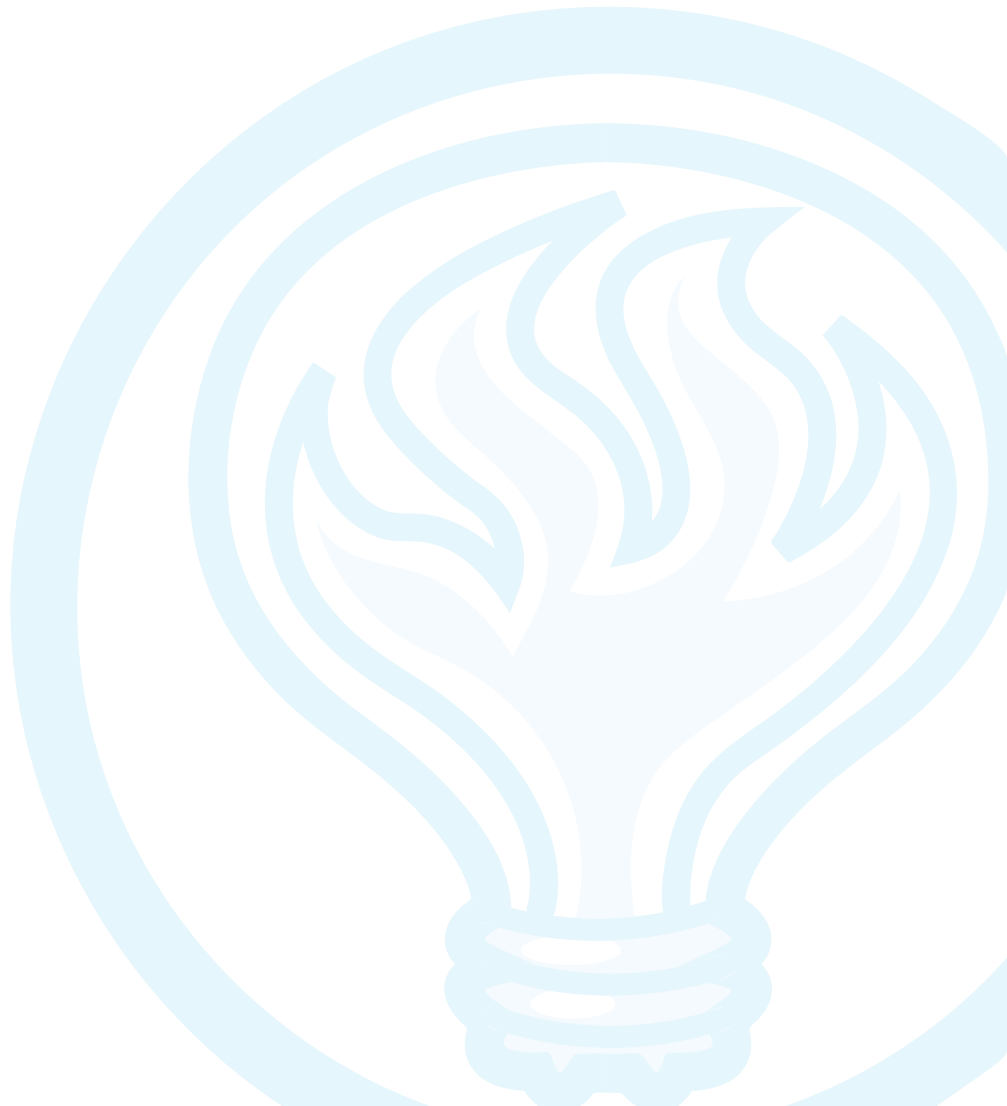




Realise2 Premium Profile

Prepared for: Sample
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About Realise2

The purpose of Realise2 is to help you identify and develop your strengths, at the same time as moderating your learned behaviours and minimising your weaknesses. Realise2 works by asking you to rate 60 attributes according to how energising you find them, how good you are at them, and how often you use them. Your responses are scored to determine where these attributes fall in the Realise2 Quadrant Model, as illustrated in figure 1 below.

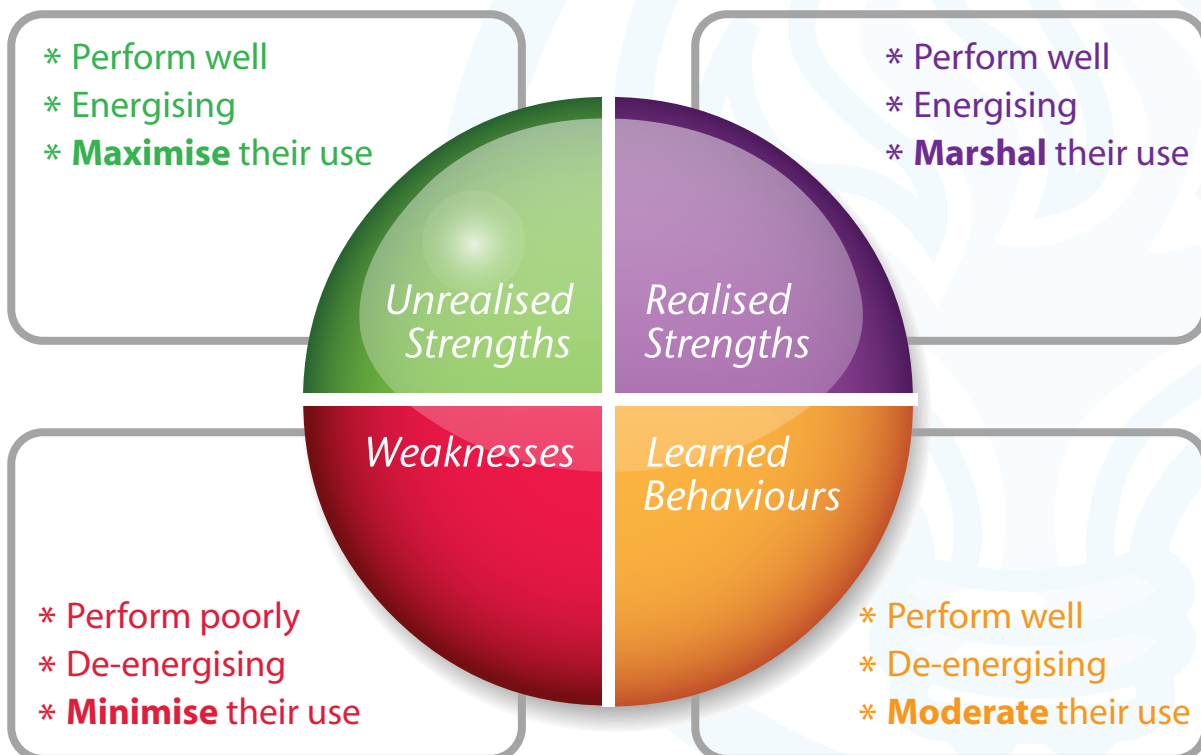


Figure 1: The Realise2 Quadrant Model

Realised strengths are those attributes that you find energising, perform well, and use frequently. You should aim to marshal your realised strengths for optimal performance.

