
Strengths Insight and Action-Planning Guide

SURVEY COMPLETION DATE: 09-11-2015

Siyan Luo

Your Top 5 Themes

Significance
Maximizer
Deliberative
Futuristic
Relator

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

Significance

Shared Theme Description

People who are especially talented in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

Your Personalized Strengths Insights

What makes you stand out?

Instinctively, you derive much satisfaction from doing whatever you can to help people prosper and flourish. You probably boost their spirits each time you acknowledge their accomplishments, talents, knowledge, and/or skills. Chances are good that you gravitate to people whose work ethic is rock solid. You like to associate with individuals who are driven to excel and highly productive. Driven by your talents, you occasionally encourage or prod people to excel. Perhaps they heed your message when they hold you in high esteem. Because of your strengths, you provide people with beneficial training and instruction. You desire to be highly thought of by the individuals you have motivated through your words and deeds. By nature, you set definite goals for yourself. These performance objectives allow you to exercise control over the events in your life. They also influence many of the choices you make.

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?

Maximizer

Shared Theme Description

People who are especially 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?

Chances are good that you are likely to do your best work when someone truly recognizes your strengths. You want to be appreciated for the talents you own, the skills you possess, and the knowledge you have acquired. Instinctively, you occasionally spend time pondering things you do with ease. Perhaps you concentrate on your good qualities. You may invest little time thinking about your flaws, shortcomings, or mistakes. By nature, you occasionally give yourself credit for having knowledge of the facts, political pressures, available resources, or troublesome obstacles that create a certain situation. Perhaps you are the person who takes time to unearth the key parts of plans, problems, proposed solutions, or processes that might affect you or those around you. Because of your strengths, you might see yourself as a person who invents unusual and innovative ways for doing things. Perhaps you grow weary of certain activities when you are forced to perform them in the same way again and again. Your frustration may increase when you know there is a better way to do something, but no one is willing to consider the changes you suggest. It's very likely that you sometimes acknowledge you have an ability to identify specific types of obstacles, difficulties, or dilemmas. You might respond to questions others refuse to consider. Perhaps you recognize answers or solutions as they evolve naturally.

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?

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 Personalized Strengths Insights

What makes you stand out?

Chances are good that you recognize someone's accomplishments, strengths, or progress only when you believe the person truly deserves recognition. You are more likely to applaud those who have gone above and beyond the call of duty. Simply meeting expectations is not enough to deserve a compliment, in your estimation. 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 deliver compliments only when you are certain the person deserves recognition. Flattery is not your style. Honesty and sincerity are. You probably think long and hard before acknowledging someone's achievements or contributions. Because of your strengths, you generally present yourself to others as a no-nonsense person. People soon figure out you prefer to work or study by yourself. It's very likely that you customarily remain silent rather than join conversations that involve the sharing of intimate or personal information. You generally try to change the topic altogether. When your attempts are unsuccessful, you are likely to excuse yourself from discussions about the upbringing, finances, problems, physical conditions, or mental health of yourself and other people.

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?

Futuristic

Shared Theme Description

People who are especially talented in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

Your Personalized Strengths Insights

What makes you stand out?

Because of your strengths, you often direct your attention toward what you want to accomplish in the coming months, years, or decades. Your enthusiasm naturally increases when you spend time in the company of possibility thinkers. By nature, you frequently share your vision about the coming years or decades with other forward-looking thinkers. You cannot refrain from talking about all the things human beings can create or accomplish in the future. Instinctively, you crave moments alone with your thoughts. You consider whatever arouses your intellectual curiosity. Setting aside time each week to explore your ideas is not only a pleasurable but a necessary activity for you. It's very likely that you have a capacity for envisioning what the coming months, years, or decades could, should, or will be like. Frequently you are prompted to transform your ideas into things you can touch, taste, see, smell, or hear. Driven by your talents, you like being an individual performer. Why? Working alone permits you to concentrate all your energy on what you want to accomplish in the coming months, years, or decades.

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?

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 Personalized Strengths Insights

What makes you stand out?

