



MARK MATHEWS WINGFINDER REPORT

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WHAT MAKES YOU UNIQUE, MARK?

Every one of us is unique, with different passions, strengths and goals. Knowing your strengths and how to best leverage them, along with what to watch out for, enables you to develop, grow and succeed.

Developed by Red Bull and an expert team of psychology professors, Wingfinder focuses on your strengths, the things that you're naturally inclined to be good at, and gives you the tools and coaching to be even better.

The Wingfinder model comprises 25 individual strengths organised in terms of four key areas.

Thousands of scientific studies have shown these four factors to be more influential than any others for success in knowledge-based jobs.

**How do you create solutions
and work with change ?**



CREATIVITY

ADAPTABLE
CLASSICAL
FOCUSED
INNOVATIVE
OPEN TO EXPERIENCE
PRAGMATIC

**Learn about your style
of problem-solving**



THINKING

INTUITIVE
HANDS-ON LEARNER
BALANCED LEARNER
ANALYTICAL
AGILE

**What keeps you
moving forward?**



DRIVE

ACHIEVER
CONFIDENT
DISCIPLINED
MODEST
PATIENT
RELAXED

**How do you manage
relationships and yourself ?**



CONNECTIONS

AUTONOMOUS
BALANCED
DIPLOMATIC
DIRECT
EMOTIVE
INDEPENDENT
SOCIABLE
SUPPORTIVE



Your CREATIVITY measures how original and innovative your thinking is, or how logical and analytical it is.

**You're open-minded, often coming up with new and interesting ideas.
You enjoy novelty and change, and avoid routine as much as possible.**

Wingfinder measures CREATIVITY using three scales. Let's explore your creativity in more detail.

YOUR CREATIVITY

Top Strength:



YOU ARE

HIGHLY INNOVATIVE

in YOUR CREATIVITY

Your original thinking makes you stand out. You prefer to avoid the obvious route when it comes to problem-solving.

You succeed through

- seeing things differently
- coming up with lots of original ideas
- finding new solutions

On a good day...

You enjoy coming up with innovative solutions

On a bad day...

You feel constrained by routine



MORE PRAGMATIC



MORE INNOVATIVE



YOU ARE

ADAPTABLE

in YOUR CREATIVITY

You're excited by a degree of uncertainty. You're able to adapt to new ideas and don't like being too definite in your thinking.

You succeed through

- your adaptability to change
- your willingness to try something new
- your flexible thinking

On a good day...

You respond well to new environments

On a bad day...

You can take on too many tasks at once



MORE FOCUSED



MORE ADAPTABLE



YOUR CREATIVITY



YOU ARE

OPEN TO EXPERIENCE

in YOUR CREATIVITY

You enjoy daydreaming and think originally. Open-minded and comfortable with change, you adapt well to new situations.

You succeed through

- your intuition
- your flexibility
- your keen sense of aesthetics

On a good day...

You leap enthusiastically into the unknown

On a bad day...

You avoid repetitive tasks



MORE CLASSICAL



YOU

MORE OPEN TO
EXPERIENCE





Your THINKING measures the abilities you draw upon when solving problems and ranges from Intuitive, to Hands-on Learner, to Balanced Learner, to Analytical and to Agile.

As an Intuitive thinker your approach to problem solving relies mostly upon past experiences rather than analysing all aspects of a situation or challenge and this assists you to find solutions. You enjoy finding solutions to manageable, practical problems and believe that the best learning comes from experience, more so than research.

Wingfinder measures THINKING using one scale. Let's explore your thinking in more detail.

YOUR THINKING

Top Strength:



YOU ARE

INTUITIVE

in YOUR THINKING

In most situations, you prefer to follow your instincts. You don't like to overthink or over-rationalise things.

You succeed through

- using your common sense
- having an instinct for what to do
- learning from life

On a good day...

You use intuition to guide problem-solving

On a bad day...

You could benefit from a more analytical approach to problem-solving



MORE INTUITIVE



YOU

MORE AGILE





Your CONNECTIONS measures how well you manage relationships and how well you work independently.

You enjoy meeting new people, making contacts and helping your network. Your ability to read and influence others means you're comfortable in most social situations.

Wingfinder measures CONNECTIONS using four scales. Let's explore your connections in more detail.

YOUR CONNECTIONS



YOU ARE

VERY BALANCED

in YOUR CONNECTIONS

You're calm and think positively, even under pressure. You don't worry about things and don't get stressed.

