

**Talent Card® | Ricardo Salinas**

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.

## + Achiever

**Self-driven performer** - Your propensity to initiate action and to achieve more are hallmarks of intensity in this theme. You feel a need to grow each day. You take pride in your accomplishments and understand you are "top of your class" in your performance. Autonomous and independent, you push yourself to excel.

DRIVES & VALUES

**+ Positivity**

**Open and accepting attitude** - Your talent in this theme is very noticeable and vital in a work environment. You recognize negativity is counter to productivity and deliberately focus on the positive. You contribute to morale by how you accept extra work without negativity and are upset when others complain. Always willing to help, you have an open attitude toward being of service rather than seeing it as servitude.

PEOPLE ACUMEN

## + Organizer

**Organized and efficient** - You are highly effective due to your strong commitment to being efficient, disciplined and organized. Able to quickly see what can be improved, your ability to translate big picture goals into manageable targets allows you to stay on track. An effective project manager, you prioritize what needs to happen next.

WORK STYLE

## + Responsibility

**Disciplined and dependable** - You have a keen sense of responsibility to your job, your team and your organization. Highly disciplined, you can be counted on to follow through on what you say you will do. It is important to you to both set and fulfill high expectations. As a result, you understand everyone's responsibilities and help carry the weight of the team.

**THOUGHT PROCESS**

## + Values

**Loyal, committed and trustworthy** - Your strength in this theme speaks to the foundational principles by which you measure everything you do. Your self-definition centers around being trustworthy and you take pride in being known for the caliber of your work. To you, quality is the constant and time is the variable. You know there is a right way to do things and always believe in doing the right things right.

DRIVES & VALUES





## **Achiever:** Self-driven performer

Your propensity to initiate action and to achieve more are hallmarks of intensity in this theme. You feel a need to grow each day. You take pride in your accomplishments and understand you are “top of your class” in your performance. Autonomous and independent, you push yourself to excel.

### **How you express this talent**

- + A self-starter, you initiate action rather than wait for instructions
- + Autonomous, you excel independently
- + Proactive about your growth, you develop yourself

### **How to strengthen this talent**

- + Celebrate your success and accomplishments when you put in extra effort to complete a tough project or meet an ambitious goal
- + Let your supervisor know you prefer to work independently as you will “make things happen” and make improvements when you are allowed to work autonomously
- + When setting goals, push yourself to set stretch targets and establish a scorecard to highlight your achievements

**DRIVES & VALUES**



## **Positivity:** Open and accepting attitude

Your talent in this theme is very noticeable and vital in a work environment. You recognize negativity is counter to productivity and deliberately focus on the positive. You contribute to morale by how you accept extra work without negativity and are upset when others complain. Always willing to help, you have an open attitude toward being of service rather than seeing it as servitude.

### **How you express this talent**

- + Always willing to help, you serve others without negativity
- + Optimistic, you have a “can-do” attitude
- + You can be trusted to react appropriately in emotional situations

### **How to strengthen this talent**

- + Continue to maintain a “can do” attitude as it enhances your productivity
- + Take part in brainstorming sessions around new projects and future direction as you are a possibility thinker
- + You make a positive difference in the lives of others so continue to look for opportunities to help and support your colleagues

PEOPLE ACUMEN



## **Organizer:** Organized and efficient

You are highly effective due to your strong commitment to being efficient, disciplined and organized. Able to quickly see what can be improved, your ability to translate big picture goals into manageable targets allows you to stay on track. An effective project manager, you prioritize what needs to happen next.

### **How you express this talent**

- + A planner, you always consider what comes next
- + Organized, you keep track of things in your mind
- + You are continuously organizing and prioritizing

### **How to strengthen this talent**

- + Disciplined and organized, you thrive on building platforms and planning out your goals before taking action
- + Utilize resources and tools to effectively manage your work
- + You can help identify inconsistencies in projects as things out of place jump out at you

WORK STYLE



## **Responsibility:** Disciplined and dependable

You have a keen sense of responsibility to your job, your team and your organization. Highly disciplined, you can be counted on to follow through on what you say you will do. It is important to you to both set and fulfill high expectations. As a result, you understand everyone's responsibilities and help carry the weight of the team.

### **How you express this talent**

- + Reliable, you always follow through
- + You are highly disciplined and dependable
- + You contribute heavily to team outcomes

### **How to strengthen this talent**

- + Partner with others who are also strong in this theme as you will be most satisfied when you can work with others who are also disciplined and responsible
- + Set high, yet realistic, expectations for yourself; clearly identify the action steps you must take to fulfill them
- + Take ownership and responsibility over projects because something owned is valued at a higher level

#### **THOUGHT PROCESS**



## **Values:** Loyal, committed and trustworthy

Your strength in this theme speaks to the foundational principles by which you measure everything you do. Your self-definition centers around being trustworthy and you take pride in being known for the caliber of your work. To you, quality is the constant and time is the variable. You know there is a right way to do things and always believe in doing the right things right.

### **How you express this talent**

- + Principled, you are trustworthy
- + To you, quality is the constant and time is the variable
- + You are led by a purpose-driven mentality

### **How to strengthen this talent**

- + Ask to be included on teams whose purpose is to develop new programs or initiatives because you consider how they fit within the standards of the organization
- + Look for opportunities to partner with and onboard new team members because you will reinforce the principles of the organization
- + Take ownership of your work and strive to uphold the quality of the organization in everything you do as you do the right things right

**DRIVES & VALUES**

# 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.
- + 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.



## People Acumen

Reveals the extent, depth and impact of a person's interactions in both positive and negative settings.



## Drives & 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.



## Work Style

Addresses how a person carries out their job responsibilities. Factors considered include their energy level, ability to set priorities and 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.



## Influence

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