



# What is Strengthscope®?

**Strengthscope**

## What is Strengthscope®?

- 1** Strengthscope® is transforming the lives of individuals, teams and leaders in organisations all over the world. This unique strengths-based psychometric profiling enables self-awareness, in order to reveal the unique strengths of people across the world, to allow them to bring their most authentic and inspired selves to work and life every single day.
- 2** Built as a lens for great conversations and for people to continuously return to. The Strengthscope® wheel gives employees everything they need to explore strengths and risks
- 3** The only strengths profile with BPS (British Psychological Society) registered test status, meaning it is the most valid and reliable available today
- 4** Launched 2006
- 5** Platform includes access to StrengthscopeEngage™ and strengths analytics to better understand ROI of the approach and how the strengths of your people are impacting the business
- 6** Clients include global organisations from all sectors including Amazon Web Services, The World Bank, Siemens, HSBC, Deloitte, EDF, BT, Henley Business School and many more



Resilience

Leading

How does it differ from other tools?

**Strengthscope**

## How does it differ from other tools?

- 1** Will focus people's conversations on unique strengths rather than categorised preferences or behaviours
- 2** Has simple, universal language which helps bring this 'strengths-approach' naturally into every day conversations therefore improving likelihood of behaviour and culture change
- 3** Has 360, team and leadership 360 modules meaning you have one consistent approach and language throughout people's development journey
- 4** Wheel is a visual conversational framework giving employees everything they need to explore strengths, strengths in overdrive and risks incl. areas of non-strength
- 5** Empowers people to tackle their development areas and other performance risks in novel and strengths-based ways
- 6** Accepts people are unique and have different pathways to results

 Empathy

How was Strengthscope® developed?

**Strengthscope**

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## How was Strengthscope® developed?

- 1 We wanted a simple, straightforward instrument that measures work-related strengths
- 2 Various sources influenced the development of the initial Strengthscope® model, including Gardner's multiple intelligences, Big 5 personality factors, MBTI's concept of "preference" and strengths research
- 3 Ongoing research and validation, including independent studies like City University
- 4 Strengthscope® is highly reliable - our data shows that Strengthscope® consistently measures strengths over time. In other words, people are highly likely to report a similar profile if they redo the assessment after a period of months or even years
- 5 Strengthscope® is also very consistent in measuring each strength, so you can be very sure that the profile reported is an accurate description of the person completing the questionnaire
- 6 Our data shows that each strength in the model is independent from each other strength. So, people with a Compassion strength often don't report an Empathy strength and vice versa – these are independent strengths. It is therefore important to explore the strengths of each person and not to assume that strengths occur in 'bundles'
- 7 The probability of getting the same Significant 7 strengths in any order is 1 in 346,000. This shows how unlikely it is that two people's profiles will be the same. Even if people do have the same Significant 7, it is likely they will use these in very different ways in the way they approach tasks and relationships