



SEBASTIAN RADICS WINGFINDER REPORT

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WHAT MAKES YOU UNIQUE, SEBASTIAN?

Every one of us is unique, with different passions, strengths and goals. Knowing your strengths and how to best leverage them, along with what to watch out for, enables you to develop, grow and succeed.

Developed by Red Bull and an expert team of psychology professors, Wingfinder focuses on your strengths, the things that you're naturally inclined to be good at, and gives you the tools and coaching to be even better.

The Wingfinder model comprises 25 individual strengths organised in terms of four key areas.

Thousands of scientific studies have shown these four factors to be more influential than any others for success in knowledge-based jobs.

**How do you create solutions
and work with change ?**



CREATIVITY

ADAPTABLE
CLASSICAL
FOCUSED
INNOVATIVE
OPEN TO EXPERIENCE
PRAGMATIC

**Learn about your style
of problem-solving**



THINKING

INTUITIVE
HANDS-ON LEARNER
BALANCED LEARNER
ANALYTICAL
AGILE

**What keeps you
moving forward?**



DRIVE

ACHIEVER
CONFIDENT
DISCIPLINED
MODEST
PATIENT
RELAXED

**How do you manage
relationships and yourself ?**



CONNECTIONS

AUTONOMOUS
BALANCED
DIPLOMATIC
DIRECT
EMOTIVE
INDEPENDENT
SOCIABLE
SUPPORTIVE



Your CREATIVITY measures how original and innovative your thinking is, or how logical and analytical it is.

You're good at coming up with new ideas but also recognise the importance of combining this with tried and tested approaches. You enjoy a balance between the new and the old, and appreciate originality when it's not too eccentric.

Wingfinder measures CREATIVITY using three scales. Let's explore your creativity in more detail.

YOUR CREATIVITY

Top Strength:

SHARE  



YOU ARE

CLASSICAL

in YOUR CREATIVITY

You enjoy the familiar and knowing what's around the next corner. But that doesn't stop you from welcoming the occasional new idea.

You succeed through

- your ability to keep things simple
- your pragmatic approach
- your reliability

On a good day...

You respectfully preserve traditions

On a bad day...

You tend to resist change

< MORE CLASSICAL

YOU

MORE OPEN TO EXPERIENCE >



YOU ARE

SLIGHTLY MORE PRAGMATIC THAN INNOVATIVE

in YOUR CREATIVITY

You generally prefer practical, tried-and-tested solutions to problems, but you're still open to the prospect of innovation.

You succeed through

- your focus on practicality
- your results-based approach
- not being too stuck in your ways

On a good day...

You enjoy coming up with innovative solutions

On a bad day...

You feel constrained by routine

< MORE PRAGMATIC

YOU

MORE INNOVATIVE >

YOUR CREATIVITY



YOU ARE

SLIGHTLY MORE ADAPTABLE THAN FOCUSED

in YOUR CREATIVITY

You have a pragmatic approach to problem-solving, and you're willing to embrace different ideas and approaches without losing sight of the task in hand.

You succeed through

- your flexible thinking
- your willingness to innovate
- your ability to focus

On a good day...

You respond well to new environments

On a bad day...

You can take on too many tasks at once

< MORE FOCUSED



MORE ADAPTABLE >



Your THINKING measures the abilities you draw upon when solving problems and ranges from Intuitive, to Hands-on Learner, to Balanced Learner, to Analytical and to Agile.

As an Agile thinker you're a fast learner, and are highly developed at working out the components of complex tasks, opinions and ideas which assists you in finding solutions. It's in your nature to think logically and you have a talent for seeing the details and patterns in problems.

Wingfinder measures THINKING using one scale. Let's explore your thinking in more detail.

YOUR THINKING

Top Strength:

SHARE  



YOU ARE

AGILE

in YOUR THINKING

You learn fast and enjoy solving complex problems through your logical, analytical way of working.

You succeed through

- using reason to solve problems
- focusing on objectivity
- learning constantly

On a good day...

You are a natural problem-solver

On a bad day...

You may be constrained by a desire for structure





Your CONNECTIONS measures how well you manage relationships and how well you work independently.

You enjoy meeting new people, making contacts and helping your network. Your ability to read and influence others means you're comfortable in most social situations.

Wingfinder measures CONNECTIONS using four scales. Let's explore your connections in more detail.

YOUR CONNECTIONS

Top Strength:

SHARE  



YOU ARE

VERY BALANCED

in YOUR CONNECTIONS

You're calm and think positively, even under pressure. You don't worry about things and don't get stressed.

