

Talent Card® | REMUS MARPA



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.

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**Learner:** Passion to learn and apply knowledge

Curious, you seek to understand situations and help others comprehend concepts as well. You educate and apply your knowledge toward continuous improvement. Your love of learning builds competency.

**How you express this talent**

- + Change and new ways of doing things is exciting and leads to better outcomes
- + Inquisitive, you ask questions and seek answers
- + Sharing your knowledge comes easily and helps others improve their work

**How to strengthen this talent**

- + Offer to explain the details of job requirements to new associates
- + Sign up for classes and read extensively on subjects that interest you the most, then apply your knowledge to the workplace
- + Volunteer your knowledge toward solutions and ways to implement ideas

THOUGHT PROCESS



**Coachable:** Alignment to standards of excellence

Open to directions, you aspire to operate within the mission, vision, values and standards of the organization. Satisfaction is derived from consistent work performance.

**How you express this talent**

- + Exceptional performance drives your actions
- + You adapt to and own standards of excellence
- + You can be trusted to work independently

**How to strengthen this talent**

- + Ask for expectations and standards, then exceed them
- + Set the example for implementing procedures
- + Share your ideas about improving quality

DRIVES & VALUES



**Responsibility:** Ownership and follow through

You take ownership of your work and independently produce strong outcomes. Trusted to follow through on tasks, commitments and expectations, you adjust your pace to match the needs of others.

**How you express this talent**

- + You are able to work extra hours and double your effort to finish tasks on time
- + You have an internal drive to own your responsibilities
- + You have the ability to prioritize based on importance or deadlines

**How to strengthen this talent**

- + Communicate your plans to achieve commitments without being micromanaged
- + Volunteer to be on standards team
- + Welcome opportunities to take the lead on new initiatives or processes

WORK STYLE



**Achiever:** Ambition to attain success and significance

Being “driven” to accomplish more than others guides your performance. Known for your top accomplishments, you dedicate extra energy into achieving deadlines or exceeding expectations.

**How you express this talent**

- + Excellence is your benchmark
- + When something needs to be done you'll be there
- + You proudly own being number one

**How to strengthen this talent**

- + Ask to be scheduled during high-demand times
- + Define stretch goals with your leader
- + Welcome going “above and beyond” for others

DRIVES & VALUES



**Positivity:** Practical optimism and solution focused

You share an upbeat attitude that stimulates higher morale and generates enthusiasm. Coworkers rely on your optimistic outlook and can-do attitude that encourages better performance outcomes.

**How you express this talent**

- + You believe in possibilities and solutions
- + You work to solve problems, not complain about them
- + Your shining, joyful attitude

**How to strengthen this talent**

- + Focus on solutions when dealing with others, brainstorm with the team
- + Own how your great attitude positively influences others
- + Whenever possible be a positive role model

PEOPLE ACUMEN

# 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.