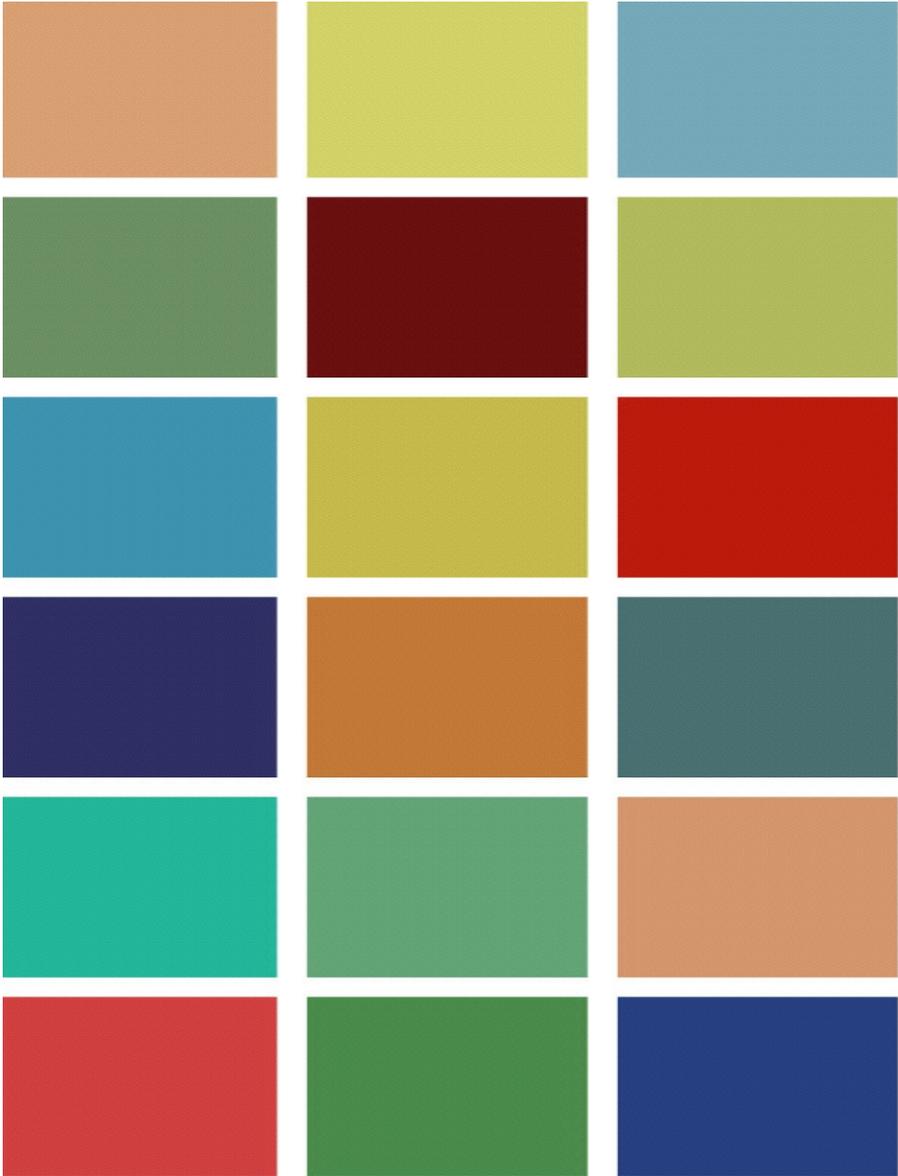


# Jane Talents Report



Example candidate

16-07-2021



# Jane® realizes your unique purpose!

## Jane® realizes your unique purpose!

You are unique! Unique in many ways. There is nobody like you in the entire world. It is therefore difficult to discover who you are. It is also a challenge to inform others properly about this. When you are aware of your unique combination of talents it is easier to explain yourself to others. These talents indicate what you have a talent for. Your talents are the building blocks of your unique purpose.

Jane® makes you conscious of your unique combination of talents so that you deliberately and efficiently deploy and develop them. Then dreams become reality and you realize your unique destination!

## Talents are the foundation of our drive and skills

Talents have a natural inclination to want to produce results. They produce our motivation (what do we like?) and form the basis of our skills (what are we good at?). Jane® charts your drive pattern and your potential skills. In addition, Jane® also provides you with valuable information concerning your unique destination within your work environment.

A unique destination, then, is a unique combination of tasks, responsibilities, and roles in accordance with your own unique combination of talents. The better one discovers one's individual destination, the better one's talents can be deployed and turned into a structural contribution to the final result. This will not only profit your organization's returns but is equally important for the ongoing development of your talents.

## Talents form the glasses through which we observe our environment

Our personal combination of talents are the glasses through which we observe our environment, support our vision and justify our actions. The dissimilarity of vision and ways of working nearly always stem from differences in our individual talent combinations. Many communication problems occur where teams and organizations have to collaborate while their individual talent combinations contrast with one another. Gaining an understanding of each other's talent combinations can help us solve such communication problems or avoid them altogether.

