



# **TEAM REPORT**

for Alex Johnson in White Clouds Organization

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## INTRODUCTION

HIGH5 TEST is a free strengths test enabling individuals and organizations to find out what they are naturally good.

This report summarizes strengths identified across the specified team. Within HIGH5 methodology, strengths are not defined as talents or character traits, but rather characteristics that energize you, improve your well-being, fuel your performance - all stemming from your character strengths. Please note that having a strength does not automatically lead to exceptional performance as some individual or team strengths might be underdeveloped due to unawareness or absence of environment for their successful application.

In order to be effective, teams need to understand and optimize the strengths of all team members as well as putting in place productive team habits or rituals to transform strengths into effective teamwork and measurable business results.

## DATA USED IN THIS REPORT

This report is based on the test results of all team members identified by the email addresses specified below. Unless otherwise specified, only key strengths of team members are analyzed in the report, as they are central to every individual team member.

*It never is a shortage of achievements to make. Whenever one thing has been achieved, there is always the next one on the horizon, which gives you endless source of energy to pursue new challenges and tasks. It helps you to work long hours without burning out, to set the pace and to define the levels of productivity in your work group.*

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## HIGH5 TEST METHODOLOGY

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HIGH5 test is based on the latest research in the field of positive psychology on the importance of strengths-based vs deficit-focused perspectives on life. The test draws its inspiration from pioneers in the area of strengths-based leadership – such organizations as Martin Seligman and VIA Character Strengths, Gallup Research Center and StrengthsFinder, Marcus Buckingham and StandOut, StrengthScope and many others. It is developed in its entirety by the internal team of strengths experts leveraging the best of existing methodologies and findings from individual assessments of 12 000 people of diverse professional and cultural backgrounds.

The test consists of 100 questions assessing the individual across 4 domains and 20 strengths. The methodology assumes that all strengths are equally important, yet they are present differently across individuals. The results of the test consist of key 5 strengths that are developed to a greater extent.

There are two factors that distinguish HIGH5 TEST:

**Focus on actionable strengths stemming from universal character traits.** HIGH5 is designed to bridge the gap between the two well known methodologies by focusing on actionable strengths based on universal character traits. In other words, test results answer the question of what your character traits enable you to do well in practice.

**Peer review of your strengths.** By incorporating external reviews, this assessment provides an additional powerful feedback, on how effectively you are using your strengths and how they are perceived by people you communicate with on daily basis.

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## TEAM STRENGTHS SNAPSHOT

This Team Strengths Snapshot presents a distribution of key strengths of your team members across 20 HIGH5 strengths.





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## TEAM SHARED STRENGTHS

The Team Shared Strengths table depicts the frequency with which various strengths are shared by your team members.

The more individuals on a team who share particular strengths, the more likely those particular character strengths will influence the team culture. These are important points of cohesion in your team.

	Strongly Dislike	Dislike	Neutral	Like	Strongly Like
<b>Doing</b>					
Believer					
Deliverer					
Focus Expert					
Problem Solver					
Time Keeper					
<b>Feeling</b>					
Charmless					
Coach					
Empathizer					
Optimist					
Peace Keeper					
<b>Acting</b>					
Catalyst					
Commander					
Self Believer					
Storyteller					
Winner					
<b>Thinking</b>					
Analyst					
Brainstormer					
Philosopher					
Strategist					
Truther					



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## TEAM PERFORMANCE RISKS

In any team, there are two main risks associated with strengths and team's performance:

### OVERUSED STRENGTHS

Strengths in Overdrive table presents strengths that absolutely dominate the strength profile of the majority of your team members. If not managed well, such dominance of certain strengths can lead to the team overlooking crucial perspectives in decision making, leading to unintended consequences and even to turning those strengths into weaknesses.

### BLIND SPOT STRENGTHS

Team Blind Spots table presents strengths that did not show up in HIGH5 results of any team members. These potentially weaker areas help identifying areas where the team might be least effective. However, in some cases, team members may still be able to call upon these strengths when the situation calls for it. These are so-called situational strengths of your team.

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## UNIQUE CONTRIBUTIONS

It is essential for team members to understand each other's unique contributions to the team strengths. It will not only encourage active use of strengths but also avoid the feeling of exclusion by transforming unique strengths into team opportunities. Team members who have all HIGH5 strengths matching the majority are called integrators, as they create group cohesion and build peace when conflict arises.

	High	High	High	High	High	High
<b>Doing</b>	Believer	Deliverer	Focus Expert	Problem Solver	Time Keeper	
<b>Feeling</b>	Chameleon	Coach	Empathizer	Optimist	Peace Keeper	
<b>Acting</b>	Catalyst	Commander	Self Believer	Storyteller	Winner	
<b>Thinking</b>	Analyst	Brainstormer	Philosopher	Strategist	Thinker	



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## STRENGTH DOMAINS

All 20 strengths in HIGH5 methodology could be divided into 4 main domains: doing, feeling, motivating and thinking. These broad categories represent strengths that have common characteristics, attitudes, and behavioral patterns.

### DOING

People with strengths concentrated in DOING category know how to organize, meet a goal, and make things happen.

