
Remington Rohel

Strengths Insight and Action-Planning Guide

SURVEY COMPLETION DATE: 03-06-2023



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YOUR TOP 5 THEMES

1. Learner
2. Positivity
3. Adaptability
4. Maximizer
5. Input

What's in This Guide?

SECTION I: AWARENESS

A brief Shared Theme Description for each of your top five themes

Your Personalized Strengths Insights, which describe what makes you stand out from others with the same theme in their top five

Questions for you to answer to increase your awareness of your talents

SECTION II: APPLICATION

10 Ideas for Action for each of your top five themes

Questions for you to answer to help you apply your talents

SECTION III: ACHIEVEMENT

Examples of what each of your top five themes "sounds like" -- real quotes from people who also have the theme in their top five

Steps for you to take to help you leverage your talents for achievement

Section I: Awareness

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?

Chances are good that you sometimes dedicate yourself to acquiring specific types of knowledge or using particular skills. Maybe you are self-taught. Maybe you work with an instructor, trainer, coach, or mentor. You might embrace opportunities to expose your mind to new ideas. You might welcome the chance to practice new ways of plying — that is, diligently practicing — a trade or a craft. Instinctively, you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energizes 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. By nature, you may include some uncommon, technical, or sophisticated words in your vocabulary. Perhaps you realize that language is a form of knowledge that gives you an upper hand — that is, controlling power — in the conversations, debates, or discussions you have with certain people. It might establish you as an authority figure in the minds of several listeners. Maybe you capture and keep particular people's attention. You might even take charge of specific events, projects, or meetings. It's very likely that you may value certain kinds of education and scholarship. Sometimes your thirst for knowledge causes you to explore particular topics of study. Once in a while, you specialize in a particular subject. Perhaps you welcome opportunities to acquire additional information, skills, or experiences to enhance your expertise or expand your mental storehouse of trivia. Driven by your talents, you might accept the challenge of understanding the detailed workings of complicated processes, mechanisms, or plans. To some extent, you enjoy examining mechanisms, processes, ideas, or regulations in detail. Perhaps you can picture in your mind how all of the pieces or steps link together.

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?

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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Positivity

SHARED THEME DESCRIPTION

People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you lavish compliments on others. You make them feel good about themselves, how they look, or what they have contributed. You probably describe things individuals have done well. You usually point out evidence of professional progress or personal growth. Instinctively, you like to lift the spirits of the people around you. You know what to do and say so individuals feel useful, valued, appreciated, and important. By nature, you now and then expend a lot of mental, physical, or emotional energy earning the affection of individuals. Perhaps you want others to feel the same fondness for you that you naturally feel for them. Chances are good that you spark the interests of others with your keen wit and sociable nature. You can quickly establish an easy rapport with individuals by telling a joke, smiling, introducing yourself, or giving a compliment. You recognize that laughter is a universal language. It's very likely that you might engage in life with gusto. You sometimes approach assignments, tasks, projects, opportunities, or problems with a creative flair. You might take the innovative path rather than follow the traditional or tried-and-true ways of doing things.

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Adaptability

SHARED THEME DESCRIPTION

People exceptionally 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?

Because of your strengths, you react to situations as they occur. You rely on your intuition to make the right choices. Driven by your talents, you are the group member who moves through the day handling unexpected situations as they arise. Some are important. Others are not so important. You probably have earned a reputation for changing plans to deal with surprises. Chances are good that you react to what is happening as it happens. For you, the present — not the future or the past — is most important. You continually monitor and adjust what you are doing and how you are doing it as circumstances change and needs arise. It's very likely that you need to have time to rest and unwind. Rushing from one activity or assignment to another can take a toll on you mentally, physically, or emotionally. So, rather than do the opposite of what everyone else is doing, you prefer to move in the same direction as they are. Typically you choose to use the processes they are using. In your opinion, being cooperative is not only sensible and efficient, but also less exhausting. By nature, you may enjoy reading. To some degree, it allows you to gather certain kinds of information to expand your storehouse of knowledge. If surrounded by individuals who cannot sit still, perhaps giving your full attention to the printed word is difficult. You might avoid the company of restless people when you want to give your undivided attention to a particular book, magazine article, newspaper account, personal correspondence, or official document.

