

STRENGTHS: EXAMPLES AND DEFINITIONS

<i>Adaptability</i>	You're open to change and can "go with the flow." You can stay productive and in control when facing imponderables.
<i>Autonomy</i>	You work independently on your projects and can move forward without others' approval.
<i>Bravery</i>	You dare to take on risky projects, even if it means facing obstacles or putting yourself in stressful situations.
<i>Collaboration</i>	You're comfortable when time comes to work as a team. You like to think with your peers and cooperate with them in completing a joint project.
<i>Command</i>	You exude a natural authority. You like to direct and mobilize a group toward common goals.
<i>Creativity</i>	You often come up with new ideas and new ways of doing things. You aren't afraid to think "outside the box."
<i>Curiosity</i>	You're interested in a wide range of topics and don't hesitate to ask questions. You like to understand things.
<i>Decision Making</i>	You develop a solid understanding of the situation and when you make a decision, you take the time to thoroughly weigh each option. You're able to make informed choices from among a number of alternatives.
<i>Empathy</i>	You have the instinctive ability to put yourself in others' shoes and understand what they're feeling. You're able to see the world through their eyes even though you may not necessarily agree with their perspective.
<i>Goal-Oriented</i>	You do what it takes to achieve the objectives stated. You make sure that people don't lose sight of them during a project. You derive satisfaction from achieving concrete results.
<i>Humility</i>	You're known for being a modest person who prefers letting actions speak louder than words. When the opportunity arises, you like to highlight your co-workers' skills rather than shine the spotlight on yourself.
<i>Ideation</i>	You enjoy analyzing a situation from multiple angles to generate lots of ideas.
<i>Innovation</i>	You keep up with trends and look at whether you can incorporate them into your job. You like to develop and experiment with new ways of doing things.
<i>Learning skills</i>	You like to learn and are constantly on the lookout for development opportunities. You want to continuously improve.
<i>Listening skills</i>	You actively gather ideas and viewpoints from people around you and take the time to hear them out. You're attentive to others' needs and opinions.
<i>Optimization</i>	You're constantly looking for the best way to carry out a task or project. You're skilled at identifying potential improvements, and strive for excellence in your own and your teammates' work methods.
<i>Oral Communication</i>	You can communicate effectively to non-experts and know how to captivate your audience. You express yourself clearly and are comfortable giving presentations.
<i>Organized</i>	You think in a logical, orderly manner and it shows in your actions. You take time to plan the tasks required to complete a project. You follow up regularly to anticipate potential problems.

<i>Patience</i>	You're good at handling waiting periods and stay calm when faced with delays.
<i>Perseverance</i>	You don't let obstacles get you down. When you begin a project, you see it through to the end.
<i>Perspective</i>	You have perspective and are able to see the big picture.
<i>Positivity</i>	People say your enthusiasm is contagious. You're always on the lookout for the positive in any situation, both for yourself and those around you.
<i>Pragmatism</i>	You focus on the practical and don't let yourself get distracted by things you consider inefficient or irrelevant. You easily adapt to different work situations.
<i>Proactiveness</i>	You show initiative and don't like waiting for others to act.
<i>Problem Solving</i>	You love to tackle conceptual, technical or practical problems, and derive satisfaction from solving them. You see problems as challenges and life experiences and try to stand above them, objectively.
<i>Prudence</i>	You think before you act and act with caution to avoid doing or saying something you might regret later.
<i>Relationship Builder</i>	You easily form mutually trusting relationships with people. You're comfortable with others and have strong interpersonal skills that allow you to build a robust personal network.
<i>Rigour</i>	You're structured in your workflows. You like being accurate and are fastidious.
<i>Self-Confidence</i>	You know your skills and strengths, and aren't easily rattled by comments from your peers. When faced with new challenges, you have confidence in your judgment.
<i>Sense of Analysis</i>	You focus on the facts, data and figures when it comes time to make connections between things. When you analyze a situation, you're skilled at issuing findings and recommendations.
<i>Sense of Responsibility</i>	When you make a decision, you accept the consequences – positive and negative alike. People say that you're reliable and fulfill your commitments.
<i>Strategic Thinking</i>	You can anticipate trends. You never lose sight of the overall goals, focusing your own actions and the actions of others on achieving them.
<i>Summarizing</i>	You're able to select relevant information and present it clearly and concisely.
<i>Thoroughness</i>	You're meticulous about your work. You pay careful attention to details and also have a knack for spotting them.
<i>Versatility</i>	You have a varied skill set and can perform competently in a wide range of situations.
<i>Written Communication</i>	Writing allows you to clearly structure your ideas. You're able to adopt different styles and tones in your texts and tailor the message to your audience.

Note: List adapted from or based on strengths identified by Gallup and VIA, as well as other strengths identified to meet CBC/Radio-Canada's specific needs. The list is not exhaustive and other strengths could be added.