## Talents want to contribute to the end result

Each talent brings with it a certain drive to transform itself into something specific that another person may need. In job situations, this may express itself as a particular motivation to provide for customers' specific needs.

## Making use of one another's talents

Because you do not have all the talents, you must learn to use the talents of others in your environment.

# The Jane Diagram

The Jane®Talent Diagram is an overview of the 27 Jane®Talents. A talent is a natural ability and motivation to meet a specific need of others with the help of a specific organization source.

The challenge is to provide the best possible for the needs of others and to meet their wishes as much as possible.

Everyone has a unique combination of 5 to 10 talents. The Jane® Talent Diagram shows in percentages to what extent your talents contribute to meeting the needs of customers. The talents are indicated in blue.

The Jane® Talent Diagram is made up of 3 columns and 9 rows. The 27 Jane® Talents are shown in 3 groups of 9 talents (per column) and in 9 groups of 3 talents (per row).

## Clasification of talents per column

We find the first group of talents in the first column of the Jane® Talent Diagram under Work process. These talents meet the needs that have to do with the daily execution of work. They are talents that help you to contribute in the short term.

The second group of talents is listed under the second column of the Jane® Talent Diagram under Security. These talents meet the need for certainty. They help others to commit themselves, with the confidence that their efforts will lead to the desired result. The contribution and the effect of the talents from this column are aimed at the medium term.

The third group of talents is listed under Purpose in the third column of the Jane® Talent Diagram. These talents help meet the needs of others to discover their own (unique) identity. They help them to recognize their unique identity, to confirm and to discover where their passion lies. These talents are focused on the long term.

## Clasification of talents per row

Jane® distinguishes 9 organization sources. You can see this on the left side of the Jane® Talent Diagram. The 3 talents that are mentioned behind that source of the organization want to use that source, as it were and provide for short, medium- or long term needs. An example of this is 'change'. Analysis talent, formulation talent, and investment talent are talents that help you to respond well to change.

When you focus on the talents that you have in your personal development, you will increasingly excel in that. Together with a coach, you can find answers to these questions using the descriptions of your talents:

- Who am I?
- Which tasks, responsibilities and roles suit me?
- What do I want? What is my unique purpose?

## See your blind spot

One of the nine rows is the lowest row and one of the columns is the lowest column. At the junction of the lowest row and the lowest column is the blind spot. The blind spot is your least strong performance area, which can hinder the further development of your personal talents. In the Jane® Talent Diagram, the blind spot is indicated in red. The Blind Spot Action Plan indicates what you need to do to prevent the blind spot from obstructing your personal talents and explains to you the key to more results.

# Jane® Talent Diagram Example candidate

	WORK PROCESS <i>Solving a problem</i> (short term)	CERTAINTY <i>ascertain</i> (medium term)	DESTINATION <i>Getting out of the paint</i> (long term)	Average score
<b>1. Change</b> When undergoing changes...	<b>Analyze</b> ..I quickly grasp the essence of it! 50%	<b>formulate</b> ..I can articulate and familiarize well with it. 40%	<b>investment</b> ..I see a pattern in it and know how to invest in it. 20%	<b>Efficiency</b> How do I use change? 36.7%
<b>2. Know how</b> Applying knowledge & experience must...	<b>Discernment</b> ..be relevant to the situation! 80%	<b>empathy</b> ..fit within people's experience of something. 90%	<b>combination</b> ...uncover the uniqueness of someone or something. 40%	<b>Range</b> how wide is my range? 70%
<b>3. Strategy</b> A strategy, method or method...	<b>routine</b> ...I can apply with persistence. 70%	<b>reasoning</b> ..I can convey convincingly. 60%	<b>explain</b> ...I want to explain thoroughly. 70%	<b>share</b> how do I maintain quality? 66.7%
<b>4. Org. Culture</b> In daily contact with others...	<b>help</b> ..I find helping people enjoyable. 80%	<b>compassion</b> ..I pick up people's need signals. 30%	<b>presentation</b> ...I find presentation and style important. 30%	<b>Decision makers</b> how do I interest others? 46.7%
<b>5. People</b> I think it is important in relationships with others...	<b>trust</b> ..to have openness and mutual trust. 60%	<b>contact</b> ..to be in touch frequently. 60%	<b>correction</b> ...to have feedback and mutual correction. 30%	<b>Users</b> how do I deepen relationships? 50%
<b>6. Organizational form</b> In working with others...	<b>resilience</b> ..I can put up with a lot (from other people). 60%	<b>control</b> ..I intervene when things tend to go wrong. 30%	<b>translate</b> ...I give clear instructions 70%	<b>Teamwork</b> how do i form a team? 53.3%
<b>7. Planning</b> In my daily activities	<b>route</b> ..I have a high sense of direction. 50%	<b>structure</b> ..I maintain a certain structure. 50%	<b>harmony</b> ...I find harmony and consultation important. 90%	<b>New customers</b> how do I win new customers? 63.3%
<b>8. My commitment</b> If I commit...	<b>rotation</b> ..I like momentum and speed. 10%	<b>utilization</b> ...I utilize opportunities to a maximum. 30%	<b>export</b> ...the challenge is very important to me. 10%	<b>Turnover per customer</b> how do I develop my talents? 16.7%
<b>9. My destination</b> If I have to accomplish something with others...	<b>provision</b> ..I can give a lot without an immediate return. 60%	<b>governing</b> ..I want to achieve concrete goals. 90%	<b>scope</b> ...I easily integrate with other people. 50%	<b>New PMC's</b> how do I develop my destination? 66.7%
	57.8 %	53.3 %	45.6 %	