Unrealised strengths are those attributes that you find energising and perform well, but perhaps don't have the opportunity to use so often, maybe because of the context and environment you are in. You should aim to maximise your unrealised strengths in order to develop yourself to the full.

Learned behaviours are those attributes that you have learned to do well, but that do not energise you. learned behaviour patterns often become engrained over time, and it's easy to confuse them with strengths because you are good at doing them – but they're not energising for you, so they can't be strengths. Learn how to moderate your learned behaviours.

Weaknesses are those attributes that you find it hard to do well and also find draining when you use them. From a performance perspective, your weaknesses may be causing you problems or concerns, so you should focus on how you can best minimise them to make your weaknesses irrelevant.

Your Realise2 Profile - Summary

Your unique Realise2 Profile - Summary is presented in Figure 2, with each of the attributes presented in order of significance – those attributes that appear first in each quadrant are the highest ranked for that quadrant. Your Realise2 Profile - Summary as presented in Figure 2 includes up to seven of each of your realised and unrealised strengths, up to four learned behaviours and up to three weaknesses.

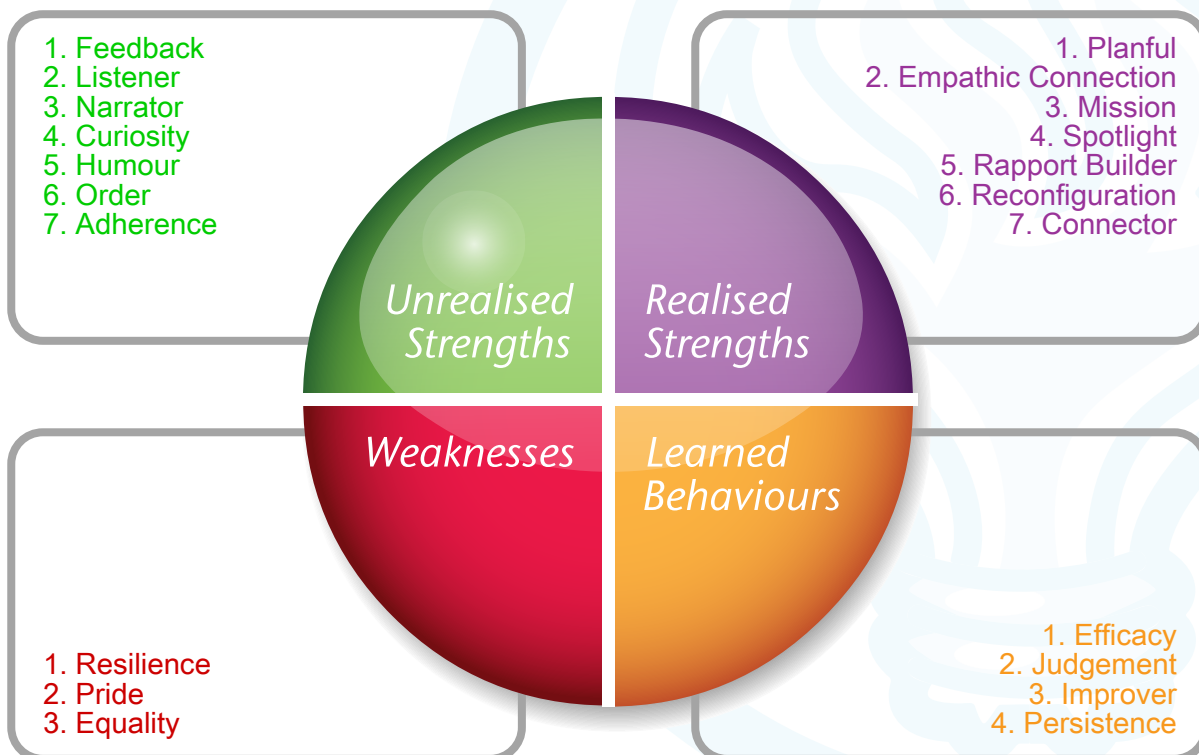


Figure 2: Your Realise2 Profile - Summary

Your Realise2 Profile - Full Data

Your Realise2 Profile for all of the 60 attributes follows below, showing how each attribute has been classified into the category of a realised strength, unrealised strength, learned behaviour or weakness. The attributes are presented in order of significance for each category, with the highest scoring attribute presented first. You may find it more appropriate to give more attention to the attributes that appear earlier in each category, since these will be the most significant attributes for that category.

While every person is different, our data indicate that the average number of attributes for a person, for each of the four categories, is as follows:

- An average of 19 realised strengths per person
- An average of 9 unrealised strengths per person
- An average of 24 learned behaviours per person
- An average of 8 weaknesses per person.

The symbol for each attribute is also accompanied by its Strengths Family key. There are five Strengths Families: Strengths of Being (14 strengths), Communicating (8 strengths), Motivating (13 strengths), Relating (11 strengths) and Thinking (14 strengths). Your data by Strengths Family is included after the breakdown by category.

Realised Strengths

Realised strengths are the things that energise you, that you are good at, and that you get to do frequently. Your realised strengths are presented in order of significance below.



Planful

You have a natural ability to plan and prepare, taking a deliberate and systematic approach to everything you do. Before starting tasks you think carefully, get organised, establish time frames, assess and allocate resources. You love to make sure that you have covered all eventualities - including planning for the unexpected. For you, it's essential to have a plan.



Empathic Connection

You have a natural connection with other people. You are very finely tuned in to others and can feel what they are feeling. You love to put yourself "in another person's shoes", to experience the same emotions they are experiencing. You share their joy, their pain, their frustration and their elation. Your Empathic Connection means that you are always able to see things from another person's point of view, and understand them all the better for doing so.



Mission

You derive great fulfilment from pursuing activities which give your life meaning and purpose. The focus of your purpose could be one - or more than one - of many different things, but whatever it is you are committed to pursuing it, totally and completely. How you spend your time, the decisions you make, the plans you have for the future - all are aligned to your overriding sense of mission and purpose in life.



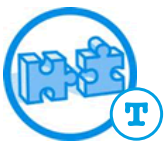
Spotlight

You enjoy being the centre of attention. Whether in a meeting or in a social gathering, you naturally speak up and hold the floor. You like holding people's interest and focus, and usually find this easy to do. You find that you can get people to listen to you and keep their attention - whatever else might be going on.



Rapport Builder

You love to start conversations with people quickly and easily, including people you are meeting for the first time. You quickly find something that is of interest to both of you, and then open up the conversation to establish a relationship. You enjoy meeting people for the first time and quickly get to know them.



Reconfiguration

You love rearranging resources and adapting plans to meet the changing demands of new situations. You sense when to stay on track and when to deviate to become more effective. Your adaptability means that you are always looking for the best possible fit for things, always being prepared to change as the context and need changes.



Connector

Whatever situation you find yourself in, you always love making connections between the people that you meet. You notice when people have shared interests or something in common and you instinctively make links between them, thinking about the ways you can effectively bring people together for their mutual benefit.



