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Vicki Simmons

# Strengths Insight Guide

SURVEY COMPLETION DATE: 09-01-2021



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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.

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## Your Top 5 Themes

1. Deliberative
2. Individualization
3. Relator
4. Analytical
5. Learner

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## 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 PERSONALISED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you may have a reputation for thinking through things before you speak. Perhaps this is one reason why some people feel better about themselves when you say, “I truly value your opinion” or “I know you can do this job.” It’s very likely that you might approach certain areas of your life in a determined manner and with an air of earnestness. Perhaps you prefer to think things through before speaking or taking action. Driven by your talents, you may remain silent rather than join conversations that involve the sharing of intimate or personal information. Occasionally you try to change the topic altogether. If your attempts are unsuccessful, you might excuse yourself from discussions about the upbringing, finances, problems, physical conditions or mental health of yourself or others. Instinctively, you offer verbal feedback and positive reinforcement that is equal in measure to people’s accomplishments. Even though you praise sparingly, your words echo in the minds and hearts of recipients. When you compliment individuals, they have no doubt they are truly worthy of recognition. By nature, you select your friends with great care. You are comfortable nurturing up-close and personal relationships with these chosen individuals. The quality of your relationships is much more important to you than the number of people who say you are their friend.

#### Questions

1. As you read your personalised 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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## 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 working out how people who are different can work together productively.

### YOUR PERSONALISED STRENGTHS INSIGHTS

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

By nature, you derive much joy from assisting people in need. Driven by your talents, you need to know that your approach is correct before you offer help or advice. Instinctively, you are a good partner for someone who struggles to decide what is most important. With your assistance, people can outline what to do first, second, third and so on. You probably help individuals narrow down their long lists of tasks and opportunities. Once priorities are finalised, you push, pull, coax, cajole or urge the person to concentrate on only the targets that deserve full-time attention. Because of your strengths, 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. It's very likely that you give people the gift of simplicity. You carefully think through convoluted problems and complicated projects. You reduce them to their fundamental points. Rather than tell listeners everything you know about the situation, you present only the highlights. You build mental bridges from one point to the next. Your audience does not know what is missing. Why? You give them the most important facts and you do so logically.

#### **Questions**

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## 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 PERSONALISED STRENGTHS INSIGHTS

#### What makes you stand out?

It's very likely that you may be determined to share some of your knowledge, skills or experiences with people. Perhaps you use this information as a coaching tool if you train someone. Driven by your talents, you may be regarded by some individuals as a fine trainer, tutor or instructor. Occasionally you describe yourself in these terms. Because of your strengths, you enjoy the companionship of individuals who tell you what they plan to accomplish in the coming weeks, months or years. Once you know their goals, you can help them reach their objectives. Few things please you more than this. Instinctively, you may instruct, guide, train or tutor certain types of individuals. Perhaps you choose to stay within your area of specialisation, however. People may notice that you become more confident when you can share your knowledge or demonstrate your skills. By nature, you enjoy being busy, especially when you can assist someone in need. You are likely to be a good partner at home, in the workplace, at school or in the community. You tend to do more than is expected of you. Why? You probably worry about wasting time. This explains your habits of volunteering for projects and asking for extra duties.

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## Analytical

### SHARED THEME DESCRIPTION

People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

### YOUR PERSONALISED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you sometimes enjoy thinking independently. Perhaps you can arrive at valid, true or reasonable conclusions without anyone's assistance. Instinctively, you routinely study the factors coming together to create a situation. You definitely appreciate individuals who invite you to share your findings. It is not your style to boldly talk about your research. However, someone you trust can encourage you to speak. Because of your strengths, you occasionally strive to structure events, projects, presentations or discussions. When a plan lacks sound reasoning, you may halt work to reorganise it. Perhaps you revise outlines until the steps are methodically sequenced. Maybe you eliminate unnecessary tasks in the process. Driven by your talents, you sometimes are drawn to the company of people who listen to what you have to say. Perhaps your sound reasoning compels them to pay attention to your ideas, explanations, plans or answers. It's very likely that you periodically notice that you cannot stop thinking about some things. You might continue to mull over certain kinds of issues, ideas or opportunities without even realising it. Occasionally you detect unusual configurations in data that reveal important information or solve pesky — that is, troublesome — problems.

#### Questions

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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 PERSONALISED STRENGTHS INSIGHTS

#### What makes you stand out?

It's very likely that you may gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence or documents. Perhaps you wait to determine whether this information is useful. Your interest in history might have no purpose other than to answer your own questions. Maybe you are drawn to the past and its people. In some ways, the future starts to take shape in your mind if you rummage through your collection of historic truths and objects. Because of your strengths, you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energises you. You are likely to escape from situations and avoid people who want you to keep doing what you already know how to do well. Maintaining an intellectual status quo is unacceptable to you. Driven by your talents, you may see some value in continuous education. Perhaps this reflects your interest in particular topics. Sometimes you are fascinated with the process of acquiring knowledge or skills. By nature, you may realise you are skilled in particular areas of specialisation. Sometimes you take advantage of certain opportunities to broaden your knowledge base. You might try to obtain the latest facts, news, data or research discoveries in your field. At the time you amass this information, its importance may not be apparent to you. You might be content to pull together bits and pieces of material so you can refer to them later if the need arises. Instinctively, you sometimes work hard on your studies or the acquisition of a skill. You attempt to know more than the basics. For that reason, you may set some lofty goals for yourself. Perhaps no one needs to prod you to do your homework or practise your craft. Instead, you might push yourself by drawing on your inner reserve of determination. In some ways, you want to be more knowledgeable tomorrow than you are today. Maybe your quest for information or excellence is never-ending.

#### Questions

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