# My personal top talents

## Unique combination of talents

Everyone has a unique combination and it seems, based on our experience, that most people have between 5 to 10 talents. Below you can see which wonderful and unique combination of talents you have.

It may be that there are talents mentioned with a percentage of 60%. This can be seen as a 'near-talent' and in practice, it appears that people also recognize themselves in the descriptions of such talents. In any case, you have a tendency to them.

## Example is ...

### EMPATHETIC

Empathy talent (90%)

### BALANCED

Harmony talent (90%)

### GOAL ORIENTED

Governing talent (90%)

### HELPFULL

Helptalent (80%)

### SOLUTIONORIENTED

Discernment talent (80%)

### DISCIPLINED

Routine talent (70%)

### INSTRUCTIVE

Translate talent (70%)

### THOUGHTFUL

Explain talent (70%)

### COMMUNICATIVE

Contact talent (60%)

# My Talents Example candidate

**Empathy talent:** a natural ability and motivation to easily identify with how other people experience things and then tune the environment to this.

**Empathy talent** aims to adapt its surroundings to how other people perceive their environment. It anticipates the customer's need for a product and for an organization that is geared to his/her world of experience. Not only the intrinsic (technical) specifications of products or services are important, but also in how these are related to the customer's own unique experience.

When having this talent, people sense you genuinely listen to them. For this reason, they also feel free to share part of their emotional insecurities with you for your empathetic ability gives people a certain emotional relief. There is a danger, however, you might let yourself be swept away in the other person's realm of experience. This may cause you to become overloaded by other people's (emotional) insecurities. You, in turn, will find it disturbing when others do not bother listening to you.

## *Contribution to team competence*

In order to attune the product range of the organization to the market as best as possible, sound communication is pivotal. Empathy talent plays an important part in:

### **1. Personal communication with others**

By virtue of empathy talent, you adjust your personal expression to the way other people experience things. This greatly enhances your communication with others.

### **2. Anticipating each other's work flow and taking action accordingly**

In order to stay in touch with one another, we must be able to act on what we expect from each other's way of operating. Empathy talent helps team members to be able to imagine themselves in each other's position, as well as in the position of each other's clients. The up-to-date information such identification produces, guarantees the ability to continuously anticipate each other's moves and to take corresponding action.

### **3. Exchanging information**

You need accurate customer information to know whether the product range of the organization still sufficiently suits their (ever changing) needs. Empathy talent helps the team to obtain an accurate (informative) picture of how customers experience the current product selection. Through this, the organization is better equipped to attune its product line to market demands. Simultaneously, empathy talent assists in fitting the information supply concerning the potentialities of its product range, as best as possible to the customers' experience.

Further talents that contribute to this competence are rotation talent (through the pace and speed this generates, you are mindful to have a swift information supply, which provides you with crucial customer data) and correction talent (which causes you not to be swayed by subjective impressions or emotional aspects, but rather focus at giving and receiving objective information).

# My Talents Example candidate

**Harmony talent:** a natural ability to establish whether something is out of balance or about to be, along with the motivation to bring things back into balance.

**Harmony talent** produces harmony and balance in its environment. It promotes mutual agreement and cooperation in an atmosphere of co-makership. It caters for a client's need for a supplier that flows with them as shifts in their need patterns occur. This talent stimulates others around it to consult with one another and, through this, gets everybody to stay in sync as best as possible.

Harmony talent stimulates team building as you promote unity and mutual harmony within a team. Due to this talent you have a feel for the right balance and also have a need to get feedback from others around you. Those without harmony talent may find your need to consult 'too much of a good thing.' They might label you as 'fussy'. Therefore, it is important for you to take care not to get wrapped up in a harmonious world of your own.

