

strengths



teams



clients

# RECOGNIZED STRENGTHS PROFILE



partners



career

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GARY M. JORDAN, PhD.

**Your  
Talent Advantage**

# RECOGNIZED STRENGTHS PROFILE

## Personal Results Report

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### RSP Assessment Results for John Smith

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#### Preferences for Interaction

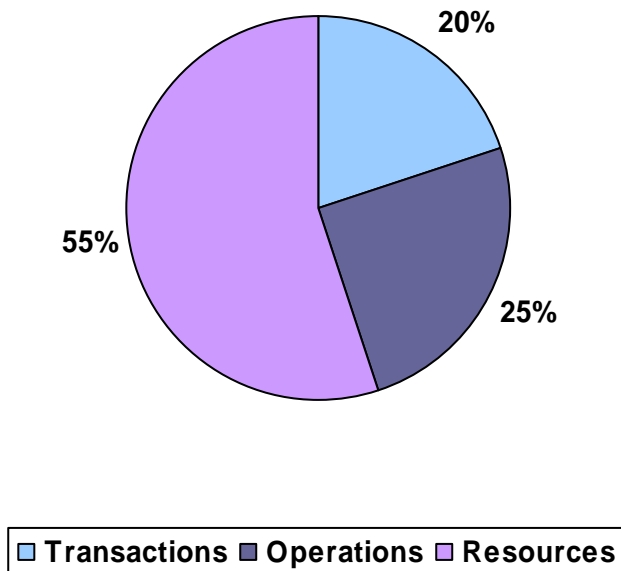
One very important aspect of who you are – and a key factor in what makes you unique among people with the same Perceptual Style as yours – is how you prefer to interact with others.

There are three major categories of interaction between people – **Transactions**, **Operations**, and **Resources**. You use behaviors from all three every day.

Interestingly, each of us develops a distinct ordered **Preference for Interaction** during our childhood that stays with us throughout our adult life. The degree of preference can change as you grow and develop your natural skills, but the order usually stays pretty much the same.

You can read all about Preferences for Interaction beginning on page 5 of the *Live Your Talents* action guide:

The following chart shows your personal preferences:



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### Natural Action Capacities

A natural capacity is the innate potential you possess to excel at specific skills and abilities because of your Perceptual Style.

Your Perceptual Style is the reason you are naturally gifted at several complex groupings of skills and abilities that you perform as you interact with others – i.e. take action...Natural Action Capacities (NACs).

The Recognized Strengths Profile (RSP) presents your awareness and use of your NACs by the use of three categories:

- **Talents** are capacities that are *natural* for you, you have a high preference for, and you claim many of the skills and abilities associated with them.
- **Opportunities** are capacities that are natural for you, but you have a medium to low preference for and you didn't claim many of the skills or abilities associated with them.
- **Endeavors** are capacities that are comprised of 100% *acquired* skills for you and you indicated a high preference for them and claimed many of the skills and abilities associated with them.

You can read all about NACs and more about the difference between natural and acquired skills, along with additional details about the categories of **Talent**, **Opportunity**, and **Endeavor** beginning on page 9 of the *Live Your Talents* action guide.

Remember, your results below are point in time – they reflect your awareness and use of your natural and acquired skills at the time you completed the RSP assessment. As your awareness increases and as you begin to claim and use your natural capacities, skills, and abilities to their fullest potential, the categorization of your NACs will most definitely change.

The following are your NACs presented in order of preference within each category:

**Talents** (natural strengths, high preference, many claimed skills).  
**NOTE:** not to worry if nothing shows up here – that just means you aren't fully aware of your natural abilities yet 😊 and that's not uncommon.

### Connector

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**Opportunities** (natural strengths, medium to low preference, medium to low claimed skills). **NOTE:** NACs in this category just mean you don't currently recognize or value your strengths in these areas yet.

**Enroller**

**Liaison**

**Maintainer**

**Endeavors** (acquired, high preference, many claimed skills). **NOTE:** NACs in this category are ones you've had to really work to master. Not to worry, we're not going to tell you to give them up! We just want you to be aware that they are more work for you than your natural skills.

**Advisor**

**Expert**

**Strategist**

You can read all about the detailed skills and strengths associated with each NAC in the *Live Your Talents* action guide.

Please be sure to read pages 1 through 23 in the *Live Your Talents* action guide before you start exploring the details of each NAC presented in your results.

Remember, the best route to claiming Your Talent Advantage<sup>®</sup> comes from focusing on the use of your **Talents** and the development of your **Opportunities**. They are based on your natural strengths and will always provide you with the greatest sense of satisfaction and reward.

# **RECOGNIZED STRENGTHS PROFILE**

**A Practical Guide to Doing What You Do Best**

**Lynda-Ross Vega  
and  
Gary M. Jordan, Ph.D.**

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**Dedicated to  
You Doing What You Do Best.**

**And to all of the wonderful people who help us do what  
we do best. We are forever grateful.**

# RECOGNIZED STRENGTHS PROFILE

## A PRACTICAL GUIDE TO DOING WHAT YOU DO BEST

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## A PRACTICAL GUIDE TO DOING WHAT YOU DO BEST

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### Welcome!

