



Leverage People Data to Drive Company Growth

SAMPLE

Impacting organizational diversity
and inclusion with:

BILL & MELINDA
GATES *foundation*

Contact support@thewhether.com for any questions.

Sample

Your Employees: Professional Values - Culture Fit

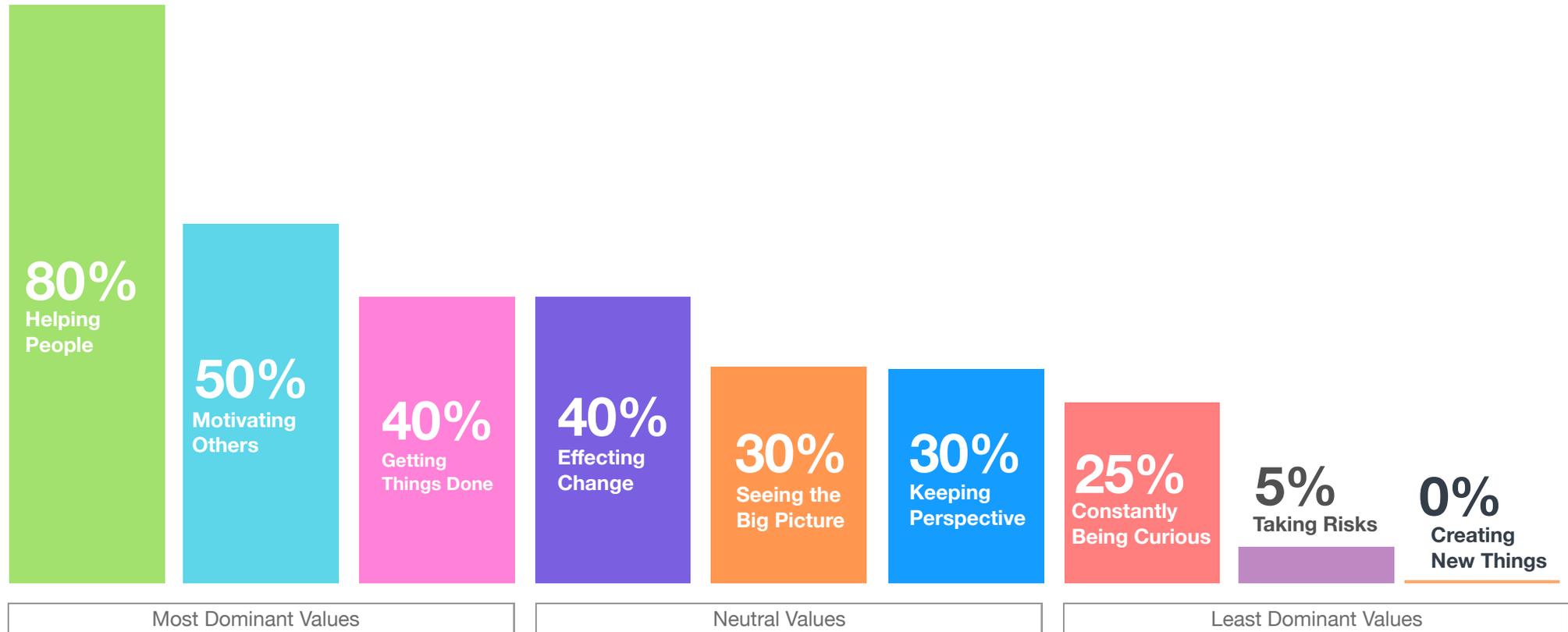
Professional Values speak to an employee's motivations, abilities and personality traits within their role at your organization. This is a reflection of your corporate culture.

Questions to Consider:

Are the dominant values of 'Helping People' and 'Motivating Others' the most important motivations for your team?

When you consider the power of diversified values, might your team benefit from sourcing people that are driven by 'Taking Risks' or 'Creating New Things' in the future?

Next Step: Have your top performers take Clarity to draw a correlation between their success and the professional values that drive them.



The Clarity Assessment is a scientifically validated online assessment that captures data about your employees to help them engage in their professional development and help leaders improve their effectiveness. Each individual showcases three dominant, neutral and least dominant professional values.

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Your Team's Professional Values Grid

Professional Values Grid provides insight into how your team aligns around particular values and why they perform at their best.

