



MORGEN BURCHELL WINGFINDER REPORT

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WHAT MAKES YOU UNIQUE, MORGEN?

Every one of us is unique, with different passions, strengths and goals. Knowing your strengths and how to best leverage them, along with what to watch out for, enables you to develop, grow and succeed.

Developed by Red Bull and an expert team of psychology professors, Wingfinder focuses on your strengths, the things that you're naturally inclined to be good at, and gives you the tools and coaching to be even better.

The Wingfinder model comprises 25 individual strengths organised in terms of four key areas.

Thousands of scientific studies have shown these four factors to be more influential than any others for success in knowledge-based jobs.

How do you create solutions and work with change ?



CREATIVITY

ADAPTABLE
CLASSICAL
FOCUSED
INNOVATIVE
OPEN TO EXPERIENCE
PRAGMATIC

Learn about your style of problem-solving



THINKING

INTUITIVE
HANDS-ON LEARNER
BALANCED LEARNER
ANALYTICAL
AGILE

What keeps you moving forward?



DRIVE

ACHIEVER
CONFIDENT
DISCIPLINED
MODEST
PATIENT
RELAXED

How do you manage relationships and yourself ?



CONNECTIONS

AUTONOMOUS
BALANCED
DIPLOMATIC
DIRECT
EMOTIVE
INDEPENDENT
SOCIALABLE
SUPPORTIVE



Your CREATIVITY measures how original and innovative your thinking is, or how logical and analytical it is.

You're open-minded, often coming up with new and interesting ideas. You enjoy novelty and change, and avoid routine as much as possible.

Wingfinder measures CREATIVITY using three scales. Let's explore your creativity in more detail.

YOUR CREATIVITY

Top Strength:



YOU ARE

HIGHLY INNOVATIVE

in YOUR CREATIVITY

Your original thinking makes you stand out. You prefer to avoid the obvious route when it comes to problem-solving.

You succeed through

- seeing things differently
- coming up with lots of original ideas
- finding new solutions

On a good day...

You enjoy coming up with innovative solutions

On a bad day...

You feel constrained by routine



MORE PRAGMATIC



YOU

MORE INNOVATIVE



Top Strength:



YOU ARE

ADAPTABLE

in YOUR CREATIVITY

You're excited by a degree of uncertainty. You're able to adapt to new ideas and don't like being too definite in your thinking.

You succeed through

- your adaptability to change
- your willingness to try something new
- your flexible thinking

On a good day...

You respond well to new environments

On a bad day...

You can take on too many tasks at once



MORE FOCUSED



YOU

MORE ADAPTABLE



YOUR CREATIVITY



YOU ARE

OPEN TO EXPERIENCE

in YOUR CREATIVITY

You enjoy daydreaming and think originally. Open-minded and comfortable with change, you adapt well to new situations.

You succeed through

- your intuition
- your flexibility
- your keen sense of aesthetics

On a good day...

You leap enthusiastically into the unknown

On a bad day...

You avoid repetitive tasks

< MORE CLASSICAL



MORE OPEN TO EXPERIENCE >



Your THINKING measures the abilities you draw upon when solving problems and ranges from Intuitive, to Hands-on Learner, to Balanced Learner, to Analytical and to Agile.

As a Hands-on Learner you approach problem-solving with your preference to rely on your past experience to find solutions; sometimes adding to this approach, an analysis of the situation. You enjoy finding more practical solutions to problems and believe that the best learning comes from experience, while also seeing where research may still have its place.

Wingfinder measures THINKING using one scale. Let's explore your thinking in more detail.

YOUR THINKING

Top Strength:



YOU ARE

A HANDS ON LEARNER

in YOUR THINKING

You learn through experience and you deal with problems by diving right in.

You succeed through

- having your own proven solutions
- learning on the job
- using your common sense

On a good day...

You enjoy learning by doing

On a bad day...

You need to be aware when more analytical thought is required

< MORE INTUITIVE

YOU

MORE AGILE >



Your CONNECTIONS measures how well you manage relationships and how well you work independently.

You enjoy meeting new people, making contacts and helping your network. Your ability to read and influence others means you're comfortable in most social situations.

Wingfinder measures CONNECTIONS using four scales. Let's explore your connections in more detail.

YOUR CONNECTIONS

Top Strength:



YOU ARE

SUPPORTIVE

in YOUR CONNECTIONS

You're good at thinking about other people before yourself. You appreciate the support and ideas they can offer.

You succeed through

- your selflessness
- your openness to other opinions
- your focus on the group

On a good day...

