
Michelle Watson

Strengths Insight Guide

SURVEY COMPLETION DATE: 03-01-2020



DON CLIFTON

Father of Strengths Psychology and
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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.

Your Top 5 Themes

1. Harmony
2. Empathy
3. Consistency
4. Adaptability
5. Responsibility

Harmony

SHARED THEME DESCRIPTION

People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you matter-of-factly say that you work to earn a living. As a result, you usually help others objectively look at the facts about their positions, pay, coworkers, employers or workplace issues. You probably prefer to associate with individuals who share this philosophy. In addition, you favor the company of those who avoid conflict or refrain from spreading rumors. Instinctively, you may be practical or realistic as you process ideas. Perhaps you think sequentially. You might appreciate projects that have simple steps or defined starting and stopping points. Sometimes you test your ideas with specialists who might be able to confirm their accuracy or usefulness. Chances are good that you may fondly recall the thoughtful attention given to you by a particular educator or coach. Perhaps this individual encouraged you as a youth. Consequently, you might have an easy time establishing rapport with people. Maybe others are attracted to your personable style or your optimistic outlook. Because of your strengths, you periodically resist the temptation of presenting yourself as an expert on everything. Even though you have worked hard to master certain topics, disciplines, or skills, you may wait to be asked before sharing your knowledge. Perhaps you refer people to highly trained individuals if you cannot answer their questions. Your commitment to obtain the correct information or solution might override your desire to impress others. Your reputation might remain intact as a result. By nature, you matter-of-factly engage others in friendly conversation when the situation demands it. In your opinion, being uniformly sociable and responsive to everyone is purely practical.

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?

Empathy

SHARED THEME DESCRIPTION

People who are especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you are attuned to the full gamut of human feelings. Whenever your life or someone else's life becomes emotionally barren, you search for people and activities to fill the void. Chances are good that you bring an emotional awareness to conversations. Many times, you ease the stress of individuals when they are about to make an important decision. You can also calm those who are struggling with the uncertainty of change. You are likely to pose probing questions to direct the thinking of others. However, you refrain from telling people what they should and should not do. Instinctively, you usually know when you have or have not won the approval of a person or a group. You harbor a deep-seated yearning to belong. You are delighted when many individuals gladly welcome you into their lives. By nature, you are a person who feels things very deeply. This is one reason why you place high importance on having others know who you are as a person and as a professional. You probably hope individuals grasp what you think, feel, need, dream, and desire. It's very likely that you naturally sense when a person can benefit from your support, kind words, or thoughtful deeds. Perhaps you have an ability to lift certain people's sagging spirits by what you do or say. In the process, you might enhance some individuals' self-confidence enough that they dare to acquire knowledge, gain new skills, or broaden their experiences.

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Consistency

SHARED THEME DESCRIPTION

People who are especially talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you perhaps invent rules or procedures for the sake of efficiency and accuracy when you must perform repetitious or mundane tasks. By following your own directions, you may find it is easier to complete certain types of daily, weekly, monthly, or annual chores. Sometimes you are thankful for people who not only recognize but also respect your need for uniformity. Chances are good that you are quite content when you have performed to the best of your ability. You probably waste little, if any, time wishing you had put more time or effort into a task. You trust yourself to evaluate the quality and the quantity of your work. It's very likely that you sometimes prefer assignments or projects that demand strict adherence to standards. You might trust processes that yield precise outcomes time after time. Perhaps you like designing structured and clear directions for particular tasks. Possibly the level of detail you put into your work or studies mirrors how organized and meticulous you are. Instinctively, you may prefer to set goals in an environment where most people agree to follow the procedures or rules. Perhaps knowing beforehand what to expect of others and what they expect of you makes the task a bit more enjoyable. When you are given the choice between order and chaos, you sometimes choose order. This partially explains why you become irritated with individuals who try to change procedures or make exceptions to the rules in the middle of meetings. Driven by your talents, you may be adept — that is, thoroughly proficient — at setting up processes that make it easier to perform certain repetitious assignments or tasks. Perhaps you appreciate individuals who regularly follow these procedures rather than insist on doing things their own way.

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Adaptability

SHARED THEME DESCRIPTION

People who are especially talented in the Adaptability theme prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you might have an ability to accept and deal with each day as it unfolds. You may be flexible enough to handle unexpected discoveries and situations. Chances are good that you perform quite well in situations where shifting priorities and changing plans are the norm. You have a gift for reacting in the moment rather than delaying action. Driven by your talents, you dread adhering to someone else’s calendar. You prefer to determine your own schedule and pace. You enjoy responding to challenges and crises as they present themselves. It’s very likely that you are quite comfortable letting the day’s events and people’s demands determine what really deserves your attention. Because of your strengths, you avoid individuals who work non-stop, never taking a break. You refuse to rush headlong from one activity to the next. You are quite comfortable dealing with change, surprises, and unexpected problems. Why? While you appreciate schedules and plans, you recognize when it is wise to deviate — that is, turn away — from them.

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Responsibility

SHARED THEME DESCRIPTION

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you place a premium on doing everything correctly. Whatever you are involved in or associated with must typify — that is, symbolize — accuracy and precision. Your high standards demand exactness. Chances are good that you volunteer for additional duties. You really enjoy being given authority over projects, individuals, or groups. You expect to be held accountable for the results you produce as well as your words and deeds. By nature, you often argue that people should be held to the highest moral standards. You insist that those who break the law be required to accept the consequences of their deeds. You have little sympathy for people who are caught in the act of taking things that do not belong to them. It's very likely that you are a person upon whom others can depend. When you make a promise, you keep it. You feel obligated to honor your commitments. You do things correctly, accurately, and properly. Because of your strengths, you may enjoy hearing people describe you as more serious than some of your colleagues, classmates, teammates, friends, or coworkers.

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