Change Agent

Change energises you. You are able to see the real benefits of change and always love to be involved with and to bring about change in some way or another. You often become an advocate for new developments and relish any opportunity to implement change. Your enthusiasm for change enthralls others, who may otherwise have been more reluctant about the change.



Counterpoint

You love to bring an alternative perspective to any situation. You seem to see things differently from others, and can present a range of options, possibilities and alternatives for any scenario. As a result, you will often bring things into the discussion that other people have missed.



Service

You feel compelled to help people as much as you can. You get a great deal of satisfaction when you have helped someone. You strive to go above and beyond what you need to do, often exceeding people's expectations. You are focused on satisfying people's needs and meeting their requirements. Nothing is too much trouble.



Explainer

You love to simplify things so that people can easily understand. You can take a complex idea and express it simply and clearly, making complicated ideas readily accessible to a wide range of people. If someone doesn't understand your explanation the first time, you will always try again, finding enjoyment from coming up with different ways of explaining the same thing.



Legacy

You care deeply about future generations and seek to leave a legacy through what you do. You enjoy working on things that make a difference and will have a positive impact on others. In whatever you do, you want to ensure that you create something that will outlast you and continue to make a positive contribution after you have gone.



Authenticity

Whatever you do, you do it with genuine conviction and without pretence. You always keep to your own values and beliefs, no matter what people want you to do. Indeed, regardless of pressure from others, you are proud to stand up for what you believe in, doing the things that are right for you, in the way that is right for you.



Adventure

You relish the risk of the unusual or the untried. You look forward to experiences that are on the edge of, or outside, your comfort zone. You like to see how you would react to new and difficult situations. New and challenging scenarios provide ways for you to test yourself, to understand what you can and can't do, to gain personal insights, and to prove yourself. Above all, you love to push the boundaries and see what life will throw at you.



Compassion

You have an open heart and care about all the people around you. You want the best for everyone and offer sympathy and support to others, especially in times of suffering. When people are unhappy, you look for the right thing to say and take action to help people in whatever way you can.



Creativity

Creativity is at your core. You love to be coming up with or combining new ideas, images, colours, tastes or concepts. You thrive on breaking new ground, trying things that have not been tried before, linking things in novel and imaginative ways and creating something from nothing.



Optimism

You always see the best side of any situation, with a consistent and firm belief that things will work out well in the future. Having this constant belief keeps you strong and enables you to stay positive even when things become difficult. You always look on the bright side of life.

Your Realise2 Profile - Full Data

Unrealised Strengths

Unrealised strengths are the things that energise you, that you are good at, and that you may not get to do very often. Your unrealised strengths are presented in order of significance below.



Feedback

You enjoy giving people both positive and negative feedback as appropriate. You believe that it is important for people to know what they have done well, so that they can build on it and progress. Equally, you let people know where they can improve, delivering this feedback accurately and constructively.



Listener

You show a keen interest in what people have to say and the way that they say it. When people are speaking to you, you focus intently - on them and on what they are saying. You listen not only to the words, but to how those words are used. Everything that someone says is important - you don't miss a thing.



Narrator

You have a tremendous love of story. Telling stories comes very naturally to you. Even as ordinary events happen, you can picture how they might be spun into an anecdote or story for you to tell others. You love to answer questions in the form of a story, and see the power of stories to convey morals, insights, values, humour, and many other lessons. For you, life is one big story waiting to be told.



Curiosity

You are interested in everything. Being very open to new ideas, you constantly seek out new information. You get excited when you discover new topics to study. You're unlikely to let fascinating points pass you by, no matter how minor - without trying to find out more about them. You love to ask questions, do follow-up reading, or make your own enquiries to learn more about the topics you come across from day to day.



Humour

You love making people laugh and look for every opportunity to do it. You are able to see the funny side of things and like to share this funny side with others. You have the ability to crack a joke or tell a story that lightens the mood, gives enjoyment to others and helps people relax.



Order

You love to be exceptionally well-organised. Everything has its place, both in your work and your personal life. Your order and organisation mean that you are able to be as effective as possible in everything you do. You always know where things are, what to do when, and why something is important - because you have answered these questions and organised everything in advance.



Adherence

You have a natural focus on taking the right approach. You love following guidelines, rules, instructions and procedures. You feel most comfortable completing tasks that have clear steps and stages, where you are trusted - and expected - to follow these steps and stages to the letter.



Emotional Awareness

You are an excellent judge of people's emotions and feelings. You want to know how people are feeling and have a keen eye and an intuitive ear, which helps you pick up on subtle clues and messages that people give out. You receive these messages and quickly and accurately interpret them so that people's emotions are very clear to you.



Incubator

You love to think, to ponder, to reflect. This ability to think things through is a constant throughout your day - every day. You like to take moments out of your day, your week, or your month to give yourself dedicated thinking time; to think deeply about things. These times are very precious to you, allowing you the time and space to be absorbed in your own thoughts without annoying distractions.



Self-awareness

You enjoy spending time and focusing effort on understanding your behaviour, your emotions, and your responses to different situations. You have a deep awareness and understanding of your strengths and weaknesses. Having this Self-awareness, your behaviour never surprises you or takes you off guard.



Drive

You are extremely self-motivated with an inner drive and motivation that pushes you to achieve more. You never need to be told what to do next. As soon as you complete one task, you move on to the next. You love to set your own goals and targets - often higher than those that others may have set for you.



Detail

You have a natural ability to focus on the smallest detail. You quickly and easily spot inaccuracies, inconsistencies and mistakes. Errors seem to jump out at you and you get a real buzz from being able to correct them. You get a great sense of satisfaction when you are able to check that details are accurate and complete. Paying attention to detail is very important to you - you would never submit anything yourself that contained a mistake.



Courage

While you may well feel afraid, your Courage means that you are always able to face down and overcome your fears. You get a buzz from participating in activities that make you nervous or scared, never letting your fear get in the way of what you want to do.



Personal Responsibility

You are always true to your word. If you make a promise or commitment, then you make sure that you keep it. You never blame others, but take ownership of everything that you do and hold yourself accountable for doing it. You are seen as someone who takes responsibility for themselves, always being prepared to do what you have promised and what needs to be done.



Bounceback

Whatever the obstacle, setback, or disappointment you come up against, it just makes you more determined to succeed. Following disappointments, you love to pick yourself up very quickly and use setbacks as a springboard to spur you on, to prove yourself and to achieve more than you would have done otherwise.



Esteem Builder

Your words and actions help to build self-confidence and self-esteem in others. You clearly see the potential and possibility in people and help them to recognise it for themselves. Through your relationships, you give people an understanding of what they are good at, even when they do not recognise it themselves. You love to help them to use this knowledge to build their confidence and self-esteem, and in turn to work towards achieving what they are capable of achieving.



Moral Compass

You are a very moral person with an extremely strong ethical code. You are very aware of the difference between right and wrong and always act in accordance with what you believe is right. You are clear on your values and your moral reasoning for what you do and why you do it. Your decisions and your actions are always guided by your ethics and values, and you never step outside of these.



