

### REVEAL YOUR TOP 2 STRENGTH ROLES AND RECEIVE CUSTOM COACHING TIPS

Created by Marcus Buckingham, the StandOut Assessment is a brief online situational judgment test that measures you against 9 “Strength Roles” and reveals your Top 2. These Roles describe your personal edge — those ingrained traits and tendencies that give you a *natural advantage*. Your detailed results give you personalized, practical coaching on how to use your Roles to make your greatest contribution.



#### Benefits for Individuals

Get specific about where you are at your strongest and how you can win at work. Your assessment results describe how you can make an immediate impact on your team, how to take your performance to the next level, what to watch out for, and many other coaching tips and techniques that can help you leverage your Top 2 Roles every day.



#### Benefits for Leaders

The assessment is a powerful way to get to know your people better. Learning and discussing their Top 2 Roles will help you understand not only the uniqueness of your team members, but also what motivates them, what gets in their way, and what you (and they) can do to drive their performance higher.



#### How It Works

The assessment asks you to choose the answer that best describes what you would do in a series of given situations. Each question is timed in order to capture your natural and instinctive responses. The result is an assessment that captures not (as many assessments do) your own self-perception but your tendencies of thought and action — how others experience you.



## The StandOut Assessment at a Glance

### VALID AND RELIABLE

The assessment was developed using a mixed-method research approach combining quantitative and qualitative techniques such as interviews, focus groups, and case studies with an inventory reaching more than 500,000 participants.

### STRENGTHS-BASED APPROACH

People who are playing to their strengths every day outperform those who don't. This assessment helps everyone discover his or her unique strengths and use them to achieve outstanding results.

### AUDIENCE

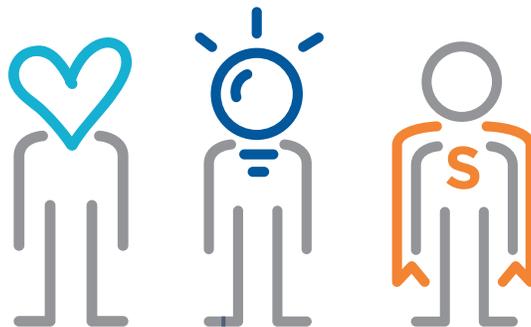
Anyone who wants to discover personal strengths.

### QUICK ONLINE ASSESSMENT

The assessment takes only 15–20 minutes to complete. It presents a timed series of thought-provoking questions that get to the heart of each person's innate tendencies.

### Discover your strengths. Activate your talent.

The Marcus Buckingham Company, an ADP® company, builds on the practices of the world's best team leaders to create new levels of engagement and performance. Using a strengths-based approach to talent, our solutions help leaders and individuals turn natural talent into extraordinary performance.



Learn more about StandOut and see how you can activate talent at every level of your organization. Visit <http://www.tmbc.com>.