QUESTIONS

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Maximizer

SHARED THEME DESCRIPTION

People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you sometimes pause to savor or simply reflect on your current accomplishments. It's very likely that you may prefer to rely on specialists for guidance when you are seeking solutions or searching for answers. By nature, you are sometimes keenly aware of your ability to do good work when you are allowed to concentrate on a single activity. Perhaps being expected to handle multiple tasks simultaneously puts you at a disadvantage. Maybe it even compromises the quality of your outcomes. Because of your strengths, you may realize you are careful and thorough if you are performing certain tasks. Once in a while, you pay close attention to specific details. Perhaps doing the little things right matters more to you than it does to some people. Driven by your talents, you might deal with everyone the same way, even when people differ in their positions, age, talents, skills, knowledge, or production. To some extent, you contend it is unjust to give one individual special treatment while denying the same favor to others.

QUESTIONS

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Input

SHARED THEME DESCRIPTION

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you sometimes sit down with a book simply because you are eager to discover new ideas. Through the printed word, you have made the acquaintance of some very interesting fictional characters and real people. Chances are good that you may have labored to broaden your vocabulary. Perhaps your collection features theoretical or complicated words. If you use these to write or speak, some people might conclude you have official authority over them. Perhaps certain individuals assume that your elaborate language somehow confirms that you are in a position of dominance. It's very likely that you now and then attempt to sharpen your methods for adding new words to your everyday vocabulary as well as your academic or professional vocabulary. You occasionally use sophisticated terminology so some of the people who are well-educated on a particular topic or issue listen to what you say. By nature, you might be a source of good advice. Sometimes people's questions determine your choice of books or other reading materials. To some degree, you enjoy reading — whether you are studying a subject for the first time or revisiting a topic to refresh your memory. Perhaps making discoveries that help specific people is a source of joy for you. Because of your strengths, you may impress others as well-versed in a certain subject. Maybe you have invested time acquiring the sophisticated or technical vocabulary used by experts. When your teammates hear you speak or read your writing, some assume you know more than they do. Occasionally this is the case. Specific people may allow you to run meetings, make decisions, or solve problems. Sometimes they just step back and let you take charge.

QUESTIONS

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2. Out of all the talents in this insight, what would you like for others to see most in you?

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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?

Section II: Application

Learner

IDEAS FOR ACTION:

Refine how you learn. For example, you might learn best by teaching; if so, seek out opportunities to present to others. You might learn best through quiet reflection; if so, find this quiet time.

Develop ways to track the progress of your learning. If there are distinct levels or stages of learning within a discipline or skill, take a moment to celebrate your progression from one level to the next. If no such levels exist, create them for yourself (e.g., reading five books on the subject or making three presentations on the subject).

Be a catalyst for change. Others might be intimidated by new rules, new skills, or new circumstances. Your willingness to soak up this newness can calm their fears and spur them to action. Take this responsibility seriously.

Seek roles that require some form of technical competence. You will enjoy the process of acquiring and maintaining this expertise.

As far as possible, shift your career toward a field with constantly changing technologies or regulations. You will be energized by the challenge of keeping up.

Because you are not threatened by unfamiliar information, you might excel in a consulting role (either internal or external) in which you are paid to go into new situations and pick up new competencies or languages quickly.

Research supports the link between learning and performance. When people have the opportunity to learn and grow, they are more productive and loyal. Look for ways to measure the degree to which you and others feel that your learning needs are being met, to create individualized learning milestones, and to reward achievements in learning.

At work, take advantage of programs that subsidize your learning. Your organization may be willing to pay for part or all of your instructional coursework or for certifications. Ask your manager for information about scholarships and other educational opportunities.

Honor your desire to learn. Take advantage of adult educational opportunities in your community. Discipline yourself to sign up for at least one new academic or adult learning course each year.

Time disappears and your attention intensifies when you are immersed in studying or learning. Allow yourself to “follow the trail” by scheduling learning sessions during periods of time that will not be interrupted by pressing engagements.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Positivity

IDEAS FOR ACTION:

You probably will excel in any role in which you are paid to highlight the positive. A teaching role, a sales role, an entrepreneurial role, or a leadership role will make the most of your ability to make things dramatic.

