

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.



Mission

Influence

Conviction of purpose - The organization's values and core beliefs motivate you to serve patients and align others to a common goal. You "love your job" and give back by working to promote the business' purpose.

Achiever

Drives & Values

Ambition to attain success and significance - Accomplishing something every day channels your performance. Outcomes and scores measure your effectiveness. Driven to improve your work, you are inspired by recognition of a job well done.

Work Intensity

Work Style

Magnitude of work effort and persistence - Being productive and willing to work hard is gratifying to you. You take full ownership of your work, plan ahead, meet deadlines and can be counted on to follow through on your commitments.

Values

Drives & Values

Qualities of character, excellence and merit - You bring a high degree of dependability and responsibility to the job. Committed to your work, you consistently do the right things right, acting with honesty and strong character.

Resilience

Thought Process

Ability to keep going or bounce back - You bounce back to overcome obstacles in difficult situations. Seen as the "calm in the storm," you maintain composure and often create solutions that perpetuate the organization's forward progress.



Mission: Conviction of purpose

Influence

The organization's values and core beliefs motivate you to serve patients and align others to a common goal. You "love your job" and give back by working to promote the business' purpose.

How you express this talent

- + Providing patient care is your highest calling
- + You have a greater purpose for your work and life than just a paycheck
- + Your beliefs are always in alignment with the organization's principles

How to strengthen this talent

- + Leading with purpose, help patients own their own health and well-being as a way to ensure every health care provider will be able to provide a holistic treatment plan
- + Stand up for quality patient care, and do the right thing for your organization with openness and pride
- + To honor the dignity of each person, set, promote and aim to surpass high standards that align with the mission of your organization



Achiever: Ambition to attain success and significance

Drives & Values

Accomplishing something every day channels your performance. Outcomes and scores measure your effectiveness. Driven to improve your work, you are inspired by recognition of a job well done.

How you express this talent

- + Expectations for yourself and others are high
- + Taking on more work energizes you
- + You take pride in accomplishments

How to strengthen this talent

- + Always strive for improved results for yourself and others by raising the bar high and taking the steps to accomplish the result
- + Measure your performance based on not just your own accomplishments, but also the quality of the outcomes you have helped others achieve
- + Set ambitious goals for yourself in the next 30, 60 and 90 days – strive to achieve something that may seem nearly impossible to most people



Work Intensity: Magnitude of work effort and persistence

Work Style

Being productive and willing to work hard is gratifying to you. You take full ownership of your work, plan ahead, meet deadlines and can be counted on to follow through on your commitments.

How you express this talent

- + Commitment is your "middle name"
- + Supervisors and leaders value your reliability
- + You are always ready to shoulder extra work

How to strengthen this talent

- + Align yourself with high-performing, high-demand teams and see if you can push yourself to be the best; the hardest worker or the one who delivers the best outcomes
- + Ask to take on added responsibility in areas in which you enjoy the work and can do it with excellence
- + Volunteer for extra shifts whenever you can because you want to, not because you have to



Values: *Qualities of character, excellence and merit*

Drives & Values

You bring a high degree of dependability and responsibility to the job. Committed to your work, you consistently do the right things right, acting with honesty and strong character.

How you express this talent

- + Ethical behavior is your norm
- + You accept responsibility
- + You take ownership for the caliber of your work

How to strengthen this talent

- + Discuss integrity-based decisions, such as how to improve the value of service provided for patients or your customers relative to their ideal state
- + Review standards with your colleagues daily, focusing on the desired outcomes and how to achieve them
- + Secure a mentor who can help you identify best practices for providing high-value care



Resilience: *Ability to keep going or bounce back*

Thought Process

You bounce back to overcome obstacles in difficult situations. Seen as the “calm in the storm,” you maintain composure and often create solutions that perpetuate the organization’s forward progress.

How you express this talent

- + Thorough analysis allows you to tackle problems head on
- + You adhere to good standards but are also open to new ideas
- + You use root cause analysis to guide your actions in the moment

How to strengthen this talent

- + Navigate your own and other’s way to health-sustaining resources to experience well-being at work, with family and community
- + Promote strong relationships as the fundamental condition of well-being for you, your coworkers and patients
- + When stress or pressure mount, do a kind act for someone else that promotes a profound feeling of well-being and notice what happens to your mood and theirs

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. (Defined to the right)
- + 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.



Drives and 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.



Influence

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



Work Style

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



People Acumen

Explains how a person builds relationships with others and how others feel about their relationships with that person.