



EXTRA REPORTS

for Jeffrey Bodin



HIGH5 DEEP DIVE

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Your HIGH5 DEEP DIVE report presents your 5 main strengths, in the rank order revealed by your responses to HIGH5TEST.

Every strength in this report has four sections:

- 1) a full strength description to increase awareness;
- 2) watch-outs of the strength;
- 3) action ideas to apply and develop the strength.

While reading every strengths section, try to reflect on two questions: 1) What will you do differently tomorrow as a result of this report? 2) How will you commit to taking action and doing more of what you re good at?

1. Analyst
2. Time Keeper
3. Catalyst
4. Philomath
5. Thinker



STRENGTH: ANALYST

Analyst Description:

Your objective is to analyze in order to find root causes. It's not that you don't like ideas, theories, concepts, but you want to see them proven. And what's a better way to prove something than with data? While unbearable for some, large quantities of data make you feel like a fish in the water, because you constantly look for patterns, connections and root causes behind any result. You feel data helps you to be objective, unbiased and dispassionate. As the result, others see you as logical and rigorous. Surrounding people usually come to you to hear an unbiased perspective on their idea. If your analysis is delivered in a kind manner, it would make you into a great asset for any team that is full of daydreamers.

Analyst Watch Outs:

- They can hijack meetings / presentations in his pursuit of the truth.
- Their logical approach can be off-putting, especially in heated topics.
 - Sometimes there is not any more data to be found, or the data is conflicting. This can trigger either Analysis Paralysis, or Perfectionism.
 - They may lose sight that there are other, equally meaningful non-data-based ways, to process decisions. When others are not at the same logical place in their thinking, this may cause them to become impatient, judgmental, and even angry at times.
 - They can need reminders that sometimes data is just plain boring to others. It just is.

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STRENGTH: ANALYST

Analyst Action Ideas:

1. IDENTIFY AND CONSULT EXPERTS/CREDIBLE RESOURCES

Because Analysts insist on the soundness of a theory, it is helpful for them to gather a base of credible sources they can rely on in their respective fields. Books, websites, or other sources can serve as helpful references. Many of these sources can be consulted in formulating their theories and informing their decision-making. For example, given that there is a huge amount of false information appearing on the Internet, people with the Analyst strength can arm themselves with highly credible resources to do fact-checking. In this way, they can clearly communicate the relevant data when explaining their theories.

It would also be helpful to identify experts in their respective fields with whom they can build good working relationships. They can develop their Analyst strength by sharing their ideas with these specialists.



STRENGTH: ANALYST

Analyst Action Ideas:

2. SET ASIDE TIME TO THINK

Because the genius of the Analyst strength is in their ability to uncover the root causes of each issue, it would be helpful for them to set aside time each week to think about the issues their teams and organizations are facing. This time away from the action will allow them to fully apply their analytical minds and gain insights that will lead to effective solutions.



STRENGTH: TIME KEEPER

Time Keeper Description:

Your objective is to set timelines and deadlines. Because of your dislike of surprises, you love to plan. You don't necessarily need to control everything and everyone, but there must be order and predictability in the world around you. You unconsciously impose the structure onto everything by setting up routines, timelines and deadlines. If you set up plans, you make sure you follow them through thoroughly. Your need for structure becomes very useful in a team or a project since you can bring order and discipline to maintain progress and productivity.

Time Keeper Watch Outs:

- They can be seen as too controlling.
- They can be seen as too detailed.
- They can get frustrated when anyone makes a mistake.
- At times they are not flexible with other talents. They can get impatient with others who don't live in the same orderliness.
- They can get locked into the order they've proactively created.

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STRENGTH: TIME KEEPER

Time Keeper Action Ideas:

1. DEVELOP GREAT HABITS

Habits can be freeing and energizing to Time Keepers because they create a sense of certainty and are routine in nature. The certainty helps to bring peace into the inner life of Time Keepers, which ultimately builds performance. Building great habits is a great way for people with the Time Keeper strength grow into maturity.

What are great habits? Great habits are those actions that are routinely structured to ensure the things that are really important to us actually get done. These habits can include scheduling 1-on-1 time with our loved ones or simply saying kind words to someone around us at least once a day. Great habits are also those habits that are created to clear the clutter in our lives or to break the relentless busyness. These can include scheduling time for regular exercise or taking an annual spiritual retreat. Great habits go a long way in breaking the layers of superficiality often experienced in our lives, ensuring important aspects of life are not neglected.