Chances are good that you are quite comfortable being honest about yourself with others. You harbor very few illusions about who you really are. Furthermore, you can openly acknowledge your mistakes and shortcomings. This is apt to distinguish you from most people. It's very likely that you are regarded as a hard worker and a doer. You derive a lot of satisfaction from tackling projects without anyone interfering with your plans or second-guessing how you do things. Instinctively, you consistently measure up to your high expectations when working, studying, or playing. Because of your strengths, you exercise good judgment and common sense when congratulating someone. Your comments tend to be sparing. They carry a great deal of weight, however. People generally value your praise. These individuals are apt to grow personally and professionally because you call attention to their moments of excellence. They understand that any recognition you give them is hard won. By nature, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all.

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?

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

Significance

Ideas for Action:

- Choose jobs or positions in which you can determine your own tasks and actions. You will enjoy the exposure that comes with independence.
- Your reputation is important to you, so decide what it should be and tend to it in the smallest detail. For example, identify and earn a designation that will add to your credibility, write an article that will give you visibility, or volunteer to speak in front of a group who will admire your achievements.
- Share your dreams and goals with your family or closest friends and colleagues. Their expectations will keep you reaching.
- Stay focused on performance. Your Significance talents will drive you to claim outstanding goals. Your performance had better match those goals, or others might label you as a big talker.
- You will perform best when your performance is visible. Look for opportunities that put you on center stage. Stay away from roles that hide you behind the scenes.
- Leading crucial teams or significant projects brings out your best. Your greatest motivation may come when the stakes are at their highest. Let others know that when the game is on the line, you want the ball.
- Make a list of the goals, achievements, and qualifications you crave, and post them where you will see them every day. Use this list to inspire yourself.
- Identify your best moment of recognition or praise. What was it for? Who gave it to you? Who was the audience? What do you have to do to recreate that moment?
- Unless you also possess dominant Self-Assurance talents, accept that you might fear failure. Don't let this fear prevent you from staking claims to excellence. Instead, use it to focus on ensuring that your performance matches your claims.
- You might have a natural awareness of what other people think of you. You may have a specific audience that you want to like you, and you will do whatever it takes to win their approval and applause. Be aware that while reliance on the approval of others could be problematic, there is nothing wrong with wanting to be liked or admired by the key people in your life.

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.

Deliberative

Ideas for Action:

- You have naturally good judgment, so consider work in which you can provide advice and counsel. You might be especially adept at legal work, crafting sound business deals, or ensuring compliance to regulations.
- Whatever your role, take responsibility for helping others think through their decisions. You can see factors that others may not see. You will soon be sought as a valuable sounding board.
- Explain your process of careful decision making — that you highlight risk in order to take control and reduce it. You don't want others to misconstrue your Deliberative talents for tentativeness or fear of action.
- You inspire trust because you are cautious and considerate about sensitive topics. Use these talents by taking on opportunities to handle delicate issues and conflicts.
- Rather than take foolhardy risks, you are apt to approach a decision cautiously. Trust your instincts when you believe that something is too good to be true.
- During times of change, consider the advantages of being conservative in your decision making. Be ready to explain these advantages to others.
- Don't let anyone push you into revealing too much about yourself too soon. Check people out carefully before sharing confidential information. You naturally build friendships slowly, so take pride in your small circle of good friends.
- Partner with someone with strong Command, Self-Assurance, or Activator talents. Together you will make many decisions, and these decisions will be sound.
- Temper the tendency of others to haphazardly move into action by declaring a "consideration" period before decisions are made. Your caution can serve to steer others away from folly and toward wise conclusions.
- Give yourself permission to withhold your opinion until you get all the facts and have an opportunity to ponder your stance. You are not someone who embraces change immediately; you are apt to reflect on possible outcomes so that all the angles are covered. As a deliberative person, you function as a "brake" for more impulsive types who wish to move quickly.

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.