## *Contribution to team competence*

In order to come to a continual application of talents as a team, it is of utmost importance that you are able to win other members to do so. Meanwhile you are to stay inspired yourself to make the same effort in order to keep your team be optimally effective. Harmony talent plays an important part in this as it helps in:

### **1. Winning people over**

Your harmony talent causes you to continue a steady, mutual agreement with other team members while, at the same time, involving them in the execution of your work. The close cooperation this creates, makes it easier to win other team members over whenever their involvement is needed in order for you to perform your tasks successfully. Other talents that contribute to this competence are rotation talent (which produces a swift settlement of matters from your side that invites others to cooperate with you) and reasoning talent (by which you know how to win others by sheer persuasion).

### **2. Receiving inspiration**

Since harmony talent causes you to crave constant consultation, you continue to receive new and inspiring ideas through the knowledge, experience and insights of others during such sessions. Further talents that cause one to receive fresh inspiration are provision talent (that causes you to not frantically hold on to your usual way of doing things which frees you to be easily inspired by new ideas of others) and utilization talent (by which you naturally see all kinds of chances and opportunities for yourself, as well as for your team/organization, and are inspired and motivated to seize and utilize these as best as you can).

### **3. Team efficiency**

Team efficiency can be defined as catering for the right need, in the right time for the right client. A client is a person that is dependent upon your team and can be a customer or even a different department within your organization. By consulting such users, as you naturally will having harmony talent, you derive a clear picture of their wants. In this way you will know which user your team needs to primarily focus their attention on. Additional talents that contribute to team efficiency are production talent (enabling you to know the right need) and empathy talent (prompting you to respond at the right time).

# My Talents Example candidate

**Governingtalent:** a natural ability and motivation to set concrete, realistic and measurable goals that others can aim for.

**Governingtalent** aims to manage things in its environment. It seeks to identify concrete goals in order to gear its surroundings toward these goals. In doing so, this talent caters for the client's need for clear-cut agreements and (measurable) operating procedures that are imitable and allow for monitoring cooperation. Clients need suppliers that can live up to the things they promise, for unrealistic and vague promises can cause disappointments.

Governing talent makes you want make intentions concrete, feasible and measurable and therefore imitable. In doing so, your governing talent offers a sense of security to yourself and others around you: something they can bank on.

When not dosing this talent correctly, it may cause a certain 'over-control' or a goal dependence. It is even possible to pursue a one-track emphasis of being result oriented — under the guise of 'the goal justifies the means'— at the expense of people involved.

## *Contribution to team competence*

When conquering new markets your team or department will encounter new customers. These new users need your help to get accustomed to your way of working. On the other hand, you will have to get used to this new group of customers yourself as well and combine your talents anew to turn it into one cooperative venture. Governing talent assists in:

### **1. Mobilizing others**

Mobilizing is a matter of calling others to concrete action. Your governing talent helps you to establish concrete goals and stay focused on these when setting up new enterprises. This solidity and goal oriented attitude propels others into action as well. Additional talents that contribute to this competence are resource talent (your trust in other people's abilities gives them confidence to take action) and presentation talent (your attractive presentation sparks a desire in others to participate).

### **2. Undergoing changes**

Developing new markets usually brings about all sorts of changes for the team. New customers will be added to your existing customer database for instance. These will ask different questions and may be familiar with an alternative way of invoicing and a dissimilar service. Your governing talent assists the team (as well as new users) to undergo such changes step-by-step in order to make it feasible to adapt to these alterations. Other talents that contribute to this competence are knowledge production talent (since you understand the essence of the occurring change, it becomes easier for you to adapt to it) and export talent (you love the challenge and the pressure change brings and this causes you to easily go with it).

### **3. Fusing team talents**

Conquering new markets demands teamwork from all those involved. In order to weld their personal talents together, it is needed to have targets that are imitable for everyone. Your governing talent aids the team in formulating such targets in a way that they become imitable and measurable. Then all team members involved will know what exactly expected from them which results in a combining of talents. Further talents that contribute to this particular competence are resilience talent (by being able to put up with each other's differences, you will learn to become a solid team) and teaching talent (a thorough approach makes it easier to collect everybody's talents into one whole).

# My Talents Example candidate

**Helptalent:** a natural ability and motivation to help others when asked for it.

**Helptalent** aims to get things going in its environment.

This talent causes you to immediately take care of someone's need when they ask for your assistance. Therefore, you desire to fill the customer's need for service when this is requested. Likewise, you easily take on other people's tasks and are able to take on different kinds of jobs too.

Having this talent may cause you to have a hard time saying 'no'. You may view those who lack this talent too business-like or not being socially minded enough.

## *Contribution to team competence*

Good service revolves around the customer. Helptalent assists those who are dependent on your efforts by serving them as best as possible through:

### **1. Showing who you are**

To properly help others, they will first have to know how you can be of use to them. Helptalent is conducive to this, as it responds immediately to people's pleas for help. In doing so, customers and other people will swiftly recognize how you can assist them in all sorts of situations.

### **2. Helping to fulfill people's unique purpose**

Helptalent focuses its attention on others. It loves to do things that help the other person to advance and fulfill their unique purpose. This talent assists team members to centre in on how others are used to operate, instead of on their own convenience or way of working.

