

Section I: Awareness

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 push yourself to meet high standards and reach important goals. Your feelings of success or failure likely hinge on the way others judge your results. Your keen awareness of people's moods motivates you to work even harder. You want to please them. You want to earn their approval. You often just want to make them happy. Chances are good that you routinely tune in to individuals' subtle and not-so-subtle yearnings to be cheered up, supported, and motivated. You have a knack for inspiring people. They sense that you are aware of their feelings, thoughts, and needs. They probably feel better about themselves when you are with them. Instinctively, you may feel honored when specific individuals trust you enough to share their innermost thoughts and feelings. Perhaps you understand that the act of listening is both helpful and healing. By nature, you realize numerous individuals need your attention to feel valued or appreciated. Making someone feel special gives you a great deal of satisfaction. You can sense when someone's spirit needs to be lifted or his/her contributions need to be acknowledged. You know what to say and how to say it so your compliments or words of recognition sound truthful, genuine, and sincere. This is one way you nurture relationships with people. It's very likely that you are comfortable shedding tears at movies, weddings, funerals, or awards ceremonies. Your eyes can fill with tears when you are reading books, listening to speakers, or watching poignant — that is, emotionally touching and moving — news reports.

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?

Developer

Shared Theme Description

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Your Personalized Strengths Insights

What makes you stand out?

Instinctively, you place more importance on the purpose and value of what you do than on the monetary rewards that accompany success. Driven by your talents, you sometimes engage people in group conversations. You may choose to be an active participant, too. Your upbeat attitude and willingness to acknowledge the ideas of others might enliven and enrich the dialogue. Perhaps you reinforce the value of what they say, helping them feel less vulnerable when they reveal their thoughts or feelings. It's very likely that you understand there is more to life than the acquisition of material possessions. Typically you find purpose and meaning in the simple things money cannot buy. Because of your strengths, you sometimes enjoy offering your resources — including your knowledge and skills — to others. When you practice the art of giving, individuals might value your companionship and give back to you. By nature, you occasionally tell people what you know, what you have experienced, or what you can do. You might benefit when they provide you with information about their talents, knowledge, and skills.

Questions

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Restorative

Shared Theme Description

People who are especially 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?

Instinctively, you surround yourself with conscientious individuals who are driven to do important work. They probably motivate you to work even harder. You are on a quest to enhance your outcomes. **You yearn to distinguish yourself from other strong performers. You continually strive to upgrade the quality of your results.** Because of your strengths, you typically put forth much effort and energy to reach your goals. **You aim to overcome your limitations and fix your mistakes.** You attempt to compensate for your lack of knowledge, skills, and/or talent in various areas. You feel successful when you routinely meet the minimum requirements and regularly produce average results. **Driven by your talents, you usually spend hours assessing the reasons why you failed or missed a goal.** In other instances, you carefully examine why you were caught off guard by a crisis, stalled by a problem, or stymied by an obstacle. When you arm yourself with the right answers, you probably do things much better. You probably break through barriers and succeed. Chances are good that you might engage in self-improvement activities once you have identified things you need to know more about or do better. Perhaps you hope to minimize some of your shortcomings. It's very likely that you are inclined to finish whatever is assigned to you each day. You admit there are things you could do better. When you act on these ideas, you probably increase your chances of meeting the day-to-day expectations people place on you.

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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?

Because of your strengths, you may seldom be at a loss for something to say to most people. Without hesitation, you sometimes dive into conversations with old friends, new acquaintances, or even total strangers. Chances are good that you normally enjoy working, playing, or studying with people whenever the opportunity arises. The company of others probably energizes you in ways that working alone cannot. Even so, you are apt to want everyone to use your step-by-step methods for performing repetitive tasks. You notice that when each individual handles details in a predictable and consistent manner, efficiency increases and mistakes decrease. Driven by your talents, you derive much joy from teaming with people to accomplish things. You view work, study, and play as opportunities to socialize and be productive. This explains why you need to interact with others on a regular basis. People probably energize you. Instinctively, you gravitate to situations where you will be in the company of others. You are much less inclined to be solitary or a loner. It's very likely that you may find some reason to befriend and include a number of group members in discussions or activities. Perhaps you reassign certain resources or revise some plans so more people can participate.

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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 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 periodically contribute to people's ability to see things through to completion. You might convince them not to quit in the middle of certain work-related projects, academic assignments, diets, or exercise programs. Even when you work alone, you may exhibit steadfast perseverance in spite of obstacles, problems, or changes. **Chances are good that you might be able to distinguish each person's unique contribution to a conversation.** In some ways, you guide the exchange of information by drawing out the singular perspectives of individuals. **Once in a while, you help others express their varied, peculiar, eccentric, quaint, or unusual viewpoints.** Perhaps you enliven dialogues by honoring the value of each human being. By nature, you may update certain individuals about current events. Sometimes you are the person who obtains the latest information about school-related activities, changes in the organization, or breaking news from around the world. Instinctively, you may have an ability to watch people or determine with some degree of accuracy what makes one unique, distinct, or special. Perhaps certain talents, weaknesses, likes, dislikes, moods, or motivations attract your attention when you observe others' actions or listen to their words. **It's very likely that you might offer assistance to people when the predicament in which they find themselves fascinates you.** Maybe you come to the aid of others when they ask you to study an intriguing problem, unanswered question, or unfamiliar subject. Occasionally you are delighted to report back to them your discoveries and conclusions.

Questions

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Questions

1. How does this information help you better understand your unique talents?
2. How can you use this understanding to add value to your role?
3. How can you apply this knowledge to add value to your team, workgroup, department, or division?
4. How will this understanding help you add value to your organization?
5. What will you do differently tomorrow as a result of this report?