

# POSITION INSIGHTS™

Identifying the Unique Strengths  
Demanded by the Position

Executive Pastor  
ABC Church  
3-4-2003

Understanding Strengths and Blending Differences

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# INTRODUCTION

**IMPORTANT:** If you are reading this introduction and have not followed the 5-step process outlined in the Successful Staffing Guide, this report could be totally opposed to the “true” requirement of the job. Go to [www.LeadingFromYourStrengths.com](http://www.LeadingFromYourStrengths.com) to download and review the staffing guide before continuing. It is possible that you may need to complete the Position Insights Assessment again, following the 5-step process to obtain an accurate “Behavioral Benchmark” of the job.

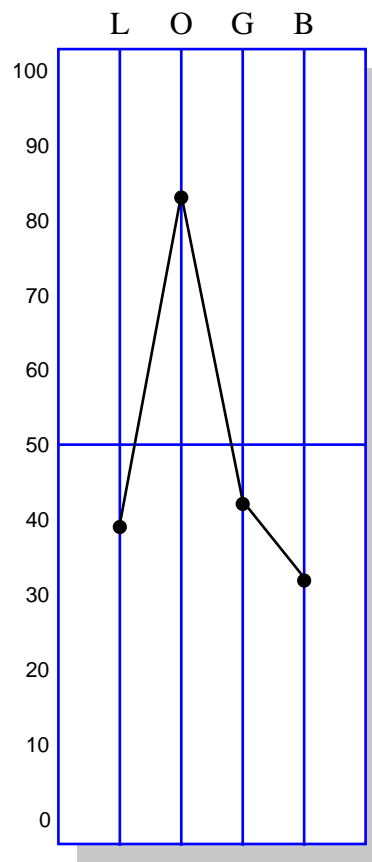
The report begins with a graph showing a picture of the behavioral profile of the job. Use this page to clarify the behaviors required by the job and compare a candidate's "Core" graph to the position. Next is a written summary of the position providing an overview of the strengths needed for the position. Use this section to clarify the role and compare a candidate's "Ideal Environment, Keys to Leading, and Keys to Managing" sections of his or her Leading From Your Strengths report. When comparing written sections of the Position Insights to the candidate's Leading From Your Strengths report, look for similarities, "Green Flags", and major differences, "Red Flags". The Success Insights Wheel follows next and will serve as another source of clarification and comparison. The last four pages list in great detail the requirements needed in the job when dealing with: "Problems and Challenges", "Information and People", "Pace and Change", and "Rules and Procedures".

# GRAPH (JOB)

Viewed by John Doe

ABC Church

3-4-2003



Score  
%

39	21	38	42
40	83	43	33

# WRITTEN OVERVIEW

## Position Summary

*Use this section to clarify the role and compare a candidate's "Ideal Environment, Keys to Leading, and Keys to Managing" sections of his or her Leading From Your Strengths report to the position. When comparing this section of the Position Insights to the candidate's Leading From Your Strengths report look for similarities, "Green Flags", and major differences, "Red Flags".*

This job calls for:

- Ability to move quickly from one activity to another.
- Verbal skills to influence or motivate people.
- Generating enthusiasm in others.
- People's feelings are more important than results.
- Achieving results and meeting deadlines.
- Working on several projects simultaneously.
- Many people contacts.
- Actively seeking communications and relationships with a variety of people.
- Selling rather than telling.
- Negotiating people conflicts or solving people problems.
- Optimistic outlook toward all activities, including many social interactions.
- Persuasive verbal skills.
- High trust level and work with people more than with things.
- Flexible use of time.
- Projecting self-confidence.
- A public relations approach over a sales approach.

