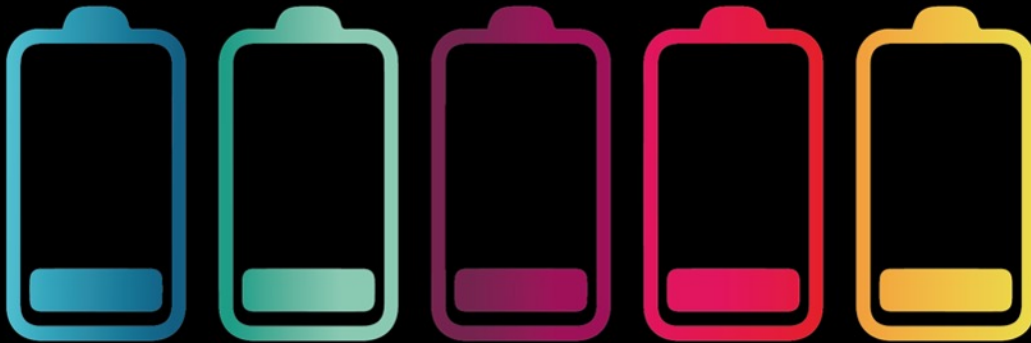


“THE WAY I’M WORKING ISN’T WORKING”

FINDING A SOLUTION WITH THE GC INDEX®



The GC Index® identifies what we call ‘latent profiles’ – where all the impact numbers are five, out of a possible ten, or below. Whilst it might appear hard to identify what individuals with latent profiles have energy for doing, these type of profiles provide so much scope to support individuals in identifying where they want to make their impact. This can boost employee engagement and so much more...

THE BACKGROUND

GC Partner, The Cause Effect, have a particular interest in neuroscience for leadership and how emotions are constructed in the brain and that with a little knowledge of this, leaders can develop a much greater self-awareness.

According to Ruth Baily, Co-Founder of The Cause Effect, they like using The GC Index® because “*It gives people a very quick language to consider their impact and how they might show up to others.*”

Ruth coached two young adults who worked in different organisations, both had discovered they had latent GC Index® profiles (see images on page 2).

She brought them together to explore why they might be lacking energy. By finding ways to observe their energy and identify what taxes it or builds it she was able to bring about meaningful shifts in their confidence.

HOW THE GC INDEX® WAS USED TO MAKE AN IMPACT

One of her clients, who had just started their first job after graduating in Organisational Psychology, said, “*Sometimes, something feels like it isn’t right*”. The other was in employment in his third year, of a four year degree, working in a demanding consultancy position in the health sector. He described himself at times as “*lacking in energy*” and that he was “*being drawn into multiple and competing projects.*”



HOW THE GC INDEX® WAS USED TO MAKE AN IMPACT CONT...

His descriptions painted a picture of the transitions between projects being stressful because things weren't fully complete (to his standard). He feared this may be affecting his competence but in fact he described positive feedback, it was in fact affecting his confidence.

Ruth started by explaining what the latent numbers within The GC Index® profile mean – high numbers are not always good in the same way low numbers are not a negative. Scoring one-three could highlight that this is an area that, depending on your self awareness, you may need to be really deliberate about investing time there.

It was clear to Ruth, as she listened to the individuals during their coaching sessions, that they both shared the proclivities of strong Polishers – both felt 'at home' when they found ways to make things better. She decided to bring the two individuals together.

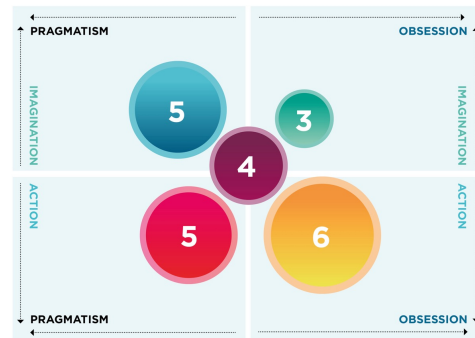


Ruth talked with both of them about the obsession dimension to the Polisher profile and given the high ambiguity and competing demands typical in their respective consulting roles, they may need to be aware to self-manage their Polisher strengths.

They were both at a foundational stage in their roles, where they were being moved from one bit of a project to another, perhaps not being allowed to conclude a project, or managing multiple projects. Whilst this is very common when people start out in in the world of work, and this approach was right for the organisation, it appeared to be causing their Polisher tendencies to create a sense of uncertainty and therefore at times low energy.

Evidence like: "I am concerned I haven't fully finished it, I just like to get my teeth into the project", "I don't seem to be able to get feedback – It seems normal to just get moved on to the next thing", "I'm doing multiple things at the same time".

They described that consultancy revealed to them a lack of time to Polish – there's a lot of moving onto and being in between the next project.



THE IMPACT MADE WITH THE GC INDEX®

Through the coaching Ruth helped them to understand that consulting clients often love the detail and drive for quality too (their Polisher). They then started to see the value they offer – their tendency for quality made them highly valuable to clients and that looking at things from lots of different angles would develop strong insights for consulting clients.

One of the individuals Ruth coached said, "The GC Index helped me to see my tendencies in a more positive light. I have now turned what I always tried to suppress in myself into things I am proud of and use to my advantage. For example, I always thought I was too worried about the detail and a bit of a control freak. Now, this process has shown me that I am a natural leader and find it straightforward to plot the specifics of how to make things better."

Finding the inner Play Maker

Ruth also encouraged them to look for opportunities to test ideas with others by engaging people, even if it is outside their comfort zone. They began to see that they could support one another by sharing their challenges and ideas as well as thinking about how they can involve other people to develop better solutions and stand out. They learnt that they can't and that at times we need to let go. do it all themselves.

"If you or a member of your team is concerned or intrigued about measuring their impact The GC Index® can help build adaptability and self-awareness, which holds the key to igniting energy and positive impact."



Ruth Baily
Co-Founder
of The Cause Effect

