



It's time to
unlock the
inner you

Full Report EXAMPLE REPORT



THE YOUNG PEOPLE INDEX

A GC INDEX® PRODUCT



Role Descriptions

The Young People Index® gives you insight into how you naturally prefer to contribute to a project, team, group or organisation. It does not measure your academic ability nor analyse your personality; it is about how you like to make your own individual impact. There are five types of roles, *The Game Changer*, *The Strategist*, *The Implementer*, *The Polisher* and *the Play maker*.

The scores on your profile are not like test scores, there are no 'better' or 'worse' scores; they allow you to see where you are likely to direct your energy. There is no right or wrong. Research has shown that a good dynamic team is made up of all of these five types of people and they all have their strengths and weaknesses.

If you do not have any high scores (7-10) this means that you are still learning how you like to contribute and still developing your strengths. This is really positive because it means you can think about which areas you would like to develop, perhaps to suit a career path you would like to follow, and are in a position to do so.



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Role Description: Strategist



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AS PEOPLE

Strategists are open to new ideas and possibilities. They can be imaginative, creative and seize opportunities. They are often excited by new ideas and gain energy from sharing their ideas or from building upon the ideas of others.

AS YOUNG LEADERS

You will lead with ideas and strategies. At the same time they can become bored with routine and details. They will have less energy for putting ideas into action, for finishing and completing. Some will be easily distracted, moving from one exciting idea and possibility to the next. Their lack of motivation for follow-through, means that Strategists need others around them who can convert their ideas into reality.

WORKING IN A TEAM

You will bring together the ideas and make sure that there is a plan and structure in place.

**“I AM A STRATEGIST. I AM OPEN TO NEW IDEAS AND POSSIBILITIES,
BUT WHERE IS OUR PLAN?”**



Role Description: Game Changer



AS PEOPLE

Once they have an idea, they can feel compelled to turn it into a reality. They can become obsessed with this process. This high level of perseverance is unlikely to be discouraged by setbacks or failure. Indeed, failure for Game Changers is often seen as an opportunity to learn, to perfect. They don't feel restricted by a need to build upon what has gone before or by 'tried and tested' ways of doing things.

AS YOUNG LEADERS

Game Changers may often be seen as inflexible and relentless, never giving up on an idea until it is a reality. Their single-minded nature may mean that they are not seen as open to the opinions of others and this will affect relationships for some. At their best, they will lead through the power of ideas and possibilities.

“I AM A GAME CHANGER. I LIKE TO CHANGE HOW THINGS ARE DONE – BUT MY IDEAS ARE OFTEN SEEN AS RADICAL AND SOME PEOPLE DON’T ALWAYS SEE WHAT I SEE! HOW CAN MY TEAM HELP ME?”

Role Description: Play Maker



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AS PEOPLE

Play Makers believe that once you get the relationships right then things naturally will happen and get done. They are instinctive 'people gatherers' who are happy for others to be in the spotlight. At their best they will know what makes people 'tick' and know how to motivate and influence them.

AS YOUNG LEADERS

With a leader's 'eye' for what needs to be done, Play Makers will bring direction and focus to activity; they are comfortable leading and taking charge of people and situations. Imagine them as conductors of an orchestra, getting the very best from individuals and teams. At their best, they are able see how people can make a contribution to broader objectives.

“I AM A PLAY MAKER. I LOVE TO GET THINGS DONE BY SEEING THE BEST IN MY FRIENDS AND LETTING THEM SHINE! IF WE ALL GET ON WELL TOGETHER, THEN THINGS WILL HAPPEN AND GET DONE”.



Role Description: *Implementer*



AS PEOPLE

Implementers are typically driven by the satisfaction that comes from achieving things and getting things done.. This means they will enjoy the challenge of finding ways to do things, finding solutions to practical problems and ways around obstacles. They can be innovative and flexible in the process. Their realistic approach is such that they can accept when an outcome is 'good enough', and 'fit for purpose'.

AS YOUNG LEADERS

Effective *Implementers* are typically high energy people, action and outcome focused. They will tend to 'lead by example' demonstrating resilience to setbacks. They may tend to rely upon others for ideas and planning given that their real strength and valued contribution is to make things happen. Nonetheless, effective *Implementers* need to know the 'why' of action as well as the 'how'. Effective *Implementers* will have developed the skills to help others (*Strategists*) 'test' ideas and turn them into a reality.