Futuristic

Ideas for Action:

- Choose roles in which you can contribute your ideas about the future. For example, you might excel in entrepreneurial or start-up situations.
- Take time to think about the future. The more time you spend considering your ideas about the future, the more vivid your ideas will become. The more vivid your ideas, the more persuasive you will be.
- Seek audiences who appreciate your ideas for the future. They will expect you to make these ideas a reality, and these expectations will motivate you.
- Find a friend or colleague who also has powerful Futuristic talents. Set aside an hour each month for “future” discussions. You can push each other to greater heights of creativity and vividness.
- Partner with someone with strong Activator talents. This person can remind you that you do not discover the future, you create it with the actions you take today.
- You inspire others with your images of the future, yet your thinking may be too expansive for them to comprehend. When you articulate your vision, be sure to describe the future in detail with vivid words and metaphors. Make your ideas and strategies more concrete via sketches, step-by-step action plans, or mock-up models so that others can readily grasp your intent.
- Surround yourself with people who are eager to put your vision into motion. They will feel exhilarated by your Futuristic talents, and you can harness their energy to propel the vision toward reality.
- Be prepared to provide logical support for your futuristic thinking. Your exciting visions of future success will be best received when rooted in real possibility.
- Your Futuristic talents could equip you to be a guide or coach for others. Unlike you, they might not be able to easily see over the horizon. If you catch a vision of what someone could be or do, don’t assume that he or she is aware of that potential. Share what you see as vividly as you can. In doing so, you may inspire someone to move forward.
- Musing about the future comes naturally to you. Read articles about technology, science, and research to gain knowledge that will fuel your imagination.

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.

Relator

Ideas for Action:

- Find a workplace in which friendships are encouraged. You will not do well in an overly formal organization. In job interviews, ask about work styles and company culture.
- Deliberately learn as much as you can about the people you meet. You like knowing about people, and other people like being known. By doing this, you will act as a catalyst for trusting relationships.
- Let it be known that you are more interested in the character and personality of others than in their status or job title. This is one of your greatest talents and can serve as a model for others.
- Let your caring show. For example, find people in your company to mentor, help your colleagues get to know each other better, or extend your relationships beyond the office.
- No matter how busy you are, stay in contact with your friends. They are your fuel.
- Be honest with your friends. True caring means helping the other person be successful and fulfilled. Giving honest feedback or encouraging your friend to move out of a role in which he or she is struggling is a compassionate act.
- You probably prefer to be seen as a person, an equal, or a friend, rather than as a function, a superior, or a title. Let people know that they can address you by your first name, rather than formally.
- You might tend to withhold the most engaging aspects of your personality until you have sensed openness from another person. Remember, building relationships is not a one-way street. Proactively “put yourself out there.” Others will quickly see you for the genuine individual you are, and you will create many more opportunities to cultivate strong, long-lasting connections.
- Make time for family and close friends. You need to spend quality moments with those you love in order to “feed” your Relator talents. Schedule activities that allow you to get even closer to the people who keep you grounded and happy.
- Make an effort to socialize with your colleagues and team members outside of work. It can be as simple as lunch or coffee together. This will help you forge more connected relationships at work, which in turn can facilitate more effective teamwork and cooperation.

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.

Significance sounds like this:

Mary P., healthcare executive: “Women are told almost from day one, ‘Don’t be too proud. Don’t stand tall.’ That kind of thing. But I’ve learned that it’s okay to have power, it’s okay to have pride, and it’s okay to have a big ego — and also that I need to manage it and drive it in the right directions.”

Kathie J., partner in a law firm: “Ever since I can remember, I have had the feeling that I was special, that I could take charge and make things happen. Back in the ‘60s, I was the first woman partner in my firm, and I can still recall walking into boardroom after boardroom and being the only woman. It’s strange, thinking back. It was tough, but I actually think I enjoyed the pressure of standing out. I enjoyed being the ‘woman’ partner. Why? Because I knew that I would be very hard to forget. I knew everyone would notice me and pay attention to me.”

John L., physician: “All through my life, I felt that I was onstage. I am always aware of an audience. If I am sitting with a patient, I want the patient to see me as the best doctor he or she has ever had. If I am teaching medical students, I want to stand out as the best medical educator they have ever had. I want to win the Educator of the Year award. My boss is a big audience for me. Disappointing her would kill me. It’s scary to think that part of my self-esteem is in other people’s hands, but then again, it keeps me on my toes.”

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."

Deliberative sounds like this:

Dick H., film producer: “My whole thing is to reduce the number of variables out there — the fewer the variables, the lower the risk. When I am negotiating with directors, I always start by giving in on some of the smaller points right away. Then once I have taken the smaller issues out of play, I feel better. I can focus. I can control the conversation.”

