

Strengthscope®

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PURPOSE	To comprehensively measure an individual's strengths at work
ADMINISTER TO	Working adults (with at least 6 months work experience)
READING/EDUCATIONAL LEVEL	Grade 8 (NQF Level 1 & ABET Level 3 or 4)
ADMINISTRATION TIME	40 – 45 minutes (186 items)
SCORING OPTIONS	User portal
PUBLICATION DATE	Revised 2010
HPCSA	To be submitted
TRAINING	Compulsory accreditation training
LANGUAGES	English
SA NORMS	No

Strengthscope is designed to help optimise performance and energy at work by improving the understanding of:

- Unique strengths and how to optimise these to achieve exceptional results
- Risk areas to peak performance together with powerful ways to reduce the impact of these
- Positive ways of working that will improve confidence, motivation and success in any situation
- How to strengthen relationships and work more effectively with people whose strengths are different from yours

ASSESSMENT SCALES

The 24 Strengthscope strengths, organised into 4 broad clusters, are:

Emotional: Courage, Emotional Control, Enthusiasm, Optimism, Resilience, Self-Confidence

Thinking: Common Sense, Critical Thinking, Detail Orientation, Strategic Mindedness

Relational: Collaboration, Compassion, Developing Others, Empathy, Leading, Persuasiveness, Relationship Building

Execution: Decisiveness, Efficiency, Initiative, Results Focus, Self-Improvement

AREAS OF APPLICATION

The Strengthscope can be used for the following purposes:

- Performance Management/Improvement
- Induction/Orientation
- Team Building
- Talent Development and Succession Planning
- Career Development/Transition
- Organisational Development
- Leadership Development
- Coaching
- Occupational and work settings
- Developmental purposes

REPORT OPTIONS

The Strengthscope has the following software reports available:

- **Strengthscope Feedback Report:** The feedback report provides a comprehensive account of the candidate's strengths, along with ideas as to how to put these strengths to better use at work. The feedback report forms a basis for a strengths-focused feedback session to provide the respondent with the best chance of achieving their personal best at work.
- **StrengthscopeLeader:** This report provides leaders with powerful self-awareness and development focus to promote strengths optimisation, performance improvement and achieve exceptional results.
- **Strengths Engagement Index:** This report is for those who want to gain a once-off measure of productive use of strengths and engagement. It gives a snapshot of the productive use of strengths and engagement levels of a group at a specific point in time.

- **StrengthscopeTeam Report:** This report can form the basis of a strengths-focused team development program. It energises peak team performance by providing the team with awareness and guidance on their clear strengths and how these can be used to optimise their performance.
- **Strengthscope360 Report :** This report is for anyone who wants feedback from colleagues and other performance stakeholders on their strengths and risks in their performance to enable them to improve performance at work.