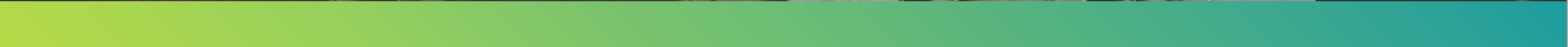




The S Curve™ Insight Tool Individual Results: Sample PDF Report

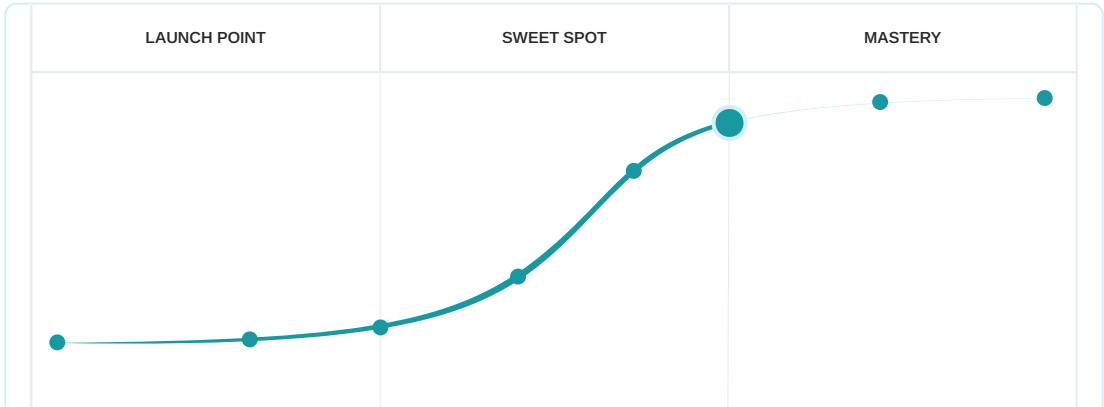


Assessment name:
S Curve Insight Tool Diagnostic

Assessment take:
08/23/2023

User name:
Captain Marvel

Overall Role S Curve



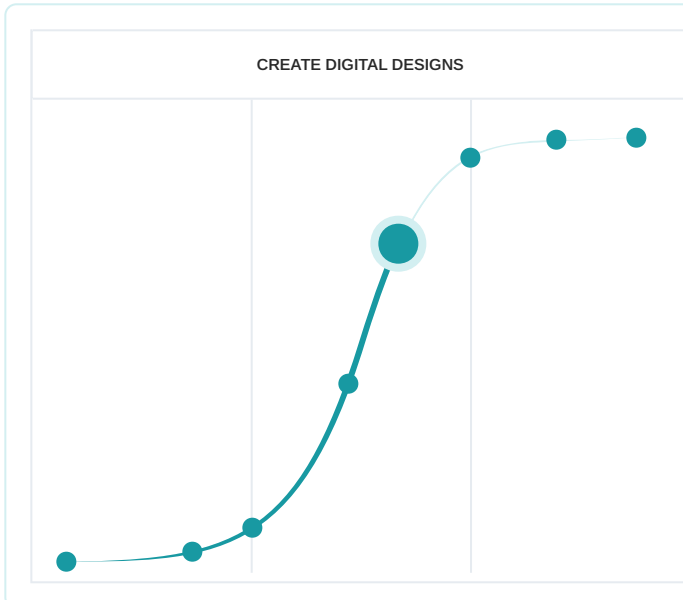
Description:

You are at the **Sweet Spot** on your overall S Curve™.

While you are familiar with the ways that your title, length of tenure, and salary describe important aspects of your current position – none of those metrics help you understand your stage of personal growth. Unlike a part in a machine, you are constantly growing and have different levels of engagement and productivity at different stages of this journey. This is based on your self-identified growth experience for each of your responsibilities.

At the Sweet Spot, you start to know what you are doing, and you can move through opportunities and challenges with confidence. Growth becomes more apparent, making it feel fast. One indicator may be higher levels of output in relation to effort.

S Curves for Top 3 Responsibilities



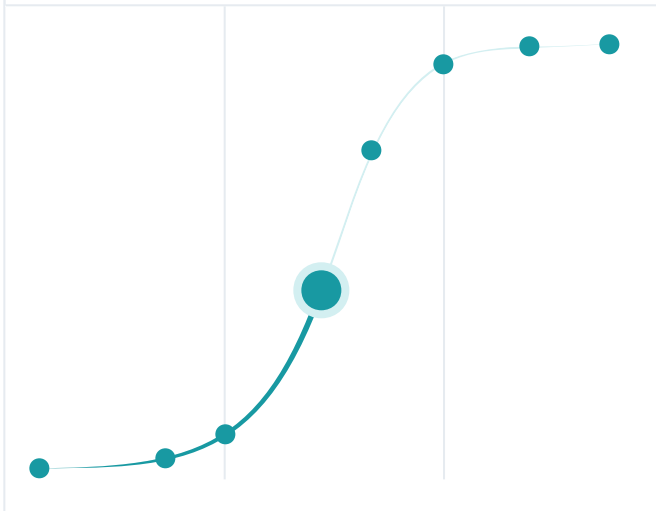
Description:

You are in the **Metamorph** stage for this responsibility.