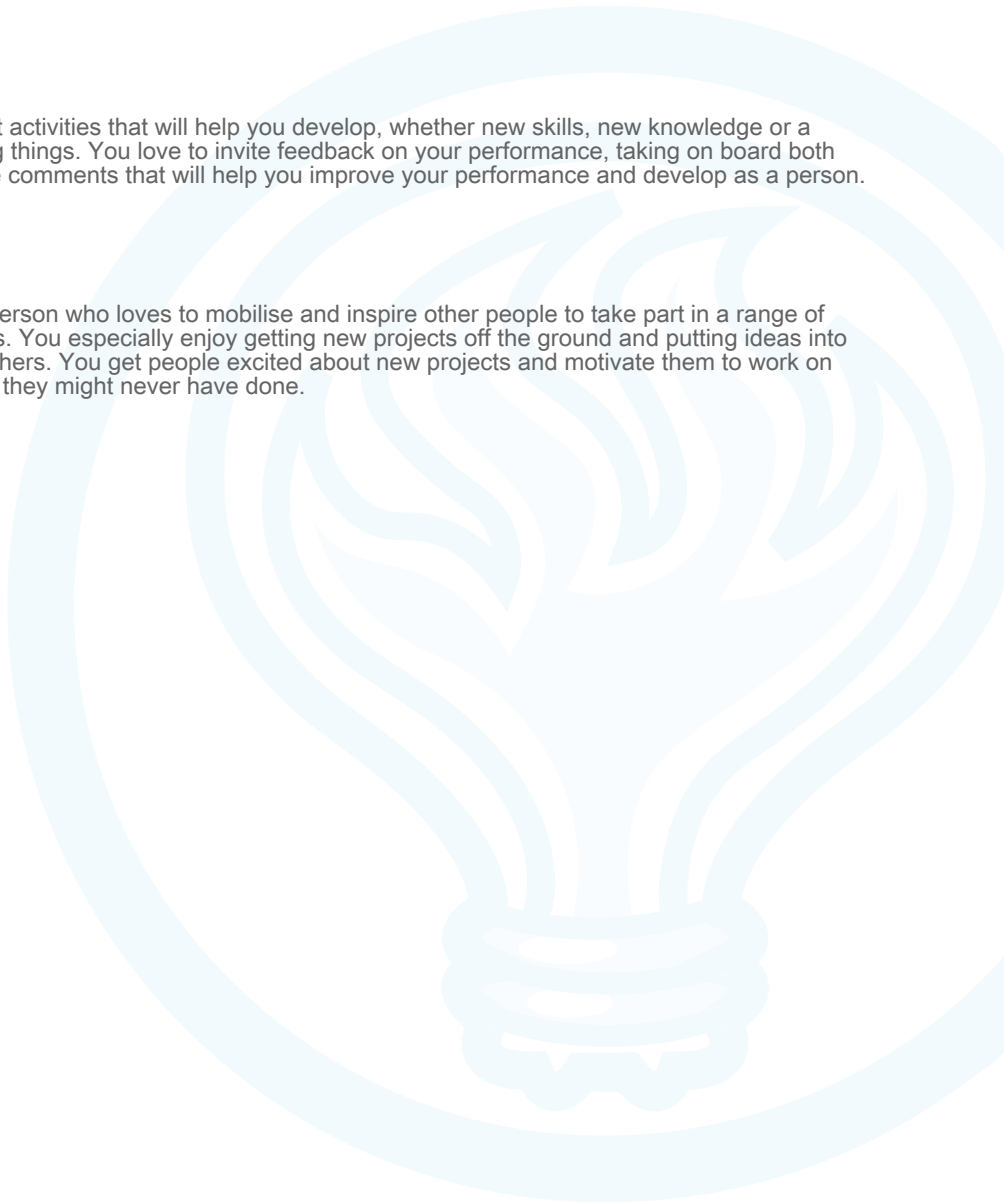
Growth

You actively seek out activities that will help you develop, whether new skills, new knowledge or a different way of doing things. You love to invite feedback on your performance, taking on board both positive and negative comments that will help you improve your performance and develop as a person.



Catalyst

You are the type of person who loves to mobilise and inspire other people to take part in a range of activities and projects. You especially enjoy getting new projects off the ground and putting ideas into action by involving others. You get people excited about new projects and motivate them to work on things that otherwise they might never have done.



Your Realise2 Profile - Full Data

Learned Behaviours

Learned behaviours are the things that you are good at, but that drain you when you are doing them. Your learned behaviours are presented in order of significance below.



Efficacy

You have learned how to be more confident in your own abilities. You try to believe in yourself, knowing that this will help you to achieve your goals. From experience, you know that if you set your mind to something and work hard, you are more likely to achieve it.



Judgement

You have learned how to make sound decisions quickly and easily. You know how to assess all the pros and cons of any situation, and have become confident that you can make the right decision. By adopting these approaches, your decisions are able to stand up to robust challenge.



Improver

You have learned to suggest and seek to make improvements. You try to think of ways to develop systems, processes, and methods so that they are more effective. You look for ways to do things better and have the ability to think of an approach or amendment that will improve things.



Persistence

You have learned to keep going even when faced with difficult challenges, frustrations and seemingly insurmountable problems. You know that success in the face of adversity requires extra effort and determination, so you have learned never to give up, even if you find it tough going.



Prevention

You have learned to think ahead and anticipate problems before they happen. You have become accustomed to noticing the little things that might be out of place or going wrong, and then dealing with them. You know that by acting in this way, you can head off future problems, making sure they can't arise in the first place.



Innovation

You are able to generate new designs and ideas. You have learned how to look at things from a different perspective to others, to think laterally and 'out of the box' in order to come up with new ways of doing things. You try not to get blinkered by what exists now, but rather you look beyond this and into the realms of what could be.



Resolver

You are good at solving problems. When faced with a really complex problem, you know how to approach it and get to the root of the issue, whatever that might be. You have learned how to find solutions by being extremely thorough and pursuing all avenues until you have the solution you were looking for.



Humility

You can be humble and you try not to be big-headed or boastful. Although you feel satisfaction with a job well done, you have learned to ensure that credit is also given to other people. You know that you depend on others for your accomplishments and you strive to appreciate and value their help and support.



Strategic Awareness

You have learned to take an active interest in understanding changes in the wider world that could impact on your plans and objectives. Having awareness of this bigger picture enables you to develop and shift long term plans effectively, ensuring that you take steps to deal with whatever future circumstances may arise.



Competitive

You have learned to measure your abilities and achievements relative to others, since this is how you have learned to gauge your progress and success. You know that winning is important, and you have learned strategies to try to ensure that you beat the competition in everything you do.



Work Ethic

You have learned to work hard, putting a lot of effort and energy into your work. Experience has shown you that working hard is important, and as a result, you don't mind doing so.



Unconditionality

You have learned how to accept people for who they are, and try hard not be judgmental. You have learned not to be fazed by the way that people are, or even the things that they do. You seek to accept people respectfully and unconditionally, for you know that everyone is valuable in their own right.



