

FREE Rebel Assessment

 **THE GLOBAL LEADERSHIP SUMMIT**
August 5-6, 2021 | GlobalLeadership.org/Summit

Francesca Gino
Rebel Talent

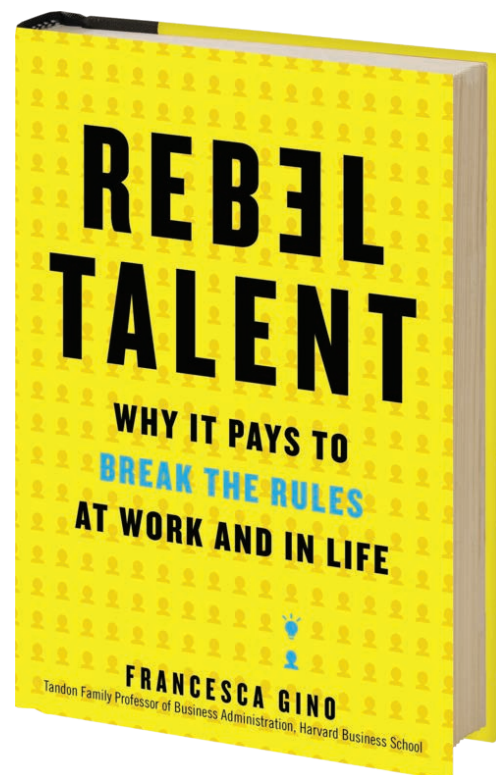


I have spent more than a decade studying rebels at organizations around the world, from high-end boutiques in Italy's fashion capital, to the world's best restaurant, to a thriving fast-food chain, to an award-winning computer animation studio. In my research, I found masters of innovation and reinvention, people who break the rules in ways that are constructive and productive. By taking this assessment, you'll learn which type of rebel, out of four possibilities, you tend to be. You'll receive a short explanation of your type and a few tips on how you can further deploy and develop your talents.

Call to mind the thoughts and feelings you typically have regarding your job or in your personal life. You will be asked to consider 30 pairs of statements. For each pair, choose whether "A" or "B" is most characteristic of your behavior.

Click below for the free assessment.

<https://www.rebeltalents.org/the-rebel-test>



Preview each rebel type on the following pages.



Read **REBEL TALENT** by Francesca Gino to learn more about breaking the rules. Featured in GLS online Store.

© 2021 Francesca Gino

About the test

This test is designed to assess a person's behavior at work and in life. Two dimensions are relevant for describing a rebel's behavior: (1) rebelling against external pressures, or the extent to which a person fights the tendency to conform to others' opinions, actions, and expectations, and defies stereotypical roles and beliefs; and (2) rebelling against internal pressures, or the extent to which an individual looks beyond their own perspective and rejects the comfortable in favor of the novel and challenging. The results map onto four quadrants, each representing a rebel type. (See the figure below.)

There is no good or bad type. Each comes with advantages and disadvantages — we all stand to learn, no matter what rebel type best describes us. The type of work you do, the country you live in, the culture of your family or organization — any of these factors may impact your rebel type. There is much about the dynamics of positive rebel behavior that remains unknown, but it is my hope that seeing the results of this simple test will help you appreciate the constructive role rule-breaking can play — and maximize your own rebel potential.



External pressures are those felt from the outside, like the pressure to conform or accept stereotypical views. Internal pressures are those felt from the inside, like a preference for the familiar and comfortable.

The TRAVELER



Like a traveler, you enjoy moving freely through the world, meeting new people and sharing your talents and experience. You naturally rebel against external pressures, such as conforming to the actions and thinking of others.

You are particularly strong in two of the rebel talents: authenticity and diversity.

A **talent for authenticity** instills the confidence to show others who you really are. You are not afraid of making yourself vulnerable, or owning mistakes and weaknesses.

A **talent for diversity** allows you to see the potential in others. You tend to look past stereotypes, and draw energy from being with all kinds of people.

You have succeeded by breaking some of the external social rules that hold people back, and inspiring others to do the same. **To develop your rebel talent**, you should work on combating your own internal pressures, such as the tendency we all have to think we know all the answers. Here's something to try tomorrow: In conversations, don't say "no" — say "yes, and..." Even if you disagree with someone, think of what you can add to the conversation, and how to keep it going.

The CLIMBER



You enjoy seeing the world from new perspectives. You naturally rebel against internal pressures, such as overconfidence in your own answers.

You are particularly strong in two of the rebel talents: perspective and novelty.

A **talent for perspective** allows you to see problems from many angles, and challenge your own thought patterns. You are not afraid to seek out better ways of framing a question.

A **talent for novelty** gives you a drive to explore the unfamiliar. You look beyond the obvious and embrace risk.

You have succeeded by rebelling against the internal psychological pressures that hold people back, and surprising people with your ability to change. **To develop your rebel talent**, you should work on combating external forces, such as the pressure we often feel to surround ourselves with like-minded people. Here's something to try tomorrow: Make a list of the people you commonly socialize or collaborate with, then identify one who is different from you, or challenges you, and make a plan to get to know them better.

Read **REBEL TALENT** by Francesca Gino to learn more about breaking the rules. Featured in **GLS online Store**.

© 2021 Francesca Gino

The PIRATE



Like a pirate, you seek uncharted seas, and are fearless (mostly!) about what you might discover. You resist pressure to follow the actions and thinking of others, and you don't let bad psychological habits, such as close-mindedness, hold you back.

You make use of all five rebel talents: novelty, curiosity, perspective, diversity, and authenticity. You are particularly strong in the talent for curiosity, which

leads you to explore, to stay focused on learning, and to approach the world asking why and how, as children naturally do.

To develop your rebel talent, consider how you might encourage others to constructively break the rules. Here's something to try tomorrow: Think of someone you know who has a lot of potential, but seems reluctant to share it. Ask about a challenge they are facing, and think of what you could do to help them see the problem from another perspective, or see in themselves a strength they may be missing.

The GUARD



Like a guard, you appreciate the value of order, and understand that routines can help people succeed. Your respect for tradition and the feelings of others is valuable, but, like many people, you may be missing opportunities to develop as a person, and to challenge others to do the same.

Want to develop your rebel talent? Here's something to try tomorrow: Think of all your daily routines — what you wear, what you have for breakfast, how you get to work, etc. — and see how many of them you can disrupt, just for one day. Before bed, take a few minutes to reflect: What worked out well? And what else might you change?