



# POWERREVEAL

UNLEASH THE POWER IN YOU

In a nutshell:

Too often we focus on the shortcomings of our employees and want to improve them. Think of the skills we consider insufficiently developed to perform key tasks properly.

We do our best to motivate people and we are very clever at doing so. But we limit ourselves to extrinsic motivators.

We try to communicate clearly and be convincing. But how often is there a good connection with the employee because we take into account his or her "communication and behavioural preferences"?

As a manager, do you want team members who are committed, full of energy, happy in what they do and motivated to give their best?

Then with PowerReveal you can make a change by :

1° Focusing on talent rather than on improving skills. Talents are often unknown, even more often insufficiently used.

2° Finding out what are the intrinsic motivations (motives) that motivate the employee

3° Discover the right approach (the "manual" that takes into account the behavioural preferences) of the staff member in order to be able to communicate in an effective way

Let's focus on what we do best and put it to work for the team/company!

## TARGET GROUP

Managers who wish to invest in themselves and their team in order to then exploit the diversity of individual talents. A team becomes more than the sum of its talents, intrinsic motivations and communication style.

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## Clifton Strengths Talents:

Talents are innate, skills can be developed. People often don't know what they do well, they can't name it. Through a short assessment, you will discover what you are naturally good at, in what you excel or what gives you energy. Imagine that you can use your talents every day in your work, in your team, in a project. Discover them first yourself, learn to understand them, accept them and use them.

## Motivations (intrinsic motivations):

"Management Drives has a tool that measures and then visualises people's motivations. In the context of the "war for talent" that is going on all around us, it is a challenge to find, attract, link and also retain talent. Intrinsic motivation is crucial to finding and retaining talent. That is why we will measure motivations - which are directly related to intrinsic motivation. People are often attracted to extrinsic motivation, but ultimately intrinsic motivation is a much more sustainable and long-term way to keep and strengthen talent in your organisation. A powerful tool for 'retention'!

## Behavioural preferences:

"We work together day after day with partners, employees, customers, suppliers,... constantly interpreting each other's behaviour from our own point of view and perception. This perception is very subjective and that's fine. But if you want to improve cooperation, make it more effective and efficient, it is important to know where this behaviour comes from. This behaviour is driven by drives. By understanding the workings of people and teams, you know what language they speak, you know why they do what they do and don't do what they do."

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