

Strengths Compass: **Understanding Your** **Assessment**

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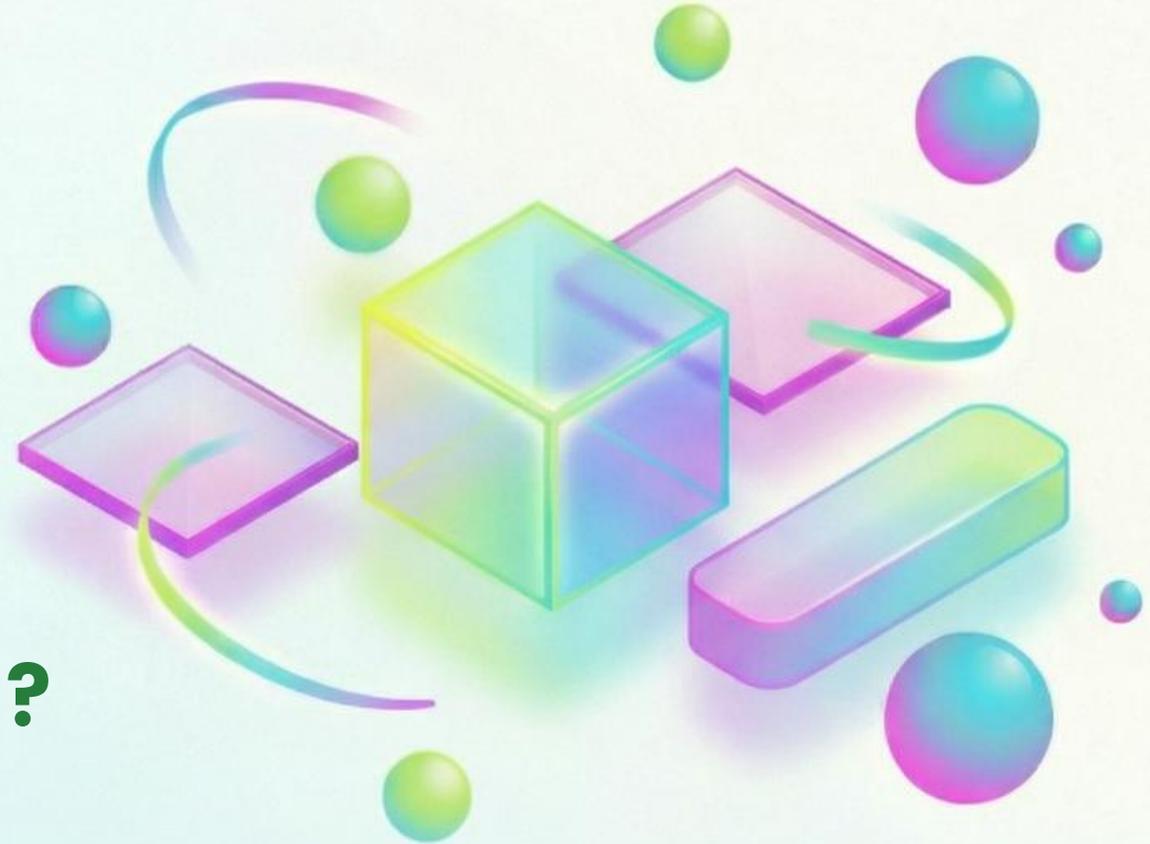


01

What We Measure?

Why It Matters?

How It Shapes Your Growth?





The 6 Clusters We Measure

01 Caring & Self-Understanding

Measures your capacity to care for others and know yourself.

- **Altruism,**
- **Empathy,**
- **Self- Awareness.**



The 6 Clusters We Measure

02 Character & Moral Foundation

Measures the ethical backbone of how you operate

- **Honesty- Humility,**
- **Reliability,**
- **Cooperation.**
- .



The 6 Clusters We Measure

03 Drive & Achievement

Measures your engine for getting things done despite obstacles.

- **Perseverance,**
- **Self- Discipline,**
- **Initiative.**



The 6 Clusters We Measure

04 Emotional Strength

Measures your capacity to handle pressure and adapt.

- **Resilience,**
- **Emotional Regulation,**
- **Cognitive Flexibility.**



The 6 Clusters We Measure

05 Personal Agency & Growth

Measures your belief in yourself and ability to grow.

- **Leadership,**
- **Self- Efficacy,**
- **Growth Mindset.**



The 6 Clusters We Measure

06 Openness & Future Orientation

Measures your relationship with the future and long-term goals.

- **Optimism,**
- **Grit,**
- **Creativity & Curiosity.**

Why These 18 Strengths?



Positive psychology, developmental psychology, and organizational science.



Strong predictors of life satisfaction, relationship quality, career effectiveness, and mental health.