You are naturally supportive of colleagues

On a bad day...

You can be too influenced by others' needs

< MORE
AUTONOMOUS



MORE SUPPORTIVE >



YOU ARE

SOCIABLE

in YOUR CONNECTIONS

Social events are something you're naturally good at. You prefer being around people and you enjoy making new connections.

You succeed through

- being comfortable around people
- being energised by spending time with others
- taking an interest in others

On a good day...

You thrive on meeting new people

On a bad day...

You can find it hard to work alone

< MORE
INDEPENDENT



MORE SOCIABLE >

YOUR CONNECTIONS



YOU ARE

SLIGHTLY MORE DIPLOMATIC THAN DIRECT

in YOUR CONNECTIONS

You're concerned with other people's needs and try to deal with conflict fairly. You hear what other people have to say and are honest in your own opinions.

You succeed through

- being able to see two viewpoints
- getting your point across clearly
- listening to others

On a good day...

You have strong social skills

On a bad day...

You avoid giving critical feedback

< MORE DIRECT



MORE DIPLOMATIC >



YOU ARE

SLIGHTLY MORE EMOTIVE THAN BALANCED

in YOUR CONNECTIONS

You're good at dealing with stress. That doesn't mean you don't worry about things that matter, but you stay focused and rational.

You succeed through

- being rational about the challenges you face
- staying in control
- not being too laid back

On a good day...

You are sensitive and care about things that matter to you

On a bad day...

You can be too passionate about your work

< MORE EMOTIVE



MORE BALANCED >



Your DRIVE measures your level of ambition.

You're self-confident and always aim to do your very best work, but you don't always see your colleagues as rivals. So while you enjoy being praised for your achievements, you're equally happy to see others recognised for theirs.

Wingfinder measures DRIVE using three scales. Let's explore your drive in more detail.

YOUR DRIVE



YOU ARE

RELAXED

in YOUR DRIVE

While you like to have a framework or a plan, you're not often focused on the details and you know when to delegate.

You succeed through

- knowing when to take control and when to let go
- being flexible
- your ability to compromise

On a good day...

You are good at putting things in perspective

On a bad day...

At times you may leave tasks unfinished

< MORE RELAXED

YOU

MORE DISCIPLINED >



YOU ARE

SLIGHTLY MORE CONFIDENT THAN MODEST

in YOUR DRIVE

You're confident in yourself and your abilities but you realise that you're also human. You know what you're capable of and you're also realistic about your limitations.

You succeed through

- knowing when to step forward and when to let others take the lead
- balancing your confidence with your cautiousness
- understanding what you're good at and focusing on those areas

On a good day...

You are comfortable in the limelight

On a bad day...

You have high expectations for yourself

< MORE MODEST

YOU

MORE CONFIDENT >

YOUR DRIVE



YOU ARE

SLIGHTLY MORE OF AN ACHIEVER THAN PATIENT

in YOUR DRIVE

You care about the work you do and work hard on projects you believe in. But you keep things in balance and don't let work take over your life.

You succeed through

- knowing your capabilities
- having the right workload
- being energetic and enthusiastic at work

On a good day...

You strive to reach your goals

On a bad day...

You can overshadow less driven colleagues

< MORE PATIENT



MORE ACHIEVER >

YOUR PERSONAL COACHING PLAN

Your personal coaching plan focuses on your top 4 strengths. These top 4 strengths represent your strongest personality preferences and the areas that you are most likely to start and continue developing. Your personal coaching plan brings together years of experience and specialist knowledge on how to train for success and is customised based on your personality.

You are
INNOVATIVE



You are
ADAPTABLE



You are
SUPPORTIVE



You are
A HANDS ON LEARNER



WHAT ARE STRENGTHS?

Strengths are the ways you are most likely to behave - your strongest personality preferences. They are aspects of your personality that you use to succeed at work and as you rely on them you are more likely to start and continue developing them. High performance comes from shaping and expanding your strengths through concentrated effort and practice.

YOUR STRENGTHS, YOUR STORY

We all have our own unique strengths. Wingfinder focuses on the key factors for career success which have been identified by psychologists across thousands of scientific studies. What YOU DO to develop your strengths will make the difference.

BEWARE OF THE DARK SIDE

Every aspect of personality has its positives and negatives depending on the situation and being self-aware will help you succeed in your career. As your top 4 strengths are your most preferred way to behave, you may be overusing them, or there may be situations they may not be to your advantage, how they can be managed and developed is key.

