



THE SARTO LEADERSHIP GROUP'S

philosophy is driven by our mission to provide tailored solutions that will grow your business by developing your people through effective management training, leadership development, and professional coaching.

SRG TALENTPROFILER™

SRG's TalentProfiler™ is an online assessment designed to uncover personality traits, or "talents," that specifically relate to a person's ability to build relationships, explain ideas and gain commitments. The assessment also uncovers a person's most dominant motivational drivers and the environment in which they will perform at their most productive level.

Out of more than 18,000 personality traits, each of us develops a subset that becomes dominant. Contained within our overall personality are the specific traits that blend together to create our best and most authentic way to interact with others. This combination of traits is quite different from one person to the next. The most important lesson we have learned is that by harnessing and developing our own traits, we can improve our results.

There are 31 talent themes divided into five categories: Asking, Trust, Motivation, Organization, and Understanding, and constitute the five most critical areas when it comes to achieving goals and working with others.

TALENT THEMES FALL INTO TWO CATEGORIES: CAN and WILL

CAN Themes			WILL Themes	
Understanding	Trust	Asking	Motivation	Organization
<ul style="list-style-type: none">• Creative• Factual• Historical• Prospective• Reasoning• Reference• Resourceful• Studious	<ul style="list-style-type: none">• Affinity• Anecdotal• Cooperation• Emotionally Responsive• Intuitive• Reliable	<ul style="list-style-type: none">• Charm• Coach• Conviction• Direct• Enthusiasm• Investor	<ul style="list-style-type: none">• Accomplishment• Confidence• Initiator• Recognition• Revitalize• Rivalry	<ul style="list-style-type: none">• Adjuster• Concentration• Improver• Order• Realistic



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UNLOCK THE KEYS TO EXCEPTIONAL PERFORMANCE

Who can benefit from taking TalentProfiler™?

Everyone. All of our observations indicate that people improve most by leveraging their greatest areas of talent. The underlying purpose of the TalentProfiler™ report is to help people understand how their unique combination of talents blends together. Learning how they effectively use these talents is their greatest opportunity for improvement and represents their best potential to excel. Suggestions based around each person's dominant talents are included in each report.

Why should your organization use it?

SRG's TalentProfiler™ assessment determines each individual's strongest areas of talent and highlights how they can improve and develop. It points managers in the right direction in terms of what each person needs to be at their most productive. This includes the most promising areas to coach around, and the best way for the manager to consistently have a positive impact on performance.

The use of TalentProfiler™ helps companies have a more engaged workforce. Employees become more productive and fulfilled when they use their greatest talents each and every day. Each employee derives more satisfaction from their job when they are recognized and appreciated for their unique contributions and are encouraged to grow in areas where they have the greatest potential.

As an approved partner of SRG's TalentProfiler™, we offer a variety of training and development events, and one-on-one coaching sessions. These can be geared toward individual development, team building exercises, or company-wide initiatives.

WORKSHOPS

Strengths-Based Teams

Event outcomes:

- Provides top 12 individual and team talent comparison views
- Exposes existing team dynamics, issues and behaviors
- Inspires an appreciation of individual strengths and weaknesses
- Improves group morale and promotes team bonding
- Inspires better conflict resolution skills and communications
- Explains the connection between talents and predictive behavior
- Accelerates team productivity by increasing team efficiencies
- Demonstrates advantages of cooperations over competition
- Increases appreciation of leveraging each other's strengths

Strengths-Based Leadership

Participants will be able to:

- Identify and define his/her top 12 talents
- Become more self-aware of his/her strengths and their coaching style
- Better coach and develop their people
- Increase overall engagement and performance throughout their team
- Explain the connection between talents and predictive behavior
- Compare their talents and those of their employees
- Identify what motivates them and their employees
- Effectively build trust with their employees
- Significantly improve results by harnessing their employee's talents