

# StrengthscopeLeader™

an innovative 360degree leadership profiler

Use your leadership strengths to get the best out of you and your team, focusing on strengths helps create workplace cultures that are strong and positive!

StrengthscopeLeader™ provides leaders/managers with powerful self-awareness and helps them understand their unique leadership strengths and how they can bring the best of themselves to their roles to inspire and motivate their team members to deliver better performance. It is for leaders and managers who want to strengthen their leadership skills and get feedback from colleagues and other stakeholders on the effectiveness of their leadership approach.

It will also give you insights into weaker areas (non-strengths) and other risks to performance, your performance on leadership habits essential to leadership effectiveness, and the level of confidence your team members have in your ability to positively impact the key outcomes essential to healthy organizational performance.

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It offers an effective path to better understand:

- Your unique strengths and how these can be used to enhance performance / maximise effectiveness
- Potential performance risk areas including overdone strengths
- The perception you and your raters have about the visibility of your strengths and effectiveness
- The 4 leadership habits (*sharing vision, sparking engagement, skillfully executing, sustaining progress*) and the confidence others have in your performance over these key areas
- The confidence your raters have in your ability to perform in the 4 areas

StrengthscopeLeader™ provides information around specific leader habits as well as outcomes and success drivers and can be part of a larger leadership development programme, with optional leadership development workshops, coaching sessions, and additional online resources.

*The significant advantage of the Strengthscope tool is that it can be used in both an individual and a multi-rater format, allowing others to rate the individual's strengths and providing data on that crucial self– other alignment (Strength-Based Leadership: An Evidence-Based Guide to Positive Leadership Development by Doug MacKie, 2016).*

## FEEDBACK SESSION AND COACHING

To get the most out of your report, it is important to spend time understanding the data and implications for your leadership behaviour and performance. The Strengthscope feedback report forms a basis for a strengths-focused feedback/coaching session to provide you with the best chance of achieving your personal best at work. Tests can be frustrating sometimes and can leave you with the wrong impression or even more questions than you may have had before. It is our aim to provide you with much more tools and ideas which will enable you to develop your strengths.

To interpret the results and how you will be able to use the theory in practice, you will receive a one to one professional individual feedback session, this will take approximately 2 hours. This is an opportunity to review what the results really mean and what the implications are for your current leadership style, work and/or for your career plans. You can always decide upon further coaching sessions based upon what best meet your needs.

Kitty Schaap MA, MSc is Strengthscope® Accredited and authorised to deliver Strengthscope® Assessment and Coaching to individuals and leaders.

Please send an e-mail to order your assessment and feedback coaching session or to receive more information.

## HOW TO TAKE THE ONLINE STRENGTHSCOPE ASSESSMENT

Please [contact](#) us for information on how to take the online assessment, for other programs & prices and/or to discuss your needs.

Once you have paid, details will be sent to you of how to complete the assessment online. You can complete the assessment in the next few days at any place and time that is convenient to you. It takes about 40 minutes to answer the questions. For the 360 degree feedback assessment you will be asked to provide the details of up to 18 people who will provide additional ratings. Once you submit your completed questionnaire, I will contact you to arrange a time to discuss the results and you will receive your feedback report.

You can take the online Strengths Assessment anywhere you want to, you do not need to be based in The Netherlands (the individual feedback session can also be done remotely if necessary, via Skype for instance).

### What Are Strengths?

Knowledge and understanding of your strengths, and how to apply them effectively is critical to personal and organizational success. Knowing and applying your strengths can lead to sustained high performance, confidence and engagement.

*Strengths are underlying qualities that energise you, contribute to your personal growth and lead to peak performance.*

## **How will knowledge of your strengths help you?**

People who have the opportunity to do what they do best every day are happier and more successful. A strengths-based approach to managing talent recognizes the value of emphasizing strengths and adopts practices that help employees identify, use and develop their strengths at work.