Action

You have learned to act immediately and decisively. You are comfortable with forward momentum. As soon as you get an idea you have learned not to wait, but to get started and to try things out.

Your Realise2 Profile - Full Data

Weaknesses

Weaknesses are the things that you find it hard to do and that drain you. Your weaknesses are presented in order of significance below.



Resilience

You sometimes find it hard to overcome adversity. You may find it difficult to take hardships and setbacks in your stride, and may not have well-developed strategies for picking yourself back up when faced with difficulties. Even so, you do the best that you can.



Pride

You may not always take pride in everything that you do. You may sometimes deliver work that is acceptable rather than perfect, taking the view that it is better to deliver something than to spend too long trying to perfect it.



Equality

Being fair and equitable is not something that tends to concern you as much as it may concern other people. You may tend to take the view that the world is not always a straightforward place, and so things may not always be fair, as unfortunate as that may be.



Enabler

You may find it difficult to help people learn to do things for themselves. You may find yourself unsure about how best to provide support and encouragement. You don't tend to give people tasks and challenges that will stretch them, preferring to play it safe or not get involved.



Centred

You may not feel confident in all situations, and there may be times when you feel less composed and self-assured. Sometimes you may find that you come up against challenges which may cause you to feel anxious or shaken about things, but you recognise that that's the same for most people.



Persuasion

You may not enjoy having to convince people about something and bring them around to your point of view. You may find it hard to make a good case for what you want. In contrast, you may find that you tend to go along with what other people want.



Gratitude

You may not always be aware of the good things in your life. You may feel that you sometimes take things for granted, relative to some other people, who seem to be more naturally grateful for even the smallest things.



Time Optimiser

Time may not be very precious to you and you feel relaxed about you spend it. You do not worry about squeezing as much as you can into every minute of every day. Whatever situation you are in, you are relaxed and take your time, not being concerned that you might be wasting time.



Relationship Deepener

It does not feel natural for you to build deep relationships with people that last over time. You may prefer to have freedom and flexibility in your relationships, or you may be the sort of person who prefers to have a wider variety of relationships in your life, because that works better for you.



Scribe

You may not enjoy writing. You do not find the composition of written language fulfilling, and as such, communicating through writing may not come naturally to you. You prefer to focus on other forms of communication, leaving others to use the written word.



Personalisation

You may not naturally notice the subtle differences in people that make everyone unique. You may find it hard to know what the different motivators of different people are, or to recognise that what is right for one person may well be wrong for another. As a result, you may not always feel that you get the best out of people.

The Realise2 Strengths Families

The icons next to each strength in your Realise2 Premium Profile show the Strengths Family to which the strength belongs. There are five Strengths Families. The strengths are grouped conceptually in the Strengths Families in order to provide a simple framework for examining the patterns of strengths that exist.

The five Strengths Families are:

- B Being:-** Strengths of Being are about our way of being in the world.
- C Communicating:-** Strengths of Communicating are about how we give and receive information.
- M Motivating:-** Strengths of Motivating are about the things that drive us toward action.
- R Relating:-** Strengths of Relating are about how we relate to others.
- T Thinking:-** Strengths of Thinking are about what we pay attention to and how we approach situations.

B Being	C Communicating	M Motivating	R Relating	T Thinking
Authenticity	Counterpoint	Action	Compassion	Adherence
Centred	Explainer	Adventure	Connector	Creativity
Courage	Feedback	Bounceback	Emotional Awareness	Detail
Curiosity	Humour	Catalyst	Empathic Connection	Incubator
Gratitude	Listener	Change Agent	Enabler	Innovation
Humility	Narrator	Competitive	Equality	Judgement
Legacy	Scribe	Drive	Esteem Builder	Optimism
Mission	Spotlight	Efficacy	Personalisation	Order
Moral Compass		Growth	Persuasion	Planful
Personal Responsibility		Improver	Rapport Builder	Prevention
Pride		Persistence	Relationship Deepener	Reconfiguration
Self Awareness		Resilience		Resolver
Service		Work Ethic		Strategic Awareness
Unconditionality				Time Optimiser

Your Realise2 Profile – by Strengths Families

Your Realise2 data is presented by Strengths Families in Figure 3 below. There are five conceptual Strengths Families – Being, Communicating, Motivating, Relating and Thinking. The strengths that are included in each Strengths Family are given below; they are also colour-coded by the colour of the strengths symbol. You can use the Strengths Families as a way of seeing if your Profile is grouped according to particular Strengths Families.

