



# Truth-Teller

## Report



**Sally Sample**

**14 Dec 2017**

# YOUR TRUTH-TELLERS REPORT ●

You chose your Truth-Tellers to give you straight and honest feedback about how you come across to others in the workplace. Over the following pages you will be able to read what they have said. But before you dive in, it's worth taking a moment to remember why you've take part in this activity and what you're hoping to get out of it. The information in this report is designed to broaden your self-awareness and give you a platform on which to build the next stage of your development.

When reading through your feedback, try to look at the similarities and differences in the response you've received. Your respondent's feedback might closely follow or differ from your self-assessment, either way think about what your Truth-Tellers are telling you.

## **YOUR REPORT CONTAINS FEEDBACK FROM THE FOLLOWING PEOPLE:**

---

You  
Steven Spielberg  
Ella Fitzgerald  
David Attenborough  
Rosa Parks

## Raise the Bar

### Generates ground-breaking ideas which are ahead of customer need



### Identifies and applies learning from success and failure



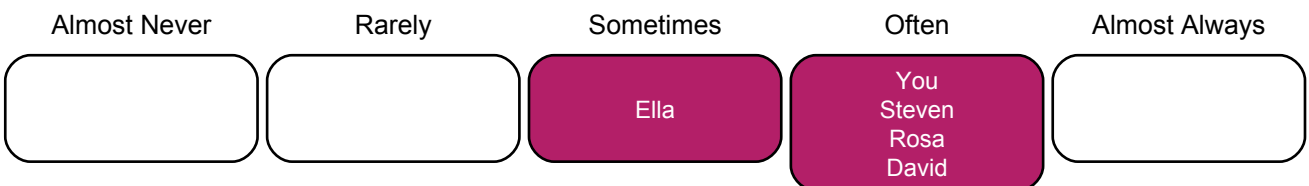
### Takes the best ideas and makes them work