“I AM AN IMPLEMENTER. I REALLY LOVE GETTING THINGS DONE. IF SOMEONE SAYS WE HAVE A JOB TO DO, I JUST WANT TO GET ON WITH IT. I ENJOY THE CHALLENGE AND LOVE SEEING A WAY OF COMPLETING A TASK FROM A PRACTICAL PERSPECTIVE.”

Role Description: *Polisher*



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AS PEOPLE

Within any effective *Polisher* is a perfectionist nature. They get energy and satisfaction from taking solutions and developing them to the point of perfection & excellence. They are comfortable with repetition and practice in pursuit of an outcome that doesn't accept 'good enough'. At an extreme, they are obsessive. Their drive for improvement and their striving for excellence will reflect a determined and relentless nature. They will find it a challenge to make a decision that a task is 'good enough', 'fit for purpose'.

AS YOUNG LEADERS

At their best they will balance the challenge of 'we can do better' with the support of a 'safe to fail culture'. They will be demanding, setting high standards for themselves and others. This focus upon stretching others will need particular skills to do it well.

“I REALLY LIKE TO IMPROVE ON EVERYTHING I DO. I LIKE TO SPEND TIME CHECKING THINGS OVER TO MAKE SURE THEY ARE PERFECT. I DO FEEL THAT SOMETIMES THIS CAN BE FRUSTRATING FOR ME AND OTHERS, SO HOW CAN I LEARN THAT SOMETIMES A TASK IS ‘FIT FOR PURPOSE’ AND GET ON WITH THE NEXT THING?”

Your Profile Results



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THE STRATEGIST:
MAKES SENSE
OF THE IDEAS



THE IMPLEMENTER:
PUTS IDEAS INTO
ACTION



THE PLAY MAKER:
BRINGS EVERYONE
TOGETHER TO MAKE
THE IDEAS HAPPEN



THE POLISHER:
MAKES IDEAS THE
BEST THEY CAN
BE



THE GAME CHANGER:
THINKS OF ORIGINAL
IDEAS



INTERPRETING YOUR PROFILE SCORES

HAVING THE GREATEST IMPACT

Your highest scores are for the roles of *Game Changer*, *Polisher* and *Strategist*.

Game Changers are very open to new ideas and have the imagination to 'see' what is possible in ways that others often don't. They are not constrained by the 'tried and tested' and will often challenge and question 'received wisdom' and traditional ways of doing things.

The clarity with which they see possibilities, often coupled with a frustration with the way things actually are, drives them to initiate change. This drive is often obsessive, fueled by a need to turn an idea into a reality.

Given your *Polisher* proclivity, you are likely to have energy for creative, practical problem-solving. Your *Polisher* score also suggests that you will have energy for building upon and developing ideas and possibilities.

Polishers bring energy to review, learning, continuous improvement and the 'pursuit of excellence'. Your *Implementer* score suggests less energy for routine tasks and 'good enough' delivery.

Your *Strategist* score suggests that you will also see creative possibilities within a strategic context, appreciating how they can support the achievement of strategic goals; the combination of your *Game Changer* and *Strategist* proclivities.





INTERPRETING YOUR PROFILE SCORES

LEADING PEOPLE

Given your *Game Changer* score, you are likely to be at your best as a 'catalyst' for, and driver of, 'leading edge' change.

Supported by your *Strategist* proclivity, you have the potential to bring creative ideas to solutions and possibilities that support the achievement of strategic goals.

At your best, you will lead with the excitement of possibilities (*Game Changer*) together with a strategic focus (*Strategist*) upon practical outcomes (*Polisher*).

Those who value the 'tried and tested' may find your approach to leading with creative possibilities threatening and you may need to be mindful of this.

BEING CREATIVE

Your *Game Changer* score suggests that you will have the most impact within an organisation when you have the freedom to pursue game-changing possibilities and with the support needed to turn possibilities into a reality.

Your *Game Changer* score suggests a strong need for creative expression.

The combination of your *Game Changer*, *Strategist* and *Polisher* proclivities suggests that you will be engaged by creative possibilities that can support the achievement of practical strategic objectives.





INTERPRETING YOUR PROFILE SCORES

GETTING PEOPLE TO LISTEN TO YOU

One of the challenges for *Game Changers* is to 'take other people with them', to engage 'hearts and minds'.