FIRST NAME	LAST NAME	E-MAIL	Effecting Change	Constantly Being Curious	Seeing the Big Picture	Helping People	Taking Risks	Getting Things Done	Creating New Things	Keeping Perspective	Motivating Others
			Green	Yellow	Yellow	Green	Red	Red	Red	Yellow	Green
			Yellow	Yellow	Red	Green	Red	Yellow	Red	Green	Green
			Red	Yellow	Green	Green	Red	Green	Red	Yellow	Yellow
			Green	Red	Yellow	Yellow	Red	Red	Yellow	Green	Yellow
			Yellow	Yellow	Green	Yellow	Red	Green	Red	Red	Green
			Red	Green	Yellow	Yellow	Red	Red	Yellow	Green	Red
			Green	Yellow	Red	Green	Red	Red	Yellow	Yellow	Green
			Green	Yellow	Yellow	Green	Yellow	Red	Red	Red	Red
			Yellow	Red	Green	Yellow	Green	Yellow	Red	Red	Green
			Yellow	Red	Yellow	Green	Red	Green	Red	Yellow	Yellow
			Green	Red	Yellow	Green	Yellow	Red	Red	Red	Green
			Yellow	Green	Green	Green	Red	Yellow	Red	Red	Red
			Green	Red	Yellow	Green	Red	Green	Red	Red	Yellow
			Yellow	Red	Yellow	Green	Red	Yellow	Red	Yellow	Green
			Green	Red	Red	Green	Red	Green	Red	Yellow	Green

 Dominant Professional Value  Neutral Professional Value  Bottom Professional Value

Next Step: This is a great chart to help upper management identify career paths for rising talent. Have your established leaders take the assessment. Then, compare the results between leaders and rising stars to show what successful people in the company with similar attributes have become over time. This puts a strong tool in the hands of younger employees and their mentors to help them chart a personalized career path in the company based on motivations, abilities, personality traits, culture preferences, and work function.

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Your Employees: Key Strengths

Your employees have strong, positive qualities that are readily seen by others. Allow your employees to capitalize on these Key Strengths to increase effectiveness.

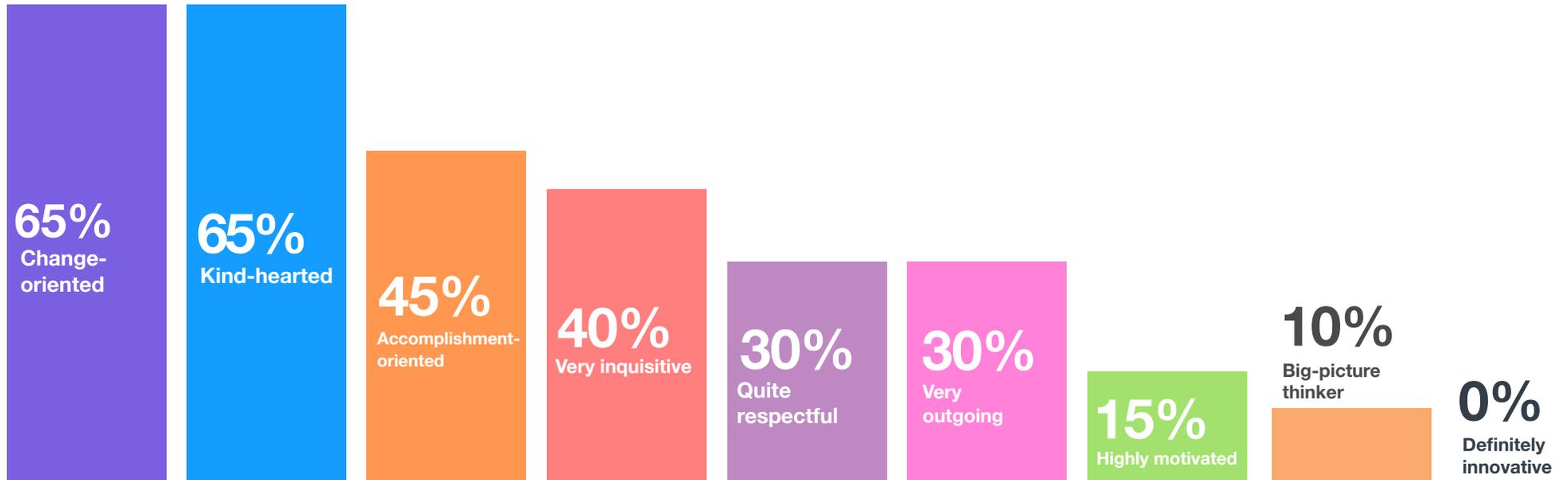
Dominant key strengths can be correlated to success. The most prevalent strengths amongst your team members are 'Change-Oriented' and 'Kind-Hearted'. In other words, your team thrives in an environment that changes quickly and loves when the opportunity arises to interact with - and help - another human.

