STRENGTHS PROFILE

Benefits of a Strengths Profile 1-1
Strengths Profile will help individuals to:

- Understand their strengths
- Reflect on whether you are making best use of the strengths you have
- Identify strengths you may not be currently using in your current role
- Be aware of their weaknesses and whether you can find a work-around for them

Objectives of Strengths Profile
Individuals will:

- Be more aware of your unique combination of personal strengths
- Able to reflect on whether you are making best use of these
- Discuss with your line manager possible ways of making better use of your strengths
- Reflect on whether your strengths are a good match for their current role – or whether other jobs would provide a more fulfilling outlet
- Become more aware of why you may be motivated by some activities more than others
- Have a plan to work on your weaknesses

Who is eligible for a Strengths Profile 1-1?
Any member of Research Active Staff (RAS) on research-focussed, teaching-focussed and research & teaching contracts are invited to apply for a Strengths Profile 1-1 using this link (support is required from the individuals Line Manager or Head of Department or Principal Investigator).

We do not accept applications from postgraduate or research students. Students should refer to the Student Career and Skills website for details of 1-1s designed specifically to meet their

RAS Strengths Profile 1-1
Upon acceptance individuals:

- Will be sent the Strengths Profile questionnaire online to complete and return to Jane Cooper (researcherqueries@warwick.ac.uk)
- The questionnaire is then sent for analysis by a trained professional
- On receipt of the report Organisational Development organise a 1-1 meeting with a fully trained member of the University of Warwick staff. At this 1-1 the report is discussed in some depth together with development plans for the individuals’ research/professional career and how to learn from and benefit from the of findings the report.

Cost
If this Strengths Profile 1-1 is part of the individuals PDR or a need identified by your Line Manager, Head of Department or Principal Investigator, the cost is covered by the Learning and Development Centre. If it is not a requirement of the individual’s PDR the individuals department will be expected to cover the cost. Individuals are welcome to fund themselves or via their grant. The cost of a Strengths Profile questionnaire is either £10 + VAT (introductory report) or £30 + VAT (expert report) and the 1-1 session is £150.

Length of the 1-1
One meeting lasting up to 1.5 hrs.
No Show/Cancellation Policy:
Due to limited resources, our policy on no show / cancellations is: if staff give Organisational Development up to three working days’ notice the 1-1’s can be re-arranged, if staff do not attend they will forfeit the 1-1 session, unless there are extenuating circumstances. An alternative 1-1 can be re-arranged for no show / forgotten etc. sessions but the cost of the session £150 will need to be borne by the individual or the department.

For further details or any questions please email Sandy Sparks Sandy.Sparks@warwick.ac.uk.