The Metamorph stage is the fourth step along the S Curve and part of the Sweet Spot. Here you are embracing your S Curve journey as a part of your identity. Growth feels fast because you start to embody the role, and while there is still room for growth, it is starting to gradually slow.

Consider: What are you proud of?
What are your opportunities for continued growth?

COLLABORATE WITH MARKETING TEAM



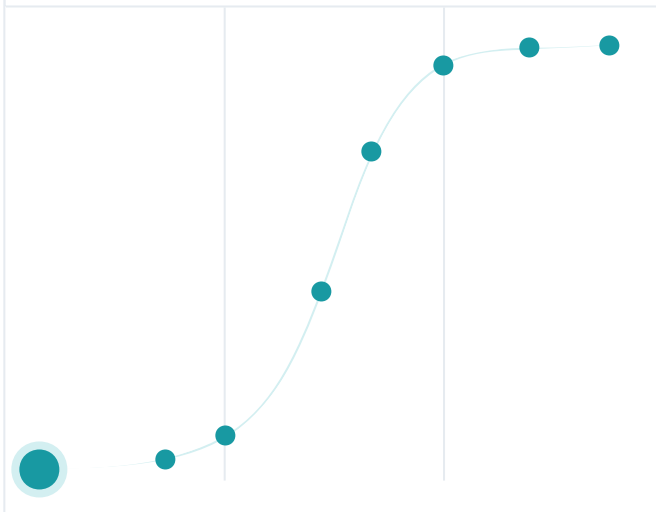
Description:

You are in the **Accelerator** stage for this responsibility.

The Accelerator stage is the third step along the S Curve and is part of the Sweet Spot. Here you are increasingly able to produce more results with less effort. It feels fast, and considerable growth is still taking place.

Consider: How are you prioritizing your choices and efforts away from the broad experimentation required in the Launch Point?

BRAND CONSISTENCY



Description:

You are in the **Explorer** stage for this responsibility.

The Explorer stage is the first step along the S Curve and part of the Launch Point. You evaluate potential opportunities and, through experimentation and asking questions, choose one to pursue. This stage can feel slow due to the uncertainty, but significant growth is taking place.

Consider: What strategic actions are you taking to build and expand your portfolio of experiences, network of relationships, and personal resources?

Tips to Maximize Your S Curve Growth

In the Sweet Spot, you will enjoy the fruits of your earlier investments. To that end, it is important to manage your expectations, maintain humility, and keep a learning-focused attitude.

1. The broad experimentation and learning you did in the launch phase - and associated willingness to always say 'yes' - needs to shift so that you can effectively prioritize and focus your efforts.
2. Continue to seek advice and mentoring from those who know the ropes - they can help keep you humble while you're moving fast!

Accelerants

EXAMINE EXPECTATIONS

LOW

ACCEPT LIMITS

LOW

ACCEPT PROBLEMS

MEDIUM

CULTIVATE GRATITUDE

LOW

NAVIGATE PROBLEMS

LOW

Description:

Intentionally analyzing your beliefs about what "should" happen to ensure your internal assumptions are healthy. Thoughtful reflection about expectations develops a perspective that is more conducive to problem solving and growth.

PLAY TO YOUR DISTINCTIVE STRENGTHS

LOW

LIVE YOUR STRENGTHS

MEDIUM

IDENTIFY STRENGTHS

LOW

COMPLEMENT STRENGTHS

LOW

Description:

Aligning what you do well with the opportunities available. When you recognize, value, and leverage your distinctive strengths, you are able to reach your goals in less time.

BE DISCOVERY DRIVEN

LOW

EXPLORE

LOW

EMBRACE UNCERTAINTY

LOW

Description:

Developing a mindset that navigates uncertainty with curiosity and tenacity. When you are discovery driven, you accelerate growth by embracing the unknown and creating space for new ideas, people, and approaches.

EMBRACE CONSTRAINTS

LOW

CAPITALIZE ON CONSTRAINTS

LOW

MANAGE YOUR ATTENTION

LOW

Description:

Acknowledging limits and restrictions are tools that provide structure, motivation, and focus for creativity and improved decision making. When you accept that constraints are not only useful but unavoidable, you can utilize them for faster feedback and focused growth.

Accelerants

LEVERAGE FAILURE

LOW

REMAIN MOTIVATED DESPITE SETBACKS

LOW

REFRAME FAILURE

LOW

Description:

Learning from mistakes and setbacks and reframing them as feedback or tools of creation for future growth. It is a mindset shift that helps you maintain motivation and allows for learning during challenging times.

