

Prepared for: Tom Cruise

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PERSONALIZED YOUMAP®

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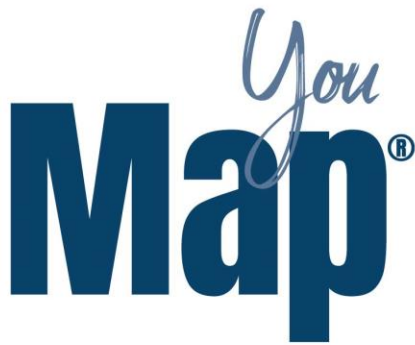


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PERSONALIZED YOUMAP®

HOW TO USE YOUR YOUMAP®

The YouMap® profile reveals four pillars of you: your **strengths**, what you **value**, **skills** you enjoy and your **personality**. No two individuals have the same YouMap® which emphasizes your unique contribution and value. This information will increase your self-awareness and, along with the companion workbook, will equip you to maximize your effectiveness and satisfaction. The YouMap® profile includes a printable summary page to display or share.

Pillar I: Strengths (How)

We Prioritize:
Relationship-Building,
Influencing Others,
Getting Results,
or Thinking

Strengths Explain
How We Work

Pillar II: Values (Why)

Values explain our
«Why» based on
what's most
important to us

Values Explain
Why We Work

Pillar III: Skills (What)

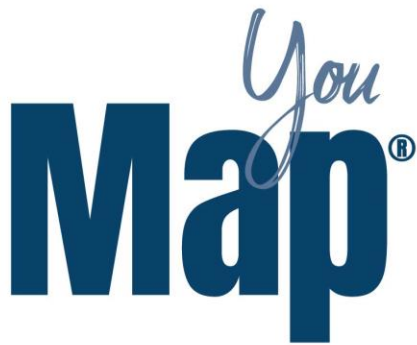
What skills are
we motivated to
spend our time
using?

Skills Explain
What We Like Doing

Pillar IV: Personality (Who)

Who are we?
A blend of the Doer,
Thinker, Creator,
Helper, Persuader,
or Organizer

Personality Explains
Our Interests



PERSONALIZED YOUMAP®

MY STRENGTHS

Following are your top five CliftonStrengths which **set your priorities every day**. Using your strengths increases productivity, quality, and satisfaction while reducing stress. Complete the exercises in the YouMap® workbook to gain deeper insight.

MY TOP STRENGTHS

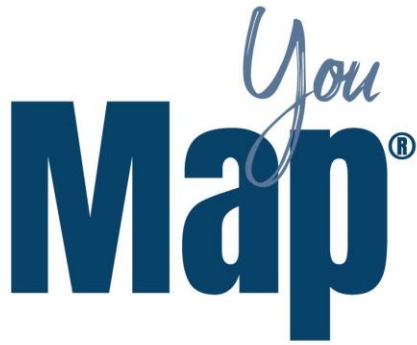
Achiever (Executing) - You have a great deal of stamina and work hard. You take great satisfaction from being busy and productive. Your drive is the power supply that causes you to set the pace and define the productivity levels for others.

Ideation (Thinking) - You are fascinated by ideas and find connections between seemingly disparate phenomena. Others may label you creative, original or conceptual, or even smart. What you are sure of is that ideas are thrilling.

Input (Thinking) - You have a craving to know more, and, often collect and archive information. You keep acquiring, compiling and filing stuff away because it's interesting and keeps your mind fresh...without knowing when and why you might need it.

Adaptability (Relating) - You are a 'go with the flow' person that takes things as they come. You can respond willingly to the demands of the moment...you don't resent sudden requests or unforeseen detours. You stay productive when the demands pull you in many directions at once.

Woo (Influencing) - You love the challenge of meeting new people and 'winning others over'. You enjoy breaking the ice and making a connection with another person. In your world there are no strangers, just friends you haven't met yet.



PERSONALIZED YOUMAP®

MY VALUES

Define each of your values and assess if they are currently honored or violated in your YouMap® workbook.

MY TOP VALUES

Autonomy

Inner Harmony

Boldness

Creativity

Spirituality

Success

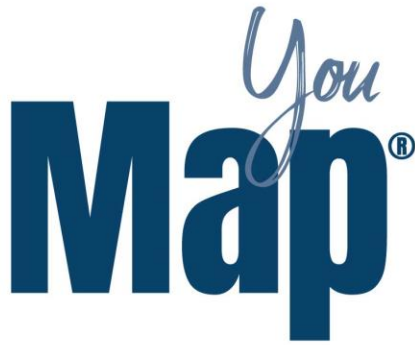
Trust

Pleasure

Love/Connection

Knowledge

Reciprocal values are those you expect to be reciprocated, like *Honesty*. **Personal values** are not reciprocal and are fulfilled independently. An example is *Adventure*. You decide which of your values are reciprocal.



PERSONALIZED YOU MAP®

MY PREFERRED SKILLS

These skills in bold are what you're good at and enjoy. Try to spend at least 80% of your time using these skills and less than 20% using the least preferred skills in bold on the next page.

