

What to expect from a Clear Talents™ report

helping talent shine through



What is a Clear Talents™ report?

A **Clear Talents™** report highlights the individual needs of each employee. It offers practical tips to managers so they can help their colleagues perform at their best.

How does it help me?

A **Clear Talents™** report improves communications between employees and their managers. It gives them an easy way to talk about day to day challenges and explore solutions.

Case study. **David** and **Alexa** – they've worked together for 2 years.



David is a sales representative. His job is to turn leads and prospects into customers. He's great on the phone, but struggles to read print documents, so many tasks take longer than they should. He finds it hard to meet his targets and is often late completing tasks.

work



Alexa is the sales manager. She makes sure her team is producing results in a timely manner. She's often unhappy with David's performance, although she knows he's a good worker and tries hard to achieve his targets. She wants to help him, but isn't sure about the cause of his difficulties.



Here is what **David** wrote in his Clear Talents™ questionnaire:

David created a profile which helped **identify his challenges**.

David knows that he struggles reading documents written on white background or in small font size.

It was easy for him to find the appropriate section. He made the following selection:

- The size of text is important
- The colour of text or background is important

Computer

How will this help me?



ClearTalents helped Maria to arrange her hours and ensure a [safe workstation set](#) up when she was pregnant.

Thank you for completing the Computer part of the ClearTalents™ At Work questionnaire. You can now either select another section to complete from the list above, or continue by clicking the "Next" button.

Is there anything else important about computers or technology that you still need to tell us?

I think a bigger screen and better color calibration would help me work easier with my computer.

Back

Next

As well as using the tick boxes, David also wrote some **details about adjustments** that he knows work for him.



Here is the information **Alexa** receives in the report:

She first sees who submitted the report, when it was submitted and if there are any adjustments required.

The areas **highlighted in blue** show where David needs **adjustments** to be made.

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clear talents

 Supporting you at work

The recommended solutions are **clear and easy to follow**.

For example: *“The individual needs an off-white (beige) background to be able to read text more easily on screen.”*

If Alexa feels that David needs an independent expert assessment, for example, she can easily book it with a click.

Here is how Clear Talents™ worked out for everyone



DAVID



David feels positive about sharing his concerns with Alexa.

They worked together on the adjustments he needed and he's now on track with his targets.

- feels supported
- practical solutions
- better teamwork

ALEXA



Alexa is happy that she was able to help David.

She feels more confident about supporting her team and asks them all to create a Clear Talents™ profile.

- communications improved
- practical solutions
- better team performance

THE TEAM



The sales team is performing better and it's having a real impact on the company.

David's colleagues are glad he's now performing at his best; he's a real asset to the team.

- teamwork improves
- productivity enhanced
- effective manager

CREATE YOUR CLEAR TALENTS PROFILE NOW!



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