### **3. Team availability**

Helptalent aims to assist and give service whenever called upon. This willingness causes an increased availability to the team and to others. Such availability is, of course, an important requirement for optimal service.

# My Talents Example candidate

**Discernment talent:** a natural ability and motivation to recognize the uniqueness of a situation and discern how to apply the available knowledge, experience and insight in a way that is relevant.

**Discernment talent** aims to distinguish what is relevant in a certain situation in order to effectively anticipate and take action. Once the exact need of a customer is established, discernment talent helps to determine which means are fit to meet this need. In searching for solutions, it prevents us from getting involved in irrelevant matters.

Having this talent causes you to dislike reacting in a haphazard way. Instead, you prefer to first see what something is all about. This is why people with discernment talent often tread carefully whenever they find themselves in a new situation. As a result, they are likely to view others as careless or reckless. Discernment talent makes you want to react in an adequate way and urges you to be to-the-point during meetings. You may feel that people who lack this talent are too elaborate in their conversation.

## *Contribution to team competence*

Discernment talent helps us to deal with different (customer) situations. By means of this talent we can test ourselves to see if our actions contribute effectively to situations we are facing. In doing so, we develop certain skills and we also enhance the decisiveness of our team. And decisive teams are needed for any organization that aims to penetrate deeper into the market with its products or services. In short, discernment talent helps in:

### **1. Utilizing situations**

We are daily confronted with all kinds of situations and requests from people. Discernment talent assist in dealing with situations in an adequate and decisive manner. When lacking discernment talent, your readiness to deal with situations becomes considerably less and, therefore, you will not always utilize this to a maximum.

### **2. Testing yourself**

In order to test yourself, you can ask yourself whether your behaviour in daily situations is consistently relevant or not. Discernment talent helps you to determine the answer to this question. Through this talent you are better equipped to assess your personal behaviour from day to day and gain a factual view of its effect on others.

### **3. Team efficiency**

Every team produces something that benefits other teams and/or customers. To do so efficiently, a team has to discern the distinct requests that daily come its way. It has to clearly indicate which operations are to be performed per request/per situation, so matters are dealt with effectively. Discernment talent assists the team in making such distinctions, thereby greatly furthering its efficiency.

# My Talents Example candidate

**Routine talent:** a natural ability and motivation to continue a chosen direction.

**Routine talent** aims to stay on course until results become evident. This talent meets a client's need for product quality. Routine talent enables one to apply an agreed approach or strategy (a routine), even if this means repeating similar actions over and over again.

This talent causes you to truly persist in certain things. However, you can go overboard with this: you are liable to label others as 'easy quitters.' You may also consider those who do not have this talent to be undisciplined and fickle.

## *Contribution to team competence*

Good team work, also between teams, is important in every organization. Routine talent plays an important role creating this, as it assists in:

### **1. Discovering your own purpose**

Your individual purpose is locked into the unique combination of talents you already possess. Potential talents need to be developed first in order for you to experience that you actually have them. In the developing of your talents, routine talent is just as important as habitual training is for an athlete that is developing his sports talent.

Consistent repetition of certain tasks is needed to make your potential talents visible to both yourself and to others. Once these talents emerge, you, yourself, will also have a much better concept of where your strength lies as. As a result, your team members are presented with a solid view of your purpose and will know how you operate best within the team. Better team work is guaranteed once the purposes of all individual team members become visible. This is valid for the working together with other subdivisions within the company as well.

### **2. Anticipating each other's work flow and taking action accordingly**

Standard operating procedures within a team make it easier for individual team members to act on each other's anticipated behaviour. A fixed dispatch of stipulated tasks, set agenda items, prescribed report formats and other standard operating procedures, assist you in understanding how others do their job. It also helps you to see how you, in your position, can best anticipate and act on how they do their job. As you execute your tasks through standard operating procedures, you contribute to the overall knowledge of what is to be expected within your team. Routine talent is instrumental in all of this.

### **3. Team performance**

A joined strategy is needed in order to achieve as a team. Routine talent assists in converting such a strategy into standard operating procedures and daily routines. Through these, each team member knows what to do, which results in the joined strategy actually being carried out in their own daily job. Not only does this talent help the team to create standard operating procedures, it also sees to it that everyone sticks to these routines.

# My Talents Example candidate

**Translate talent:** a natural ability and motivation to translate complicated matters into simple instructions.

**Translate talent** aims to make complicated matters simple, so these become understandable and workable for everyone. It translates complex looking matters into simple instructions so everyone can work with them. Clients need such simple directions and instructions. When dealing with complex matters they need to be able to call on the supplier for help.

With this talent you make things around you simpler and easier for others. You want to promote or interpret job matters (your own position, your department or the organisation) in a way that the public at large can identify with it. This talent is often displayed by actors (viewers identify with certain characters) and by some politicians (voters identify with the person they vote for).