Some great habits also include personal rituals performed before high-pressure tasks. These can include taking in three big breaths, uttering a prayer, or listening to a particular song. These personal rituals are found to reduce anxiety and increase people's confidence before a high-pressure task. Research in sports psychology has shown the benefits of pre-performance routines or habits, from improving attention spans and execution to increasing emotional stability and confidence.



STRENGTH: TIME KEEPER

Time Keeper Action Ideas:

2. SET UP A MONITORING SYSTEM

Monitoring is essentially about doing a stocktake. For Time Keepers, the idea of structured and regular monitoring is essentially about checking in and making necessary adjustments to do a better job. This monitoring can be in the form of regular reminders, revisiting goals at certain intervals, or journaling weekly to think back on what went right and wrong in the week.

Another aspect of monitoring can be in the form of having accountability partners. Meeting up 1-on-1 or having regular chats with accountability partners allow people with the Time Keeper strength to stay on track and to receive timely advice. This is especially useful for people in key leadership positions. When there are others to stay accountable to, monitoring takes place. This creates a greater sense of certainty because checks and balances can be put in place. This certainty is what helps Time Keepers to thrive.



STRENGTH: CATALYST

Catalyst Description:

Your objective is to act and to initiate action. You cannot wait until the discussions are over, wondering when we can actually start doing something. Undoubtedly, sometimes the progress could be achieved in a meeting room, but deep down in your heart you know it's the action that leads to tangible results. If some can be resistant to act because they don't have full information, for you - acting is the best teacher and the best source of information. How can you know something does not work if we haven't tried it? You make a decision, you take action, you look at the result, and you learn. As the result, you are impatient for action and, if not managed, it can lead to confusion of your team members. However, this talent of transforming intangible ideas into tangible actions is invaluable in every team. It's all because you believe that you will be evaluated by what you get done, not what you say or what you think.

Catalyst Watch Outs:

- They can start too soon, before things are thought through.
- They can speak too soon, before things are thought through.
 - Their comments can seem tangential, because they are moving too quickly and others haven't caught up yet. Taken to the extreme, they can exclude and leave out others unmercifully.
- If there is not enough team energy, they can power down. It is dangerous for the Catalyst to disengage.



STRENGTH: CATALYST

Catalyst Action Ideas:

1. CONSIDER NEW GOALS OR IMPROVEMENTS YOUR TEAM SHOULD ACHIEVE, THEN DEVELOP A STRATEGY TO GET THINGS STARTED

Your Catalyst strength brings a sense of momentum and energy to those around you. Where others might be daunted by the task that looms ahead and get stuck considering all the different factors, you are unfazed. It is not that you're dismissing the possibility of those obstacles; rather, instead of getting stuck at the mere thought of the obstacles, you'd prefer to move into action first and then figure out a plan on the way. Your Catalyst strength can thus be a powerful catalyst for your team to kickstart new improvements and achieve new goals.

2. PUT YOURSELF IN SITUATIONS WHERE YOU CAN MAKE THINGS HAPPEN

Because your Catalyst strength thrives on high-energy situations and on pioneering new projects, you can help influence others around you to always be primed for action. For instance, in meetings, you can make it your role to always ask for action items before the group dismisses. Your drive to make things happen can be the push that many groups need to move from discussion to action.



STRENGTH: CATALYST

Catalyst Action Ideas:

3. CUSTOMIZE YOUR DECISION-MAKING AND COMMUNICATION PROCESS

While Catalyst is a powerful strength, our greatest strengths can also be our greatest weaknesses. The overextension of this strength can sometimes land the Catalyst in adverse circumstances that could have been avoided. These are examples of self-regulating approaches one can take in order to grow the Catalyst strength towards maturity.

- Give yourself at least a day or 2 before making key decisions. In these 1 to 2 days, speak to a few trusted friends to sound them out on your decision.
- In any conversation / discussion, be aware that you are prone to react in your speech. When tempted to respond immediately, quickly scribble down your thoughts instead of verbalizing them.
- Share with teammates your perspective that while there is a need to think through ideas, opportunities can be quickly lost in a fast-paced world. Request to establish a 2- to 3-day processing time for the team when new ideas surface so that a decision can be quickly made and action plans established.



STRENGTH: PHILOMATH

Philomath Description:

Your objective is to learn new things. Due to your love of learning people tend to say you are a very curious person. You like to experiment with different styles of learning as well - in the end, there is something to learn from that as well, right? As it's the processes itself that excite you, you are not necessarily interested in becoming a subject matter expert. Instead you prefer learning something fast and then shift to a new thing to learn. Thanks to this strength, you learn very fast and thrive in short projects and dynamically changing environments. Needless to say, you will always be the one to contribute with new knowledge to your team as well.