Questions to Consider:

Are these the most important strengths for your team to succeed?

When you consider the power of diversified strengths, might your team benefit from sourcing new people that are 'Big-Picture Thinkers' or 'Definitely Innovative' in the future?

Next Step: Have your top performers take Clarity to draw a correlation between their success the strengths they possess.



The Clarity Assessment highlights three strengths that each individual should leverage for professional success.

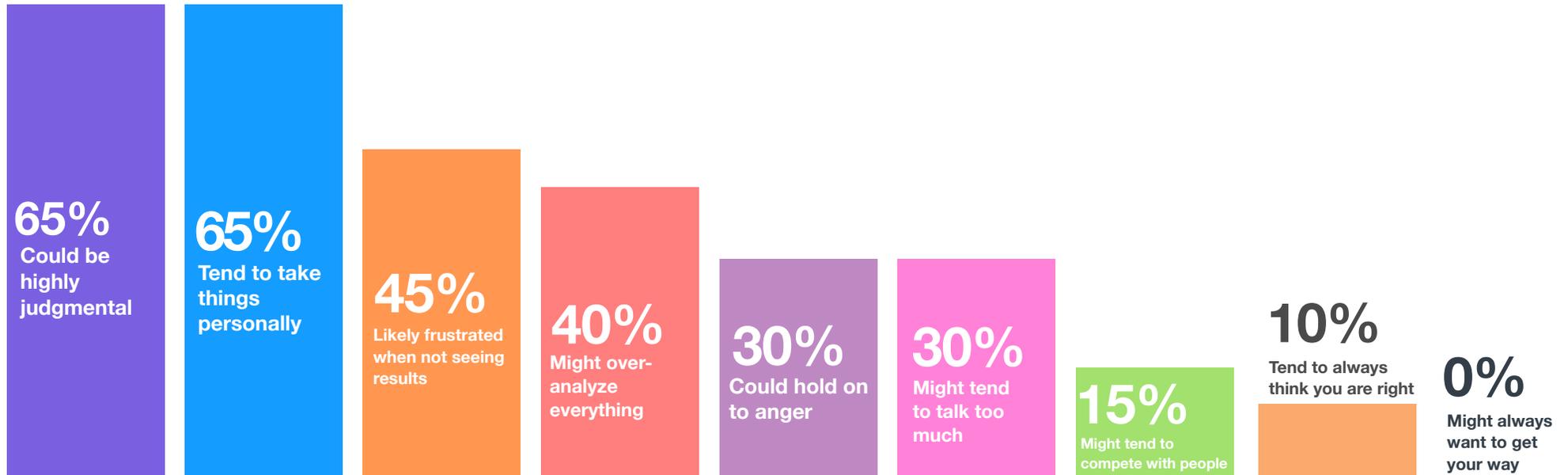
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Your Employees: Key Caution Areas

Caution Areas are natural outgrowths of your employees' strengths. When these outgrowths become too strong, they need to be "reined in" by your managers.

A person's Caution Areas are exposed when they let their Key Strength's go unchecked. There's a direct 1-1 correlation between Key Strengths and Caution Areas, so for your team - one that's 'Change-Oriented,' 'Kind-Hearted,' and 'Accomplishment-Oriented' - there exists the risk that people could be judgmental, take things personally, or get frustrated when not seeing results.

Next Step: From a group management perspective, how can you shed light on these tendencies and constructively help team members to overcome them with structured communication?



The Clarity Assessment identifies three caution areas to be aware of for each individual that could impede professional growth.

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Your Employees: Team/Organizational Culture Preferences