### FEELING

People with strengths concentrated in FEELING category know how to build strong relationships that can hold a team together & make it greater than the sum of its parts.

### MOTIVATING

People with strengths concentrated in MOTIVATING category know how to take charge, speak up, and make sure the team is heard.

### THINKING

People with strengths concentrated in THINKING category know how to absorb and analyze information that can inform better decisions & help teams consider what could be.

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## TEAM STRENGTH DOMAINS

This Team Strength Domain table presents a distribution of key strengths of your team members across 4 strength domains.

By understanding the most dominant strength clusters and individual strengths within the profile, the team can readily see the natural resources that it has available to undertake team activity. The team can also see which strength areas are less energizing and which they are less likely to be drawn towards.





## GOING FURTHER

If you and your team would like to discover more of the world of personal strengths, there is a full spectrum of opportunities for going deeper. HIGH5 team of strengths experts has over 40 years of aggregated experience in the field and would be glad to assist you in the way of achieving better business results and increasing well-being of your team.

Below you can find a non-exhaustive list of examples of further initiatives we have undertaken together with our clients:

### **Team Peer Review**

360-degree review of your team and its member strengths

### **In-person Workshops & Online webinars**

One time interventions to facilitate the strengths-based teamwork

### **Online Strengths Course**

6-week online course for individuals available on-demand

### **Strengths Coaching**

One-to-one approach to setting up individual strength development path

### **Strengths-Based Leadership Development Program**

A medium-term tailored program to develop internal organizational leaders who bring the best out of people

Should you have any questions, our strengths team remains available at [hello@high5test.com](mailto:hello@high5test.com)



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[www.high5test.com](http://www.high5test.com)



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## APPENDIX: LIST OF HIGH5 STRENGTHS

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### Analyst

Analysts are energized by getting to look for simplicity and clarity through a large amount of data. Analyst are frustrated when someone asks them to follow their heart rather than logic and proven facts.

### Believer

Actions of Believers are driven by the core higher values that cannot be compromised at expense of the success. Believers are drained if their beliefs and values are getting questioned or misaligned with what they have to do.

### Brainstormer

Brainstormers are excited when asked to come up with new no-limits ideas and to connect seemingly unconnectable. Brainstormers get quickly bored by standard practices or closed minded people.

### Catalyst

Catalysts enjoy getting things started and creating momentum in a stagnant environment. Catalysts cannot stand waiting and wasting time when they could be getting things off the ground.

### Chameleon

Chameleons draw excitement from constantly changing environments, surprises, unexpected detours and working 'on the fly'. They are bored to tears by predictability and routine.

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### Coach

Coaches enjoy discovering the potential in other people and supporting their personal growth. They find it hard to accept when this potential is getting wasted.

### Commander

Commanders love to be in charge, to speak up, and to be asked for a direct opinion. They do not avoid conflicts and cannot understand 'beating around the bush' mentality.

### Deliverer

Deliverers follow through on their commitments and they enjoy seeing how it builds more trust and respect among others. They feel horrible if promises get broken - both on the receiving and on the giving side.

### Empathizer

Empathizers are great at noticing how others feel and using this understanding to do something good. They are frustrated when asked to disregard feelings and emotions and follow strict logic instead.

### Focus Expert

Focus Experts enjoy getting one project until the finish line rather than changing course regularly. They cannot stand distraction that can interrupt them from focusing on one thing at a time.

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### Optimist

Optimists enjoy giving praise on what's right about people and being grateful for what they have. They find it hard to be around people who constantly pick out what's wrong in everything.

### Peace Keeper

Peace Keepers are masters of balance, finding alignment and building bridges among people to get to the best outcome. They feel emotionally drained by constant frictions among people, who do not look for common ground.

### Philomath

Philomaths are in love with learning - exploring many interests, following new paths, learning as many things as possible. They do not enjoy companies of 'know-it-all' people are not curious to learn something new or to explore new ideas.

### Problem Solver

Problem Solvers love finding bugs, uncover flaws, diagnosing problems and finding solutions to them. They find it hard to sweep problems under the rug and keep going while ignoring unsolved issues.

### Self-Believer

Self-Believers are independent and self-sufficient people, inspiring others with their certainty and confidence. They cannot stand when others tell them what to do or control their actions.

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### Storyteller

Storytellers are masters of communication. They like to host, speak in public and to be listened to. They drain in situations that do not allow expressing themselves through words.

### Strategist

Strategists have the skill to see the big picture, which enables them to find the best route through the clutter. Because connecting the dots comes so naturally for them, they get impatient with people who make slow decisions.

### Thinker

Thinkers enjoy the mental activity, intellectual discussions and spending time alone thinking. They find it hard to work in teams where acting before thinking is the norm.

### Time Keeper

Nothing excites Time Keeper more than meeting the deadline. They enjoy setting up processes, timelines, and plans. Time Keepers get confused in chaos where neither outcomes nor ways to achieve them are clear.

### Winner

Winners can turn any mundane task into a game or challenge because the feeling of competition is essential for them. They feel lost in the environments with no defined measure of success.