You are
INNOVATIVE



Your original thinking makes you stand out. You prefer to avoid the obvious route when it comes to problem-solving.

KEEP DOING

Keep things fresh. You're at your best when you're coming up with new ideas and projects, and looking for the full potential in things. Keep asking how can it be done better.

STOP DOING

It's possible to have too many good ideas, so learn when it's time to stop. Focus instead on bringing a few selected ideas to life.

START DOING

Transform your ideas into real innovations by working closely with practical, pragmatic thinkers and people with an eye for detail. Their skills will complement yours.

Here are four ways to help you build on this strength

1

Always think about the bigger picture

When tackling problems at work, think about the bigger vision. This will help you make better guided decisions that line up to the strategy.

2

Learn from your setbacks

Failure is a point you grow from. Innovation comes when you use the learning from your setbacks.

3

Embrace difference

Work in an unfamiliar environment, with unfamiliar people. This will help refresh the way you think.

4

Stay focused

Avoid jumping from one shiny project to the next without driving things through completion and all the way to adoption.

You are
ADAPTABLE



You're excited by a degree of uncertainty. You're able to adapt to new ideas and don't like being too definite in your thinking.

KEEP DOING

You're someone who responds well to the unknown. Not only can you handle uncertainty, it even boosts your creativity and helps you thrive.

STOP DOING

You enjoy constant change, which means you sometimes find it hard to stick to just one thing. Acknowledge and then resist your itchy feet occasionally to make sure you drive your assigned tasks, initiatives and goals through to completion.

START DOING

You know there are many ways to behave in certain situations, so trust in your ability to be flexible and adapt your approach to best suit the circumstances.

Here are four ways to help you build on this strength

1

Adapt to the situation at hand

Some things are unpredictable at work. Try to adapt your behaviour to the situation at hand.

2

Believe in your own judgement

There are often many solutions to a problem. Choosing the best one is about believing in your own judgement.

3

Find a quiet space

Find a space where you can block out any distractions and be alone with your thoughts.

4

Take a break or change the scene

If you're struggling to come up with ideas, don't force it. Sometimes, taking a break or a change of scene will get the creative juices flowing.

You are
SUPPORTIVE



You're good at thinking about other people before yourself. You appreciate the support and ideas they can offer.

**KEEP
DOING**

Your desire to assist others is a valuable quality. It means the people you work with feel that you are there when they need help and that you're working for the good of the team.

**STOP
DOING**

Make sure you're not spending so much time helping others, you forget about yourself. Challenge yourself to give hard facts and data more weight over the needs of members of the group, in your decision-making.

**START
DOING**

Your belief in other people is a great quality of leadership. Try to bring more people together to achieve collective goals — don't shoulder the entire burden yourself.

Here are four ways to help you build on this strength

1

Listen first

Hold back your opinion until you've made an effort to understand the other person's. Then you will be able to help them even more.

2

Strike the right balance

Try to strike a good balance between your own needs and other people's. Don't let one overtake the other.

3

Be prepared to focus on your own goals when you need to

We always have to make compromises, but sometimes you should focus on your own goals.

4

Ask for help when you need it

You cooperate well with others. So notice when you're struggling on your own, and reach out for help.

You are
A HANDS ON LEARNER



You learn through experience and you deal with problems by diving right in.

**KEEP
DOING**

Your practical approach brings common sense based on experience to the teams you work with. Others are able to benefit from the tried-and-tested solutions you offer.

**STOP
DOING**

Don't be intimidated by complex problems. Instead, approach them one bite-sized task at a time.

**START
DOING**

Try to be aware of situations that require you to slow down and analyse what's going on carefully, instead of using your experience and intuition to come up with a quick response.

Here are four ways to help you build on this strength

1

Try puzzles and mental challenges

Puzzles and mental challenges can help different ways of thinking to evolve. Give them a try and challenge colleagues to have a go too.

2

Look at the detail

Notice the little details, the patterns and the complexity. These apparent trivialities will make you a better, more rigorous thinker.

3

Relax and un-focus

Sometimes focusing on a problem for too long blunts your ability to find a solution. Try to relax and un-focus.

4

Find ways to clear your mind

Give meditation a try if you find your mind getting cluttered. It can help you feel less anxious about work.

LEARN FROM THE GREATS

At Red Bull, we believe that true strengths are built from combining raw talent with skills and knowledge.

Find strategies for maximising your talents by learning how legends have worked with their strengths to achieve great success. Here, we bring you reflections and advice from the very best in the world.