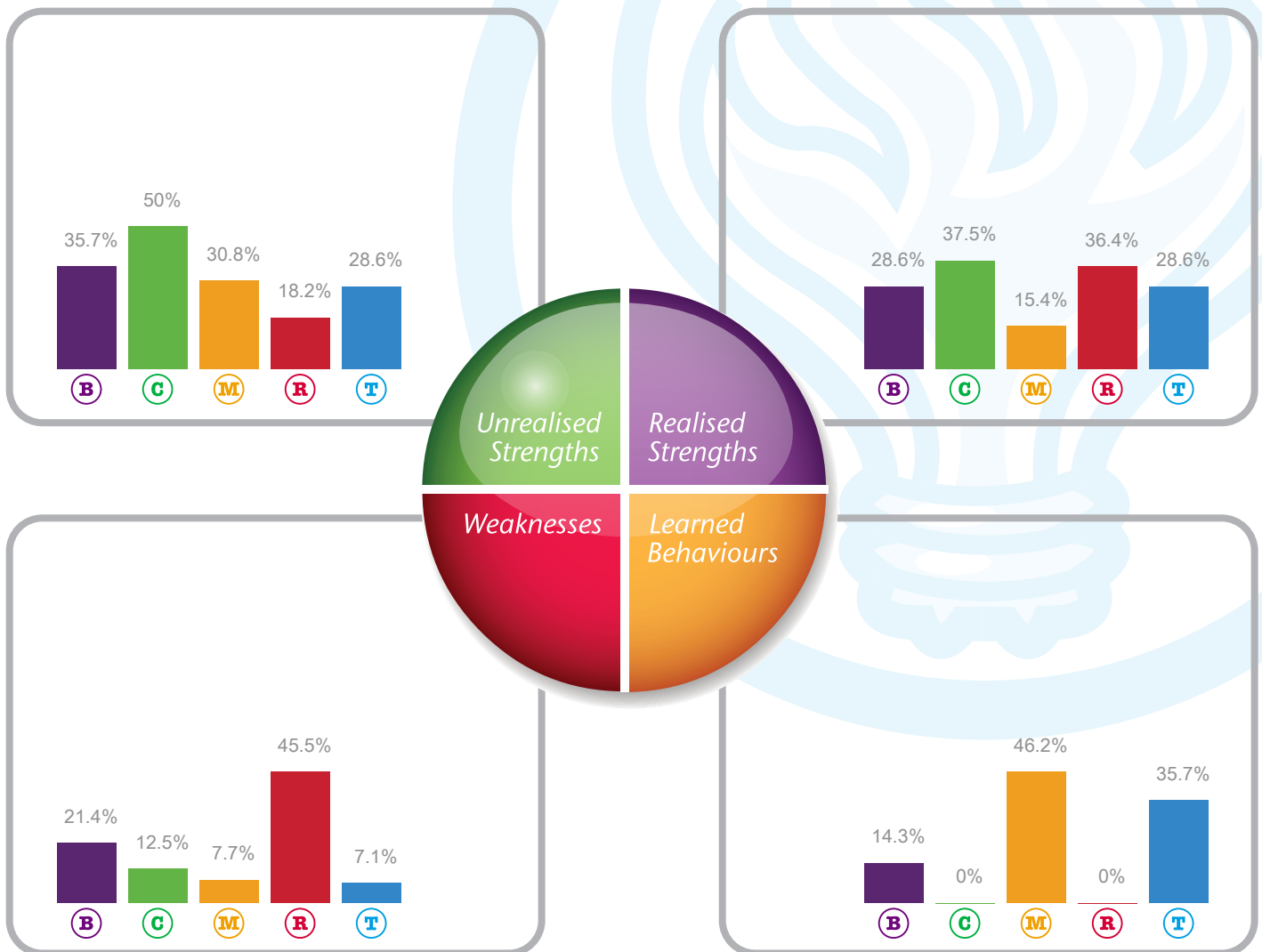


Figure 3: Your Realise2 Profile by Strengths Families

- B** Being - Strengths of Being are about our way of being in the world. There are 14 attributes in this Family.
- C** Communicating - Strengths of Communicating are about how we give and receive information. There are 8 attributes in this Family.
- M** Motivating - Strengths of Motivating are about the things that drive us toward action. There are 13 attributes in this Family.
- R** Relating - Strengths of Relating are about how we relate to others. There are 11 attributes in this Family.
- T** Thinking - Strengths of Thinking are about what we pay attention to and how we approach situations. There are 14 attributes in this Family.

The Realise2 4M Model

The Realise2 4M Model is the core of using Realise2 for development and performance. The 4M Model refers to the different recommendations and advice for each of the four Realise2 quadrants:

- **Marshal** realised strengths – use them appropriately for your situation and context.
- **Moderate** learned behaviours – use them in moderation and only when you need to.
- **Minimise** weaknesses – use them as little as possible and only where necessary.
- **Maximise** unrealised strengths – find opportunities to use them more.

Each of the 4M recommendations is captured in the Realise2 Quadrant Model that is included for your ease of reference again below. Each 4M recommendation is then explained in more detail in the pages that follow.

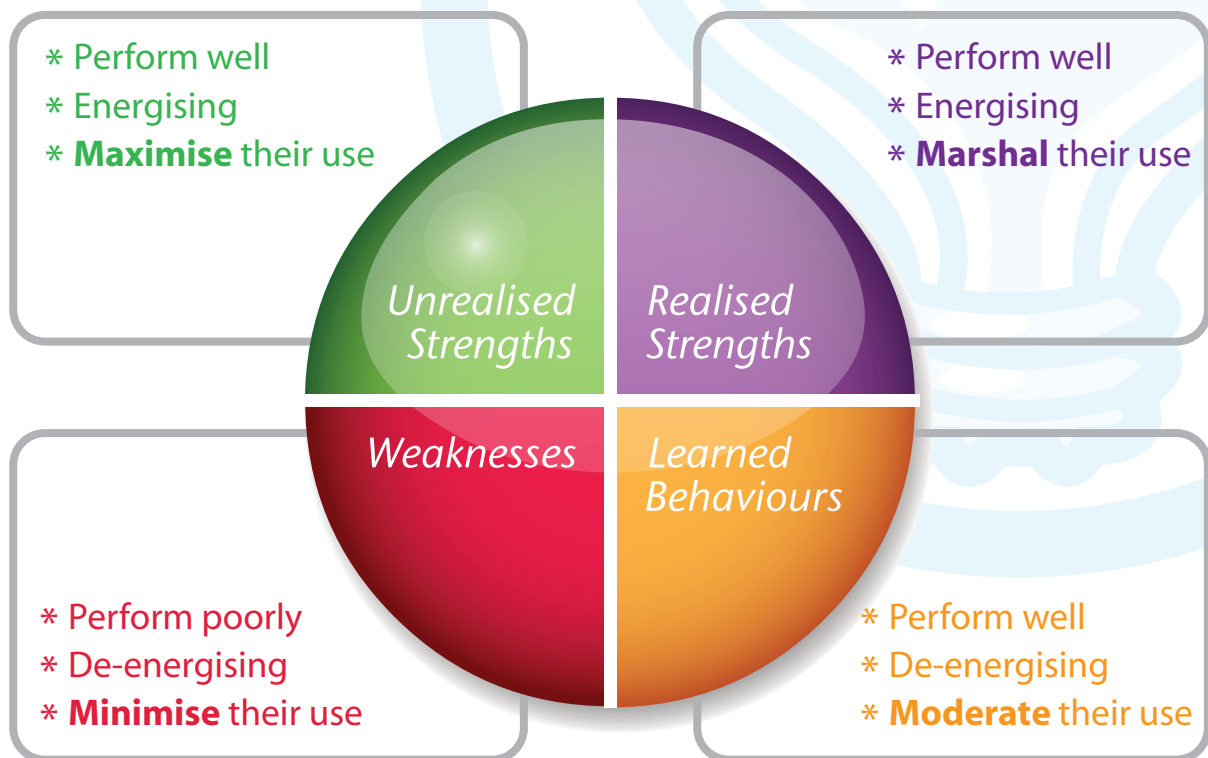


Figure 4: The Realise2 Quadrant Model

Marshal Realised Strengths

- **Understand your strengths:** Understand your strengths in your situation and context. What do you do well and love to do? What results do you achieve by using these strengths?
- **Harness strengths to goals:** Be clear about what you want to achieve. Work out which strengths will be most effective in helping you to achieve your goals.
- **Use your strengths to compensate:** For the areas where you might struggle with a weakness, what strengths do you have which can compensate and help you overcome that weakness?
- **Combine strengths for multiplier effect:** Get your strengths working together to maximise their impact. We all have different strengths, so there are multiple strengths combinations we can use.
- **Calibrate: Don't overplay strengths:** Watch out that you don't take a strength too far. Use it as much as is appropriate for your context and situation. Dial it up or down according to need.
- **Monitor and refine:** As you use your strengths, reflect and refine what you're doing. What's working? What isn't? What could be better? Refine your actions based on your learning.

This advice is summarised in Figure 5: Marshal Realised Strengths.



Figure 5: Marshal Realised Strengths

Moderate Learned Behaviours

- **Stop doing it:** Can you just stop using the learned behaviour? If you can stop without any problems, then it's mission accomplished and you'll have more time to use your strengths.
- **Re-focus the role:** Can you re-focus what you do and re-organise your work so that you reduce the extent to which you have to use the learned behavior? If so, problem solved!
- **Organise tasks and activities into "strengths sandwiches":** Create a better balance by sandwiching activities that drain you between doing activities that play to your strengths.
- **Find a complementary partner:** Find someone who would be energised by taking on the things that you get drained by, and swap them for something that they struggle with but that you enjoy.
- **Adopt strengths-based team working:** Re-organise how things are done using a "team strengths" approach. Re-allocate tasks, objectives or responsibilities according to people's strengths, rather than just based on their role or position.