The clarity with which they can 'see' things, coupled with an impatient, and often single-minded drive, can often leave them feeling frustrated when others don't share their views.

Your ideas are likely to be met with some resistance from some colleagues. Feedback from others is valuable when it comes to both understanding and fine-tuning your approach in this regard.

The ability to put ideas into a strategic context (*Strategist*), explaining the 'why' of action, as well as an operational context (*Polisher*) - the 'how' of action - will help you to engage people.

GETTING THINGS DONE

Polishers get things done with a focus on delivering to a high standard when it matters most.

They also bring energy to learning, continuous improvement and the 'pursuit of excellence'. Given your *Implementer* score you may struggle to settle for 'good enough' with those things that you care about; taking a pride in what you do is likely to matter to you.

The combination of your *Game Changer* and *Polisher* proclivities suggests energy for building upon ideas and delivering them to a high standard.





INTERPRETING YOUR PROFILE SCORES

THRIVING NOT SURVIVING

Your profile suggests a strong *Game Changer* proclivity with a need for creative expression.

Given this, you are most likely to thrive in organisations that value innovation and creativity; a genuine capacity to 'think outside the box', that, at the same time, supports strategic goals. Consistent with this you are likely to be at your best in 'safe to fail cultures' that encourage experimentation in the process of innovation and creativity.

You are also likely to want to be valued for your idealist drive and that is always likely to generate some tension in strongly pragmatic, operational cultures. At times you may be seen as too ambitious in your goals. You are most likely to 'clash' with those who take the view 'If it isn't broken, don't fix it!'

BEING A TEAM PLAYER

Your profile suggests the potential to make a contribution to teams in a number of ways: generating creative possibilities (*Game Changer*), shaping strategic direction (*Strategist*), and bringing energy to delivery (*Polisher*).

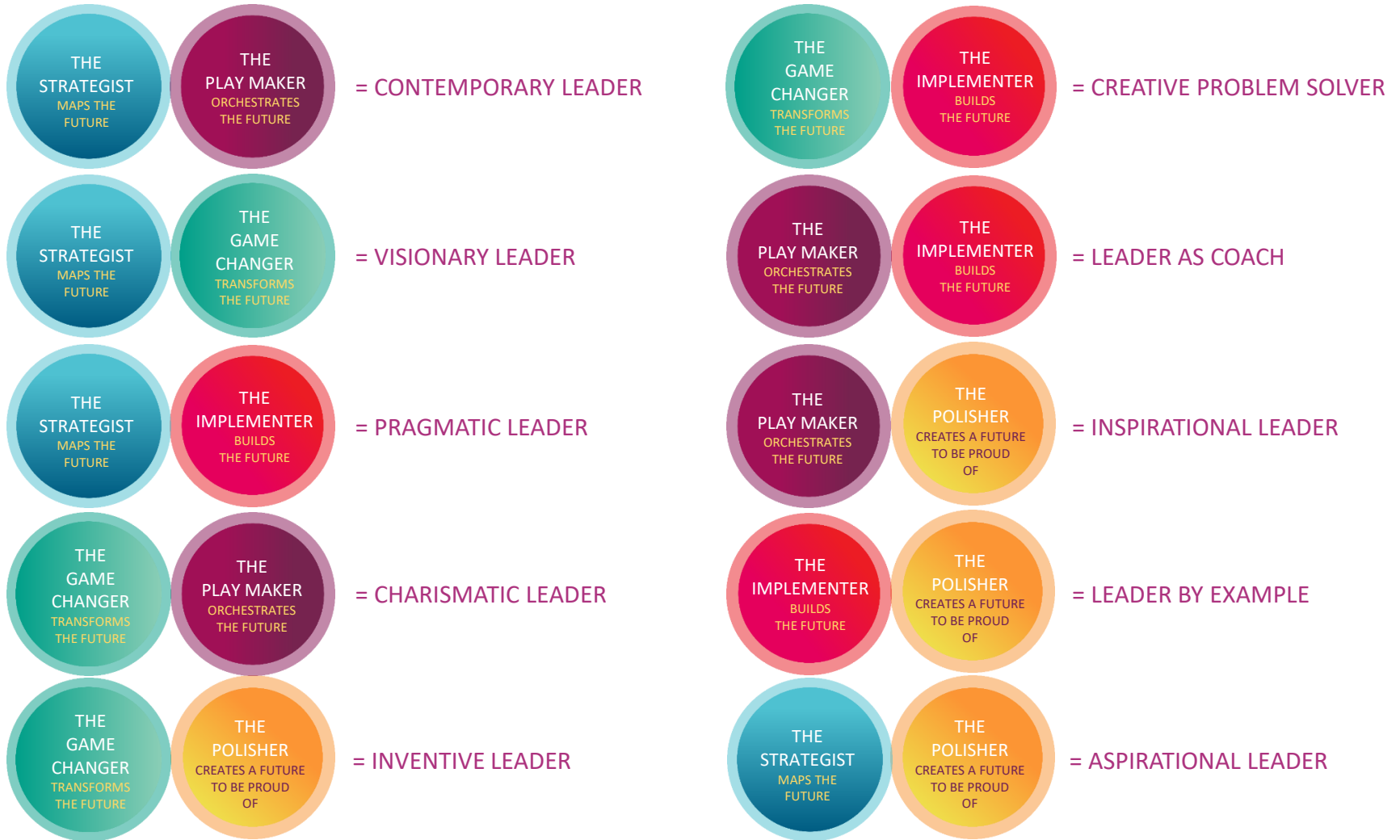
You will be at your best when you are clear where to focus your energy; understanding where you 'add value' when it comes to contribution and impact.