Developable capacities that respond to awareness, practice, and support.



Each strength impacts three life domains simultaneously Self, Relationships, and Profession.

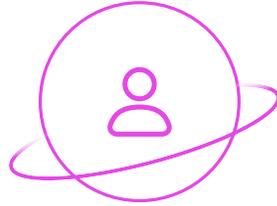


Emotional Regulation affects exam performance, relationship quality, & leadership effectiveness simultaneously.



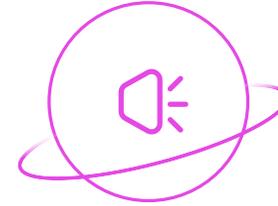
Building blocks of a well-functioning, fulfilling life.

Impact on Self – Our Inner Foundation



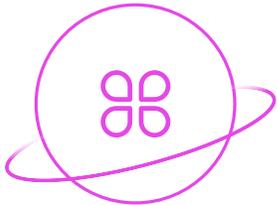
Emotional Regulation

Determines day- to- day quality of life, stress levels, focus, sleep, and mental health.



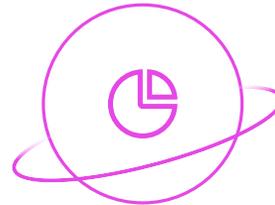
Growth Mindset

Transforms setbacks into learning experiences rather than identity threats.



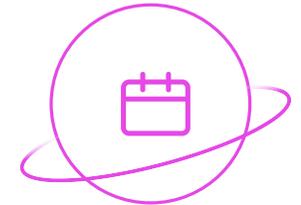
Self-Awareness

Better decisions and faster learning through understanding your patterns, triggers, and motivations.



Self-Efficacy

Shapes whether you attempt challenging goals; low belief often masquerades as laziness.



Psychological Resilience

Recovery capacity determining whether adversity strengthens or diminishes you. Your relationship with yourself is the foundation everything else is built on.

Impact on Relationships: Your Connections



Empathy



Foundation of trust, connection, and influence through accurate understanding of others' feelings.

Cooperation



Enables effective work alongside others through compromising, contributing, and valuing shared success.

Altruism



Builds deep loyalty and strong networks; determines if others experience you as genuinely caring or transactional.

Honesty-Humility



Determines depth of trust others place in you; genuineness and fairness open doors manipulation closes.

Reliability



Behavioral expression of trust through consistently following through on commitments.

Relationships are the multiplier of all other strengths.

Impact on Profession and Academics



Perseverance & Self-Discipline

Stronger predictors of academic and career success than intelligence alone.

Grit

Essential for multi-year academic pathways, competitive examinations, and sustained ambition.

Initiative

Separates those who wait for opportunities from those who create them (critical competitive advantage).

Cognitive Flexibility & Creativity

Determine adaptability in rapidly changing professional world. Technical skills get you in the door. Psychological strengths determine how far you go.

Leadership

Drives visibility, influence, and career progression (even in individual contributor roles).

How the Assessment Works



5-point scale responses

No trick questions, no time pressure — honest, instinctive responses yield most useful results.



Built-in checks

Detect socially desirable responding (trying to "look good" reduces accuracy).