You succeed through

- your resilience to stress
- staying upbeat
- keeping a cool head

On a good day...

You stay calm when stress levels rise

On a bad day...

You may not realise when others are stressed

< MORE EMOTIVE



MORE BALANCED >



YOU ARE

SUPPORTIVE

in YOUR CONNECTIONS

You're good at thinking about other people before yourself. You appreciate the support and ideas they can offer.

You succeed through

- your selflessness
- your openness to other opinions
- your focus on the group

On a good day...

You are naturally supportive of colleagues

On a bad day...

You can be too influenced by others' needs

< MORE AUTONOMOUS



MORE SUPPORTIVE >

YOUR CONNECTIONS



YOU ARE

SOCIABLE

in YOUR CONNECTIONS

Social events are something you're naturally good at. You prefer being around people and you enjoy making new connections.

You succeed through

- being comfortable around people
- being energised by spending time with others
- taking an interest in others

On a good day...

You thrive on meeting new people

On a bad day...

You can find it hard to work alone

< MORE INDEPENDENT



MORE SOCIABLE >



YOU ARE

SLIGHTLY MORE DIPLOMATIC THAN DIRECT

in YOUR CONNECTIONS

You're concerned with other people's needs and try to deal with conflict fairly. You hear what other people have to say and are honest in your own opinions.

You succeed through

- being able to see two viewpoints
- getting your point across clearly
- listening to others

On a good day...

You have strong social skills

On a bad day...

You avoid giving critical feedback

< MORE DIRECT



MORE DIPLOMATIC >



Your DRIVE measures your level of ambition.

You're self-confident and determined to produce work that's consistently strong. You have a sense of competition that motivates you, you value the respect of your peers and want to be recognised for your achievements or the quality of your work.

Wingfinder measures DRIVE using three scales. Let's explore your drive in more detail.

YOUR DRIVE

Top Strength:



YOU ARE

A HIGH ACHIEVER

in YOUR DRIVE

You've got the drive to do great things. You want to make a real impact, and focus all your energy on making sure you do.

You succeed through

- your competitive nature
- having real enthusiasm for what you do
- your natural ambition

On a good day...

You strive to reach your goals

On a bad day...

You can overshadow less driven colleagues

< MORE PATIENT

YOU

MORE ACHIEVER >

Top Strength:



YOU ARE

HIGHLY DISCIPLINED

in YOUR DRIVE

You're highly meticulous and most likely have a plan. You're thorough and never miss a detail, which is why you're so efficient and reliable.

You succeed through

- your close level of attention
- your perfectionism
- being so consistent

On a good day...

You can be relied on to deliver

On a bad day...

You get frustrated by tasks that don't have clear deliverables

< MORE RELAXED

YOU

MORE DISCIPLINED >

YOUR DRIVE



YOU ARE

HIGHLY CONFIDENT

in YOUR DRIVE

You're comfortable in your own skin and really believe in yourself; in turn, others believe in you too. You're really good at hiding insecurities if you have them.

You succeed through

- presenting yourself as highly capable
- taking the lead
- meeting challenges head on

On a good day...

You are comfortable in the limelight

On a bad day...

You have high expectations for yourself

< MORE MODEST



MORE CONFIDENT >

YOUR PERSONAL COACHING PLAN

Your personal coaching plan focuses on your top 4 strengths. These top 4 strengths represent your strongest personality preferences and the areas that you are most likely to start and continue developing. Your personal coaching plan brings together years of experience and specialist knowledge on how to train for success and is customised based on your personality.

You are
INNOVATIVE



You are
INTUITIVE



You are an
ACHIEVER



You are
DISCIPLINED



WHAT ARE STRENGTHS?

Strengths are the ways you are most likely to behave - your strongest personality preferences. They are aspects of your personality that you use to succeed at work and as you rely on them you are more likely to start and continue developing them. High performance comes from shaping and expanding your strengths through concentrated effort and practice.

YOUR STRENGTHS, YOUR STORY

We all have our own unique strengths. Wingfinder focuses on the key factors for career success which have been identified by psychologists across thousands of scientific studies. What YOU DO to develop your strengths will make the difference.

BEWARE OF THE DARK SIDE

Every aspect of personality has its positives and negatives depending on the situation and being self-aware will help you succeed in your career. As your top 4 strengths are your most preferred way to behave, you may be overusing them, or there may be situations they may not be to your advantage, how they can be managed and developed is key.

