



The Extraordinary Performer™

Build individual strengths by pairing the finest assessments with targeted practices.

Benefits of a strengths-based approach:



70%
Increased Employee Engagement



40%
Increased Customer Satisfaction



50%
Decreased Employee Turnover

Magnify Strengths in Every Performer

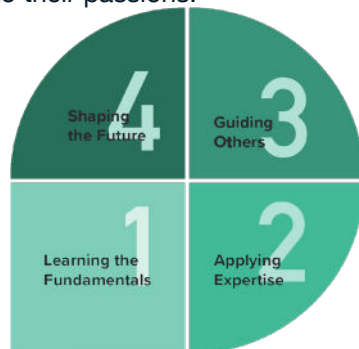
Zenger Folkman's approach changes the traditional development-planning process to a new, strengths-focused lifestyle that brings science to the art of leadership.

Grounded in Research

The *Extraordinary Performer* Assessment utilizes globally validated questions to measure effectiveness in the skills that differentiate highly effective individual contributors and emerging leaders. Participants receive valuable, robust feedback that is benchmarked against global norms.

Built on Strengths

Research shows the greatest increases in business outcomes don't happen when focusing on weaknesses, but rather by building upon strengths. Through analysis of their personal feedback, participants discover their sweet spot; a focus for development that leverages their strengths, supports organizational needs, and plays to their passions.



Navigating Career Changes

Career progress can be mapped by how individuals move through distinct stages: learning the fundamentals, applying expertise, guiding others, and shaping the future. These career stages relate to contribution and behavior, not to formal positions in the hierarchy. Participants learn to successfully transition through these stages and create plans to support career goals.

A PROVEN FRAMEWORK

for Building Extraordinary Performers



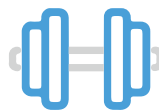
1. Define

what extraordinary performers look like in your organization.



2. Measure

your performers' effectiveness against global norms.



3. Develop

their strengths.



4. Sustain

development and make it practical and actionable.

Great leaders are not defined by the absence of weakness, but rather by the presence of clear strengths.

Deliverables:

- 360-Degree Assessment and personalized feedback report
- Researched-based strengths building guide
- Tools to support ongoing development and learning
- *Pulse Check*—a follow-up assessment to help performers measure progress
- A global network of consultants, facilitators, coaches, and implementation specialists with the knowledge to ensure your success



FLEXIBLE FORMATS

In-person Development Experience
1-on-1 Assessment Coaching/Debrief Live
Online Development Experience



DELIVERY OPTIONS

May be delivered by Zenger Folkman's facilitators and coaches or by certified internal resources



CERTIFICATION OPTIONS

Certify an internal facilitator to deliver a development experience or provide coaching