Philomath Watch Outs:

- They can spend too much time learning than executing.
- They can ask too many questions, which can have the effect of either annoying others or making them feel like they need to produce an answer 'on the spot'.
- On the flip side, they can come across as knowing everything there is to be known about everything. (But not in a good way.)
- They can dip too heavily into the process of learning instead of stepping up into the process of leading. This can come across as having a lack of confidence.



STRENGTH: PHILOMATH

Philomath Action Ideas:

1. TEACH OTHERS

Philomaths will naturally absorb new knowledge and pick up new skills to satisfy their intrinsic desires. However, for one to intentionally grow this talent into maturity, one of the key ways is to impart their learnings to others.

'While we teach, we learn', said the Roman philosopher, Seneca. It is reported through research that students who tutor others work harder to understand the material and apply it more effectively. Teaching others brings learning to an entirely new level of competency. Many students who teach others score higher on tests than students who are learning only for their own sake. Scientists call this 'the protege effect.' Philomaths who teach others are more likely to grow effectively and engage this talent productively for work.



STRENGTH: PHILOMATH

Philomath Action Ideas:

2. SET INTEGRATED GOALS

For Philomaths, the goal of learning should be tied to a wider objective. For example, students can be coached to tie their natural goal of learning to the goal of achieving proficient grades in school assignments. After a piece of schoolwork has been graded and returned, Philomaths can be encouraged to seek out clear feedback on what they have done well and which areas of learning can be improved. This way, instead of seeing grades as separate from the learning process, the grades received will become more meaningful and useful to Philomaths as a reflection of their progress toward learning goals. Philomaths will thus be better able to connect their desire to learn with the aim of improving their grades in school.

In the workplace, the goal of learning for an individual can be tied together with the goal of performing well for the team or organization. For different job tasks, Philomaths should identify areas where they are motivated to gain further knowledge and skill sets in order to increase their performance. Training courses and mentorship opportunities can be undertaken for the Philomath to meet their need for continuous learning and improvement. At the same time, individuals and bosses can agree upon areas of evaluation and feedback that will review work performance as well as learning goals in an integrated way. The synergy between the work objectives and the learning goals is more likely to generate outcomes that will benefit both the individual and the wider team.



STRENGTH: THINKER

Thinker Description:

Your objective is to think. Some get excited by exercising their biceps or triceps, you - by stretching your 'brain muscles' through deep thinking. It does not necessarily mean you are a very focused person. It just means you enjoy the mental activity and meaningful conversations. For your mind journeys, you perceive yourself as the best companion. This introspection allows you to digest complex information and ideas before communicating about it with the surrounding world. Who wouldn't like to have a team member who can simplify even most sophisticated concepts in a way that a 3-year-old would understand?

Thinker Watch Outs:

- They can be socially awkward - alternatively isolating themselves, being standoffish, or discussing items with such depth that they lose others.
- There is a perception that they overthink things, and make discussions too complex. Along with this unnecessary complexity, there is the perception that they can spend too much time thinking instead of doing.
- There are times when their mind swirls in thought.



STRENGTH: THINKER

Thinker Action Ideas:

1. PRACTICE PUTTING YOUR THOUGHTS INTO PLAIN LANGUAGE

The genius of the Thinker strength is in their ability to think deeply about situations, projects, and issues. Yet because of the depth of thought and command of language they bring to the table, they can often be intimidating to those with lesser talents in this theme. It would therefore be helpful for them to practice putting their thoughts into plain language so that others can better understand their thinking. For example, whenever they have insights they would like to share with others, it would be helpful to have a process by which they identify any outcomes they would like to achieve by sharing their insights, or perhaps find stories that would help people better relate to their points.



STRENGTH: THINKER

Thinker Action Ideas:

2. IDENTIFY LIKE-MINDED PEERS YOU CAN CONVERSE WITH

People with the Thinker strength do not feel threatened whenever others challenge their thinking. On the contrary, they feel stimulated by it, as they take it as a sign that others are giving consideration to their thoughts. In fact, whenever they find like-minded peers who are able to engage with them in intellectual conversations, they enjoy these exchanges and find themselves energized by the discussions.

It would thus be helpful for Thinkers to find a group of friends “though not necessarily all in the same group” with whom they can engage in intellectual discussions. These conversations will excite them and sharpen their thinking.



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