style-type: none"> • Manipulative at times <input type="checkbox"/> • Avoid unpopular decisions <input type="checkbox"/> • Spread myself too thin <input type="checkbox"/> • Drawn to political intrigue <input type="checkbox"/>
<p>Sub total <input type="checkbox"/></p>	<p>Sub total <input type="checkbox"/></p>

RED	ORANGE
<p>CORE STRENGTHS</p> <ul style="list-style-type: none"> • Finish what I start <input type="checkbox"/> • Logical and analytical <input type="checkbox"/> • Systematic thinker <input type="checkbox"/> • Highly organised <input type="checkbox"/> • Process orientated <input type="checkbox"/> • Planner / problem solver <input type="checkbox"/> • Great depth of knowledge <input type="checkbox"/> 	<p>CORE STRENGTHS</p> <ul style="list-style-type: none"> • Continuous flow of ideas <input type="checkbox"/> • Vision/Big picture thinker <input type="checkbox"/> • Artistic <input type="checkbox"/> • Innovative <input type="checkbox"/> • Strategic thinker <input type="checkbox"/> • See flaws/problems upfront <input type="checkbox"/> • See patterns in everything <input type="checkbox"/>
<p>OTHER ATTRIBUTES</p> <ul style="list-style-type: none"> • Practical <input type="checkbox"/> • Risk averse <input type="checkbox"/> • Hate to be wrong <input type="checkbox"/> • Can be consumed by tasks <input type="checkbox"/> • Resist or dislike moving the finish line <input type="checkbox"/> 	<p>OTHER ATTRIBUTES</p> <ul style="list-style-type: none"> • Easily bored with detail <input type="checkbox"/> • Dreamer <input type="checkbox"/> • Highly visual <input type="checkbox"/> • Comfortable in my own head <input type="checkbox"/> • Gratification through acceptance of ideas <input type="checkbox"/>
<p>DARK SIDE</p> <ul style="list-style-type: none"> • Sometimes too much precision <input type="checkbox"/> • Compulsive <input type="checkbox"/> • Nit-picker <input type="checkbox"/> • Deal with emotions factually <input type="checkbox"/> 	<p>DARK SIDE</p> <ul style="list-style-type: none"> • Arrogant and aloof <input type="checkbox"/> • Stubborn <input type="checkbox"/> • Moody / prickly <input type="checkbox"/> • Irritated by lack of progress with my ideas <input type="checkbox"/>
<p>Sub total <input type="checkbox"/></p>	<p>Sub total <input type="checkbox"/></p>

Talent Survey Results:

Now transfer your scores from the tables in Exercises 1 and 2 to the table below:

	GREEN	BLUE	RED	ORANGE
Exercise 1				
Exercise 2				
Total				

Look at the four numbers in the Total row. The highest number will indicate and point toward your Primary Intellect. This is a big moment in your understanding of yourself and where you fit in any team. You're already beginning to find out more about who God made you to be and the type of work in which you can excel. Here's a quick reminder of what that means:

- **Green:** Your Primary Intellect is likely to be EQ. The refrain of the EQ is that 'whatever you do, you love to win.'
- **Blue:** Your Primary Intellect is pointing towards Networker. Networkers know that success can only be achieved through people.
- **Red:** You are likely to have the Primary Intellect of a PD (Project Director). You get things done and you do things right.
- **Orange:** You may well be a Strategist*. You have the gift of on-demand creativity and a continuous flow of new ideas driven by recognising patterns.