Results show three bands

HIGH

MEDIUM

LOW

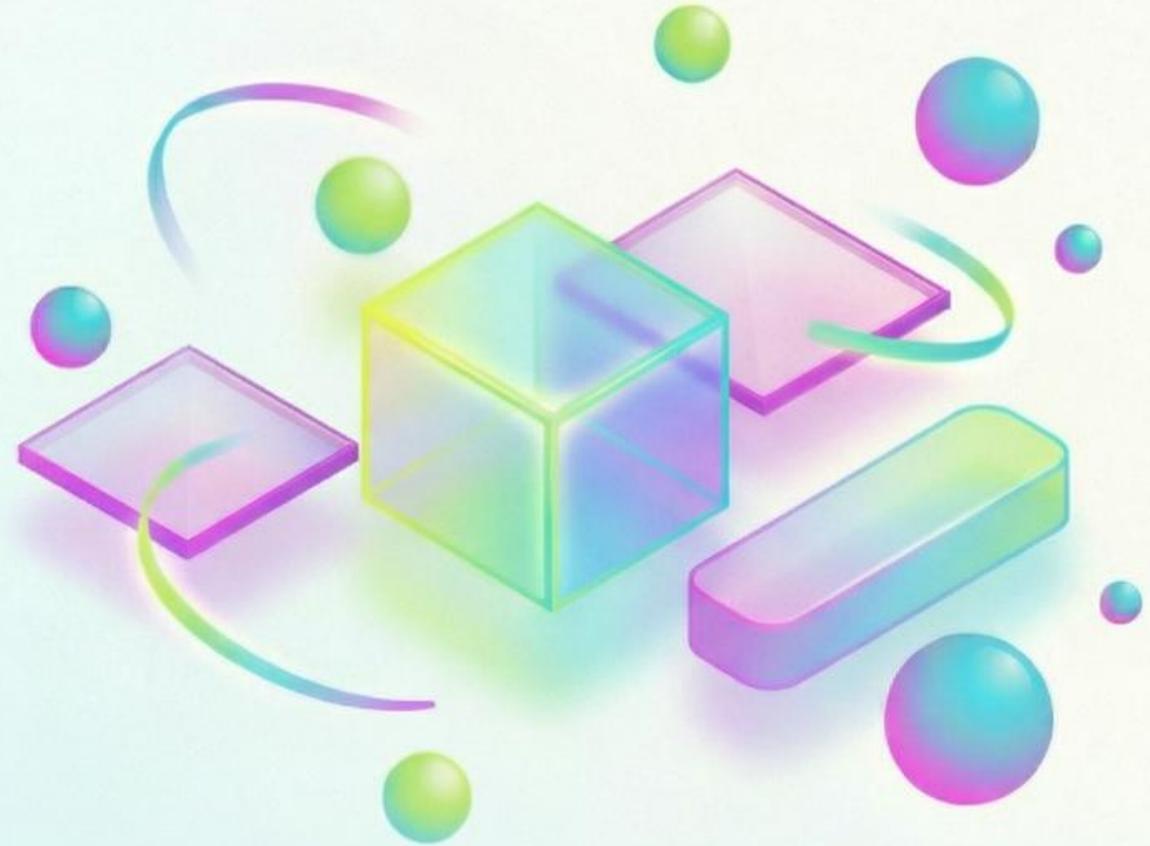
Core Strengths, Emerging Capabilities, and Development Priorities.

Will NOT label you as good/bad, predict specific careers, diagnose conditions, or remain fixed.

Approach this as an honest conversation with yourself — authenticity creates valuable insights.

02

Understand your report





Core Strengths – High Bands

- ✓ These are your natural assets — the qualities that come most easily to you
- ✓ They represent where you're already performing well and can make the biggest impact
- ✓ Think of these as your "superpowers" — lean into them, use them deliberately
- ✓ Watch for overuse: even strengths can become liabilities when applied in every situation

(e.g., high Cooperation might mean you avoid necessary conflict)



Emerging Capability – **Medium Bands**

- ✓ These are solid foundations — you have a working level of these qualities
- ✓ They're functional in everyday life but not yet distinctive
- ✓ You don't need to worry about these unless they're directly relevant to a specific goal (e.g., preparing for competitive exams, pursuing a leadership role)
- ✓ Some of these may naturally strengthen as you grow — others may need intentional effort depending on your ambitions



Growth Opportunity – Low Bands

- ✓ These are not weaknesses — they're areas where you have the most room to grow
- ✓ Not every LOW area needs urgent attention; focus depends on what matters most in your life right now
- ✓ Some LOW scores are perfectly normal for your age group (for instance, self-discipline is still developing in the teen years)
- ✓ The ones that matter most are those that directly affect your current goals or are undermining your HIGH strengths



When to reach for guidance or coaching?

- ✓ Multiple LOW scores in Emotional Strength cluster — get professional support
- ✓ Feeling stuck, overwhelmed, or unsure where to start making a major life decision — use your profile as part of that thinking
- ✓ Something in your report surprised you and you want to explore it
- ✓ A professional coach or a guide has deeper insights and is a strategic thought partner, not a fixer

What Happens After Your Development Journey



- **Step 1 – Personalized Report**

Highlights signature strengths, key growth areas, and unique strength combinations.

- **Step 2 – Development Planning Guide**

12- month action workbook with activities, milestones, and curated free resources (apps, books, podcasts).

- **Step 3 – Counseling Session**

Collaborative conversation to explore results, connect to real- life goals, and refine your plan.

- **Step 4 – Ongoing Growth**

Track progress over months; small consistent actions compound into significant, lasting change.

The assessment is just the beginning. Real value lies in what you do with the insights.

Your Strengths Are Your Compass

STEP 01



Every person has strengths worth discovering

Some well- established, some emerging, some requiring deliberate effort.

STEP 02



Psychological strengths are not fixed at birth

They respond to awareness, effort, and support.

STEP 03



Be Honest

Results are only as useful as the authenticity of your responses.

STEP 04



Be Open

Surprises are often where the most valuable learning lives.

STEP 05



Be Committed

Insight without action changes nothing; engage with your development plan.

"The only person you are destined to become is the person you decide to be." —

Ralph Waldo Emerson

Thank You

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