
Becky Blake

Strengths Insight Guide

SURVEY COMPLETION DATE: 09-27-2021



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

Becky Blake

SURVEY COMPLETION DATE: 09-27-2021

Depending on the order of your themes and how you responded to the assessment, some of your themes may share identical insight statements. If this occurs, the lower ranked theme will not display insight statements to avoid duplication on your report.

Your Top 5 Themes

1. Deliberative
2. Discipline
3. Individualization
4. Relator
5. Includer

Deliberative

SHARED THEME DESCRIPTION

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you may be described by people as earnest or businesslike. Individuals might appreciate your methodical and unhurried way of processing facts or numerical data. Because of your strengths, you might argue that success is the product of hard work. Perhaps your no-nonsense approach impels you to compare your most recent progress to your past performance. You sometimes strive to excel by imposing measurable goals for personal or professional growth on yourself. By nature, you sometimes withhold recognition until you have sufficient proof the recipient has earned it. Perhaps people appreciate your compliments because you give so few of them. It's very likely that you may prefer to have a small circle of close friends with whom you feel safe sharing just about anything. Driven by your talents, you may be earnest, solemn, or businesslike when circumstances require socially correct behavior. Perhaps you thoroughly study certain things before making decisions, designing plans, or taking action.

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?

Discipline

SHARED THEME DESCRIPTION

People who are especially talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you now and then double check your work. Why? Maybe you want to ensure errors have been detected and corrected. Perhaps it is reassuring to know that everything is in its proper place. It's very likely that you are a natural tactician. You anticipate what needs to be done. Usually you create an action plan to reach your goal. You outline the steps and establish the timelines. Then you execute your plan with precision. Instinctively, you may worry less when you have a detailed outline for handling tasks or problems that arise on an hourly, daily, weekly, or monthly basis. Sometimes you want to perform on par with everyone else. Perhaps this is why you appreciate standard operating procedures that give clear direction to people who do the same things you do. Driven by your talents, you may be inclined to double check your work. Perhaps you need to understand how one idea or fact links to whatever precedes or follows it. By nature, you are sometimes driven to complete the things you start. Perhaps you design detailed systems and rules for handling certain minor or major tasks that demand attention on a daily, weekly, monthly, or annual basis. By doing so, you might reduce an activity's level of difficulty. Also, you may increase your own level of consistency.

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?

Individualization

SHARED THEME DESCRIPTION

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you may help your teammates discover ways to cooperate that they never before considered. Sometimes you can identify certain individuals' talents, motivations, interests, skills, or knowledge. Maybe you tune in to their unique styles of thinking, working, or learning. It's very likely that you sometimes grasp how one person's talents, skills, or knowledge can fill another's gaps. You might realize a group's ability to solve problems lies in the diversity of its members. Maybe you like to study everyone's backgrounds, talents, experiences, attitudes, ages, educational levels, or cultures. Perhaps then you feel prepared to set up the team to handle puzzling challenges. Instinctively, you can sometimes stand in a teammate's emotional space to gain a few insights into what that person feels or thinks. You might have a gift for looking at the world through someone else's experiences. You may be able to set aside your opinions, ideas, or past history to attune yourself to another human being's condition. Driven by your talents, you occasionally provide your teammates with a logical perspective on things. You might show your partners how one action or a single comment caused something unexpected to occur. Experience might be one of your best teachers. This partially explains why you do not automatically orchestrate an event, plan a schedule, or allocate resources the same way you did the last time. Maybe you realize that every situation is unique. Chances are good that you might search for the factors that produced a certain outcome or started a particular chain of events. Sometimes you are frustrated until you figure out why things happened the way they did.

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?

Relator

SHARED THEME DESCRIPTION

People who are especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all. It's very likely that you consistently measure up to your high expectations when working, studying, or playing. Because of your strengths, you may have friends who come to you for guidance, suggestions, or recommendations. Topics might include situations in their personal or professional lives. Instinctively, you might be sought out by friends for your expert counsel. Some individuals may ask for your opinions or suggestions. When they know you have gained knowledge or acquired skills in a particular area, some of them may turn to you for guidance.

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?

Includer

SHARED THEME DESCRIPTION

People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you may be described as someone who makes an exceptional contribution to the group. Perhaps you produce some of your finest results when you can work shoulder to shoulder with teammates. Having to work alone for hours, days, weeks, or months might cause you to be less productive. Because of your strengths, you may enjoy teaming up with particular individuals rather than work by yourself. You might be attracted to people who occasionally notice your strengths. Perhaps you want to be recognized for having developed expertise in specific fields of study or for the performance of certain jobs. Instinctively, you sometimes try to include people in groups so no one is ignored, left out, or overlooked. It's very likely that you may enjoy partnering with people on certain tasks, problem-solving projects, or everyday processes. Perhaps you have devised tactics that time and again yield uniform, consistent, or predictable outcomes. You might value individuals who embrace your standard practices. They might create few, if any, obstacles for coworkers, fellow students, or teammates. Driven by your talents, you periodically derive satisfaction from partnering with specific people. Perhaps you engage in certain activities if they require teamwork or interaction among individuals. Sometimes too much solitude dampens your enthusiasm or erodes your ability to be productive.

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?