What is the StandOut assessment?

This brief assessment reveals your top "StandOut Roles," the combination of traits that helps you stand out at work. While many other assessments ask you to rate your own qualities, this assessment is designed to give a series of situations and asks what you would do in those situations. Although everyone has all nine Roles, The StandOut assessment ranks you on all Roles to reveal your top two. The results give you a new perspective on your own strengths and help you become more aware of where you are at your best. The results give you practical strategies for how to accelerate performance.

Why is there a timer for each statement? What if I didn't have time to choose a response or missed answering a couple of questions?

The time limit prevents you from over-analyzing your responses. Your top-of-mind reactions are the most accurate reflection of the true you. If the time limit prevented you from making a choice, the StandOut assessment will measure your results accurately even if you miss one or two questions.

How many times can I take the StandOut assessment?

We do not recommend taking StandOut more than once. As with any assessment, the first time you take it will always be the most reliable indicator, because you have never encountered the scenarios before. If you take it again in quick succession, your results could possibly (even probably) change, because you will be taking the assessment with a "prepared mind." Once you have already seen your results and reacted to them, you can no longer purely answer the questions.

What if I think one of my top 2 Roles is wrong?

Whichever Role you think should have been higher in your results to replace the "wrong" Role, know that you do play that Role, at least sometimes. You can see where it ranks for you in your full ranking order. It's not unusual for people's Top 2 not to reflect what they think they should have gotten. But it's important to keep in mind that none of the Roles is better or more "correct" or valuable than any of the others. StandOut is an assessment that measures not how you perceive yourself, but how you impact other people. We suggest that you keep an open mind about what StandOut is telling you regarding how you may be perceived by others.

StandOut is a situational judgment test that rather than asking you to describe yourself, it presents you with situations and asks what you would do. Because you're not evaluating yourself directly, and throughout the assessment you are not aware of what you are being measured against, the possibility exists that you won't feel it "fits" as well as other assessments. But that is precisely its value. Other assessments summarize your self-image. StandOut summarizes what you actually tend to do--your actions/output--and therefore how others experience you. It determines your top 2 StandOut Roles by giving you 12 chances to "jump" toward each Role. The questions have been carefully constructed to trigger people with certain traits to choose certain answers. The 9 possible StandOut Roles have been identified as the most common combinations of traits and talents based on Marcus Buckingham's 20+ years of research on talent themes. Those you "jumped" toward the most are your top 2 StandOut Roles.

The situations you presented in StandOut didn't resonate with me. I would never encounter these things in my work or my life.

Although StandOut uses specific situations to gauge your response, the particulate details of those situations do not determine your StandOut results. For instance, although none of the scenarios mentions a computer programmer or a housekeeper, people in those professions can nevertheless use their imaginations to respond to the scenarios depicted, without compromising the StandOut Results.

There were some questions for which there wasn't a response that would accurately describe what I would do.

There are always several variations of how you could respond to any situation. The assessment asks you to select the answer that most closely fits (not the perfect answer, just the one that most closely fits) what you would do in that situation and not overthink it. There are not right or wrong responses – you simply have to say, "this is the answer out of the ones provided that I would be most likely to do."

What are StandOut Roles? What is a strength?

StandOut Roles are those ways in which you stand out and add the greatest value to your team. There are a total of 9 StandOut Roles, not to be confused with Strengths. A strength is an *activity* that makes you feel strong. A StandOut Role describes how you *approach* any given situation. Strengths are what you love to do, and a StandOut Role is how you tend to do it. Understanding both is important.

Why does StandOut focus on my top 2 Roles?

These top 2 Roles are your comparative advantage. Focusing on these 2 will give you the greatest return on your investment and enable you to contribute your best. StandOut also reveals where each of the 9 Roles fits in your rank order.

I have "Role envy."

People may feel disappointed with their Top 2 Roles. For instance, I may be a Pioneer / Provider and feel that one of my Roles should have been Creator. Simply because one of your top Roles is not Creator, does not mean that you do not have any of the characteristics of a Creator. It just means that, when presented with a series of situations, your first choices leaned more towards the responses of a Pioneer / Provider. We designed the test so that individuals were given 12 different opportunities to select responses relevant to each of the 9 Roles. People have just as much chance to select Creator responses as Provider responses. So, there is "equal Role opportunity"! Also check the full Role rank order. It could be that Creator is number 3 on the list. The complete rank order can be found in the printed StandOut results.

Can StandOut reveal whether I am in the right career?

The "Ideal Career" section of your assessment results provides insights into the type of career that is best suited to your particular Role combination. We have found every Role combination in all the different positions we have studied. There is no perfect profile for a position. Anyone with any top 2 StandOut Roles can achieve excellence in any job.

How does StandOut differ from StrengthsFinder?

The original strengths assessment tool, StrengthsFinder, does a great job of giving you an affirming language to describe your strengths. The obvious question, and the next step, is: "Now, what do I do with them?" StandOut was created to answer that question, by giving you specific prescriptions for actions you can take to make the most of your strengths.

How does StandOut differ from Myers-Briggs?

Developed by Isabel Briggs Myers and her mother, Katharine Briggs, the Myers-Briggs Type Indicator® categorizes individuals in order "to make the theory of psychological types described by C.G. Jung understandable and useful in people's lives" per "MBTI Basics" from The Myers & Briggs Foundation. StandOut, in contrast, is not a general personality assessment but a tool to help people identify their comparative advantages and practically apply their strengths.

Is the strengths-based approach about self-esteem? Are you just trying to make people feel good?

Focusing on strengths will make people feel better, it's true. But strengths are about performance and contribution. Strengths are the path of least resistance to performance, and the clearer you and your team members get about what your strengths are, the more naturally and easily you will be able to perform at their best. You simply get better results by focusing on people's strengths than you do by obsessing about their shortcomings.

As a Team Leader, if I'm focusing on strengths, can I talk about performance issues at all? What does this mean in terms of criticism?

Absolutely, even when you are trying to draw out and leverage the unique strengths of everyone on your team, you can demand basic competence in key areas of job responsibility. But the best way to address poor performance is by looking at it through the lens of strengths: paying attention to what gets in the way of your team members and finding strengths (both from that team members and from the team) to compensate.

How do I prevent team members from using strengths as an excuse to avoid unpopular tasks? What if the company simply requires a certain unwelcome task?

A strengths-based philosophy doesn't mean simply avoiding the work you don't want to do. True, ideally people will stop doing things that weaken them – but that is to free up time for them to leverage their strengths even more. Sometimes, however, people just have to suck it up and do it. The important thing is to ensure that people aren't spending a majority of work time on activities that don't strengthen them. It would be great if people could spend 100% of their time playing to their strengths, but realistically, even 75% would be a drastic improvement for most of us.

What about getting people out of their "comfort zone" and creating "stretch" goals?

The fastest way to poor performance is to get out of a strengths zone. Dramatically increase your performance by staying in your strengths zone. Challenge your people, yes – challenge them to make the most of what their strengths have to offer.