### Encourages people to be open to new ideas



### Challenges people when they say "It's good enough"

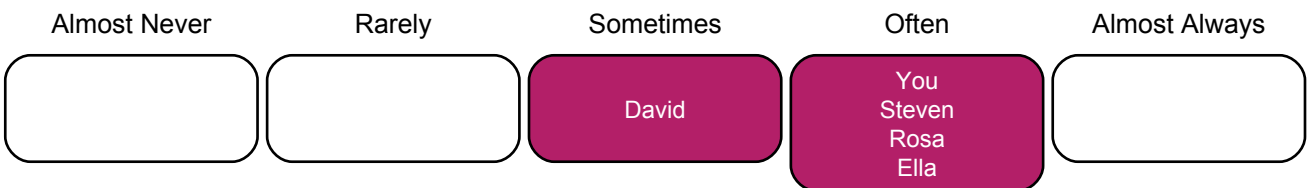


## Build Trust

### Is honest about their own strengths and limitations



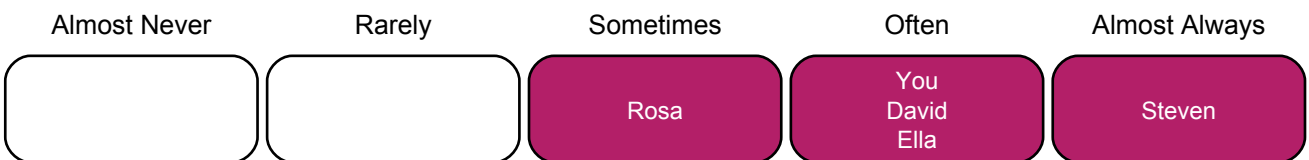
### Shows loyalty to others



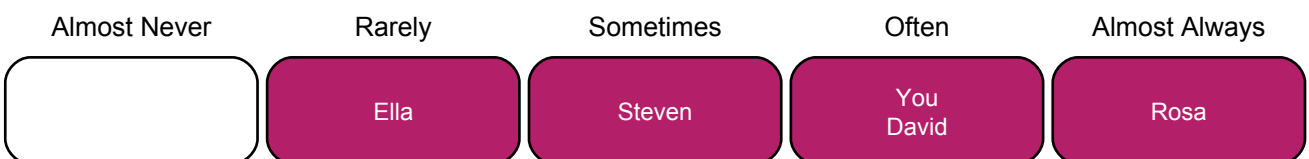
### Refers to other people positively



### Says and does the right thing even when it's difficult



### Demonstrates consistency between actions and words

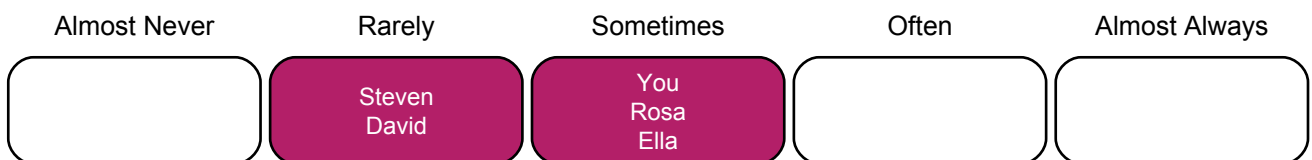


## Involve every mind

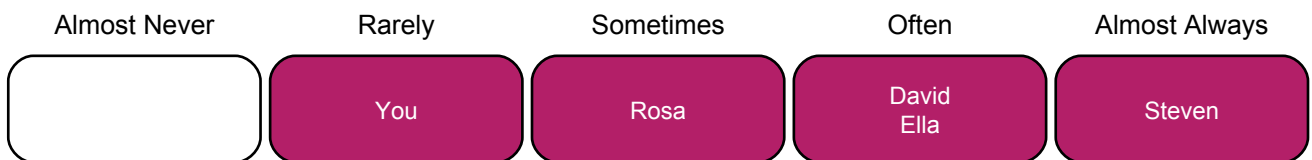
### Invests time in communication and information sharing



### Shares the rationale of their thinking and decisions

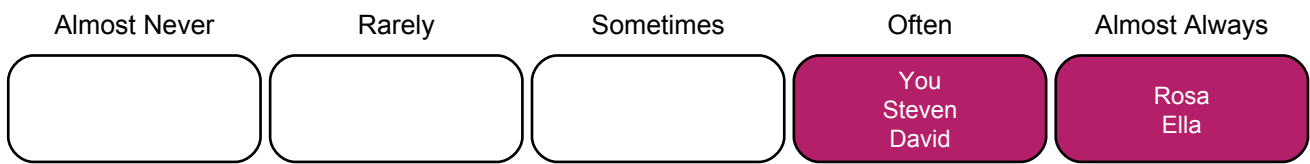


### Paints a picture of the future that inspires people

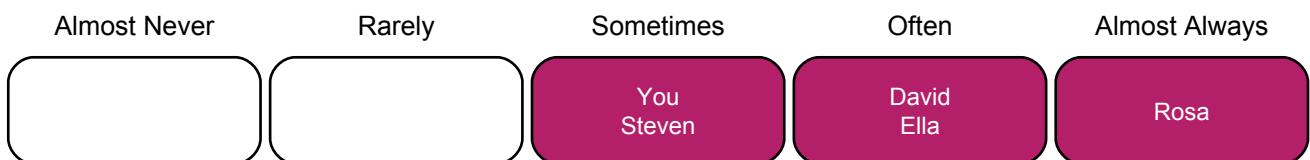


## Support and challenge in equal measure

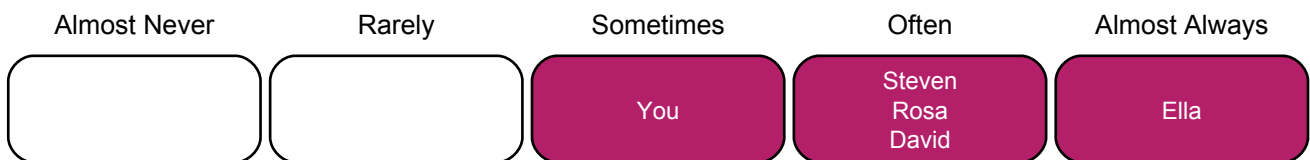
### Debates hard then supports and implements the decision made