You succeed through

- your resilience to stress
- staying upbeat
- keeping a cool head

On a good day...

You stay calm when stress levels rise

On a bad day...

You may not realise when others are stressed

< MORE EMOTIVE

YOU

MORE BALANCED >

Top Strength:

SHARE  



YOU ARE

SUPPORTIVE

in YOUR CONNECTIONS

You're good at thinking about other people before yourself. You appreciate the support and ideas they can offer.

You succeed through

- your selflessness
- your openness to other opinions
- your focus on the group

On a good day...

You are naturally supportive of colleagues

On a bad day...

You can be too influenced by others' needs

< MORE AUTONOMOUS

YOU

MORE SUPPORTIVE >

YOUR CONNECTIONS



YOU ARE

SOCIABLE

in YOUR CONNECTIONS

Social events are something you're naturally good at. You prefer being around people and you enjoy making new connections.

You succeed through

- being comfortable around people
- being energised by spending time with others
- taking an interest in others

On a good day...

You thrive on meeting new people

On a bad day...

You can find it hard to work alone

< MORE INDEPENDENT



MORE SOCIABLE >



YOU ARE

DIPLOMATIC

in YOUR CONNECTIONS

You're sympathetic and warm. You prefer to avoid conflict and try to be as tactful as possible. You're also accommodating of other people's needs.

You succeed through

- your sense of fairness
- your ability to resolve confrontations
- your ability to empathise

On a good day...

You have strong social skills

On a bad day...

You avoid giving critical feedback

< MORE DIRECT



MORE DIPLOMATIC >



Your DRIVE measures your level of ambition.

You're self-confident and always aim to do your very best work, but you don't always see your colleagues as rivals. So while you enjoy being praised for your achievements, you're equally happy to see others recognised for theirs.

Wingfinder measures DRIVE using three scales. Let's explore your drive in more detail.

YOUR DRIVE



YOU ARE

DISCIPLINED

in YOUR DRIVE

You're driven to complete what you start and like your workflow to be structured. People can rely on you because you're efficient and care about details.

You succeed through

- setting yourself high standards
- planning ahead
- delivering consistently

On a good day...

You can be relied on to deliver

On a bad day...

You get frustrated by tasks that don't have clear deliverables

< MORE RELAXED



MORE DISCIPLINED >



YOU ARE

SLIGHTLY MORE OF AN ACHIEVER THAN PATIENT

in YOUR DRIVE

You care about the work you do and work hard on projects you believe in. But you keep things in balance and don't let work take over your life.

You succeed through

- knowing your capabilities
- having the right workload
- being energetic and enthusiastic at work

On a good day...

You strive to reach your goals

On a bad day...

You can overshadow less driven colleagues

< MORE PATIENT



MORE ACHIEVER >

YOUR DRIVE



YOU ARE

SLIGHTLY MORE MODEST THAN CONFIDENT

in YOUR DRIVE

You're aware that confidence doesn't equal competence. It's all about closing this gap and that's why you continuously try to build on your competence.

You succeed through

- taking nothing for granted
- being realistic about your abilities and limitations
- hiding your insecurities

On a good day...

You are comfortable in the limelight

On a bad day...

You have high expectations for yourself

< MORE MODEST



MORE CONFIDENT >

YOUR PERSONAL COACHING PLAN

Your personal coaching plan focuses on your top 4 strengths. These top 4 strengths represent your strongest personality preferences and the areas that you are most likely to start and continue developing. Your personal coaching plan brings together years of experience and specialist knowledge on how to train for success and is customised based on your personality.

You are
BALANCED



You are
Agile



You are
CLASSICAL



You are
SUPPORTIVE



WHAT ARE STRENGTHS?

Strengths are the ways you are most likely to behave - your strongest personality preferences. They are aspects of your personality that you use to succeed at work and as you rely on them you are more likely to start and continue developing them. High performance comes from shaping and expanding your strengths through concentrated effort and practice.

YOUR STRENGTHS, YOUR STORY

We all have our own unique strengths. Wingfinder focuses on the key factors for career success which have been identified by psychologists across thousands of scientific studies. What YOU DO to develop your strengths will make the difference.

BEWARE OF THE DARK SIDE

Every aspect of personality has its positives and negatives depending on the situation and being self-aware will help you succeed in your career. As your top 4 strengths are your most preferred way to behave, you may be overusing them, or there may be situations they may not be to your advantage, how they can be managed and developed is key.

