



# TIM PELLETIER WINGFINDER REPORT

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## **WHAT MAKES YOU UNIQUE, TIM?**

**Every one of us is unique, with different passions, strengths and goals. Knowing your strengths and how to best leverage them, along with what to watch out for, enables you to develop, grow and succeed.**

**Developed by Red Bull and an expert team of psychology professors, Wingfinder focuses on your strengths, the things that you're naturally inclined to be good at, and gives you the tools and coaching to be even better.**



**The Wingfinder model comprises 25 individual strengths organised in terms of four key areas.**

Thousands of scientific studies have shown these four factors to be more influential than any others for success in knowledge-based jobs.

How do you create solutions and work with change ?



**CREATIVITY**

ADAPTABLE  
CLASSICAL  
FOCUSED  
INNOVATIVE  
OPEN TO EXPERIENCE  
PRAGMATIC

Learn about your style of problem-solving



**THINKING**

INTUITIVE  
HANDS-ON LEARNER  
BALANCED LEARNER  
ANALYTICAL  
AGILE

What keeps you moving forward?



**DRIVE**

ACHIEVER  
CONFIDENT  
DISCIPLINED  
MODEST  
PATIENT  
RELAXED

How do you manage relationships and yourself ?



**CONNECTIONS**

AUTONOMOUS  
BALANCED  
DIPLOMATIC  
DIRECT  
EMOTIVE  
INDEPENDENT  
SOCIALABLE  
SUPPORTIVE



**Your CREATIVITY** measures how original and innovative your thinking is, or how logical and analytical it is.

**You value logic, so you prefer decisions that are based on reason rather than intuition. You're comfortable with rules and take an 'if it ain't broke ...' approach to getting things done.**

**Wingfinder** measures CREATIVITY using three scales. Let's explore your creativity in more detail.

# YOUR CREATIVITY

Top Strength:

SHARE  



YOU ARE

## HIGHLY CLASSICAL

in YOUR CREATIVITY

You have a clear and consistent way of working. You prefer the stability and security of conformity and tradition.

You succeed through

- your ability to keep things simple
- your pragmatic approach
- your conventionality

On a good day...

You respectfully preserve traditions

On a bad day...

You tend to resist change

← MORE CLASSICAL

YOU

MORE OPEN TO EXPERIENCE →

Top Strength:

SHARE  



YOU ARE

## SLIGHTLY MORE FOCUSED THAN ADAPTABLE

in YOUR CREATIVITY

Most of the time you prefer to stay focused on the task at hand or a single issue in order to find simple, practical solutions that are within your comfort zone.

You succeed through

- your ability to focus
- your structured approach
- your appreciation of rules

On a good day...

You respond well to new environments

On a bad day...

You can take on too many tasks at once

← MORE FOCUSED

YOU

MORE ADAPTABLE →

# YOUR CREATIVITY



YOU ARE

## SLIGHTLY MORE INNOVATIVE THAN PRAGMATIC

in YOUR CREATIVITY

You're good at coming up with ideas that are original but not far fetched. You believe innovation should be practical.

You succeed through

- using reasoning that may not be immediately obvious to others
- your realistic approach
- your openness to new solutions

On a good day...

You enjoy coming up with innovative solutions

On a bad day...

You feel constrained by routine



MORE PRAGMATIC



MORE INNOVATIVE





**Your THINKING** measures the abilities you draw upon when solving problems and ranges from Intuitive, to Hands-on Learner, to Balanced Learner, to Analytical and to Agile.

**As an Analytical thinker you pick up information faster than most. You're very good at working out the components of complex tasks, opinions and ideas and this assists you in finding solutions. You have a very good ability to evaluate problems as you can easily spot the details and patterns they contain.**

**Wingfinder measures THINKING using one scale. Let's explore your thinking in more detail.**

# YOUR THINKING

Top Strength:

SHARE  



YOU ARE

## ANALYTICAL

in YOUR THINKING

You prefer to think through a situation before diving in. You use reason and logic to get to the heart of a problem.

You succeed through

- being able to learn quickly
- remaining objective
- taking time to think

On a good day...

You think in a structured, logical way

On a bad day...

You can place too much emphasis on being analytical

< MORE INTUITIVE



MORE AGILE >





**Your CONNECTIONS** measures how well you manage relationships and how well you work independently.

**You're comfortable meeting new people and networking, and you're able to read and influence others if required. But you're equally happy working on your own and enjoy projects that let you be autonomous.**

**Wingfinder** measures **CONNECTIONS** using four scales. Let's explore your connections in more detail.

# YOUR CONNECTIONS



YOU ARE

## SLIGHTLY MORE DIPLOMATIC THAN DIRECT

in YOUR CONNECTIONS

You're concerned with other people's needs and try to deal with conflict fairly. You hear what other people have to say and are honest in your own opinions.

