What to expect from a Clear Talents™ report

helping talent shine through



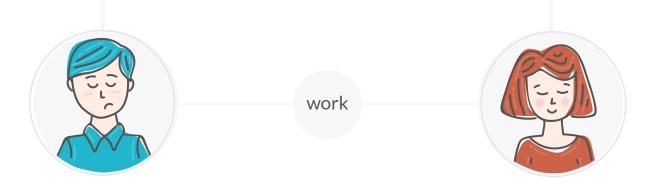
What is a Clear Talents[™] report?

How does it help me?

A **Clear Talents™** report highlights the individual needs of each employee. It offers practical tips to managers so they can help their colleagues perform at their best.

A **Clear Talents™** report improves communications between employees and their managers. It gives them an easy way to talk about day to day challenges and explore solutions.

Case study. David and Alexa – they've worked together for 2 years.



David is a sales representative. His job is to turn leads and prospects into customers.

He's great on the phone, but struggles to read print documents, so many tasks take longer than they should.

He finds it hard to meet his targets and is often late completing tasks.

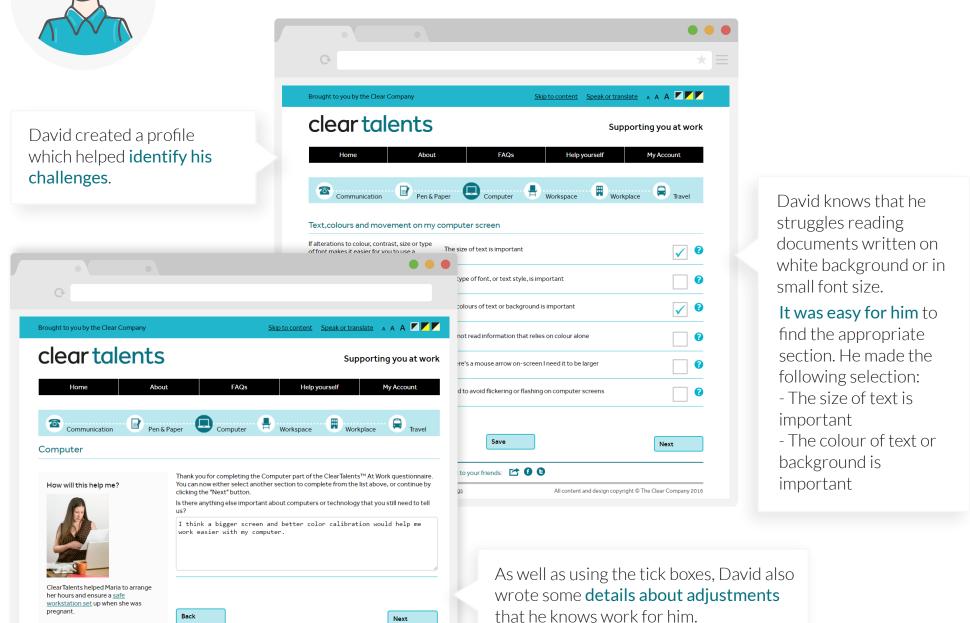
Alexa is the sales manager. She makes sure her team is producing results in a timely manner.

She's often unhappy with David's performance, although she knows he's a good worker and tries hard to achieve his targets.

She wants to help him, but isn't sure about the cause of his difficulties.



Here is what **David** wrote in his Clear Talents[™] questionnaire:



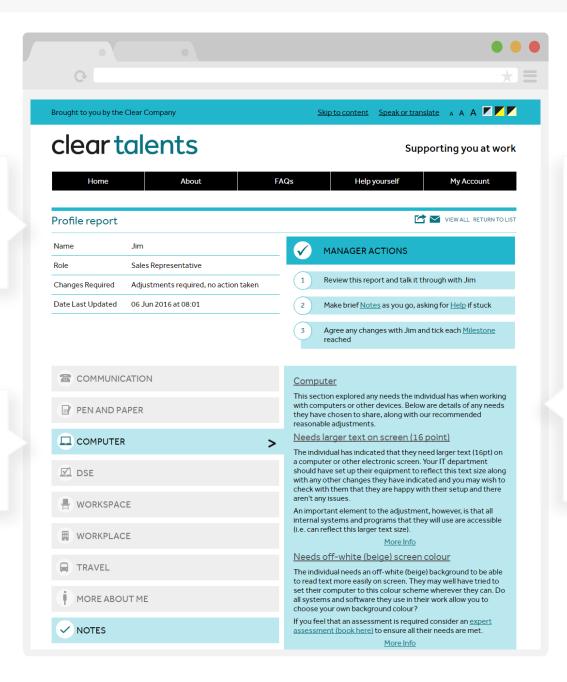
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Here is the information Alexa receives in the report:

She first sees who submitted the report, when it was submitted and if there are any adjustments required.

The areas highlighted in blue show where David needs adjustments to be made.



The recommended solutions are clear and easy to follow.

For example: "The individual needs an off-white (beige) background to be able to read text more easily on screen."

If Alexa feels that David needs an independent expert assessment, for example, she can easily book it with a click.

Here is how Clear TalentsTM worked out for everyone



DAVID



David feels positive about sharing his concerns with Alexa.

They worked together on the adjustments he needed and he's now on track with his targets.

ALEXA



Alexa is happy that she was able to help David.

She feels more confident about supporting her team and asks them all to create a Clear TalentsTM profile.

THE TEAM



The sales team is performing better and it's having a real impact on the company.

David's colleagues are glad he's now performing at his best; he's a real asset to the team.

- practical solutions
- better teamwork

- **y** communications improved
- practical solutions
- better team performance

- teamwork improves
- productivity enhanced
- effective manager

