

BP10

BUILDER PROFILE 10™

PROFILE

After years of research, Gallup identified 10 innate talents shared by successful builders. Gallup defines a "builder" as someone who can create economic energy where none previously existed.

This report presents your 10 builder talents in rank order.

Gallup recommends that you focus on your top four talents as they will provide your best opportunity for success.

Use this customized report to learn how you can apply your talents most effectively in the role of a builder.

Read your full report for a greater understanding of your builder talent and style.

TALENTS

01 **DISRUPTOR**

02 **RISK**

03 **SELLING**

04 **DELEGATOR**

STYLE



RELATIONAL

You create mutually beneficial relationships and collaborative environments that inspire creativity. You inspire customers and employees to be advocates for your business.

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Understanding and using your top four builder talents can help you successfully start and grow something of economic value.

To increase the likelihood of your success, read these descriptions and consider how to apply your unique talents.

TALENT ORDER

PEOPLE WITH HIGH LEVELS OF THIS TALENT

ACTION ITEMS

01
DISRUPTOR

- think of novel ways to move things forward
- are brimming with new ideas
- imagine possible futures

- Experiment to resolve a project's uncertainty.
- Build and test a minimal viable product.
- Launch to early adopters and iterate.

02
RISK

- are comfortable with ambiguity
- take a rational approach to decision-making
- embrace challenges enthusiastically

- Account for external business conditions.
- Calculate your odds of success before assuming risk.
- Have outsiders evaluate your ideas.

03
SELLING

- are ambassadors and evangelists
- are persuasive
- communicate clearly

- Rally internal support for your ideas.
- Partner with others who can help communicate with your customers.
- Make customers your brand advocates.

04
DELEGATOR

- easily delegate authority
- are proactive collaborators
- recognize team strengths

- Assign work based on what team members do best.
- Develop your team members' potential.
- Communicate clearly to avoid costly mistakes.

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TALENT ORDER

PEOPLE WITH HIGH LEVELS OF THIS TALENT

ACTION ITEMS

05
RELATIONSHIP

- have high social awareness
- build diverse networks
- attract and maintain partnerships

- Interact individually with your most important customers and employees.
- Attend a local networking event that is relevant to your efforts.
- Set goals for what you want to accomplish at the event.

06
CONFIDENCE

- know themselves well
- have strong self-belief
- convince others of their ability to get positive results

- Seek feedback from trusted partners when faced with uncertainty.
- Create detailed plans to achieve your objectives.
- Choose a course of action that has the highest probability of success.

07
PROFITABILITY

- have sharp business instincts
- set clear goals
- plan growth strategies

- Focus on your finances.
- Cut unnecessary costs.
- Consider partnering with financial experts.

08
DETERMINATION

- exhibit a tremendous work ethic
- are tenacious and persistent
- have the ability to recover from setbacks

- Push forward when encountering obstacles.
- Celebrate your successes and build on them.
- Maintain a positive outlook, especially in trying times.

09
KNOWLEDGE

- constantly search for new information about the initiative
- obsesses about the activity
- value information as an asset

- Push yourself to learn about all aspects of your business.
- Collaborate with others to identify better ways of doing things.
- Encourage employees to learn new skills and knowledge relevant to your business.

10
INDEPENDENCE

- can single-handedly operate an organization
- autonomously set goals and take action
- are able to multitask

- Anticipate the day-to-day needs of your activities.
- Find team members with the right skills and talent.
- Make the most of your network to help manage your time.

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Gallup has identified three distinct builder styles. While you likely exhibit elements of all three, you lead with the style highlighted below.

Builder style is a critical consideration when creating effective teams. Ensure your team includes individuals who lead with different styles.

STYLE	DESCRIPTION	TALENTS
<input type="checkbox"/> ACTIVATION	<p>Your Talent: You make things happen. Because you are not afraid to take risks, you are likely to be forceful in your approach. You work hard to reach your goals. You also push others to improve their efforts, thus positively affecting productivity.</p> <p>Using Your Talent: Continually analyze the environment for new opportunities. When bringing a promising idea to market, start small to minimize risk.</p>	DELEGATOR DETERMINATION INDEPENDENCE RISK
<input checked="" type="checkbox"/> RELATIONAL	<p>Your Talent: It is easy for you to create mutually beneficial relationships. You accurately recognize and harness others' abilities. You excel at creating collaborative environments that inspire creativity. This enables you to create solutions that disrupt markets.</p> <p>Using Your Talent: Keep the mission, goal and purpose of your venture in mind as you create new offerings. Leverage your relationships to commercialize your ideas. Turn your employees and customers into advocates for your activities.</p>	DISRUPTOR KNOWLEDGE RELATIONSHIP
<input type="checkbox"/> STRATEGIC	<p>Your Talent: You have an extremely clear growth strategy. You tend to take a long-term approach and a big picture perspective. You focus on goals and you measure success by profitability.</p> <p>Using Your Talent: Aggressively pursue growth strategies. Energize customers and employees by painting a vision for the future. Be the voice and face of your organization or activity.</p>	CONFIDENCE PROFITABILITY SELLING