In most situations, this 'simplification talent' produces a certain amount of self-confidence and optimism. This may cause you to come across as (too) self-assured or even arrogant to those that do not have this talent.

## *Contribution to team competence*

Proper planning is crucial when organising new activities. In order to plan something new, team members are to communicate efficiently with each other. They need to stay in touch with one another in order to give definition to the practical performance of new pursuits. Translation talent plays an important role in all this. It helps in:

### **1. Personal communication with others**

Your translate talent makes it easy for you to plainly relate to others what exactly you expect of them. This greatly enhances the clarity of your communication with others. Further talents that contribute to this competence are route talent (by which you creatively express what is on the inside of you which contributes to the authenticity of your communication) and empathy talent (which enables you to improve your communication by adapting your personal expression to the unique way others perceive their environment).

### **2. Working transparently**

Your translate talent enables you to give clear instructions to others of how to utilize your knowledge, experience and talents. This enhances the transparency of your way of working. Other talents that contribute to this competence are rotation talent (giving you an upbeat tempo, enabling others to know how to reach you when they need you as your work pattern stands out) and structure talent (giving you a determined, structured way of working which is foreseeable to others and enables them to know how to reach you when necessary).

### **3. Co-designing new products**

When customers in the market come up with new needs or desires, these have to be translated into new ventures. The team itself has to be active in co-designing such activities. Your translate talent assists the team to translate new desires and needs into instructions. Clear instructions will cause you and others to know how to contribute as a team. In essence, translate talent produces the audacity to give form to something. Additional talents that contribute to this competence are provision talent (which enables you to survey matters and to easily detect the outlines of things that are not yet in existence) and reasoning talent (through which you easily find the right arguments to carry out something in a certain way and causing your team to become convinced of the validity to do it in precisely as such).

# My Talents Example candidate

**Explain talent:** a natural ability and motivation to assess the long-term consequences of things

in order to prevent a wrong outcome as much as possible.

**Explain talent** aims to advance the right outcome of affairs—ruling out one's own preference or taste if need be. It assesses all kinds of options and points out potential weak links and bottleneck issues. This talent wants to explain and teach others how to prevent a wrong outcome of affairs. Hence the name 'Explain talent.' Explain talent caters for the customer's need of a faultless usage of products by providing clear product education or training to its users.

When having this talent, you may take it personal when things go wrong. To you, it may feel like you have come up short in detecting and warning about the wrong outcome of things. This is why you may be sensitive to unexpected criticism and will need time to get over this. When confronted with new things, you prefer to keep your options open. You want to gauge things for yourself and let them 'mature' on the inside of you before coming out with a certain response. The latter may cause you to come across at introvert at times or somewhat inscrutable.

## *Contribution to team competence*

In order to create a sound environment within an organization, employees are to be involved with one another, take corporate action successfully and fuse their talents. Explain talent assists in:

### **1. Showing your involvement**

Explain talent helps you to show and train others how to perform well. In this manner you (consciously or subconsciously) confer your care and attention on others, which shows them how much involved you are with the team. Further talents that contribute to this competence are help talent (which gives you a helpful attitude that displays your involvement with the team) and utilization talent (providing you with the drive to get the most out of every given opportunity which others experience as you display your concern for them personally and well as for the team).

### **2. Corporately taking new action**

Your explain talent helps to 'teach' others how to operate best. When everybody in the team knows precisely what is expected of them beforehand, chances of success will increase once you take corporate action. Other talents that contribute to this competence are resource talent (giving you assurance that sparks confidence in others to take action together) and compassion talent (making you sensitive to the needs of others (customers as well) which causes you to spur your team to take action).

### **3. Fusing the team's talents**

Your explain talent causes you to take into consideration what can potentially go wrong when execution tasks. You do so consciously or subconsciously. This helps the team to create a well-considered concept in which everyone's talents will be fused together as best as possible. Additional talents that contribute to this competence are resilience talent (which strengthens your team as it enables you to bear with each other) and governing talent (which assists in setting concrete, achievable and imitable goals as a team, making it easier for everyone's talents to work as one).

## A unique purpose

One's unique purpose is the unique combination of **tasks**, **responsibilities**, and **roles** that best fit one's unique combination of talents. The odds of two people having exactly the same Jane<sup>®</sup> Diagram is less than 1 in 7000 billion (mind you, we have 7 billion people on the planet). This is why the Jane<sup>®</sup> Diagram sufficiently reflects a person's unique personality and talents. Once someone's unique combination of talents is known, it is possible to get an indication of that person's unique purpose.

**Tasks** are all about performing certain actions through which we solve someone else's problem. Performing tasks involves the carrying out of assignments and usually, it can easily be determined whether a task is carried out correctly or not.

