



# Give & Take Evaluation

## WHAT IS SO SPECIAL ABOUT GTE?



GTE is a standardized short test for assessing and reflecting on your personal impact in cooperation with others – for example, in supporting others or engaging others in cooperation. The GTE result provides an expert opinion with concrete suggestions on how to develop an effective cooperation style, achieve benefits and increase personal satisfaction in interactions.

In his book "Give and Take" Adam Grant shows that people who are helpful and "altruistic" are either extremely successful in their jobs and in life or not successful at all. "Altruists" can be more successful than "Takers" and "Matchers." "Takers" are mainly characterized by self-serving or self-serving actions. "Matchers" usually have the expectation of something in return when they support others. Self-sacrificing "Altruists" tend to withdraw when they feel taken advantage of. Successful "Altruists", on the other hand, never stop giving, but adjust their assistance and support thoughtfully. This is where GTE comes in.

### The GTE offers a starting point for:

- more effective and efficient collaboration
- accurate measurement of personal tendencies in cooperation
- increasing one's awareness of success factors that trigger positive effects in interpersonal interaction
- a modern understanding of cooperation and leadership in complex and global organizations
- achieving personal satisfaction in different situations of simple and complex cooperation
- the development of individuals, teams, and organizations

The test has been specifically developed regarding the topics of collaboration (of teams, managers, salespeople or multi-cultural), persuasion and support.

## HOW DOES IT WORK?

The GTE is answered online. It can be carried out around the clock anywhere in the world and complies with standard data security requirements. It consists of a total of 40 statements, to which the participant indicates how strongly each statement applies to him or her personally.

The statements refer to the person's behavior and personal tendencies. Examples are: "I have a good grasp of reading between the lines." or "I occasionally worry about people taking advantage of me." Based on the answers, the evaluation of the personal profile for the person is created.

### Reflect result with coaching questions

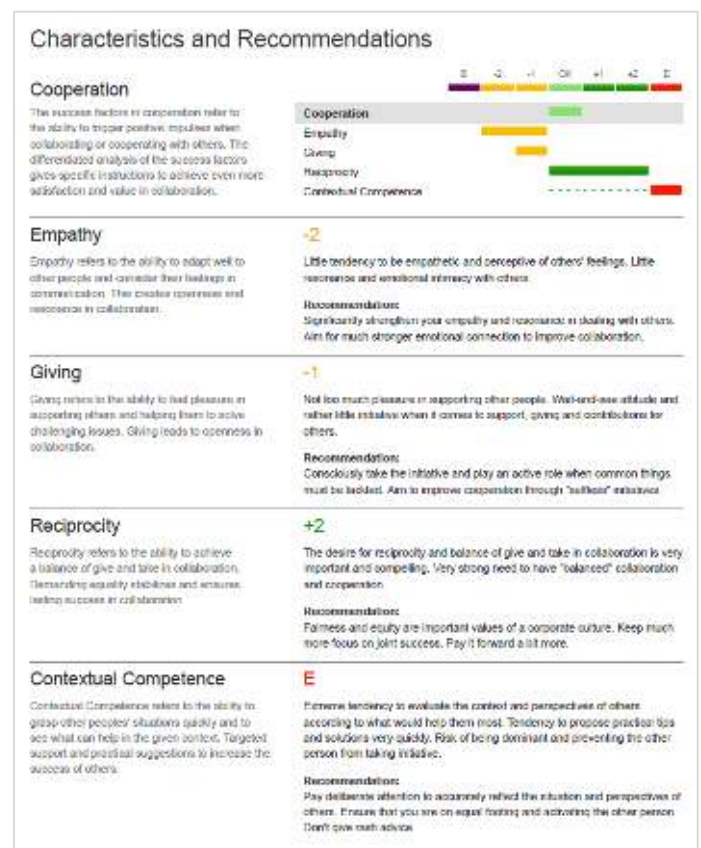
In addition to the test results, the GTE report contains a compact and simple guide to interpreting one's own profile and success factors. It offers recommendations for development areas as well as specific coaching questions to more control or improve one's own behavior and personal attitude in teamwork.

In the profile, the characteristics on the four success factors (Empathy, Giving, Reciprocity and Contextual Competence) are given. The result profile thus provides well-founded insights into the personal patterns of cooperation types. Test participants are often surprised by the conclusions that result from the distribution of the factors, since actions and reactions in cooperation are sometimes explained differently than in one's self-perception. This is an added value of GTE.

### Reflection questions to align for success

Used consistently, the reflection questions from the GTE score allow you to translate the test results into a personal development and action plan independently or together with a coach.

## GTE SAMPLE PROFILE



## WHY CEVEYSYSTEMS SOLUTIONS WORK?

- **Experience** – 25+ years experience with 500+ clients across industries, developing & deploying global programs for leadership development
- **Foundation** – Programs based on sound, proven psychological principles delivering pragmatic tools that leaders at all levels can implement
- **Global reach** – delivery capability with local knowledge and adaptation through our extensive partner network
- **Impact and results** – by enabling leaders to bring out the best in each person for sustainable high performance