

Strengths Profile

Learning Outcomes

Outcomes individuals may experience are:

- Enhanced engagement
- Increased resilience
- Faster goal attainment and greater personal fulfilment
- Lower stress levels
- Increased performance
- Increased productivity

The Profile Tool

A world-leading strengths measure, Strengths Profile is changing the way we assess, develop and leverage talent in people.

Strengths Profile is built from a decade of theoretical and empirical research in positive psychology, and has been taken by 70,000+ people around the world.

Designed by Alex Linley and his team at Capp, SP is used by leading organisations including Aviva, Oracle and Ernst & Young.

About the Strengths Profile Tool

Unique and distinct from traditional one-dimensional strengths tests, Strengths Profile assesses 60 strengths across three dimensions of energy, performance and use. This pinpoints people's results in four quadrants:

- Realised Strengths are the things they find energising, perform well, and use often
- Learned behaviours are the things they have learned to do well, yet do not energise them
- Weaknesses are the things they find hard to do well and find draining
- Unrealised Strengths are the things they find energising and perform well, yet don't often use so often.

Strengths profile provides a positive platform for development, enabling people to design strategies to maximise growth potential, minimise weaknesses and optimise performance and wellbeing.

The Strengths Profile Model



Suitable For

The Strengths Profile tool is an essential self-awareness tool for all individuals seeking to maximise their potential.

Profile Report & Debrief

Following the Strengths Profile model the Strengths Profile report provides the following:

- An overview of your unique quadrant profile
- Your Full-60 Strengths Profile Strengths explanations
- Recommendations for using strengths wisely
- Suggestions for using unrealised strengths more often
- Suggestions for how to use your learned strengths only when needed
- Recommendations on how to use your weaknesses less
- Your strengths families overview & distribution

Profile Logistics

Strengths Profile can be completed via an online questionnaire which takes approximately 30 minutes to complete.

Strengths Profile questionnaires and reports should be administered by a qualified organisation like Moloney Consulting.

'It amazed me how accurate it was! It really got me thinking about how you function both personally and professionally.'

'The debrief documents are clear and informative and help you understand how your strengths work, but also what barriers and weaknesses you may need to work on.'

'Shanelle, you were so knowledgeable and helpful throughout the whole Strengths debrief - I could have listened to you for hours.'

'I was incredibly impressed by the Strengths Profile tool, I really did find it beneficial to my development as a person and as a professional.'