You tend to be more enthusiastic and energetic than most people. When others become discouraged or are reluctant to take risks, your attitude will provide the impetus to keep them moving. Over time, others will start to look to you for this “lift.”

Plan highlight activities for your friends and colleagues. For example, find ways to turn small achievements into events, plan regular celebrations that others can look forward to, or capitalize on the year’s holidays and festivals.

Explain that your enthusiasm is not simple naivety. You know that bad things can happen; you simply prefer to focus on the good things.

You may get your greatest joy by encouraging people. Freely show your appreciation of others, and make sure that the praise is not vague. Consistently seek to translate your feelings into specific, tangible, and personal expressions of gratitude and recognition.

As you share your Positivity talents, be sure to protect and nurture them. As necessary, insulate yourself from chronic whiners and complainers, and intentionally spend time in highly positive environments that will invigorate and feed your optimism.

Don’t pretend that difficulties don’t concern you. Other people need to know that while you find the good in virtually every situation, you are not naïve. Recognize challenges, and communicate the reasons for your optimism. Your positive approach will be most powerful when others realize it is grounded in reality.

Because people will rely on you to help them rise above their daily frustrations, arm yourself with good stories, jokes, and sayings. Never underestimate the effect that you can have on people.

Avoid negative people. They will bring you down. Instead, seek people who find the same kind of

drama and humor in the world that you do. You will energize each other.

Deliberately help others see the things that are going well for them. You can keep their eyes on the positive.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Adaptability

IDEAS FOR ACTION:

Cultivate your reputation as a calm and reassuring person when others become upset by daily events.

Avoid roles that demand structure and predictability. These roles will quickly frustrate you, make you feel inadequate, and stifle your independence.

When the pressure is on, help your hesitant friends, colleagues, and clients find ways to collect themselves and take control of the situation. Explain that adaptability is about more than simply rolling with the punches; it is about calmly, intelligently, and readily responding to circumstances.

Don't let others abuse your inherent flexibility. Though your Adaptability talents serve you well, don't compromise your long-term success by bending to every whim, desire, and demand of others. Use smart guidelines to help you decide when to flex and when to stand firm.

Seek roles in which success depends on responding to constantly changing circumstances. Consider career areas such as journalism, live television production, emergency healthcare, and customer service. In these roles, the best react the fastest and stay levelheaded.

Fine-tune your responsiveness. For example, if your job demands unanticipated travel, learn how to pack and leave in 30 minutes. If your work pressure comes in unpredictable spurts, practice the first three moves you will always make when the pressure hits.

Look to others for planning. People who have strong Focus, Strategic, or Belief talents can help you shape your long-term goals, leaving you to excel at dealing with the day-to-day variations.

Your Adaptability talents give you an even-keel mindset that lets you ride the ups and downs without

becoming an emotional volcano. Your “don’t cry over spilled milk” approach will help you quickly recover from setbacks. Recognize this aspect of your nature, and help your friends and colleagues understand that it is productive flexibility rather than an “I don’t care” attitude.

Avoid tasks that are too structured and stifle your need for variety. If given a list of tasks to complete, try to indulge your desire for flexibility by making a game of that list. See if you can be creative or make the tasks more fun in some way.

Openly use your reassuring demeanor to soothe disgruntled friends or coworkers. Think about the approach you used, and remember to apply it again when the situation presents itself.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Maximizer

IDEAS FOR ACTION:

Once you have identified your own greatest talents, stay focused on them. Refine your skills. Acquire new knowledge. Practice. Keep working toward strength in a few areas.

Develop a plan to use your most powerful talents outside of work. In doing so, consider how your talents relate to the mission in your life and how they might benefit your family or the community.

Problem solving might drain your energy and enthusiasm. Look for a restorative partner who can be your chief troubleshooter and problem solver. Let that person know how important your partnership is to your success.

Study success. Deliberately spend time with people who have discovered their strengths. The more you understand how marshaling strengths leads to success, the more likely you will be to create success in your own life.

Explain to others why you spend more time building on great talent rather than fixing weaknesses. Initially, they might confuse what you are doing with complacency.

Don’t let your Maximizer talents be stifled by conventional wisdom, which says you should find what is

broken and fix it. Identify and invest in the parts of your organization or community that are working. Make sure that most of your resources are spent in the build-up and build-out of these pockets of excellence.