### Allows for disagreement to emerge and be discussed openly

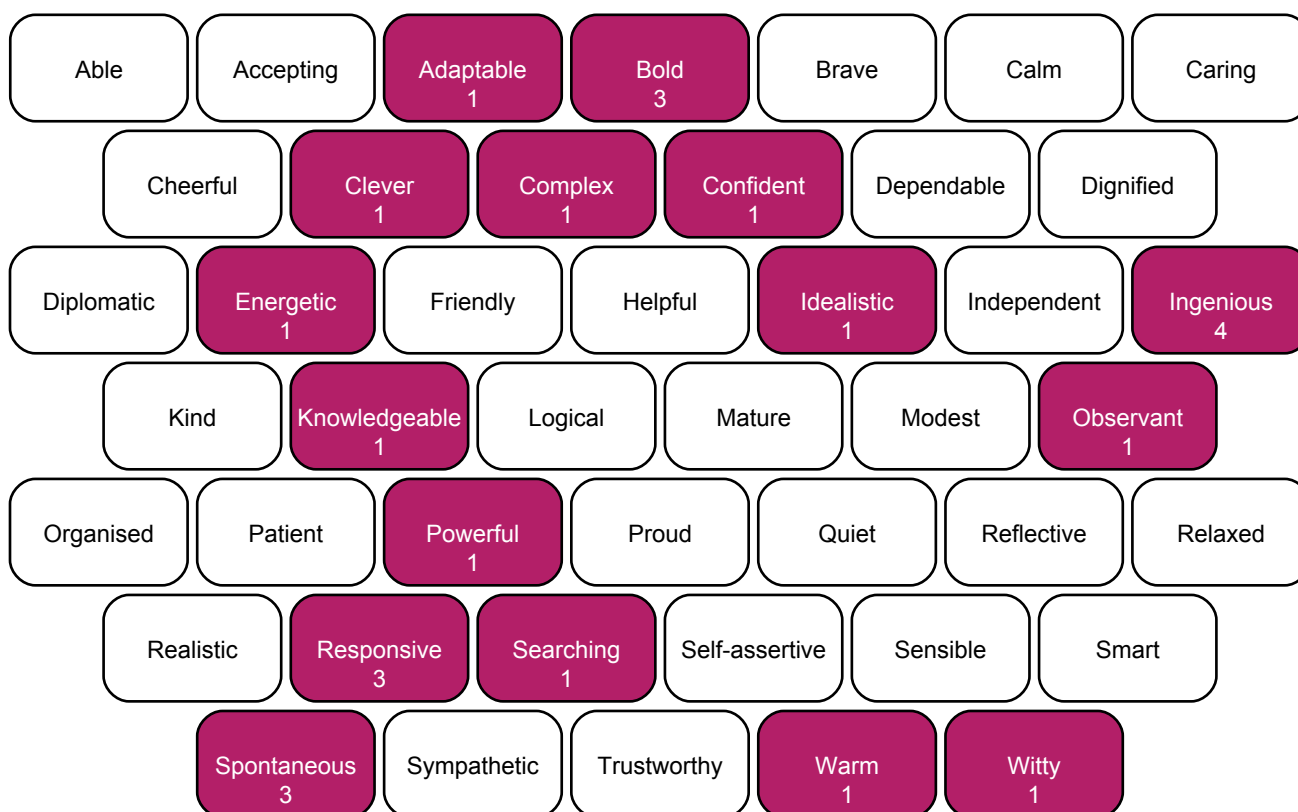


### Is supportive to others when things get tough



# WORD WALL-WHEN YOU'RE AT YOUR BEST .

On this page you'll see a wall of words that your Truth-Tellers have chosen from. The highlighted bricks show the words that describe how they see when you're at your best and can give you some valuable insight into how you come across to others.