You succeed through

- being able to see two viewpoints
- getting your point across clearly
- listening to others

On a good day...

You have strong social skills

On a bad day...

You avoid giving critical feedback

< MORE DIRECT



MORE DIPLOMATIC >



YOU ARE

## SLIGHTLY MORE SOCIABLE THAN INDEPENDENT

in YOUR CONNECTIONS

Although comfortable on your own, you also feel at home among other people, whether they're colleagues or people you've only just met.

You succeed through

- being comfortable around others
- your ability to avoid social distractions
- taking an interest in people

On a good day...

You thrive on meeting new people

On a bad day...

You can find it hard to work alone

< MORE INDEPENDENT



MORE SOCIABLE >

# YOUR CONNECTIONS



YOU ARE

## SLIGHTLY MORE AUTONOMOUS THAN SUPPORTIVE

in YOUR CONNECTIONS

While able to work as part of a team, it's when you're given the opportunity to focus on your own work that you're at your best.

You succeed through

- thinking for yourself
- standing up for what you believe in
- staying focused on your part of the project

On a good day...

You are naturally supportive of colleagues

On a bad day...

You can be too influenced by others' needs

< MORE AUTONOMOUS



MORE SUPPORTIVE >



YOU ARE

## SLIGHTLY MORE EMOTIVE THAN BALANCED

in YOUR CONNECTIONS

You're good at dealing with stress. That doesn't mean you don't worry about things that matter, but you stay focused and rational.

You succeed through

- being rational about the challenges you face
- staying in control
- not being too laid back

On a good day...

You are sensitive and care about things that matter to you

On a bad day...

You can be too passionate about your work

< MORE EMOTIVE



MORE BALANCED >



**Your DRIVE measures your level of ambition.**

**You're self-confident and determined to produce work that's consistently strong. You have a sense of competition that motivates you, you value the respect of your peers and want to be recognised for your achievements or the quality of your work.**

**Wingfinder measures DRIVE using three scales. Let's explore your drive in more detail.**



# YOUR DRIVE

Top Strength:

SHARE  



YOU ARE

## AN ACHIEVER

in YOUR DRIVE

You're motivated and ambitious so you work hard to make a real difference. You expect a lot from yourself.

You succeed through

- your natural ambition
- your determination
- having clear goals

On a good day...

You strive to reach your goals

On a bad day...

You can overshadow less driven colleagues

< MORE PATIENT



MORE ACHIEVER >



YOU ARE

## SLIGHTLY MORE CONFIDENT THAN MODEST

in YOUR DRIVE

You're confident in yourself and your abilities but you realise that you're also human. You know what you're capable of and you're also realistic about your limitations.

You succeed through

- knowing when to step forward and when to let others take the lead
- balancing your confidence with your cautiousness
- understanding what you're good at and focusing on those areas

On a good day...

You are comfortable in the limelight

On a bad day...

You have high expectations for yourself

< MORE MODEST



MORE CONFIDENT >

# YOUR DRIVE



YOU ARE

## SLIGHTLY MORE DISCIPLINED THAN RELAXED

in YOUR DRIVE

You care about consistency and details, but you don't lose sight of the bigger picture.

You succeed through

- being dependable and consistent
- your ability to let go
- careful planning

On a good day...

You can be relied on to deliver

On a bad day...

You get frustrated by tasks that don't have clear deliverables

< MORE RELAXED



MORE DISCIPLINED >

# YOUR PERSONAL COACHING PLAN

Your personal coaching plan focuses on your top 4 strengths. These top 4 strengths represent your strongest personality preferences and the areas that you are most likely to start and continue developing. Your personal coaching plan brings together years of experience and specialist knowledge on how to train for success and is customised based on your personality.

You are  
**CLASSICAL**



You are  
**Analytical**



You are an  
**ACHIEVER**



You are  
**FOCUSED**



## WHAT ARE STRENGTHS?

Strengths are the ways you are most likely to behave - your strongest personality preferences. They are aspects of your personality that you use to succeed at work and as you rely on them you are more likely to start and continue developing them. High performance comes from shaping and expanding your strengths through concentrated effort and practice.

## YOUR STRENGTHS, YOUR STORY

We all have our own unique strengths. Wingfinder focuses on the key factors for career success which have been identified by psychologists across thousands of scientific studies. What YOU DO to develop your strengths will make the difference.

## BEWARE OF THE DARK SIDE

Every aspect of personality has its positives and negatives depending on the situation and being self-aware will help you succeed in your career. As your top 4 strengths are your most preferred way to behave, you may be overusing them, or there may be situations they may not be to your advantage, how they can be managed and developed is key.