Keep your focus on long-term relationships and goals. Many make a career out of picking the low-hanging fruit of short-term success, but your Maximizer talents will be most energized and effective as you turn top potential into true and lasting greatness.

See if you can make some of your weaknesses irrelevant. For example, find a partner, devise a support system, or use one of your stronger talents to compensate for one of your weaker ones.

Seek roles in which you are helping people succeed. In coaching, managing, mentoring, or teaching roles, your focus on strengths will prove particularly beneficial to others. Because most people find it difficult to describe what they do best, start by arming them with vivid descriptions.

Devise ways to measure your performance and the performance of others. These measures will help you spot strengths, because the best way to identify a strength is to look for sustained levels of excellent performance.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Input

IDEAS FOR ACTION:

Look for jobs in which you are charged with acquiring new information each day, such as teaching, research, or journalism.

Devise a system to store and easily locate information. This can be as simple as a file for all the articles you have clipped or as sophisticated as a computer database.

Partner with someone with dominant Focus or Discipline talents. This person will help you stay on track when your inquisitiveness leads you down intriguing but distracting avenues.

Your mind is open and absorbent. You naturally soak up information in the same way that a sponge

soaks up water. But just as the primary purpose of the sponge is not to permanently contain what it absorbs, neither should your mind simply store information. Input without output can lead to stagnation. As you gather and absorb information, be aware of the individuals and groups that can most benefit from your knowledge, and be intentional about sharing with them.

You might naturally be an exceptional repository of facts, data, and ideas. If that's the case, don't be afraid to position yourself as an expert. By simply following your Input talents, you could become known as the authority in your field.

Remember that you must be more than just a collector of information. At some point, you'll need to leverage this knowledge and turn it into action. Make a point of identifying the facts and data that would be most valuable to others, and use this information to their advantage.

Identify your areas of specialization, and actively seek more information about them.

Schedule time to read books and articles that stimulate you.

Deliberately increase your vocabulary. Collect new words, and learn the meaning of each of them.

Identify situations in which you can share the information you have collected with other people. Also make sure to let your friends and colleagues know that you enjoy answering their questions.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Section III: Achievement

Look for signs of achievement as you read these real quotes from people who share your top five themes.

LEARNER SOUNDS LIKE THIS:

Annie M., managing editor: “I get antsy when I am not learning something. Last year, although I was enjoying my work, I didn’t feel as though I was learning enough. So I took up tap dancing. It sounds strange, doesn’t it? I know I am never going to perform or anything, but I enjoy focusing on the technical skill of tapping, getting a little better each week, and moving up from the beginners’ class to the intermediate class. That was a kick.”

Miles A., operations manager: “When I was seven years old, my teachers would tell my parents, ‘Miles isn’t the most intelligent boy in the school, but he’s a sponge for learning, and he’ll probably go really far because he will push himself and continually be grasping new things.’ Right now, I am just starting a course in business-travel Spanish. I know it is probably too ambitious to think I could learn conversational Spanish and become totally proficient in that language, but I at least want to be able to travel there and know the language.”

Tim S., coach for executives: “One of my clients is so inquisitive that it drives him crazy because he can’t do everything he wants to. I’m different. I am not curious in that broad sense. I prefer to go into greater depth with things so that I can become competent in them and then use them at work. For example, recently one of my clients wanted me to travel with him to Nice, France, for a business engagement. So I started reading up on the region, buying books, and checking the Internet. It was all interesting and I enjoyed the study, but I wouldn’t have done any of it if I wasn’t going to be traveling there for work.”

POSITIVITY SOUNDS LIKE THIS:

Gerry L., flight attendant: “There are so many people on an airplane that I have made it a point over the years to single out one or two on a flight and make it something special for them. Certainly, I will be courteous to everybody and extend to them the kind of professionalism that I would like given to me, but over and above that, I try to make one person or family or small group of people feel particularly special, with jokes and conversation and little games that I play.”

Andy B., Internet marketing executive: “I am one of those people who loves creating buzz. I read magazines all the time, and if I find something fun — some new store, new lip gloss, whatever — I will charge around telling everyone about it. ‘Oh, you just have to try this store. It is so-o-o cool. Look at these pictures. Check them out.’ I am so passionate when I talk about something that people just

have to do what I say. It's not that I am a great salesperson. I'm not. In fact, I hate asking for the close; I hate bothering people. It's just that my passion about what I say makes people think, 'Gosh, it must be true.'"