You are
BALANCED



You're calm and think positively, even under pressure. You don't worry about things and don't get stressed.

KEEP DOING

Keep being that rock for your colleagues, whatever pressures you face. People rely on you for your clear, rational thinking.

STOP DOING

You're particularly good at choosing which emotions you'll show others. You have a great poker face, so don't assume that others are aware of the emotions you're feeling.

START DOING

Remember, not everyone's as in control and resilient as you are. Stress affects some people more than others. Be sensitive and understanding around those people.

Here are four ways to help you build on this strength

1

Keeping calm is a strength

Keep calm. Being able to manage stress and deliver under pressure is a massive strength.

2

Challenge yourself

Take on challenging, even stressful, projects. They will suit your cool confidence.

3

Don't let your calmness be misinterpreted

Show you understand the urgency of a situation. Don't let your calmness be mistaken that you aren't committed.

4

Support others when you see they can't cope

Pay attention when others look more stressed than you do, as there may be a good reason why.



You are
Agile



You learn fast and enjoy solving complex problems through your logical, analytical way of working.

KEEP DOING

You have a highly developed ability to analyse problems, identifying patterns and relationships that make up the problem, and finding logical solutions. Because of this, you're good at finding solutions, even in situations where you don't have previous knowledge or experience.

STOP DOING

Try not to be too closed off to ideas that haven't been rigorously tested or researched. Take a chance on the unpredictable and choose the right situations to trust your intuition. Notice when you're racing far ahead of people with your thinking. Not everyone is as fast as you, so take the time to bring them on board.

START DOING

Team up with people who work in a more intuitive way. Combining your analytical brain with their less-structured approach could produce some exciting results.

Here are four ways to help you build on this strength

1

Avoid assumptions

When you're considering many different solutions to a problem, the one that asks you to make the fewest assumptions is usually the best one.

2

Question things

Always question what you're reading as you read it. This will help you to become more engaged with the text.

3

Examine your ideas rigorously

Make sure you debate your ideas before acting on them, to spot any weaknesses or flaws.

4

Challenge yourself intellectually

Keep your mind agile outside of work by experiencing a wide variety of intellectual challenges.

You are
CLASSICAL



You enjoy the familiar and knowing what's around the next corner. But that doesn't stop you from welcoming the occasional new idea.

KEEP DOING

Keep sticking to your principles. People value your consistency as they know what they can expect from you; that's why people are comfortable relying on you.

STOP DOING

Sometimes, you find yourself resisting change or avoiding new opportunities. Break this habit and embrace the potential these new developments may represent.

START DOING

Actively seek the perspective of others — you'll expand your thinking and may even find the experience refreshing.

Here are four ways to help you build on this strength

1

Do regular things differently

Switch up your routine in little ways, like finding a new place to get lunch or taking a different route home from work.

2

Stay focused

If things do change at work, focus on what remains the same, especially your skills and what you do best. This focus will help you feel more comfortable when you need to adapt and be more flexible.

3

Don't be afraid of setbacks

Experimentation is key to increasing your creativity. See each setback as an opportunity for learning that will ultimately make your end-product stronger.

4

Embrace your creative ideas

Don't be overly critical of your own creative ideas — embrace them. They'll improve the more you work on a problem.

You are
SUPPORTIVE



You're good at thinking about other people before yourself.
You appreciate the support and ideas they can offer.

**KEEP
DOING**

Your desire to assist others is a valuable quality. It means the people you work with feel that you are there when they need help and that you're working for the good of the team.

**STOP
DOING**

Make sure you're not spending so much time helping others, you forget about yourself. Challenge yourself to give hard facts and data more weight over the needs of members of the group, in your decision-making.

**START
DOING**

Your belief in other people is a great quality of leadership. Try to bring more people together to achieve collective goals — don't shoulder the entire burden yourself.

Here are four ways to help you build on this strength

1

Listen first

Hold back your opinion until you've made an effort to understand the other person's. Then you will be able to help them even more.

2

Strike the right balance

Try to strike a good balance between your own needs and other people's. Don't let one overtake the other.

3

Be prepared to focus on your own goals when you need to

We always have to make compromises, but sometimes you should focus on your own goals.

4

Ask for help when you need it

You cooperate well with others. So notice when you're struggling on your own, and reach out for help.

LEARN FROM THE GREATS

At Red Bull, we believe that true strengths are built from combining raw talent with skills and knowledge.

Find strategies for maximising your talents by learning how legends have worked with their strengths to achieve great success. Here, we bring you reflections and advice from the very best in the world.

