Knowing ourselves – what we’re really good at and what we love to do – is important for making decisions. Any good career decision should be based on the answer to the question, “Is this work likely to be a good match for me AND Thrivent Financial’s needs?”
SWEET SPOT ASSESSMENT

Strengths and Talents

Note: Additional tools to reference are: Performance Reviews; 360 Feedback; Competency Ratings; Thrivent Financial’s Competency Assessment; Success Factor Analysis, informal feedback received from colleagues and managers. Some of these tools - except the informal feedback - are available on iThrive.

To identify your strengths and talents (what you’re really good at), here are some helpful hints:

- When I’m using this strength or talent, I feel like I lost track of time . . .
- People mention this first when they talk about my strengths and talents . . .
- People say I do this better than most . . .

Use these responses to fill in “Talents” on your Career GPS Summary

Describe your three key strengths:

<table>
<thead>
<tr>
<th>Strength</th>
<th>How do I currently use this strength?</th>
<th>How could I use this strength more in my work?</th>
<th>In my life?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
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</tbody>
</table>

Passions

Just because we have competence in an area doesn’t mean we have passion! To identify your passions (what you love to do), here are some helpful hints:

- Doing this activity brings me a great deal of personal satisfaction . . .
  Why?
- I sometimes daydream about or imagine myself doing this . . . What would it take?
- When I think about doing this activity, I get energized . . . Why do you get excited about it?
- If money wasn’t an issue, I’d be doing this . . . Why is it so interesting to you?

Use these responses to fill in “Passions” on your Career GPS Summary

Describe your passions:

<table>
<thead>
<tr>
<th>Passion</th>
<th>How do I currently use this passion?</th>
<th>How could I use this passion more in my work?</th>
<th>In my life?</th>
</tr>
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<tbody>
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<td>1.</td>
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</table>
**Organizational Need**

Note: Use your responses from above to help you answer the following questions. You may need to discuss this section with your managers and others.

Just because we have competence and passion in an area doesn’t mean there is marketability. To help you identify what Thrivent Financial most needs from you now and in the future, here are some helpful hints:

- Based on feedback from my manager, team and others, in which strengths does Thrivent Financial most need me to excel for my current role?
- What industry trends have I noticed that will affect the way Thrivent Financial does business and, consequently, how my role may be affected?
- If I could use my strengths and passions to solve a problem or opportunity at Thrivent Financial, what would that be?
- If I had the perfect job at Thrivent Financial for my strengths and passions, what would it be?
- If I could start a business for Thrivent, what would it be?

<table>
<thead>
<tr>
<th>Organizational Need</th>
<th>What are your related strengths/talents?</th>
<th>How will I need to develop this for my current role? For the future?</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
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</table>

**Describing Your “Sweet Spot”**

The “Sweet Spot” is where your strengths (what you’re really good at) and your passions (what you love to do) align with what Thrivent Financial needs from you. Use the questions below to help you describe your Sweet Spot:

Based on your answers above, what type of job role would you feel is the best combination of your Strengths, Passions and Organizational Need?

- Which strengths and passions are aligned with what Thrivent Financial needs from you in your current role?
- Which strengths and passions are not aligned with what Thrivent Financial needs from you in your current role?
- In which roles/areas of the organization would you find more alignment?
SWEET SPOT ASSESSMENT

- Are the ideas and roles you identified in the Career Leverage Inventory still valid?

Use these responses to fill in “Sweet Spot” on your Career GPS Summary
Characteristics of Roles

Considering your past job experiences and your description of your Sweet Spot, what are some characteristics of roles in which you perform strongly? Some of the factors you should consider are:

- Was the **role** very **deadline-driven** or more **flexible** with your schedule?
- Was the **role** structured to include a **high level** of teamwork or a high **level of autonomy**?
- Did you play a **role** more as a **team leader** or more as a **team member**?
- Was the **manager** more **hands-on** or more **hands-off**?
- Did the **manager** tend to focus more on your **strengths** or more on your **areas for improvement**?
- Did you receive **feedback** on your performance more **frequently** or more **infrequently**?
- Was the **feedback** that you received more **formal** or more **informal**?

*Use these responses to fill in “Characteristics of Roles” on your Career GPS Summary*