

# S.W.O.T. Yourself MindMap - Joe Sample



You are a strong communicator. Your visual talents (ability to pick-up on the non-verbal cues) combined with your verbal abilities enable you to connect effectively with a wide variety of individuals.

You see possibilities where others do not and have the courage to go for them. You address problems in search of a better outcome.

You have flexibility in style found in few executives. You see what needs to happen, where the people are at and what challenges are emerging. You have no shortage of ideas for addressing those challenges and you see ( and are willing to pay attention to) the details required for implementation.

You are a great change agent. You are not stuck in the past or with how things have always been done. You excel at spotting opportunities, problem solving and developing strategies - capturing both the hearts and minds of others to ensure buy-in.

You have developed excellent intuition and street sense. You are skilled at reading your environment, analyzing your options and understanding the politics involved.

You are very comfortable being front and centre and sharing your ideas with others.

You show great self-management. You are very productive, are reflective (i.e.. you learn from situations) and have developed strong systems and work habits to support what you are trying to achieve.

You have shown great self-awareness in that you have differentiated between your strengths and weaknesses. You have a hard driving, very successful, potentially intimidating profile.

You have an optimistic answering style and are not worried or intimidated by challenges.

## Overall comment on assessment scores

## Your Strengths

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## Developmental Needs

You have a strong need to be in control which may make it hard for you to delegate. Really examine what is holding you back from delegating more often. For you it could be your enjoyment of the challenge, or your under-estimating how much time something will really take, or your feeling that you can't really expect that of someone else. Delegating more often will result in developing skills and confidence in others and allow you to spend more time on the big picture.

You need to learn to listen, and to indicate that you have heard what others have to say. Not because you don't know the information, but because this will build trust and respect.

At times you may intimidate and overwhelm others. This is due to the number of balls you juggle, the speed at which you handle the complexity, your driven need to win, your domination of conversations and the fact you are so sure of yourself. Ask more questions, listen and focus on building the confidence of the people around you.

Your ability to read the environment, understand the politics and see where things are going would indicate that you are very clear about what high performance looks like.

## Clarity

You are way out in front, able to work with great ambiguity. Others will need reminders of your goals and expectations and their role in achieving them.

## Links to Coaching

You have exceptional confidence - think about how to build that in your people. Also, you take on so many activities (and want to win) that at times you may get people going in too many directions, spreading resources too thin. Think next step.

## Competence

You excel at recognizing others and creating a motivating work environment. Keep it up as others will need that to operate at your pace and to your high expectations. This is one balance to your intimidation factor.

## Recognition