Sunny G., communications manager: "I think the world is plagued with enough negative people. We need more positive people — people who like to zero in on what is right with the world. Negative people just make me feel heavy. In my last job, there was a guy who came into my office every morning just to unload on me. I would purposely dodge him. I'd see him coming, and I'd run to the bathroom or go some other place. He made me feel as if the world was a miserable place, and I hated that."

ADAPTABILITY SOUNDS LIKE THIS:

Marie T., television producer: "I love live TV because you never know what is going to happen. One minute, I might be putting together a segment on the best teenage holiday gifts, and the next, I will be doing the pre-interview for a presidential candidate. I guess I have always been this way. I live in the moment. If someone asks me, 'What are you doing tomorrow?' my answer is always, 'I don't know. Depends what I'm in the mood for.' I drive my boyfriend crazy because he'll plan for us to go to the antique market on Sunday afternoon, and then right at the last minute, I'll change my mind and say, 'Nah, let's go home and read the Sunday papers.' Annoying, right? Yeah, but on the positive side, it does mean that I'm up for anything."

Linda G., project manager: "Where I work, I am the calmest person I know. When someone comes in and says, 'We didn't plan right. We need this turned around by tomorrow,' my colleagues seem to tense up and freeze. Somehow that doesn't happen to me. I like that pressure, that need for instant response. It makes me feel alive."

Peter F., corporate trainer: "I think I deal with life better than most people. Last week, I found that my car window had been smashed and the stereo stolen. I was annoyed, of course, but it didn't throw me off my day one bit. I just cleared it, mentally moved on, and went right on with the other things I had to get done that day."

MAXIMIZER SOUNDS LIKE THIS:

Gavin T., flight attendant: "I taught aerobics for ten years, and I made a point of asking people to focus on what they liked about themselves. We all have parts of our body that we would like to change or that we would like to see differently, but to focus on that can be so destructive. It becomes a vicious cycle. So I would say, 'Look, you don't need to be doing that. Instead, let's focus on the attribute you like about yourself, and then we'll all feel better about expending all of this energy.'"

Amy T., magazine editor: "There is nothing I hate more than having to fix a poorly written piece. If I

have given the writer a clear focus and she comes back with a piece that is completely off the mark, I almost can't bring myself to write comments on it. I'm more inclined to just hand it back to her and say, 'Just please start again.' On the other hand, what I love to do is take a piece that is so close and then refine it to make it perfect. You know, just the right word here, a little cut there, and suddenly it's a brilliant piece."

Marshall G., marketing executive: "I am really good at setting a focus for people and then building a sense of team spirit as we all march forward. But I am not so good at strategic thinking. Fortunately, I have a boss who understands that about me. We have been working together for quite a few years. He has found people who play the strategic role, and at the same time, stretches me to be even better at the focus and team-building role. I'm so lucky to have a boss who thinks this way. It's made me more secure and made me charge ahead much faster, knowing that my boss knows what I am good at and what I'm not good at; he doesn't bother me with the latter."

INPUT SOUNDS LIKE THIS:

Ellen K., writer: "Even as a child, I found myself wanting to know everything. I would make a game of my questions. 'What is my question today?' I would think up these outrageous questions, and then I would go looking for the books that would answer them. I often got in way over my head, deep into books that I didn't have a clue about, but I read them because they had my answer someplace. My questions became my tool for leading me from one piece of information to another."

John F., human resources executive: "I'm one of those people who thinks that the Internet is the greatest thing since sliced bread. I used to feel so frustrated, but now if I want to know what the stock market is doing in a certain area or the rules of a certain game or what the GNP of Spain is or other different things, I just go to the computer, start looking, and eventually find it."

Kevin F., salesperson: "I am amazed at some of the garbage that collects in my mind, and I love playing Jeopardy and Trivial Pursuit and anything like that. I don't mind throwing things away as long as they're material things, but I hate wasting knowledge or accumulated knowledge or not being able to read something fully if I enjoy it."

QUESTIONS

1. Talk to friends or coworkers to hear how they have used their talents to achieve.
2. How will you use your talents to achieve?