

# BP10

## BUILDER PROFILE 10™

### PROFILE

After years of research, Gallup identified 10 innate talents shared by successful builders. Gallup defines a "builder" as someone who can create economic energy where none previously existed.

This report presents your 10 builder talents in rank order.

Gallup recommends that you focus on your top four talents as they will provide your best opportunity for success.

Use this customized report to learn how you can apply your talents most effectively in the role of a builder.

*Read your full report for a greater understanding of your builder talent and style.*

### TALENTS

**01**  
**KNOWLEDGE**

**02**  
**RELATIONSHIP**

**03**  
**RISK**

**04**  
**DETERMINATION**

### STYLE



#### RELATIONAL

You create mutually beneficial relationships and collaborative environments that inspire creativity. You inspire customers and employees to be advocates for your business.

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Understanding and using your top four builder talents can help you successfully start and grow something of economic value.

To increase the likelihood of your success, read these descriptions and consider how to apply your unique talents.

## TALENT ORDER

## PEOPLE WITH HIGH LEVELS OF THIS TALENT

## ACTION ITEMS

01  
KNOWLEDGE

- constantly search for new information about the initiative
- obsesses about the activity
- value information as an asset

- Set aside time to learn new information relevant to your activities.
- Encourage your employees and customers to share their insights.
- Consider how what you learn affects your business.

02  
RELATIONSHIP

- have high social awareness
- build diverse networks
- attract and maintain partnerships

- Focus on your most valuable contacts.
- Revitalize and expand your network as business needs change.
- Ensure networking activities do not detract from accomplishing other tasks.

03  
RISK

- are comfortable with ambiguity
- take a rational approach to decision-making
- embrace challenges enthusiastically

- Account for external business conditions.
- Calculate your odds of success before assuming risk.
- Have outsiders evaluate your ideas.

04  
DETERMINATION

- exhibit a tremendous work ethic
- are tenacious and persistent
- have the ability to recover from setbacks

- Pivot when results don't match your expectations.
- Help your team see the possibilities during challenging times.
- Reflect on your successes and mistakes.

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## TALENT ORDER

## PEOPLE WITH HIGH LEVELS OF THIS TALENT

## ACTION ITEMS

05  
PROFITABILITY

- have sharp business instincts
- set clear goals
- plan growth strategies

- Measure progress toward goals.
- Put customers above everything else.
- Invest time in growth strategies.

06  
DISRUPTOR

- think of novel ways to move things forward
- are brimming with new ideas
- imagine possible futures

- Experiment to resolve a project's uncertainty.
- Build and test a minimal viable product.
- Launch to early adopters and iterate.

07  
DELEGATOR

- easily delegate authority
- are proactive collaborators
- recognize team strengths

- Set clear expectations when you delegate.
- Focus on outcomes rather than processes.
- Set milestones to monitor progress.

08  
INDEPENDENCE

- can single-handedly operate an organization
- autonomously set goals and take action
- are able to multitask

- Develop strategies to handle day-to-day management.
- Have the right people in place to help you manage tasks.
- Put checks in place to track progress.

09  
CONFIDENCE

- know themselves well
- have strong self-belief
- convince others of their ability to get positive results

- Plan ahead to boost your confidence.
- Prepare for contingencies before taking action.
- Seek feedback from those you trust.

10  
SELLING

- are ambassadors and evangelists
- are persuasive
- communicate clearly

- Rally internal support for your ideas.
- Partner with others who can help communicate with your customers.
- Make customers your brand advocates.

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Gallup has identified three distinct builder styles. While you likely exhibit elements of all three, you lead with the style highlighted below.

Builder style is a critical consideration when creating effective teams. Ensure your team includes individuals who lead with different styles.

STYLE	DESCRIPTION	TALENTS
<input type="checkbox"/> <b>ACTIVATION</b>	<p><b>Your Talent:</b> You make things happen. Because you are not afraid to take risks, you are likely to be forceful in your approach. You work hard to reach your goals. You also push others to improve their efforts, thus positively affecting productivity.</p> <p><b>Using Your Talent:</b> Continually analyze the environment for new opportunities. When bringing a promising idea to market, start small to minimize risk.</p>	<b>DELEGATOR</b> <b>DETERMINATION</b> <b>INDEPENDENCE</b> <b>RISK</b>
<input checked="" type="checkbox"/> <b>RELATIONAL</b>	<p><b>Your Talent:</b> It is easy for you to create mutually beneficial relationships. You accurately recognize and harness others' abilities. You excel at creating collaborative environments that inspire creativity. This enables you to create solutions that disrupt markets.</p> <p><b>Using Your Talent:</b> Keep the mission, goal and purpose of your venture in mind as you create new offerings. Leverage your relationships to commercialize your ideas. Turn your employees and customers into advocates for your activities.</p>	<b>DISRUPTOR</b> <b>KNOWLEDGE</b> <b>RELATIONSHIP</b>
<input type="checkbox"/> <b>STRATEGIC</b>	<p><b>Your Talent:</b> You have an extremely clear growth strategy. You tend to take a long-term approach and a big picture perspective. You focus on goals and you measure success by profitability.</p> <p><b>Using Your Talent:</b> Aggressively pursue growth strategies. Energize customers and employees by painting a vision for the future. Be the voice and face of your organization or activity.</p>	<b>CONFIDENCE</b> <b>PROFITABILITY</b> <b>SELLING</b>