This advice is summarised in Figure 6: Moderate Learned Behaviours.

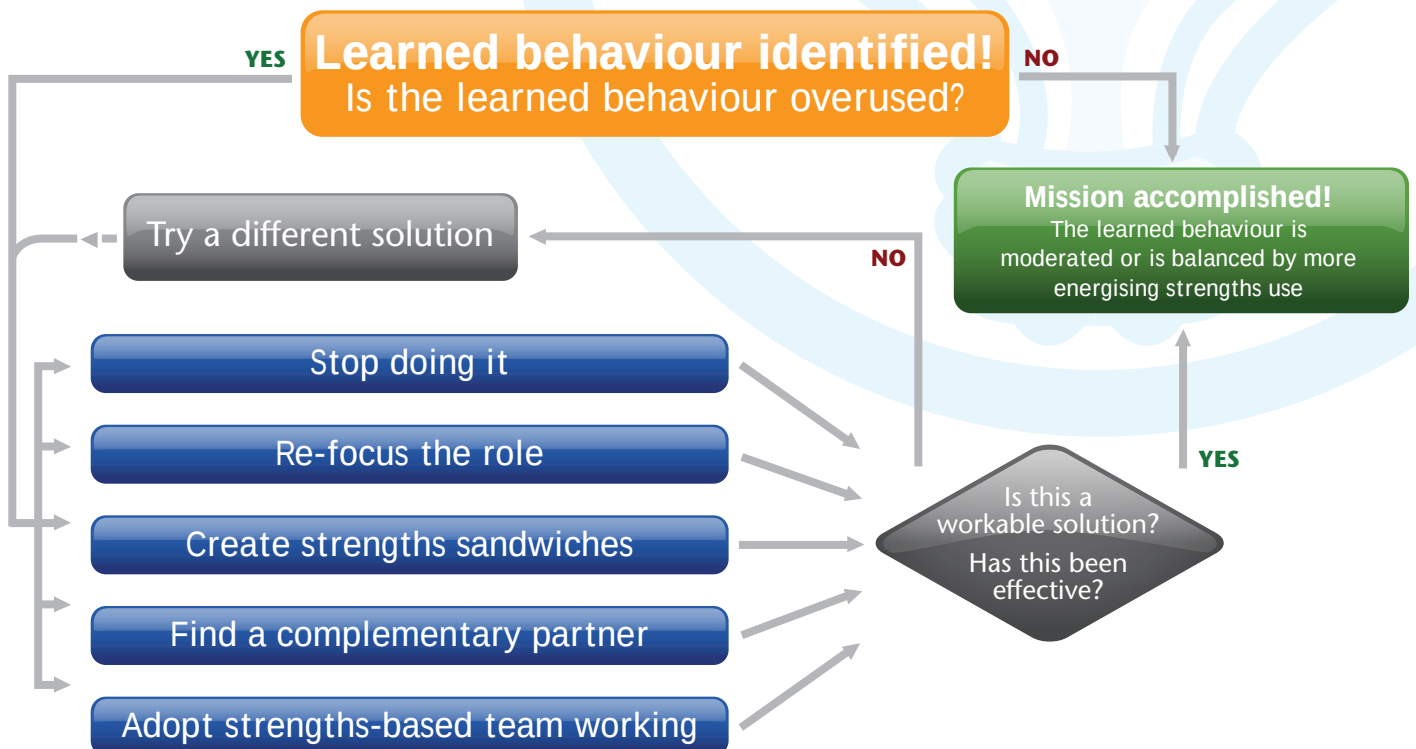


Figure 6: Moderate Learned Behaviours

Minimise Weaknesses

- **Re-shape the role** : Re-organise what you do so that you use the weakness less or not at all. Do this by delegating to others or by re-arranging the way that work gets done.
- **Use strengths to compensate**: Use one or more of your strengths to compensate for your weakness. Focus on the outcome, rather than the process. See what strengths will get you there.
- **Find a complementary partner**: Work with someone else who has a strength where you have a weakness. In return, do something for them that they struggle with and that you do well.
- **Adopt strengths-based team working**: Re-organise how things are done using a “team strengths” approach. Re-allocate tasks, objectives or responsibilities according to people’s strengths, rather than just based on their role or position.
- **Undertake training/development to mitigate the weakness**: When none of the above are possible, learn to perform the weakness to a level of competence. Focus on being as good as you need to be — that is, good enough, so that the weakness is minimised and no longer undermines your performance.

This advice is summarised in Figure 7: Minimise Weaknesses.