**Responsibilities** deal with our need for assurance that the performance of something will indeed produce the result we expect it to produce. It is all about the ability to judge how the assignment can be carried out best for the benefit of someone else. Hence, responsibilities exceed tasks, as what matters with responsibilities is how our total personality comes across to others. Furthermore, since tasks are often carried out on a short term basis, they can also be acquired more easily than responsibilities. Responsibility and competence cover longer periods of time, therefore having a medium-term effect.

**A role** is not a task, nor responsibility, but it does have a distinct effect on long term results. Someone with a great sense of harmony (harmony talent), for example, can, either consciously or subconsciously, advance increased consultation and cooperation within the team. Although such a role cannot be considered a specific task nor be viewed as a separate responsibility, it can significantly contribute to the end result. A person plays a certain role in a team simply because he/she is that way. Roles, then, are all about how others can benefit from us in the long term.

### Important elements of your individual purpose

Tasks, responsibilities, and roles that fit us best tell us a lot about our unique purpose. These elements are reflected below, based on the talents identified by Jane<sup>®</sup>:

**Tasks** that fit me the most are tasks where:

- the ability to discern and act upon what is relevant (discernment talent)
- you have to assist others (e.g. customers) (help talent).
- standard operating procedures are an important element (routine talent)

**Responsibilities** that fit me the most are responsibilities where:

- you have to work in a goal-oriented manner (governing talent)
- you have to listen and be able to place yourself in other people's shoes (empathy talent)

**Roles** that fit me the most are roles where:

- you have to retain or enhance harmony when cooperating with others (harmony talent)
- you have to instruct others to operate a certain way (explain talent)
- you have to translate intentions into clear and understandable instructions (translate talent)

# Your unique purpose

The combination of my personal talents says something about my unique destination. It is precisely these talents that enable me to...

- handle certain tasks particularly well (short term),
- competently carry certain responsibilities (medium term) and
- proficiently play a certain role (or several roles) within a team (long term).

## Role

My unique destination is:

- to further harmonious cooperation so as to enhance a balanced way of operating in an atmosphere of co-makship (harmony talent).
- to instruct others how to best apply a certain strategy or way of working in order to guarantee success in the long run (explain talent).
- to translate the intentions into clear and understandable instructions, so everyone knows what to expect (translate talent).

## Responsibility

To realize this destination I am qualified:

- to translate intentions into concrete, feasible and attainable goals; goals that are measurable and imitable for others (governing talent).
- to make my knowledge and expertise applicable within other people's unique world of experience (empathy talent).

## Daily routine

I also succeed in exercising this power daily because of me:

- in many situations I can discern what knowledge or expertise is relevant and applicable. In this way I secure decisive implementation (discernment talent).
- I enjoy helping others in a way that they can advance. This creates sufficient opportunities for me to use my talents (help talent).
- I stay the course, even when in routine situations. This enables me to effectively take advantage of a particular strategy or way of working (routine talent).

## Blind spot

What can prevent me from achieving my unique destination is:

- I have a tendency to avoid challenges which often results in a deficiency of sufficient, new impulses for my talents. This may cause a halt in their development in the long run (export talent).

## " Spotting" my blind spot

Out of a total of 27 talents, every person has a unique combination of 5 to 10 talents on average. This also means that everyone lacks about 17 to 22 talents on average.

Talents we do not have, limit our personal achievement. They also narrow our contribution to the need of others and our own assistance to the team that we are part of. No one will be able to improve themselves in 17 or more talents. The Jane® Evaluation, therefore, is aimed at tracking the one talent that is least strong: the blind spot. The blind spot is the need area that you are least aware of. It is, in a sense, the lowest point in the landscape of your personality. Every talent contributes to a specific need. However, the personal need your blind spot contributes to is passed over by you.

Jane® provides for ways to strengthening this talent through a specific plan of action. Because anyone can concentrate on just one talent area in order to strengthen it. By means of the Jane® Action Plan, the weakest link in your personal achievement will improve structurally, resulting in an enhancement of the efficiency of your genuine talents.

The Jane®Talent Diagram indicates in **red** what talent is least strong and corresponds to what needs you are most likely to neglect. This is your blind spot and this impacts you as a person, your daily performance and the way you deal with your own personal development.

The Jane® Action Plan provides you with insights on the impact of your blind spot and offers you ways to manage this.

# My blind spot

Below is a description of the talent area (blind spot) in which your personal action plan takes place primarily:

**Exporttalent:** a natural ability and motivation to perform in situations that are demanding or have a certain degree of obscurity, complexity and resulting levels of difficulty

**Exporttalent** aims to take on challenges that come up in its environment. In essence, it even seeks the pressure of such challenges. This talent possesses a certain drive. It caters for the client's need for a supplier that can take on challenging needs or wants and solve them effectively. For when a supplier tends to take things too lightly, it undermines the client's trust in the long run.