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Do more of what you do best... who wouldn't want to sign up for that?

The problem is that most of us go through life getting lots of feedback about what we should improve rather than compliments on what we do really well.

But that's all about to change for you. **Helping you to identify your natural gifts and talents is the primary goal of discovering Your Talent Advantage<sup>®</sup>.**

In *Celebrate You*, you learned about how you perceive the world and how that perception influences your actions. And you identified the core skills that are natural to you because of your Perceptual Style<sup>®</sup>.

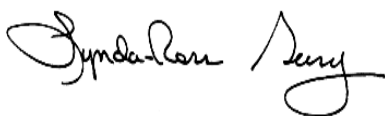
Now, in *Recognized Strengths Profile*, you'll learn about the vast array of natural abilities you possess – those you are consciously using and perfecting and those that are waiting for you to discover.

This action guide is organized into sections that define important concepts for understanding your natural strengths and potential including the presentation of your Recognized Strengths Profile assessment results and a step by step process for applying those results in your life.

There's an abundance of information provided in this action guide. You will find yourself referring to it often as you apply what you learn. **Don't feel you must master it all in one sitting – that's why there are 5 steps – take them one at a time and enjoy the process!**

We are so pleased you have chosen to continue this journey with us. You will learn new things about yourself, validate things you innately know are true, and gain real excitement about who you are and what you do really, really well.

To Your Unique Success!



**Lynda-Ross and Gary**

# RECOGNIZED STRENGTHS PROFILE

## A PRACTICAL GUIDE TO DOING WHAT YOU DO BEST

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### Introduction

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Your Talent Advantage journey continues with your Recognized Strengths Profile and *Live Your Talents*, a discovery process focused on helping you to:

- \* uncover how you prefer to interact with others and why,
- \* confirm and explore the skills you truly enjoy,
- \* recognize what you do because you think you should,
- \* identify the skills you'd really rather avoid,
- \* learn how to tap into your potential, and
- \* do more of what you do best!

In *Celebrate You*, you learned that Perceptual Style defines the way you take in information through your five senses and make that information meaningful to you.

Your Perceptual Style acts as a filter between sensation and understanding. It's at the core of who you are, and it impacts your values, your beliefs, your feelings, and your psychology.

The decisions you make, the actions you take, and the directions you choose are all influenced by your Perceptual Style.

Your Perceptual Style is also at the heart of the range of natural capacities and skills you possess and actions you perform.

The Recognized Strengths Profile assessment (RSP) you completed measured your preference and awareness for the capacities, skills, and actions associated with your Perceptual Style.

Your RSP results combined with the knowledge you gained about your Perceptual Style in *Celebrate You* form the foundation for *Live Your Talents*.

In the following sections of this action guide you will:

- \* discover why all people with your Perceptual Style are not the same (yes, you *are* unique!),
- \* discover the capacities, skills, and actions that are natural to you because of your Perceptual Style,

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- \* identify the skills that you've worked hard to learn that may be draining your energy,
- \* validate those skills you really are not interested in at all,
- \* let go confidently of things that are holding you back, and
- \* Claim Your Talent Advantage.

Sound exciting? Let's get started!

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### All People with Your Perceptual Style are Not the Same!

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Your view of the world is very similar to others who share your Perceptual Style; however, as you discovered in *Celebrate You*, we are all composites of our life experiences in addition to our Perceptual Style and unique personality traits.

One very important aspect of who you are is how you prefer to interact with other people.

There are three major categories of interaction between people – **Transactions**, **Operations**, and **Resources** – and we all have equal capacity for the behaviors associated with all three.

You use behaviors from each category every day:

- ✦ **Transactions** involve behaviors and skills that are focused on achieving agreement through the exchange of information. Bargaining, convincing, making promises, settling arguments, representing, mentoring, selling, and persuading are examples of Transactions based skills.
- ✦ **Operations** involve behaviors and skills that are focused on doing and accomplishing – answering the questions of “what?”, “how?”, and “when?” Planning, organizing, building, fixing, coordinating, installing, and guiding are examples of Operations based skills.
- ✦ **Resources** involve behaviors and skills that are focused on enabling yourself or others by providing information, action, or support. Defining strategies, researching, teaching, counseling, sharing, advising, coaching, and connecting people are examples of Resources based skills.

Interestingly, each of us develops a distinct ordered Preference for Interaction during our childhood that stays with us throughout our adult life. You prefer one category of interactions more than the other two and one less than the other two.

The degree of preference can change as you grow and develop your natural skills, but the order usually stays pretty much the same.

Your Preference for Interaction (let’s call it PFI for short) is second only to your Perceptual Style in defining who you are.