This clarity also needs to take account of how you complement your colleagues, ensuring that you give them the space to make the contribution that they can.





MULTI-DIMENSIONAL LEADERSHIP





**THE
STRATEGIST:
MAKES SENSE
OF THE IDEAS**

AT THEIR BEST

- ASKS WHY A LOT
- LOOKS FOR AND SEES, PATTERNS AND TRENDS IN EVENTS
- SEES AND BUILDS THE BIGGER PICTURE- GOOD ANALYTICAL SKILLS
- SOUND JUDGEMENT- DRAWS CONCLUSIONS FROM ANALYSIS
- MAKES PREDICTIONS ABOUT THE FUTURE THAT BRINGS DIRECTION FOR ACTION
- CAN SPEAK CLEARLY ABOUT THE FUTURE IN A COMPELLING WAY
- INFLUENTIAL

BEHAVIOURS TO MANAGE

- CONCLUSIONS MAY BE CONCEPTUALLY CORRECT BUT NOT PRACTICALLY FEASIBLE
- MAY BE OVERRIDING WHEN THEY SEE THINGS CLEARLY
- MAY IGNORE DETAIL THAT CONTRADICTS THEIR ANALYSIS
- MAY BE RESISTANT TO CHANGE WHEN THINGS DON'T FIT WITH THEIR VIEW OF THE WORLD

Developing Yourself



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**THE IMPLEMENTER:
PUTS IDEAS INTO
ACTION**

AT THEIR BEST

- SKILLED/DISCIPLINED AT MANAGING A WORKLOAD
- GETS THINGS DONE IN A RELIABLE WAY
- SEES THE PRIORITIES FOR ACTION
- BRINGS ENERGY AND URGENCY TO ACTION
- SHOWS PEOPLE HOW TO DO THINGS
- EVALUATES THE PRACTICALITY OF IDEAS
- TURNS IDEAS INTO REALITY

BEHAVIOURS TO MANAGE

- IMPULSIVE DRIVE FOR ACTION
- RESISTANCE TO THINGS THAT THEY HAVEN'T EXPERIENCED BEFORE
- STIFLE NEW IDEAS AS IMPRACTICAL
- BUSY BUT LACKING DIRECTION

Developing Yourself



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**THE PLAY MAKER:
BRINGS EVERYONE
TOGETHER TO MAKE
THE IDEAS HAPPEN**

AT THEIR BEST

- ABLE TO SEE AND EXPLOIT THE TALENTS OF OTHERS
- CONSENSUS-SEEKING- INVOLVING AND INCLUSIVE
- FACILITATES COLLABORATION
- ABLE TO RESOLVE CONFLICT POSITIVELY
- DOESN'T HAVE A NEED TO DOMINATE, DISRUPT, 'SHOW OFF'
- PREPARED TO BE DIRECTIVE WHEN IT MATTERS

BEHAVIOURS TO MANAGE

- AVOIDANCE OF CONFLICT
- COMPROMISES TASK BY TRYING TO PLEASE PEOPLE

Developing Yourself



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**THE GAME CHANGER:
THINKS OF ORIGINAL
IDEAS**