With this talent you stimulate yourself and others to enter new, unknown terrains and to not avoid difficulties you may encounter in doing so; hence the name, export talent. You like a certain degree of depth and complexity in your work and dislike a superficial approach or way of working. You want to finish the job and not to produce poor quality. As a result, you will often think that people lacking this talent are 'superficial' or 'insufficiently involved' at a times. With this talent it is important, however, to learn to value less challenging matters as well.

## *Contribution to team competence*

New needs will invariably arise since society constantly changes. Every organization faces the challenge of taking advantage of these changes in order to be able to continue to realize its unique purpose (its value and significance) in the market. This requires its employees to have a willingness to alleviate fresh needs. At the same time, they need to be able to adapt to whatever change such needs require of their own performance. Only then will teams be able to decisively and consistently prove the unique purpose of their organization in the market. Export talent contributes in that it assists in:

### **1. Detecting and dealing with new needs**

Catering for the latest needs of your clients usually presents a certain degree of challenge. Due to your export talent you thrive on such challenges and will seize them with both hands.

### **2. Undergoing changes**

Changes in the market may also cause an intrinsic change in how everyone executes their tasks and function. Your export talent causes you to be less 'shift stress' prone.

### **3. Team decisiveness**

Apart from the pressure of having to change, catering for new needs of customers can bring additional pressure to perform. Your export talent helps the team to face this extra pressure and deal with it decisively so they can take on the added work.

# Compensating my blind spot

## Compensation talent

As indicated earlier, each talent meets a need. Filling in the need that the blind spot provides, you skip over for yourself. However, this need has not disappeared. Not with you and not with others. In practice, this need is (unconsciously) compensated by the excessive use of a certain talent: the compensation talent.

The compensation talent produces behavior that others respond to the most quickly in a person's living and working environment and where you were rewarded the most (from an early age). The blind spot influences our functioning in a negative way. It is quite understandable that if we do not work out well in our functioning, we automatically fall back on our compensation talent. After all, this is what others do respond to and so we can expect a solution from them.

Your compensation talent is Discernment talent: a natural ability and motivation to recognize the uniqueness of a situation and discern how to apply the available knowledge, experience and insight in a way that is relevant..

You have become accustomed to fulfilling the need that belongs to your blind spot with the use of this talent. At least, you do an attempt to do this because the compensation talent is not intended to fulfill the specific need associated with your blind spot. The frustration that the blind spot brings, however, stimulates you to use this compensation talent, even more, so you can end up in behavior that is not effective or no longer functional. You then put all your energy into something that does not always provide a satisfactory solution.

Because of this excessive use of the compensation talent, the associated behavior will ultimately dominate and sometimes mask your other talents. The compensation behavior therefore usually has an obsessive character: you HAVE TO do it!

## Interaction between your blind spot and compensation talent

Your blind spot might lead you to forget or try to avoid the following behavior:

*to challenge your unique purpose and passion through crossing new boundaries*

Your compensation talent may lead you to do the following too much or possibly have it dominate your daily behavior:

*allowing yourself to respond only if deemed relevant, therefore hindering visibility of most of who you are*

To understand the interaction between your blind spot and the compensation talent it is important to free yourself from behavior that ultimately does not help you. The trick is to invest in the strengthening and development of the talent area that belongs to your blind spot, which will automatically reduce the need for excessive use of your compensation talent.

Jane® makes people aware of the interaction of their blind spot (behavior that they avoid) and their compensation talent (a behavior they use excessively). We show that this unhealthy interaction between the blind spot and compensation behavior is ultimately counterproductive and how they can break through with the help of the Blind Spot Action Plan.

# My blind spot action plan

## My Blind Spot Action Plan

Your individual action plan focuses on you considering for yourself how you can strengthen and develop yourself in the talent area that belongs to your blind spot **export talent**.

### How does this blind spot affect you?

The blind spot has an impact on how you deal with yourself. With this blind spot you avoid new challenges, because you might experience this as additional (work) pressure.

### How does this blind spot affect your daily performance?

The blind spot has an impact on your daily functioning. With this blind spot, if (work) pressure rises too high, you try to avoid it leading into not having the work performed well in the end.

### How does this blind spot affect your personal development?

The blind spot has an impact on your personal development. With this blind spot you avoid the challenge of developing your unique purpose together with others.

## Learn from others

Another way to develop yourself is to spend some time with people who have this talent (see the description of the talent). Pay particular attention to the way in which someone approaches a situation or problem. Try to learn from that person and learn how he/she approaches matters with the help of this talent.

The goal, of course, is not to become like that other person, but to understand how this talent works in practice and what its benefits are. To learn how to apply something in your own daily work process. The better you understand the talents of yourself and others, the easier it becomes to deliver the right team performance together with others, see your own contribution and role in it and 'manage' the talents of yourself and others.

If you have taken the time to settle on this topic and learn from others, it is possible to experience the first effects of new behavior in the workplace. By taking additional steps, you can make your personal action plan as effective as possible.

### Tip:

**"Take on more challenges in your work and elsewhere!"**