TAKE THE RIGHT RISKS

LOW

DISCERN RISK

LOW

TAKE MARKET RISKS

MEDIUM

Description:

Thoughtfully identifying and taking chances that allow you to grow. Taking the right kinds of risks also involves meeting needs that are not being met by others, which removes the threat of competition and allows faster rates of growth.

STEP BACK TO GROW

LOW

CONSIDER LATERAL OR BACKWARDS MOVES

MEDIUM

REFLECT

LOW

PRIORITIZE REST AND RENEWAL

LOW

Description:

Moving off the current growth path in order to open options for a future growth path. When you step back to grow, you use lateral or backwards movement, reflection, and rest in order to move forward.

Tips to Accelerate Your Growth

Our attitudes and behaviors can either slow or accelerate our growth. The Seven Accelerants of Growth highlight the strengths you can leverage and to which accelerants you can give extra attention to fuel your growth.

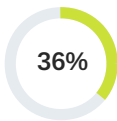
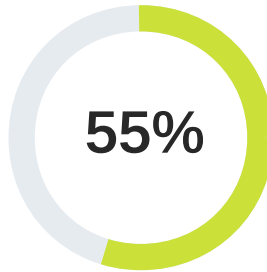
While the Insight Tool indicates your relative levels of strength and areas of growth, try to avoid treating it like a report card. Instead, review your results with curiosity and look for opportunities to accelerate your growth.

Consider:

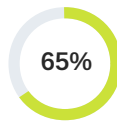
- What accelerants do you tend to utilize most? Why do you believe you have developed these strengths?
- How will you develop your weakest accelerants? What do you need to support the development of these accelerants?
- How are your strongest accelerants contributing to your team?
- In what ways can you leverage the accelerants that are strongest on your team?

Ecosystem

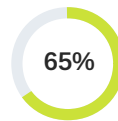
CONNECTIVE



CONNECTION TO MISSION

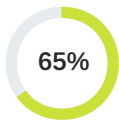
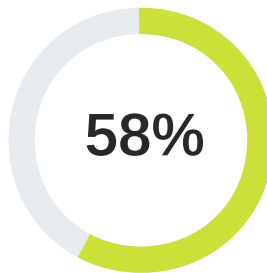


PERSONAL CONNECTION



TEAM TRUST

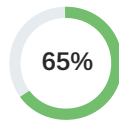
RESILIENT



PREVAILING OVER
BARRIERS



ALIGNMENT OF
EXPECTATIONS



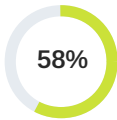
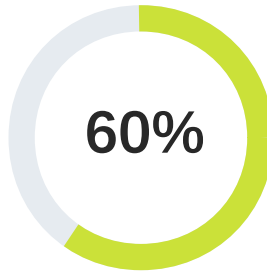
BREADTH OF SUPPORT



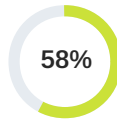
EMBRACE FEEDBACK

Ecosystem

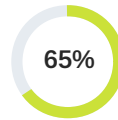
CONDUCTIVE



RESOURCE AVAILABILITY

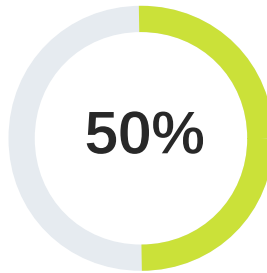


CELEBRATE SUCCESS



SUPPORT FOR AUTONOMY

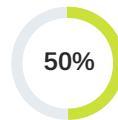
NURTURING



RESPECT FOR PERSONAL
TIME



INDIVIDUAL SUPPORT



EMPATHY

Ecosystem

Description:

A growth-friendly ecosystem is an environment of resources and relationships that surround and support individuals and teams and make growth possible. Your S Curves sit within an ecosystem. They are entwined with the resources and relationships that surround and support our growth.

In order to grow, every team member needs an ecosystem that is healthy in the following four key elements:

Conductive: A Conductive ecosystem provides team members with the resources they need to grow such as access to tools, training, and people. Team members feel like they have what they need to be effective in their roles.

Connective: A Connective ecosystem supports relationships within a team as well as between team members and the mission of the organization. Team members feel like they belong.

Resilient: A Resilient ecosystem supports individuals and teams so they are able to recover quickly from difficulties and turn mistakes into opportunities. Team members feel supported and able to overcome personal and professional challenges.

Nurturing: A Nurturing ecosystem encourages growth at the individual level. Team members feel understood and supported in an environment where unique perspectives are recognized.

Tips for a Growth-Friendly Ecosystem

We do not grow alone. Your growth as an individual is strongly influenced by the culture of your teams and organizations. You are a part of a dynamic ecosystem.

Reflect on the following:

- How do your strongest ecosystem dimensions impact your team's culture and performance?
- What actions will you take to develop your weakest dimensions?
- What can you learn from others in your ecosystem?
- What can you teach others in your ecosystem?
- As you travel the S Curve of life, your greatest legacy will be how you help others grow.