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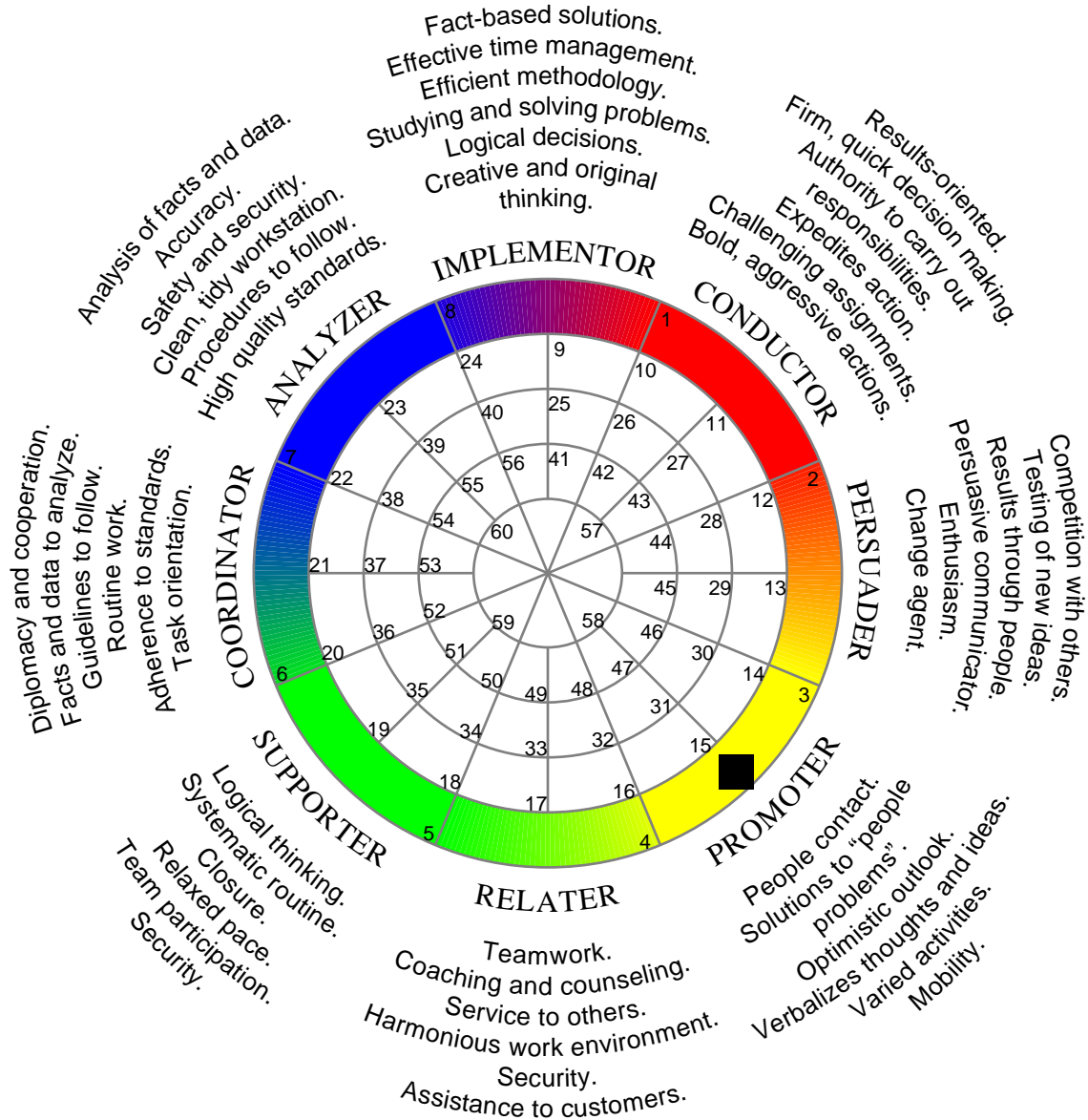
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# THE SUCCESS INSIGHTS® WHEEL

Viewed by John Doe

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POSITION INSIGHTS: ■ (3) PROMOTER

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# Problems and Challenges

*This page identifies the approach needed by the job when dealing with problems and challenges. Review these statements carefully to gain an understanding of the behaviors needed by candidates.*

The Position's demands:

1. Established rules and procedures to follow.
2. Emphasis on quality over time.
3. Flexibility.
4. Examples to follow.
5. Limited scope of activities.
6. Analysis of data before acting.
7. Time and patience.

# Information and People

*This page identifies the approach needed by the job when dealing with people and information. Review these statements carefully to gain an understanding of the behaviors needed by candidates.*

The Position's demands:

1. Many social interactions.
2. Very high trust level.
3. Optimistic outlook towards all activities.
4. Skillful use of vocabulary to generate enthusiasm.
5. Highly persuasive communication.
6. High contact with people.
7. Enthusiastic acceptance of new ideas.
8. Ability to move from one activity to another quickly.
9. Selling the sizzle as well as the steak.
10. A flexible use of time.
11. Outgoing personality.
12. New and innovative ways of solving problems.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team environment.
16. Ability to project self-confidence.
17. Getting things done through people.
18. Freedom from detail and control.

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# Pace and Change

*This page identifies the approach needed by the job when dealing with pace and change. Review these statements carefully to gain an understanding of the behaviors needed by candidates*

## The Position's demands:

1. Juggling several balls at the same time.
2. Openness in communication.
3. Alertness and sensitivity to problems.
4. Ability to work on more than one project.
5. Flexibility.
6. Adaptability to change.
7. Support system to help with detail.
8. Questioning procedures.

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# Rules and Procedures

*This page identifies the approach needed by the job when dealing with rules and procedures. Review these statements carefully to gain an understanding of the behaviors needed by candidates.*

The Position's demands:

1. Awareness and sensitivity to rules and procedures.
2. Practical work.
3. Persistence in getting the job completed.
4. Freedom from direct control and supervision.
5. Expression of new ideas.
6. Limited independence to question procedures.
7. Testing new ideas and procedures.
8. Taking calculated risks.
9. Questioning the status quo.

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