MY MOST PREFERRED SKILLS:

Administration

- **Budget**
- Categorize
- **Organize**
- Paperwork

Conceptual/Creative

- Conceptualize
- Ambiguity(Deal with)
- **Create Images**
- **Design**
- Envision
- **Ideate**
- **Improvise**
- **Innovate**
- Strategize

Interpersonal

- Advise
- **Collaborate**
- Instruct / Train
- Liaise
- **Manage Emotions**
- Mediate
- Use Intuition

Leadership

- Initiate Change
- Lead Others
- **Mentor**
- Motivate

Manage Process/Projects

- Customer Service
- Execute
- **Expedite**
- **Change, Deal with**
- **Manage Logistics**
- **Manage Time**
- Monitor
- Multi-task
- Plan

Research & Analysis

- **Analyze**
- Assess
- Interview for Information
- Observe
- **Research**
- Study

Sales

- **Competitiveness**
- Negotiate
- Present / Perform
- Risk-Taking
- Sell

Supervise

- **Decision-Making**
- **Delegate**
- Hiring / Staffing
- **Manage Others**

Technical & Mechanical

- Computer Skills
- Edit
- Estimate
- Mechanical
- **Numeric Accuracy**
- Test
- Write

MY LEAST PREFERRED (BURN OUT) SKILLS:

Administration

- Budget
- **Categorize**
- Organize
- **Paperwork**

Conceptual/Creative

- **Conceptualize**
- **Ambiguity(Deal with)**
- Create Images
- Design
- **Envision**
- Ideate
- Improvise
- Innovate
- **Strategize**

Interpersonal

- **Advise**
- Collaborate
- **Instruct / Train**
- **Liaise**
- Manage Emotions
- **Mediate**
- **Use Intuition**

Leadership

- **Initiate Change**
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- Mentor
- **Motivate**

Manage Process/Projects

- **Customer Service**
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- **Multi-task**
- **Plan**

Research & Analysis

- Analyze
- **Assess**
- **Interview for Information**
- **Observe**
- Research
- **Study**

Sales

- Competitiveness
- **Negotiate**
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- **Risk-Taking**
- **Sell**

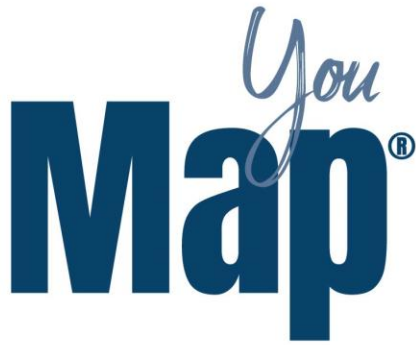
Supervise

- Decision-Making
- Delegate
- **Hiring / Staffing**
- Manage Others

Technical & Mechanical

- **Computer Skills**
- **Edit**
- **Estimate**
- **Mechanical**
- Numeric Accuracy
- **Test**
- **Write**

Note: Skills under “least preferred” that you think you would enjoy, but aren’t good at, can be flagged for development. Least preferred skills should be reduced, delegated, or tackled in small time chunks.



PERSONALIZED YOUMAP®

MY PERSONALITY

Your personality shapes your interests. You will be most engaged when focusing on your top two interests: Doing, thinking, creating, helping, persuading, or organizing. **Look for ways to combine your two interest types with 3-5 of your preferred skills to increase fulfillment.**

MY PERSONALITY

Investigative/Social - The Practitioner (The Thinker & The Helper)

Descriptors: caring, diagnostic, cautious, curious, analytical, overextended (take on more than you have time for when people need your help), independent, intellectual, objective, introverted

The Practitioner is responsible and cool under pressure. If you're an IS, you set high standards for yourself. You enjoy expanding your knowledge base because it makes you feel good to know you're always developing as a professional. You're willing to help your colleagues when they need it. However, accepting help is another story. It's difficult for you to delegate work tasks. An IS often feels bored by tasks that require a lot of repetition. Doing the same thing over and over, especially if it involves paperwork and data as opposed to people, just doesn't stimulate you. In these instances, you may find yourself getting distracted and spending too much time by the coffee maker to chat with a coworker. The Practitioner wants to do work that makes a difference. He or she likes to help others by figuring out and solving problems. Healthcare is an ideal career field for those with an IS code because much of the work revolves around helping others, thinking objectively, and solving challenging problems. An IS will feel deeply satisfied in healthcare jobs that involve contact with patients or staff; a job that's important and makes a difference for others.

NOTES

PERSONALIZED YOUMAP® FOR:

Tom Cruise



My Strengths

Achiever, Adaptability, Ideation, Input, Woo



My Values

Autonomy, Inner Harmony, Boldness, Creativity, Spirituality, Success, Trust, Pleasure, Love/Connection, Knowledge



My Preferred Skills

Innovate, Instruct / Train, Manage Emotions, Strategize, Analyze, Execute, Observe, Design, Interview for Information, Plan, Sell, Organize, Initiate Change, Hiring / Staffing, Competitiveness, Mechanical, Change, Deal with, Computer Skills, Risk-Taking, Improvise, Manage Logistics, Present / Perform, Ambiguity(Deal with), Motivate, Liaise, Manage Others, Multi-task, Write, Mentor, Ideate, Advise, Categorize, Manage Time, Monitor, Use Intuition, Decision-Making, Estimate, Conceptualize, Create Images, Customer Service, Envision, Collaborate, Expedite, Assess, Lead Others, Budget, Mediate



My Personality

Caring, diagnostic, cautious, curious, analytical, overextended, independent, intellectual, objective, introverted