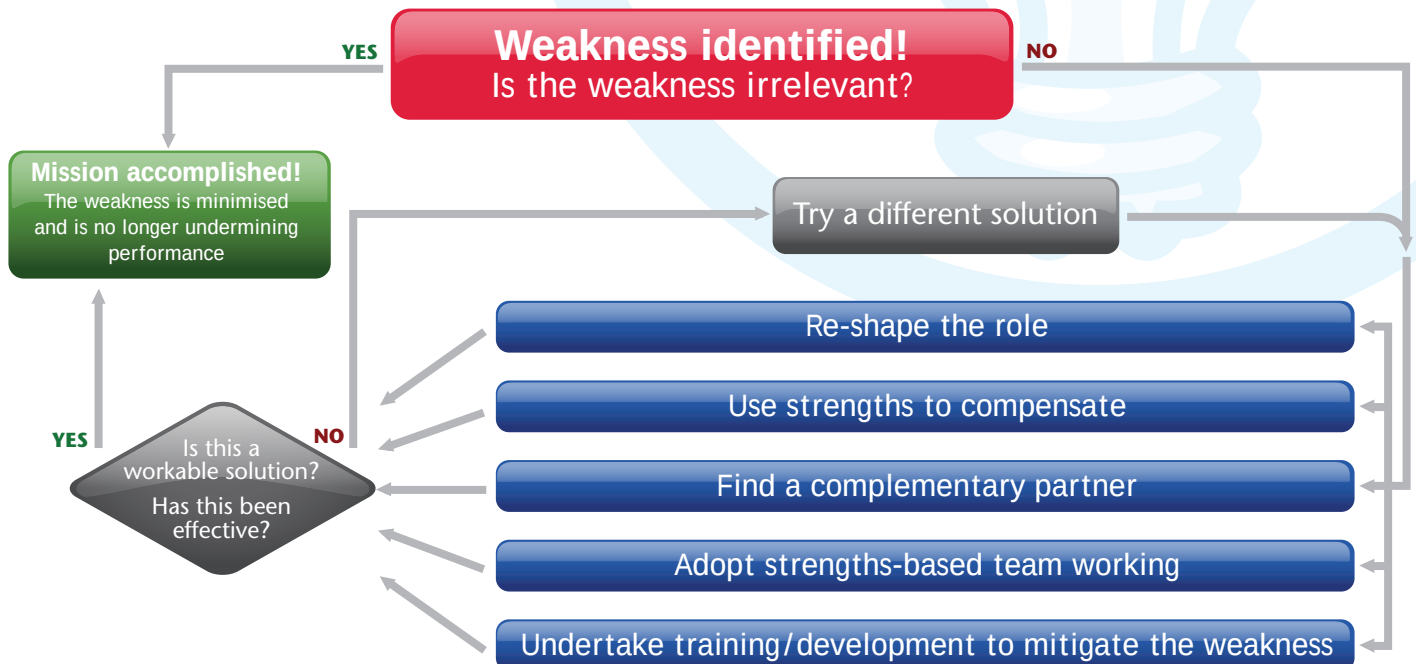


Figure 7: Minimise Weaknesses

Maximise Unrealised Strengths

- **Identify your unrealised strengths:** Which of your unrealised strengths do you have the greatest yearning to use? Which will make the most difference to you in achieving your goals?
- **Find the need/opportunity:** Explore linking your unrealised strengths to tasks that need to be done, at home or at work, or to hobbies or pastimes that will provide you with a safe environment to experiment.
- **Practise, practise, practise:** As we start using a new strength, we need to practise it. We experience rapid learning when we practise using a strength, leading to a virtuous circle of improvement.
- **Develop and hone:** Practice can only get us so far. Supplement your practice with more formal learning and development - courses or programmes, experiential learning, or the support of a mentor.
- **Expand and extend your reach:** As the unrealised strength becomes stronger, expand your repertoire, taking on bigger or more complex activities. Try out the strength in new situations and environments.
- **Deploy and evaluate:** As you work through maximising an unrealised strength, evaluate how you get on. Did you get the results you expected? What have you learned along the way? What can you improve?

This advice is summarised in Figure 8: Maximise Unrealised Strengths.

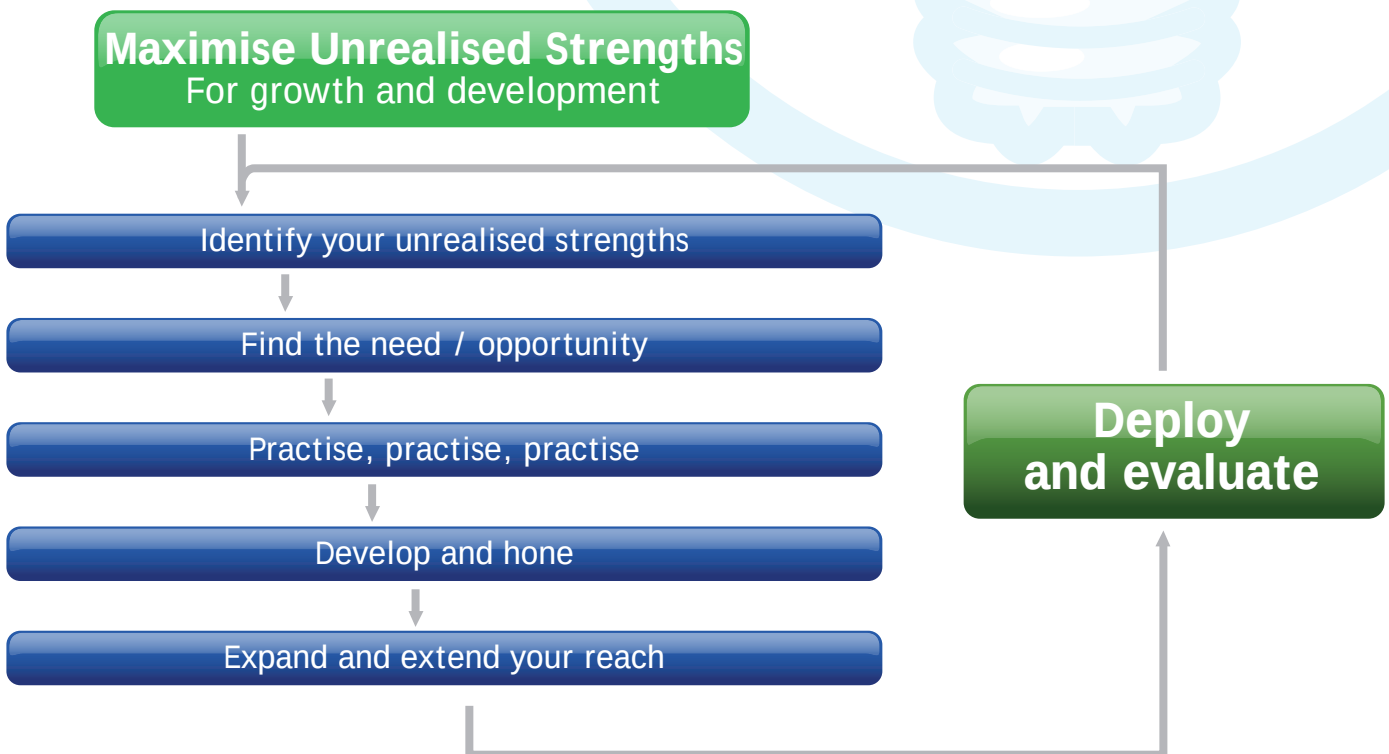


Figure 8: Maximise Unrealised Strengths

Where Next?

The Realise2 Product Suite...

www.cappeu.com/Realise2.aspx

Realise2 Premium Profile

Comprehensive reporting of your strengths, weaknesses and learned behaviours.

Realise2 Team Profile

Understand team dynamics to unlock strengths and performance potential.

Realise2 Organisational Profile

Cultural insights and strengths profiles to deliver strategy and enable change.

Realise2 Strengths Programmes...

www.cappeu.com/Programmes.aspx

Strengths Practitioner Programme

Help people realise their strengths and achieve their goals.

Team Strengths Practitioner Programme

Unlock the strengths and performance potential of teams.

Capp Advisory...

www.cappeu.com/Advisory.aspx

Enabling organisations and people to achieve their goals

Assess – Assessing strengths for recruitment, talent, leadership and re-organisation.

Develop – Developing the performance potential of individuals, leaders and teams.

Perform – Enabling performance conversations that deliver results.

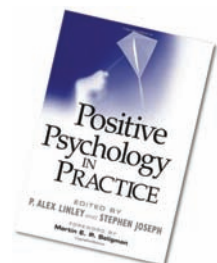
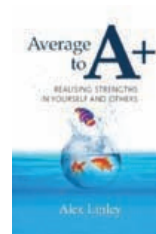
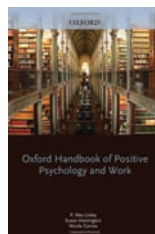
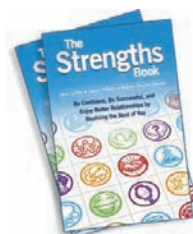
Change – Supporting organisations to engage people through change.

Capp Books...

All available from:

www.amazon.com

www.amazon.co.uk



Capp Resources...

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Download the Business Case for Strengths, sign up for Strengths Dynamics, and much more.