AT THEIR BEST

- THEY BRING CREATIVE IDEAS AND POSSIBILITIES
- NOT CONSTRAINED BY EXISTING WAYS OF DOING THINGS
- ABLE TO SPEAK CLEARLY ABOUT THEIR IDEAS IN WAYS THAT ENGAGE AND INFLUENCE OTHERS
- UNDERSTAND HOW OTHERS CAN COMPLEMENT THEM IN GETTING THINGS DONE

BEHAVIOURS TO MANAGE

- OVERHWHELMING OTHERS WITH IDEAS
- NOT OPEN TO OTHER'S INFLUENCE
- FAIL TO 'TAKE OTHERS WITH THEM'



**THE POLISHER:
MAKES IDEAS THE
BEST THEY CAN
BE**

AT THEIR BEST

- THEY BRING A RELENTLESS DRIVE TO GETTING THINGS DONE TO A HIGH STANDARD
- THEY BRING FOCUS TO DELIVERY
- THEY INSPIRE OTHERS WITH WHAT'S POSSIBLE
- BUILD UPON OTHERS IDEAS
- ABLE TO 'CUT LOSSES' WHEN THINGS AREN'T WORKING
- A COMMITMENT TO LEARNING FROM WHAT HAS GONE BEFORE

BEHAVIOURS TO MANAGE

- 'WRITE PEOPLE OFF' WHO DON'T MEET THEIR STANDARDS
- INHIBIT RATHER THAN INSPIRE
- INTENSITY
- THEY NEED TO KNOW WHEN THEY ARE POLISHING JUST FOR THE SAKE OF IT



Reflection Time – Session 1

DO YOUR RESULTS FEEL FAMILIAR TO YOU AS A PERSON?

DO YOU THINK THIS IS HOW OTHERS MIGHT DESCRIBE YOU?

HOW IS THIS INFORMATION USEFUL TO YOU? HOW DO YOU THINK YOU MIGHT USE IT IN YOUR NEXT GROUP TASK OPPORTUNITY?

HOW COULD THIS KNOWLEDGE HELP OTHERS WHO WORK WITH YOU/TEACH YOU?

WHAT KIND OF TEAM WOULD YOU LIKE TO BE PART OF IN THE FUTURE?

Sometimes we think we are a certain way but it may be that we are actually trying to be that way for some reason instead doing what comes naturally to us. If your results don't sound like you, have a think about them carefully and talk to a parent/teacher/coach about them.

If you have any questions or there is anything you do not understand or would like more explanation on, ask your teacher/coach. It is very important that you are happy with what the report means for you.

Reflection Time – Session 2

WHAT DO YOU NOW KNOW ABOUT YOUR LEADERSHIP STYLE?

WHAT ARE YOUR AREAS OF STRENGTH AS A LEADER?

WHAT DO YOU HAVE TO BE AWARE OF AND NEED TO IMPROVE AS A LEADER?

WHAT ARE YOU GOING TO NEED TO DO TO RECOGNISE AND WORK WITH OTHERS LEADERSHIP STYLES?

HOW ARE YOU GOING TO GET THE BEST OUT OF OTHERS AROUND YOU IN THE FUTURE?

If you have any questions or there is anything you do not understand or would like more explanation on, ask your teacher/coach. It is very important that you are happy with what the report means for you.

Reflection Time – Session 3

REFLECTING ON YOUR PROFILE, WHAT TYPES OF ORGANISATIONS WOULD YOU BE MOST HAPPY TO WORK IN?

WHAT TYPES OF CORPORATE CULTURES WILL YOU MOST LIKELY THRIVE IN?

WHAT WILL YOU SAY ABOUT YOURSELF IN TERMS OF YOUR PROFILE TO A FUTURE EMPLOYER?

WHAT EXAMPLES CAN YOU GIVE TO DEMONSTRATE YOUR TEAMWORKING ATTRIBUTES?

WHAT EXAMPLES CAN YOU GIVE OF YOUR LEADERSHIP STYLE IN ACTION AND HOW YOUR WORK WITH OTHERS LEADERSHIP STYLES?

If you have any questions or there is anything you do not understand or would like more explanation on, ask your teacher/coach. It is very important that you are happy with what the report means for you.