



CALLIE SCIGLIANO WINGFINDER REPORT

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WHAT MAKES YOU UNIQUE, CALLIE?

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
SOCIALABLE
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



YOU ARE

VERY OPEN TO EXPERIENCE

in YOUR CREATIVITY

You're very imaginative and pay close attention to how things look. You value diversity and welcome difference.

You succeed through

- your curiosity
- your vivid imagination and ability to see things others don't
- your adaptability

On a good day...

You leap enthusiastically into the unknown

On a bad day...

You avoid repetitive tasks

< MORE CLASSICAL



MORE OPEN TO EXPERIENCE >



YOU ARE

INNOVATIVE

in YOUR CREATIVITY

You stand out for your original thinking. You're always looking to find a new angle — an idea that no one's tried before.

You succeed through

- your ability to innovate
- your lateral thinking
- your love of new ideas

On a good day...

You enjoy coming up with innovative solutions

On a bad day...

You feel constrained by routine

< MORE PRAGMATIC



MORE INNOVATIVE >

YOUR CREATIVITY



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 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 Analytical thinker you pick up information faster than most. You're very good at working out the components of complex tasks, opinions and ideas and this assists you in finding solutions. You have a very good ability to evaluate problems as you can easily spot the details and patterns they contain.

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

YOUR THINKING



YOU ARE

ANALYTICAL

in YOUR THINKING

You prefer to think through a situation before diving in. You use reason and logic to get to the heart of a problem.

You succeed through

- being able to learn quickly
- remaining objective
- taking time to think

On a good day...

You think in a structured, logical way

On a bad day...

You can place too much emphasis on being analytical

< MORE INTUITIVE



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

Top Strength:

SHARE  



YOU ARE

VERY SUPPORTIVE

in YOUR CONNECTIONS

You consider other people's opinions before your own. Your focus and desire is to do good for others.

You succeed through

- your focus on the bigger picture
- your regard for others
- being a person others can trust

On a good day...

You are naturally supportive of colleagues

On a bad day...

You can be too influenced by others' needs

< MORE AUTONOMOUS



Top Strength:

SHARE  



YOU ARE

HIGHLY SOCIABLE

in YOUR CONNECTIONS

Meeting people and networking just come naturally to you. You're happy to be the centre of attention, even when talking to groups of strangers.

You succeed through

- your sociability
- building networks and relationships
- your enthusiasm

On a good day...

You thrive on meeting new people

On a bad day...

You can find it hard to work alone

< MORE INDEPENDENT



YOUR CONNECTIONS

Top Strength:

SHARE  



YOU ARE

VERY DIPLOMATIC

in YOUR CONNECTIONS

You're cooperative, good at relating to people and you like to understand their needs.

You succeed through

- striving for win-win solutions
- appearing warm and approachable
- building strong relationships

On a good day...

You have strong social skills

On a bad day...

You avoid giving critical feedback

< MORE DIRECT



MORE DIPLOMATIC >



YOU ARE

BALANCED

in YOUR CONNECTIONS

It takes lot for you to feel the pressure. You're good at keeping a cool head, and staying upbeat and focused.

You succeed through

- your confidence
- staying positive
- not worrying too much

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 >



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:

SHARE  



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



MORE DISCIPLINED >



YOU ARE

AN ACHIEVER

in YOUR DRIVE

You're motivated and ambitious so you work hard to make a real difference. You expect a lot from yourself.

You succeed through

- your natural ambition
- your determination
- having clear goals

On a good day...

You strive to reach your goals

On a bad day...

You can overshadow less driven colleagues

< MORE PATIENT



MORE ACHIEVER >

YOUR DRIVE



YOU ARE

CONFIDENT

in YOUR DRIVE

You have a strong belief in your own abilities. Only in the most challenging situations do you appear less than confident.

You succeed through

- taking the lead
- taking on tough situations
- presenting yourself as highly capable

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
SUPPORTIVE



You are
SOCIABLE



You are
DIPLOMATIC



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
SUPPORTIVE



You consider other people's opinions before your own. Your focus and desire is to do good for others.

**KEEP
DOING**

Your desire to assist others is a valuable quality. It means the people you work with feel that you are there when they need help and that you're working for the good of the team.

**STOP
DOING**

Make sure you're not spending so much time helping others, you forget about yourself. Challenge yourself to give hard facts and data more weight over the needs of members of the group, in your decision-making.

**START
DOING**

Your belief in other people is a great quality of leadership. Try to bring more people together to achieve collective goals — don't shoulder the entire burden yourself.

Here are four ways to help you build on this strength

1

Use your empathy

Continue to help others and be aware of when one of your colleagues is having a tough time.

2

Maximise impact

Your desire to help others is valued, try and think where and when you can have the most impact.

3

Think of yourself sometimes too

It's important to put other people's needs before yours, but remember to treat yourself every once in a while.

4

Focus is important

You like to achieve your goals as part of a group, but sometimes your own focus should take priority.

You are
SOCIABLE



Meeting people and networking just come naturally to you. You're happy to be the centre of attention, even when talking to groups of strangers.

KEEP DOING

Your natural extraversion and charisma are powerful gifts. Create and leverage your networks to bring people together to achieve great things.

STOP DOING

It's great that you make work a more sociable place. But try to keep a balance between nurturing your relationships and achieving your work goals — not everyone shares your need for interaction.

START DOING

Benefit from your large network. Success is not only a function of what you know, it's who you know. Be deliberate and purposeful in how you work with others and nurture connections; often the greatest ideas are born out of collaboration.

Here are four ways to help you build on this strength

1

Help find the right people for the right roles

Use your talent-spotting skills to help set up teams, finding the right people for the right roles.

2

Use your listening skills

Consider taking up a role that lets you counsel and listen, that helps others find meaning in their own work.

3

Make the most of your ability to get on with others

Make sure your role brings you into contact with lots of people, both within and outside your organisation.

4

Help colleagues find common ground

If two people argue, ask the others in the group to share their thoughts. Help them find common ground.

You are
DIPLOMATIC



You're cooperative, good at relating to people and you like to understand their needs.

KEEP DOING

You have the ability to build trust and cooperate with many different people. Use this strength to drive your projects forwards.

STOP DOING

Avoid being too much of a people-pleaser. Improving your team's or colleagues' performance sometimes means you have to share uncomfortable truths.

START DOING

Not everyone's as diplomatic as you. Use your skill to resolve conflicts and help those with strong opinions to compromise.

Here are four ways to help you build on this strength

1

Use your network

When faced with difficult challenges, think of people in your network who could have the skills to meet the challenge.

2

Make connections

Draw a map of all the people in your networks to help you spot unexplored opportunities.

3

Mix with others

Do one activity that brings you into contact with lots of different people through the day.

4

Know your own mind

Be clear and strategic about when you want to stick to your own opinion.

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.

LEARN FROM THE GREATS

At Red Bull, we believe that true strengths are built from combining raw talent with skills and knowledge.

Find strategies for maximising your talents by learning how legends have worked with their strengths to achieve great success. Here, we bring you reflections and advice from the very best in the world.