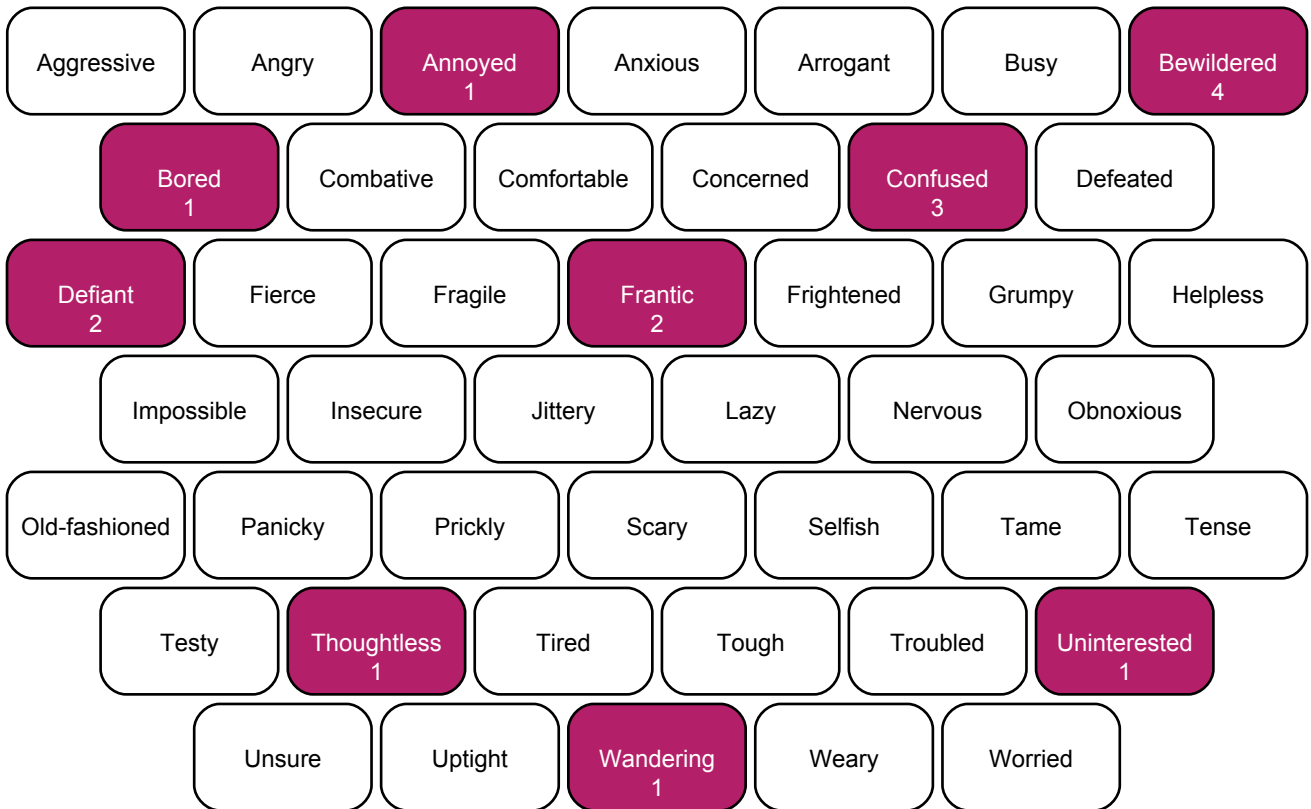


If any words were chosen by one person or more, then you'll see a number displayed in the brick. You can also see which words each of your Truth-Tellers chose below.

<b>You</b>	Adaptable	Complex	Ingenious	Responsive	Spontaneous
<b>Steven</b>	Bold	Clever	Ingenious	Warm	Witty
<b>Rosa</b>	Bold	Idealistic	Ingenious	Responsive	Spontaneous
<b>David</b>	Bold	Confident	Ingenious	Observant	Searching
<b>Ella</b>	Energetic	Knowledgeable	Powerful	Responsive	Spontaneous

# WORD WALL-WHEN YOU'RE NOT AT YOUR BEST .

On this page you'll see a wall of words that your Truth-Tellers have chosen from. The highlighted bricks show the words that describe how they see you when you're not at your best and can give you some valuable insight into how you come across to others.



If any words were chosen by one person or more, then you'll see a number displayed in the brick. You can also see which words each of your Truth-Tellers chose below.

<b>You</b>	Bored	Defiant	Uninterested	
<b>Steven</b>	Annoyed	Bewildered	Confused	Frantic
<b>Rosa</b>	Bewildered	Defiant	Thoughtless	
<b>David</b>	Bewildered	Confused	Frantic	
<b>Ella</b>	Bewildered	Confused	Wandering	



# YOUR TRUTH-TELLERS' COMMENTS ●

**What is it about this person (especially their character) that you see them doing when they are at their best?**

.....

**You Say...**

.....

Listening, coaching, engaging others. I am also comfortable challenging the way things are done where I think there are better solutions to be explored.

**Steven Says...**

.....

What I love about Salty is her passion and his creativity. She thinks about things in a completely different way, bringing totally new perspective !

**Ella Says...**

.....

Sally is an incredible force, bringing insight and skill whilst creating the space for others to do the same. She encourages and builds a team where everyone has a voice and can challenge. She has this innate ability to see talent in others and to draw it out.

**David Says...**

.....

Inspiring, illustrating their messages through fabulous story telling. Putting himself in the shoes of the person/people he is talking to. Listening. Treating people as peers and equals.

**Rosa Says...**

.....

Connecting, encouraging & supporting people, making the work and the place better. Very motivational and will tend to give a balanced view of different perspectives. Tends to see the best in people and can often defuse a situation if there is conflict / animosity.

# YOUR TRUTH-TELLERS' COMMENTS ●

**What do you believe could be their 'Achilles heel' (that could prevent them from reaching their potential)?**

.....

**You Say...**

.....

I can sometimes be too big picture, without thinking through the details to make it a reality and communicating my thinking to others better.

**Steven Says...**

.....

She can be disorganised and unable to follow through or execute things. This can lead to frustration and confusion for her and others leading to greater disorganisation.

**Ella Says...**

.....

Seemingly disorganised and doesn't plan ahead to bring people with her. Sally will always deliver but it requires a huge amount of trust as sometimes others are blind as to what she is getting us involved in.

**David Says...**

.....

Not always clear on your priorities and disciplined in sticking to them. Sometimes the goal-posts change and it's not always communicated why.

**Rosa Says...**

.....

Lack of organisation/planning/execution. downfall. Additionally, she has a tendency to act on impulse and sometimes she needs to take a step back and resist getting involved.