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# Strengths Insight Guide

SURVEY COMPLETION DATE: 08-13-2017



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## YOUR TOP 5 THEMES

1. Achiever
2. Activator
3. Communication
4. Strategic
5. Input

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# Achiever

## SHARED THEME DESCRIPTION

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

## YOUR PERSONALIZED STRENGTHS INSIGHTS

### What makes you stand out?

Driven by your talents, you frequently engage in laborious tasks. You yearn to dedicate yourself to worthy causes or noble purposes. Fortifying the bonds between yourself, the people you know, or even those you will never meet gives your life special meaning. By nature, you actively seek out advisers whose judgment and expertise you trust. Whenever you find yourself in a questionable situation, you likely ask them to help you identify the proper course of action. Why? You are committed to doing things correctly. Instinctively, you contend that what you have to say is very important. You probably tell individuals or groups they would be wise to stop what they are doing and give you their undivided attention. Chances are good that you can mentally zero in on tasks for hours at a time when you have a goal to reach. When the assignment demands extra time, you would be wise to honor your body's natural rhythms. In other words, if you are a "morning person," work in the morning. Work in the afternoon if that is when you hit your stride. Work in the evening if that is when you think better. Work around midnight after everyone has gone to bed if you are someone who usually stays up very late. It's very likely that you occasionally establish weekly performance targets for yourself. You may also organize or plan new projects. This partially explains why you know where you are headed, how you plan to proceed, and when you might reach your goal. To some extent, pushing hard for desired results excites you.

## QUESTIONS

1. As you read your personalized strengths insights, what words, phrases, or lines stand out to you?
2. Out of all the talents in this insight, what would you like for others to see most in you?

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## Activator

### SHARED THEME DESCRIPTION

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you generate innovative ideas. You offer unique perspectives on events, people, and proposals. You probably inspire people to start projects and launch initiatives. You tend to identify a goal, devise numerous ways of reaching it, then choose the best alternative. This explains why you see opportunities, trends, and solutions before your teammates, classmates, or peers see them. Chances are good that you might derive much satisfaction from initiating conversations with outsiders or newcomers. You routinely make a game of getting strangers to tell you about themselves and their interests. Driven by your talents, you sometimes gravitate to situations where you can be your true self. You might feel life is wonderful when people listen as you share stories about your successes, failures, talents, limitations, hope, or fears. Because of your strengths, you periodically interject highly technical language into your conversations — language that may be understood by a limited number of people. Perhaps your vocabulary, in and of itself, alerts listeners that your ideas and opinions carry some extra weight. Maybe your air of authority causes certain individuals to take seriously whatever you tell them. It's very likely that you strive to energize people. You are determined to generate a lot of enthusiasm around various projects, events, or activities.

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## Communication

### SHARED THEME DESCRIPTION

People who are especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

It's very likely that you usually attract listeners with your stories, presentations, lectures, or speeches. You routinely seek opportunities to talk about what you think, feel, or have experienced. Instinctively, you demonstrate an ease with language. You effortlessly verbalize your thoughts. You relish the opportunity to share your insights. You derive pleasure from actively participating in conversations when group members propose ideas, seek solutions, or debate issues. By nature, you are likely to recount — that is, tell in detail — the stories you have read in newspapers, books, magazines, research reports, correspondence, or public records. Actually, the more you satisfy your desire to read, the more tales you have to tell. Few activities delight you as much as evoking images in your listeners' minds that bring forth laughter and tears. Chances are good that you occasionally feel comfortable telling certain individuals stories about your personal habits, qualities, experiences, or background. Your forthcoming nature might enable some people to share their thoughts and feelings with you. Driven by your talents, you love to talk with others, especially when you are in a group exchanging information, ideas, opinions, stories, or jokes. You can spontaneously share your thoughts and feelings with people.

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## Strategic

### SHARED THEME DESCRIPTION

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### **What makes you stand out?**

Because of your strengths, you characteristically find the right words to express whatever you are thinking. You offer explanations, discuss ideas, give examples, or share stories. You effectively use the spoken word. By nature, you may feel wonderful when people value your innovative ideas. Perhaps you help them envision what can be accomplished in the coming months, years, or decades. It's very likely that you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources. Instinctively, you can reconfigure factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one. Driven by your talents, you select the right combination of words to convey your ideas or feelings. In the middle of discussions, your vocabulary provides you with precise phrases and terminology. You probably express yourself with ease and grace.

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# Input

## SHARED THEME DESCRIPTION

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

## YOUR PERSONALIZED STRENGTHS INSIGHTS

### What makes you stand out?

Because of your strengths, you may insert intricate or theoretical words into your academic or professional conversations and writings. Your interest in language partially explains why you enjoy mastering specific types of words and their definitions. While some individuals are required to memorize new terms in classes or seminars, perhaps you automatically commit specific words to memory. Occasionally you describe this experience as pleasurable. Driven by your talents, you sometimes set and adhere to specific goals so you can concentrate on absorbing relevant information, data, or facts rather than useless material. In doing so, you may increase the likelihood of reaching more than one of your objectives. Instinctively, you may feel good about life when people answer your questions and keep you informed about topics that affect you personally or professionally. Perhaps you prefer to be bombarded with facts, data, and/or explanations. Maybe receiving only bits and pieces of information raises your level of anxiety, suspicion, or frustration. Sometimes you become upset when individuals forget or refuse to tell you something you think you have a right or a need to know. Chances are good that you might have a particular desire for knowledge. Perhaps you feel it makes little sense to skim through a book and read only the highlights. You might want to delve more deeply into intriguing subjects than most people. Maybe you love to gather all kinds of information. By nature, you enjoy reading, but you refrain from accepting information on its face value — that is, its seeming worth or truth. Typically you examine ideas, suggestions, or facts from a variety of angles. Only then do you judge what is worth filing away, taking notes on, or remembering for later reference.

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