You are
INNOVATIVE



Your original thinking makes you stand out. You prefer to avoid the obvious route when it comes to problem-solving.

KEEP DOING

Keep things fresh. You're at your best when you're coming up with new ideas and projects, and looking for the full potential in things. Keep asking how can it be done better.

STOP DOING

It's possible to have too many good ideas, so learn when it's time to stop. Focus instead on bringing a few selected ideas to life.

START DOING

Transform your ideas into real innovations by working closely with practical, pragmatic thinkers and people with an eye for detail. Their skills will complement yours.

Here are four ways to help you build on this strength

1

Always think about the bigger picture

When tackling problems at work, think about the bigger vision. This will help you make better guided decisions that line up to the strategy.

2

Learn from your setbacks

Failure is a point you grow from. Innovation comes when you use the learning from your setbacks.

3

Embrace difference

Work in an unfamiliar environment, with unfamiliar people. This will help refresh the way you think.

4

Stay focused

Avoid jumping from one shiny project to the next without driving things through completion and all the way to adoption.

You are
INTUITIVE



In most situations, you prefer to follow your instincts. You don't like to overthink or over-rationalise things.

KEEP DOING

Your practical approach to problem-solving is based on past experience and if it has worked for you in the past, it's probably very likely to work for you again.

STOP DOING

Don't be challenged by those with a more analytical approach than your own to solving problems. By sharing your experience, you can save time and avoid the need for others to overanalyse the situation.

START DOING

Start paying closer attention to complex situations or problems you haven't encountered before. Rather than relying on your intuition, you may need to slow down and carry out a careful analysis to achieve the best solution.

Here are four ways to help you build on this strength

1

Make sure you're thinking logically and objectively

Try to explore many different perspectives on a situation to make sure you're thinking logically and objectively.

2

Base your decisions on evidence

Before you make a generalisation, make sure you have the evidence to back it up.

3

Question assumptions

The same applies to assumptions. Always question what you assume to be true.

4

Make connections

Map out your thought processes on paper. This will help you make connections and aid your thinking.

You are an
ACHIEVER



You've got the drive to do great things. You want to make a real impact, and focus all your energy on making sure you do.

KEEP DOING

Keep challenging yourself and sharpening your skills. Nothing's more satisfying than working at the peak of your ability.

STOP DOING

Hold back a little because sometimes your desire to get things done can come across as being too forceful.

START DOING

Focus on a few carefully prioritised tasks — quality rather than quantity should be the focus of your achievements. The key to your growth is to act on the learning from your successes and failures. To accelerate this, check out the 5P model below.

Here are four ways to help you build on this strength

1

Measure your performance

Find a way to measure your own productivity, to really see what you're getting done.

2

Take a moment to celebrate achievements

Whenever you finish a project, take a moment to celebrate before moving on to the next one.

3

Avoid box ticking

Try working without to-do lists. They can make you feel like you're just ticking boxes.

4

Disconnect when you can

Make full use of your holiday time to stay refreshed and at the top of your game. Disconnect when you can as chances are, the work will still be there for you when you return.

You are
DISCIPLINED



You're highly meticulous and most likely have a plan. You're thorough and never miss a detail, which is why you're so efficient and reliable.

KEEP DOING

Seek out projects and responsibilities that have or need structure, where you can prioritise your tasks and work accordingly. Your high standards of work, and desire to deliver, drive people around you to do better.

STOP DOING

Identify situations where things aren't working as efficiently as they could be. Use your natural discipline to make them more productive. Be careful if you're chasing perfection in all you do — in some tasks, 80% will suffice and will allow you to move quickly to other tasks where your high standards are needed.

START DOING

When you're working with less disciplined colleagues, get them to focus on the results rather than the process itself. Learn to be aware of when your desire to complete tasks gets in the way of being flexible and being able to change priorities.

Here are four ways to help you build on this strength

1

Take short mental breaks

People typically work best in focused periods of 20 minutes. Take short mental breaks to keep yourself agile.

2

Prioritise

You can't do a hundred things at once. Choose three things you want to prioritise.

3

Stop trying to do everything

Think before agreeing to do something. Check whether you've got the time.

4

Keep a journal

Forget Facebook, make a real journal. Write down what worked, and what didn't go so well, from the day before.