You are  
**CLASSICAL**



You have a clear and consistent way of working. You prefer the stability and security of conformity and tradition.

### **KEEP DOING**

Keep sticking to your principles. People value your consistency as they know what they can expect from you; that's why people are comfortable relying on you.

### **STOP DOING**

Sometimes, you find yourself resisting change or avoiding new opportunities. Break this habit and embrace the potential these new developments may represent.

### **START DOING**

Actively seek the perspective of others — you'll expand your thinking and may even find the experience refreshing.

Here are four ways to help you build on this strength

1

#### **Escape your comfort zone**

Go out of your comfort zone, even by just a step. When you try new things, new doors will open for you.

2

#### **Switch up your entertainment**

Switch up your entertainment. Listen to a completely new kind of music. Watch a film you'd never normally see. Have some fun expanding your cultural horizons.

3

#### **Don't be afraid of setbacks**

Experimentation is key to increasing your creativity. See each setback as an opportunity for learning that will ultimately make your end-product stronger.

4

#### **Embrace difference**

Try to work with people you wouldn't normally work with. They'll each give you a different perspective on things.



You are  
**Analytical**



You prefer to think through a situation before diving in. You use reason and logic to get to the heart of a problem.

### **KEEP DOING**

You have a good ability to analyse problems, identifying patterns and relationships that make up the problem, and finding solutions to these problems using reasoning. You are also able to use your intuition to solve problems but your logic will get you there most times.

### **STOP DOING**

**If someone suggests something that seems rather unusual or lacking in reasoning, don't automatically ignore it — a little unpredictability can be a good thing.**

### **START DOING**

Explore your intuitive side by teaming up with people who work in a more hands-on way. Your mix of styles could produce some interesting results.

Here are four ways to help you build on this strength

1

#### **Examine your ideas rigorously**

However good you think your ideas are, test their strength by debating them. You'll soon spot any flaws.

2

#### **Try to think several steps ahead**

When you're discussing a problem, imagine your debate is like a chess game. Think several steps ahead.

3

#### **Rest is important**

Make sure you're getting enough sleep. Not doing so can dull your senses by almost 40%.

4

#### **Take a break**

Give your mind a break from emails and the Internet. Head to your local park, for instance.

You are an  
**ACHIEVER**



You're motivated and ambitious so you work hard to make a real difference. You expect a lot from yourself.

### **KEEP DOING**

Keep challenging yourself and sharpening your skills. Nothing's more satisfying than working at the peak of your ability.

### **STOP DOING**

Hold back a little because sometimes your desire to get things done can come across as being too forceful.

### **START DOING**

Focus on a few carefully prioritised tasks — quality rather than quantity should be the focus of your achievements. The key to your growth is to act on the learning from your successes and failures. To accelerate this, check out the 5P model below.

Here are four ways to help you build on this strength

1

#### **Disconnect when you can**

Make full use of your holiday time to stay refreshed and at the top of your game. Disconnect when you can as chances are, the work will still be there for you when you return.

2

#### **Plan ahead**

Plan each day the night before, focusing on just the things you want to prioritise.

3

#### **Be realistic**

Ambition will take you places, but be realistic about what you can actually get done.

4

#### **Remember to prioritise**

Understand what's urgent as that's where your focus should be. The rest can wait.



You are  
**FOCUSED**



Most of the time you prefer to stay focused on the task at hand or a single issue in order to find simple, practical solutions that are within your comfort zone.

### **KEEP DOING**

You're someone who responds well to the unknown. Not only can you handle uncertainty, it even boosts your creativity and helps you thrive.

### **STOP DOING**

You enjoy constant change, which means you sometimes find it hard to stick to just one thing. Acknowledge and then resist your itchy feet occasionally to make sure you drive your assigned tasks, initiatives and goals through to completion.

### **START DOING**

You know there are many ways to behave in certain situations, so trust in your ability to be flexible and adapt your approach to best suit the circumstances.

Here are four ways to help you build on this strength

1

#### **Adapt to the situation at hand**

Some things are unpredictable at work. Try to adapt your behaviour to the situation at hand.

2

#### **Believe in your own judgement**

There are often many solutions to a problem. Choosing the best one is about believing in your own judgement.

3

#### **Find a quiet space**

Find a space where you can block out any distractions and be alone with your thoughts.

4

#### **Take a break or change the scene**

If you're struggling to come up with ideas, don't force it. Sometimes, taking a break or a change of scene will get the creative juices flowing.

# LEARN FROM THE GREATS

At Red Bull, we believe that true strengths are built from combining raw talent with skills and knowledge.

Find strategies for maximising your talents by learning how legends have worked with their strengths to achieve great success. Here, we bring you reflections and advice from the very best in the world.

