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Javier Silva

# Strengths Insight Report

SURVEY COMPLETION DATE: 04-06-2023



DON CLIFTON

**Father of Strengths Psychology and  
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## Your Top 5 Themes

1. Restorative
2. Activator
3. Relator
4. Learner
5. Arranger

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## Restorative

### SHARED THEME DESCRIPTION

People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you gather candid feedback from trustworthy individuals to heighten your awareness of areas you need to upgrade. Their frank comments fuel your desire to continually correct things. Chances are good that you routinely acquire knowledge or skills when your aim is to deliver better outcomes. You have an abiding interest in fixing things that are broken. This probably inspires you to enroll in subjects that relate to your job or area of study. You usually are eager to apply your classroom experiences to real life situations. It's very likely that you rarely avoid telling people about yourself, your experiences, or even your shortcomings. You reflect on what you should do better, more completely, or more perfectly. You are comfortable admitting all sorts of things about yourself. Instinctively, you address personal shortcomings by confronting them. You aim to minimize or eliminate them. You are on a continual quest to develop strengths by enhancing your skills, polishing your style, revamping your appearance, and/or expanding your knowledge. By nature, you usually are more upbeat about life when you can determine why you failed to reach a goal or standard of excellence. Once you identify your errors, lack of knowledge, or need to practice certain skills, you are apt to devise a plan to improve your performance.

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## Activator

### SHARED THEME DESCRIPTION

People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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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**What makes you stand out?**

Instinctively, you want to be in charge. As soon as you have made up your mind, you are eager to get started. People who interfere with your progress probably irritate you. By nature, you occasionally throw newcomers or outsiders off balance by pressing them to talk with you. Sometimes you intentionally do this. Other times, you may be unaware of how assertive you are. Although you might be eager to get things moving or completed, you might try to soften your demanding style. Perhaps you want certain people to like you as well as do what you tell them to do. It's very likely that you might admit that you participate in friendly rivalries for fun. Usually you are comfortable letting people know what you do and do not value. Driven by your talents, you might work hard to be liked. Perhaps you find something special about each person you meet. This might be one way you ingratiate yourself — that is, win the favor of — certain individuals. Because of your strengths, you like to make your own choices. Once you have settled on a goal, you are eager to reach it. By taking charge, you probably notice that various parts of your life become more interesting or satisfying.

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## Relator

### SHARED THEME DESCRIPTION

People exceptionally 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?**

It's very likely that you normally want to know a lot about the hopes and objectives of each group member. The more you understand someone, the easier it is for you to establish and sustain a personal partnership with that individual. Driven by your talents, you may pride yourself on your capacity to accomplish a great deal. You might be happiest when you are continually busy. You might need to be occupied with tasks. Perhaps completing certain tasks exhilarates you. Why? To some extent, finishing one thing frees you to undertake additional work. By nature, you periodically are sought out by people whom you have befriended. They may trust you when you have taken time to know them individually. This may partially explain why certain people come back again and again for ideas or suggestions. They might realize you try to tailor your words of wisdom to fit their unique situations, needs, strengths, limitations, goals, or personalities. Instinctively, you might feel happier if you are busy, even if it means performing routine or mundane tasks. When you have nothing to do, perhaps you are the type of person who looks for something to do. Chances are good that you sometimes embody the adage: "If you want to get something done, ask a busy person." You may

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deliver peak performances when you can tackle a task. Perhaps you experience a bit of satisfaction each time you accomplish something. You may like being held accountable for your actions or words.

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## Learner

### SHARED THEME DESCRIPTION

People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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

Instinctively, you may pay attention to some of the things going on around you. Perhaps you listen, quiz people, read, or take notes. As you accumulate information, you might disregard what is unrelated, and pay heed to what seems important. Sometimes the more you reflect on what you know, certain problems reveal themselves, and eventually some solutions start taking shape in your mind. Then you try to select the best plan from your list of options. By nature, you periodically investigate the “hows” and “whys” of a given situation. You might find relationships between the final result and the events preceding it. Perhaps these links enable you to understand how things came into being. You may draw logical conclusions that can broaden your knowledge base. Because of your strengths, you become acquainted with certain individuals by observing them in action and listening to what they say. Sometimes you ask questions and consider their answers. As a result, you may be able to respond to the person in ways that have special meaning for him or her. When you know a person’s talents, tastes, or favorite topics, perhaps you can tailor your words and deeds to fit his or her interests, preferences, or styles. Chances are good that you sometimes know what has gone wrong. You try to uncover facts. Perhaps you are not intimidated by an overwhelming amount of information. Like a detective, you might sort through it, attempting to identify pieces of evidence. Following a few leads, you might begin to see the big picture. Maybe you generate schemes for solving the problem. You might choose the best option after considering some of the prevailing circumstances, available resources, or desired outcomes. Driven by your talents, 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.

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## Arranger

### SHARED THEME DESCRIPTION

People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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

Chances are good that you function very well as a member of a group or task force. Contributing your talents, skills, and knowledge to the team gives you great pleasure. You are less attracted to projects on which you are isolated from people and expected to work alone. Driven by your talents, you have a strong sense of commitment. It motivates you to make sure that things are carried through to completion even when difficulties arise. By nature, you have a gift for recruiting people to work on tasks and special assignments. You probably know how to match talents to tasks, coordinate activities, and create schedules. It's very likely that you likely systematize tasks the team needs to do every day, week, month, or year. You commonly find efficiencies others overlook or fail to consider. You probably show the group how to make even better use of its limited human or material resources. Because of your strengths, you embrace life with more gusto when you can work or play alongside your teammates, classmates, coworkers, or peers. You normally figure out ways you can participate in a variety of group-oriented activities.

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