Debbie M., project manager: “I am the practical one. When my colleagues are spouting all of these wonderful ideas, I am asking questions like, ‘How is this going to work? How is this going to be accepted by this group or that group of people?’ I won’t say that I play devil’s advocate, because that is too negative, but I do weigh the implications and assess risk. And I think we all make better decisions because of my questions.”

Jamie B., service worker: “I am not a very organized person, but the one thing I do without fail is double-check. I don’t do it because I am hyper-responsible or anything. I do it to feel secure. With relationships, with performance, with anything, I am out there on a limb, and I need to know that the particular branch I am standing on is solid.”

Brian B., school administrator: “I am putting together a safe-schools plan. I am going to conferences, and we have eight committees working. We have a district-wide review board, but I am still not comfortable with the basic model. My boss asks, ‘When can I see the plan?’ And I say, ‘Not yet. I am not comfortable.’ With a big smile on her face, she says, ‘Gee, Brian, I don’t want it to be perfect, I just want a plan.’ But she lets me be because she knows that the care I take now pays big dividends. Because of this pre-work, once the decision is made, it stays made. It doesn’t unravel.”

Futuristic sounds like this:

Dan F., school administrator: "In any situation, I am the guy who says, 'Did you ever think about . . . ? I wonder if we could . . . I don't believe it can't be done. It's just that nobody has done it yet. Let's figure out how we can.' I am always looking for options, for ways not to be mired by the status quo. In fact, there is no such thing as the status quo. You are either moving forward, or you are moving backward. That's the reality of life, at least from my perspective. And right now, I believe that my profession is moving backward. State schools are being out-serviced by private schools, charter schools, home schools, Internet schools. We need to free ourselves from our traditions and create a new future."

Jan K., internist: "Here at the Mayo Clinic, we are launching a group called the Hospitalists. Rather than having patients handed off from one doctor to another during their stay in the hospital, I envision a family of providers. I envision fifteen to twenty MDs, of various genders and races, with twenty to twenty-five nurse practitioners. There will be four to five new hospital services, most of which will work with surgeons and will provide para-operative care as well as care for the hospitalized elderly. We are redefining the model of care here. We don't just take care of the patients when they are in the hospital. If a patient comes in for a knee replacement, a member of the Hospitalist team would see him before the surgery, follow him from the day of surgery through the days of hospitalization, and then see him when he comes in six weeks later for his postoperative check. We will provide patients with a complete episode of care so that they don't get lost in the handoffs. And to get the funding, I just saw the detailed picture in my head and kept describing this picture to the department chair. I guess I made it seem so real that they had no choice but to grant me the funds."

Relator sounds like this:

Gavin T., flight attendant: “I have many wonderful acquaintances, but as for true friends that I hold dear, not very many. And I’m real okay with that. My best times are spent with the people I’m tightest with, like my family. We are a very tight-knit Irish Catholic family, and we get together every chance we can. It’s a large family — I have five brothers and sisters and ten nieces and nephews — but we all get together about once a month and yuk it up. I’m the catalyst. When I’m back in Chicago, even if there is no birthday or anniversary or whatever, I become the excuse for getting together and hanging out for three or four days. We really enjoy one another’s company.”

Tony D., pilot: “I used to fly in the Marines, and, boy, you had better be comfortable with the word ‘friend’ in the Marines. You had better feel good about trusting someone else. I can’t tell you how many times I put my life in someone else’s hands. I was flying off my friend’s wing, and I’d be dead if he couldn’t get me back safely.”

Jamie T., entrepreneur: “I’m definitely selective about my relationships. When I first meet people, I don’t want to give them very much of my time. I don’t know them; they don’t know me — so let’s just be pleasant and leave it at that. But if circumstances make it so that we get to know each other better, it seems like a threshold is reached where I suddenly start wanting to invest more. I’ll share more of myself, put myself out for them, do things for them that will bring us a little closer, and show that I care. It’s funny because I am not looking for any more friends in my life. I have enough. And yet with each new person I meet, as soon as that threshold is reached, I feel compelled to go deeper and deeper. Now I have ten people working for me, and I would call each of them my very good friend.”

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?