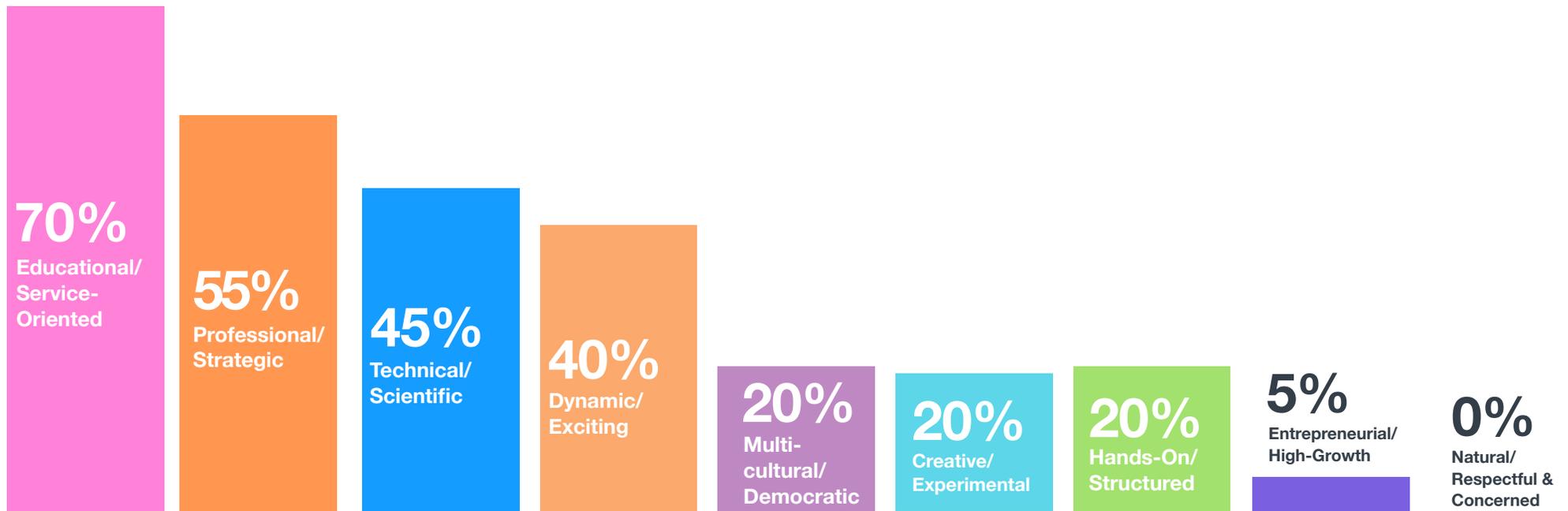
There are many different types of organizations. Certain organizational environments are better suited for your employees. Use this information to guide your organization's culture.

Your team members naturally thrive most in a culture where there are opportunities to learn, serve others, and think strategically about critical problems.

Questions to Consider:

Is this the culture that you want to instill within your team members? Or, might your team be more successful with a culture that's more closely aligned with other preferences? What tasks or team activities can you do to help your team members feel connected to the company culture and mission?

Next Step: Have your company leadership take Clarity to better understand their culture preferences. This data will help them build stronger relationships with their team members.



The Clarity Assessment provides three team/organizational types each individual is more successful working for with that align with their characteristics.

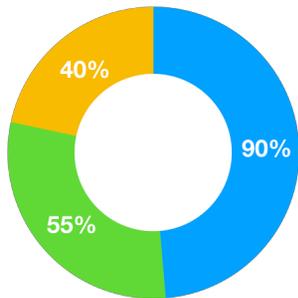
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Your Employees: Personal Attributes

These personal attributes speak to the types of functions and roles that motivate your employees, what they need to improve upon to be success leaders. The percentage is of the number of employees in your organization who reflect one of those values for their top three.

Job Functions Themes

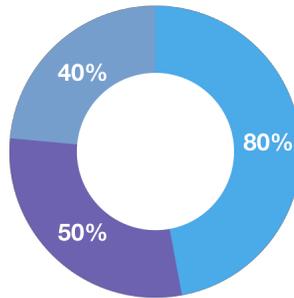
Areas of work in which your employees excel.



- Teaching
- Motivating
- Surveying

Leadership Anchors

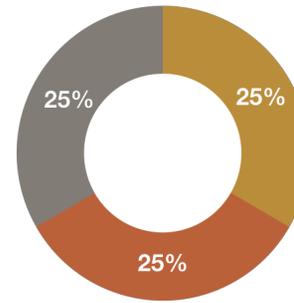
Leadership roles that fully engage your employees' talent.



- Develops and Supports Others
- Builds High Performance Teams
- Builds Relationships

Model Roles

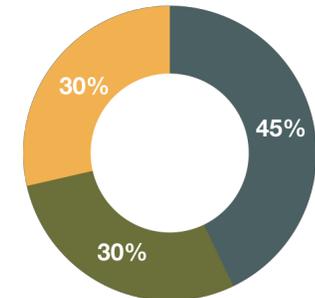
Inclusive roles that motivate your employees.



- Motivator
- Facilitator
- Networker

Success Keys

Typical areas that can prevent your employees from unlocking their full potential.



- Leadership Development
- Stress Management
- Delegating and Facilitation