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# Strengths Insight Guide

SURVEY COMPLETION DATE: 03-25-2017



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## YOUR TOP 5 THEMES

1. Strategic
2. Communication
3. Learner
4. Activator
5. Ideation

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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?

By nature, you are known for your ease with language. This ability serves you well when you need to talk with newcomers or outsiders. Your vocabulary probably allows you to tell stories or express your ideas with great clarity. Chances are good that 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. Instinctively, you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you already know prompts you to ask questions and delve even deeper into a subject or problem. Because of your strengths, you generate ideas quickly. You draw clever linkages between facts, events, people, problems, or solutions. You present others with numerous options at a pace some find dizzying. Your innovative thinking tends to foster ongoing dialogue between and among the group's participants. It's very likely that 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.

## 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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## 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?

Driven by your talents, you customarily enjoy being the person who gets people talking. When outsiders or newcomers have little or nothing to say, you usually find a way to ease them into the dialogue. Because of your strengths, you freely share your ideas or feelings with others. Being tongue-tied — that is, unable to speak freely — is rarely a problem for you. Words quickly come to mind when you are with people. Your ease with language enables you to meet, greet, and treat strangers as if they already were your friends. Chances are good that you enjoy verbalizing your thoughts. You want others to acknowledge your ideas and feelings. Gaining and maintaining people's attention pleases you. Instinctively, you value what others have to say. You pay attention to the observations they make. You acquire knowledge, skills, and insights from your peers during group conversations. You exhibit a strong inclination to participate in dialogue with others so new ideas are brought to everyone's attention. It's very likely that you value the discussions you have with future-oriented thinkers. You undoubtedly are attracted to those who really enjoy your company and carefully listen to your ideas.

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## Learner

### SHARED THEME DESCRIPTION

People who are especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you intentionally include uncommon, highly technical, or sophisticated words in your vocabulary. You realize that language is a form of knowledge that gives you an upper hand — that is, controlling power — in conversations, debates, or discussions. It quickly establishes you as an authority figure in listeners' minds. First, you capture their attention. Then you take charge of events, projects, meetings, or problem solving. It's very likely that you take pains to uncover how and why things happen as they do. You share your discoveries with partners, teammates, and friends. You typically streamline your explanations. You cover only the essential facts. Most individuals can easily grasp what you say. Listeners probably appreciate you giving them less detail so they can understand the main points. Instinctively, you typically enroll in demanding classes. You thrive in situations where you can test your talents as well as your endurance to discover how much you can accomplish. You need to prove yourself to yourself each day. Chances are good that you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention. Driven by your talents, you yearn to know a lot. It makes little sense to you to skim through a book and read only the highlights. You delve more deeply into intriguing subjects than most people do. You love to gather all kinds of information. This explains why you take time to grasp ideas that appear in print.

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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?

Driven by your talents, you regularly set up rivalries between yourself and others. Your take-charge style ordinarily allows you to create opportunities where you can vie for the top prize or championship title. By nature, you undisputedly stir people's emotions by motivating them to take action. Discovering what makes each person unique is one of the ways you galvanize — that is, stimulate — groups or energize particular individuals. Because of your strengths, you easily stir people's enthusiasm with your cheerful exuberance for life. You have a gift for sharing your complete joy with others. Instinctively, you routinely raise the spirits of people by putting aside what you are doing and giving them your undivided attention. You work diligently to repeat the key ideas or questions they voiced. It's very likely that you can influence your friends to be productive. How? You point out the talents, skills, and knowledge each one possesses. You can convince them they have the abilities needed to solve problems, implement changes, or launch initiatives. You probably prevent many people from losing confidence in themselves.

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# Ideation

## SHARED THEME DESCRIPTION

People who are especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

## YOUR PERSONALIZED STRENGTHS INSIGHTS

### What makes you stand out?

It's very likely that you probably are known for your strength in taking apart ideas, objects, processes, or data. You methodically examine how the individual parts function or fail to function as well as how the pieces link or fail to link to one another. Because of your strengths, you welcome opportunities to understand people one by one. You carefully examine each person's strengths, shortcomings, character, choice of friends, interests, goals, and history. This enables you to draw conclusions and make judgments about individuals. Chances are good that you are highly knowledgeable about special topics and activities. This explains your natural inclination to invent innovative and unusual ways of performing tasks. You grow bored when forced to follow the same series of steps day after day. Your boredom is likely to become frustration when your suggestions for change are dismissed without further consideration. By nature, you normally imagine numerous ways of doing something when you know your results, scores, or performances are being compared to everyone else's. Your desire to be the champion probably stimulates your creative thinking. Driven by your talents, you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others.

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