Understanding and applying your strengths will help you to improve your performance, confidence and engagement. It also enhances your understanding of:

- \* Your work-related strengths as a source of energy, personal growth and peak performance*
- \* The consequences of not using your strengths in the right way, to the right degree and with the right people*
- \* How your strengths are perceived by co-workers*
- \* Where there are opportunities to use your strengths more often and more effectively*
- \* How you can harness your strengths to reduce performance risks*

## **DEVELOP YOUR LEADERSHIP STRENGTHS BY BUILDING AROUND THEM**

Finding out what your natural talents and abilities are is powerful, but after you have done that, how do you take them to the next level? Your leadership strengths cluster around and reinforce one another, they don't operate in isolation. You will get insights that will help you to build around strengths with complementary skills.

*Strengths-based development theory is supported by over 30 years of research, the core beliefs overlap a variety of other developing theories in personal and organizational psychology including positive psychology and appreciative inquiry.*

*Optimising strengths increase engagement by up to 73%*

*Employee Performance is on average 36% higher when line managers focus their appraisals on staff's strengths and talents (Corporate Leadership Council)*

*Customer retention is 44% higher in companies where people are allowed to 'do what they do best' every day.*

*Facebook is a strength-based organization, and that means that leadership finds what employees excel at and place them in those roles >>*

*Effective leaders invest in their own strengths, and the strengths of their employees*

*Employee performance is, on average, 36% higher when line managers focus their appraisals on staffs' strengths and talents (Corporate Leadership Council)*

*The best leaders don't only optimise their strengths and skills to build their unique 'leadership edge', they also work hard to overcome risk areas and develop leadership behaviours/habits in 4 key areas that ensure their effectiveness.*

**Focusing on strengths, helps create workplace cultures that are strong and positive!**

**StrengthscopeLeader™** profiler includes:

- Analysis of the leader's unique strengths and how these can be developed and sharpened to improve their effectiveness.
- Analysis of the leader's performance risks (including weaker areas and strengths in overdrive) the impact of these on work performance and how these can be managed or minimized.
- Analysis of their effectiveness across critical leadership behavior/ habit areas that are essential to leadership effectiveness
- Analysis of their impact on key outcomes and identified drivers.
- Feedback from up to 18 raters on the individuals effectiveness in applying their strengths and leadership habits, managing weaker areas and delivering key outcomes for the organisation.

StrengthscopeLeader™ can also be used as part of a larger leadership development programme, with optional leadership development workshops, coaching sessions, and additional online resources.

### **StrengthscopeLeader FAQs**

#### **Flyer 'maximising Strengths as a Leader'**

*Strengthscope® is a psychometrically robust tool developed by The Strengths Partnership, it provides a model and measure of strengths that is directly relevant to 21st Century organisations. Strengthscope® is positive, pragmatic and motivates people to develop themselves beyond narrow boxes.*

Strengths-based assessments (and assessments in general) are growing in popularity, but it is important to ensure that the psychometric tool you use and invest in is reliable and valid.

**Strengthscope® Listed as One of Most Reliable Assessments in World**



We work with STRENGTHSCOPE®; a leading strengths profiler that provides a comprehensive measurement of work-based strengths and the extent to which these are applied at work to produce high performance. It's the only strengths-focused 360° tool that enables the individual to receive feedback from up to 8 (for leaders up to 18) raters.

KS HR Consultancy & Coaching is owned by Kitty Schaap, she holds a Master's degree in Cultural Sciences and MSc in Management with specialisation Strategic Human Resource Management. Besides a strong theoretical background she has had a varied career in HR and gained broad HRM and coaching experience in international fast paced environments, some companies she worked for are: Shell, Sotheby's, Amoco BP, Sony, Merck Millipore.

Strengthscope®Accredited and authorised to Strengthscope®Assessment and Strengths-based Coaching & Consulting to individuals and leaders. Highly skilled at providing coaching and consultation to internal clients of all levels on people management. An inspiring and enthusiastic professional, no-nonsense approach with a good eye for the human aspects within an organisation. Good sense of humor, capable to put things into perspective, analytical, practical and performance driven. A talent to motivate and develop people even in tough times and a true business partner.

For more information and contact details: [www.ks-hrmadvies.nl](http://www.ks-hrmadvies.nl)