

The Talent Card captures your strongest talents for this type of role and provides a pathway to help you understand your potential and assist in leveraging these strengths toward enhanced productivity and satisfaction.



Learner

Work Style

Always seeking change and improvement - You find it easy to adapt to new situations thanks to your ability to pick things up quickly. You enjoy forward progress and continuous improvement, knowing it is the only way to grow. Learning and coaching are important to you.

Command

Influence

Confidence to take charge - You have the ability to influence others, helping them take action to get better. You use both logical and emotional tactics to address people's needs, and help them understand how specific activities will contribute to improvement.

Resilience

Thought Process

Ability to keep going or bounce back - You bounce back to overcome obstacles in difficult situations. Seen as the "calm in the storm," you maintain composure and often create solutions that perpetuate the organization's forward progress.

Positivity

People Acumen

Practical optimism and solution-focused - You focus on the positive aspects of situations and people, moving forward with answers, not complaints. Unexpected situations and changes are handled with a good attitude and performance.

Relationship

People Acumen

Affinity to connect with people - Other employees appreciate your ability to develop relationships and build harmony with your team. You go out of your way to create fun, trust and rapport that ultimately improves productivity.



Learner: *Always seeking change and improvement*

Work Style

You find it easy to adapt to new situations thanks to your ability to pick things up quickly. You enjoy forward progress and continuous improvement, knowing it is the only way to grow. Learning and coaching are important to you.

How you express this talent

- + Highly adaptable, you can adjust to just about any situation
- + You catch on quite quickly and are not easily fooled
- + Your ability to absorb new information enables you to learn and grow quickly.

How to strengthen this talent

- + Embrace your love of change by volunteering to be the lead or champion of initiatives or projects that involve significant changes to how things are done
- + Help your colleagues understand how to utilize or apply new information. Also share with them why it is so important or how it can impact key metrics
- + Seek out opportunities to coach or mentor others in areas where you and they want to grow, as this will allow you to teach others while also learning yourself



Command: *Confidence to take charge*

Influence

You have the ability to influence others, helping them take action to get better. You use both logical and emotional tactics to address people's needs, and help them understand how specific activities will contribute to improvement.

How you express this talent

- + Communicating across the organization comes easily to you
- + Initiating action to make improvements is just what you do
- + You take the lead in many different situations

How to strengthen this talent

- + Use words such as: progress, value, contribute, hope and freedom, and offer rewards and/or praise for people who give a strong effort – you can do this, if you do that



Resilience: *Ability to keep going or bounce back*

Thought Process

You bounce back to overcome obstacles in difficult situations. Seen as the “calm in the storm,” you maintain composure and often create solutions that perpetuate the organization’s forward progress.

How you express this talent

- + Thorough analysis allows you to tackle problems head on
- + You adhere to good standards but are also open to new ideas
- + You use root cause analysis to guide your actions in the moment

How to strengthen this talent

- + Navigate your own and other’s way to health-sustaining resources to experience well-being at work, with family and community
- + Promote strong relationships as the fundamental condition of well-being for you, your coworkers and patients
- + When stress or pressure mount, do a kind act for someone else that promotes a profound feeling of well-being and notice what happens to your mood and theirs



Positivity: *Practical optimism and solution-focused*

People Acumen

You focus on the positive aspects of situations and people, moving forward with answers, not complaints. Unexpected situations and changes are handled with a good attitude and performance.

How you express this talent

- + In difficult situations, you help others find the “light at the end of the tunnel”
- + Shutting down negativity in the workplace is your forte
- + Your positive and optimistic attitude is contagious

How to strengthen this talent

- + Volunteer to guide problem-resolution teams on ways to solve conflict more quickly or effectively
- + When interacting with those you serve, promote positive discussions about the root cause of problems and note the difference your encouragement has on morale and outcomes
- + When under pressure, identify how to channel your optimistic outlook to create better morale and improvements to the environment that could enhance care quality



Relationship: *Affinity to connect with people*

People Acumen

Other employees appreciate your ability to develop relationships and build harmony with your team. You go out of your way to create fun, trust and rapport that ultimately improves productivity.

How you express this talent

- + Teaching what you know helps others improve
- + You make a difference every day by serving team members
- + You value camaraderie and strong relationships

How to strengthen this talent

- + When witnessing conflict, show how finding a common bond will stimulate dialogue that can lead to strong resolutions

What is a Talent Category?

- + Themes that define specific behaviors, thoughts and feelings are grouped into Talent Categories – Drives and Values, Work Style, People Acumen, Influence and Thought Process. (Defined to the right)
- + Your top 5 themes are aligned with one or more Talent Categories. How you accomplish work is, at the outset, driven through your top themes.
- + Remember – You will not have every theme in your top 5 and you may not have a top 5 theme in every Talent Category. This does not mean you don't have strength in those other themes and categories.
- + The Talent Card begins your strength development journey, encouraging you to focus on your talents – those areas where you can develop the most and truly enjoy the process.



Drives and Values

Describes a person's motivation to develop their potential and set high expectations for themselves. This group also reflects the personal principles by which they live and work.



Influence

Defines the manner in which a person gets others to do something, buy something or work toward a common goal.



Work Style

Addresses how a person carries out their job responsibilities. Factors considered include their energy level, their ability to set priorities and their capacity to plan what needs to be achieved in order to meet expectations.



Thought Process

Describes how an individual learns through new experiences and applies the knowledge gained in different situations. This group also explains a person's talent for developing innovative ideas and creative solutions to problems.



People Acumen

Explains how a person builds relationships with others and how others feel about their relationships with that person.