

BP10

BUILDER PROFILE 10™

PROFILE

After years of research, Gallup identified 10 innate talents shared by successful builders. Gallup defines a "builder" as someone who can create economic energy where none previously existed.

This report presents your 10 builder talents in rank order.

Gallup recommends that you focus on your top four talents as they will provide your best opportunity for success.

Use this customized report to learn how you can apply your talents most effectively in the role of a builder.

Read your full report for a greater understanding of your builder talent and style.

TALENTS

01 **PROFITABILITY**

02 **INDEPENDENCE**

03 **CONFIDENCE**

04 **RISK**

STYLE



STRATEGIC

You look at things long-term. You have a clear growth strategy and measure success through profitability. You are the voice and face of your company.

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Understanding and using your top four builder talents can help you successfully start and grow something of economic value.

To increase the likelihood of your success, read these descriptions and consider how to apply your unique talents.

TALENT ORDER

PEOPLE WITH HIGH LEVELS OF THIS TALENT

ACTION ITEMS

01 PROFITABILITY

- have sharp business instincts
- set clear goals
- plan growth strategies

- Measure progress toward goals.
- Put customers above everything else.
- Invest time in growth strategies.

02 INDEPENDENCE

- can single-handedly operate an organization
- autonomously set goals and take action
- are able to multitask

- Recognize the value others can bring to your endeavors.
- Develop systems to handle repetitive tasks.
- Expand your team.

03 CONFIDENCE

- know themselves well
- have strong self-belief
- convince others of their ability to get positive results

- Assess the competition if entering new markets.
- Surround yourself with partners who can challenge your thinking.
- Consider diverse points of view to assess opportunities realistically.

04 RISK

- are comfortable with ambiguity
- take a rational approach to decision-making
- embrace challenges enthusiastically

- Remove emotion from your decision-making process.
- Review available resources before taking action.
- Take incremental steps when confronting challenges.

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TALENT ORDER

PEOPLE WITH HIGH LEVELS OF THIS TALENT

ACTION ITEMS

05
DETERMINATION

- exhibit a tremendous work ethic
- are tenacious and persistent
- have the ability to recover from setbacks

- Visualize your future and stay with the overall plan.
- Stay focused on your long-term goals.
- Learn from your mistakes and move forward.

06
DELEGATOR

- easily delegate authority
- are proactive collaborators
- recognize team strengths

- Give others autonomy and support.
- Relinquish control of certain day-to-day tasks.
- Intentionally focus on growing your initiative.

07
KNOWLEDGE

- constantly search for new information about the initiative
- obsesses about the activity
- value information as an asset

- Push yourself to learn about all aspects of your business.
- Collaborate with others to identify better ways of doing things.
- Encourage employees to learn new skills and knowledge relevant to your business.

08
RELATIONSHIP

- have high social awareness
- build diverse networks
- attract and maintain partnerships

- Join an industry organization most relevant to your endeavors.
- Allow close partners to connect you with others.
- Offer to help others to build lasting relationships.

09
SELLING

- are ambassadors and evangelists
- are persuasive
- communicate clearly

- Get to know your prospects on an individual basis.
- Communicate your value proposition to your customers.
- Partner with a business development person.

10
DISRUPTOR

- think of novel ways to move things forward
- are brimming with new ideas
- imagine possible futures

- Build new alliances to fuel creativity.
- Learn what your customers want.
- Imagine the future state of your business.

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BUILDER PROFILE 10™

Gallup has identified three distinct builder styles. While you likely exhibit elements of all three, you lead with the style highlighted below.

Builder style is a critical consideration when creating effective teams. Ensure your team includes individuals who lead with different styles.

STYLE	DESCRIPTION	TALENTS
<input type="checkbox"/> ACTIVATION	<p>Your Talent: You make things happen. Because you are not afraid to take risks, you are likely to be forceful in your approach. You work hard to reach your goals. You also push others to improve their efforts, thus positively affecting productivity.</p> <p>Using Your Talent: Continually analyze the environment for new opportunities. When bringing a promising idea to market, start small to minimize risk.</p>	<p>DELEGATOR</p> <p>DETERMINATION</p> <p>INDEPENDENCE</p> <p>RISK</p>
<input type="checkbox"/> RELATIONAL	<p>Your Talent: It is easy for you to create mutually beneficial relationships. You accurately recognize and harness others' abilities. You excel at creating collaborative environments that inspire creativity. This enables you to create solutions that disrupt markets.</p> <p>Using Your Talent: Keep the mission, goal and purpose of your venture in mind as you create new offerings. Leverage your relationships to commercialize your ideas. Turn your employees and customers into advocates for your activities.</p>	<p>DISRUPTOR</p> <p>KNOWLEDGE</p> <p>RELATIONSHIP</p>
<input checked="" type="checkbox"/> STRATEGIC	<p>Your Talent: You have an extremely clear growth strategy. You tend to take a long-term approach and a big picture perspective. You focus on goals and you measure success by profitability.</p> <p>Using Your Talent: Aggressively pursue growth strategies. Energize customers and employees by painting a vision for the future. Be the voice and face of your organization or activity.</p>	<p>CONFIDENCE</p> <p>PROFITABILITY</p> <p>SELLING</p>