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-focused, teaching-focused 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 needs.

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 LDC 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 LDC 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.