

PowerSkills™ PROfile

Prepared for Zac Lorenzen



Power Skills™ are critical to career growth today. The seven Power Skills were selected and curated for their relevance to business growth, management agility, and adaptability to change. When taken together and mastered, these skills can give you the ability to think critically, work effectively with teams, and expand your responsibility for people and processes.

How the Power Skills PROfile is Reported

Your score on the Power Skills PRO™ is compared to others who have taken the assessment. Our comparison for each of the skills is based on this comparison. For six of the seven Power Skills, we provide your results compared to the mean (average) of all others who have taken this assessment. For each of these six skills, your report will be high, average, or low in comparison to the average of others for that skill. We also show you the average score for each.

Values Clarification is scored differently. Each of us has a wide set of values, and it is not appropriate to suggest which are better than others. Reporting for Values Clarification shows your top three of the various values that the PRO tested.

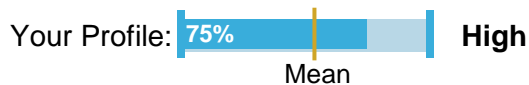
The important thing to remember is that all seven Power Skills work together to strengthen your overall ability to lead and adapt. In order to solve problems, strong decision-making strategies must be used. In order to make good decisions, good judgment is necessary. Rarely is this done alone. That's where strong communication and collaboration skills come in. And all is within a firm foundation of values.

[See Your PROfile »](#)

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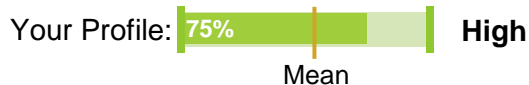
COLLABORATION

Collaboration means working with others to achieve a common purpose, and to strengthen overall team cohesiveness and effectiveness. This is accomplished by fully engaging with team members, using individual strengths and skills to facilitate contributions, and eliminating bias toward personal perspectives. When effective, collaboration results in shared understanding and agreement that support accountability to shared standards.



COMMUNICATION

Effective communication usually involves looking for a specific outcome as a result, such as presenting new information, gaining agreement, providing direction, changing behavior, or taking action. The sender of the communication – regardless of the medium – has responsibility to make sure the message is understood by recipients. Many times, the culture and politics of the work environment prevent us from being focused and direct in communications. A lack of succinct and direct communication creates additional work, confusion, unnecessary politics, and ultimately, loss of value to stakeholders.



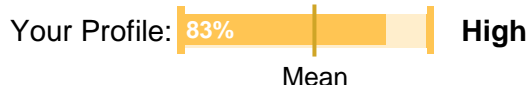
PROBLEM-SOLVING

Everybody encounters problems on a daily basis that require solutions. The ability to solve problems effectively and efficiently is a valuable personal and professional skill. Developing effective problem-solving skills allows learners to recognize problems when they occur, conduct analysis of the problems, assess the severity of the problems, and evaluate a variety of possible solutions for increased efficiency and productivity.



JUDGMENT

Sound judgment is more than simply demonstrating mastery of the knowledge or processes related to a specific job or profession. Sound judgment is a key component of an individual's ability to think critically, and results from the application of a logical structure for considering relevant information in light of past experience. Sound judgment allows a person to accurately assess various options or solutions to make the most effective and/or appropriate choice.



DECISION-MAKING

Decision-making is a key component of the critical thinking process. Decision-making follows from problem-solving and judging, and is the process that results in making a choice among multiple possible courses of action. Effective decision-making can be delayed or prevented by a number of factors including too much/too little information, too many people and/or beneficial interests, and over/under commitment to a decision. Effective decision-makers are able to identify available options, evaluate them objectively, and choose appropriately.



SELF-MANAGEMENT

Self-management includes a variety of factors, skills, and techniques considered and used in pursuit of goals. Activities such as personal development and learning, setting goals, personal reflection, and self-assessment contribute to self-management skills. This boot camp provides learners with skills in assessing their relevant attitudes and behaviors when working in a professional context, assuming responsibility for their actions, overcoming obstacles ethically to achieve objectives, demonstrating professionalism, developing a sense of self as a learner, and building fully on previous learning and experience.



VALUES CLARIFICATION

Values clarification is essential for effective decision-making, collaboration, and self-management. Values are typically defined as ethical priorities and moral standards that guide our actions. By identifying and focusing on personal values, individuals can achieve greater self-awareness, higher levels of personal integrity, and enhanced credibility as a person and a leader. This boot camp assists learners in comprehensively evaluating their personal values for complexity, multiple layers, and interrelationships, and developing their skills articulating and internalizing the consequences and outcomes related to values interrelationships.

Your Top Three Values:

Intellectual Stimulation
Independence
Creativity

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