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# Strengths Insight Guide

SURVEY COMPLETION DATE: 09-11-2020



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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.

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## Your Top 5 Themes

1. Harmony
2. Responsibility
3. Restorative
4. Empathy
5. Intellection

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## 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?

Instinctively, you rely on the collective intelligence and wisdom of experts to guide you toward the best solutions or answers. Because of your strengths, you fondly recall the attention or care given to you by an educator or coach. The individual probably encouraged you as a youth. Consequently, you have an easy time establishing a rapport with others. Your personable style and optimistic attitude attract people. By nature, you may perform well each day by putting the finishing touches on certain types of tasks. Periodically you feel good when you do everything you have been assigned. You might want to meet the high standards of specific individuals. Perhaps this is how you try to avoid having conflicts or disagreements with people. Driven by your talents, you may be happy to do exactly what is assigned to you, as long as you sense that you are not being asked to carry more than your fair share of the workload. Checking those tasks off your list may bring you much pleasure, and may help you get along with others who notice your close attention to the work required of you. It's very likely that you are viewed as a practical thinker. You frequently seek out specialists who have the best information on a particular topic. You trust their answers and insights are correct.

#### 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?

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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?

By nature, you may prefer to produce results on your own. Perhaps you assume total ownership for doing whatever you promised you would do. Chances are good that you leave no stone unturned — that is, you do everything possible — to meet your obligations. You are thorough and devoted to doing what you have promised. As a result, others regard you as reliable. Because you have established a reputation for fulfilling your commitments, people naturally depend on you. It's very likely that you yearn to be given additional duties. You expect to be held accountable for your productivity, profit, behavior, comments, and actions. Because of your strengths, you try to finish the tasks you agreed to do. Perhaps you even overcome some unexpected problems. Occasionally you work longer hours when it is necessary. Maybe you do whatever you can to avoid breaking the promises you made to people. 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.

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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?

Driven by your talents, you frequently consider methods for becoming more organized. You probably like to complete tasks before they are due. You tend to execute your plans far better when you have ample time to process your ideas in an orderly and efficient manner. Instinctively, you seize opportunities to participate in meetings where objectives are established. You tend to think about people's behavior. You study systems, profits, productivity, quality, or progress. You usually suggest what needs to be done better. It's very likely that you typically decide what is to be done. You are as comfortable issuing orders as you are making demands. Your bold and confident style allows you to gain and maintain control over people, circumstances, timetables, plans, or material resources. By nature, you see yourself as a fine trainer and instructor. You naturally seek new and better ways to broaden the knowledge base and skills of those you educate. You tend to help your students — the young and the not-so-young — conquer their weaknesses and overcome their failures. Because of your strengths, you guide people by offering them your advice and suggestions. You probably tell them about areas in which they would be wise to enhance, upgrade, or expand their knowledge or skills. You prefer to point out deficiencies. Then you help individuals eradicate — that is, remove or wipe out — all traces of deficiencies. You probably use this “fix it” approach on yourself, too.

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## 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 recognize that people feel most visible and valued when another human being puts everything aside to hear what they have to say. Actually, the importance you attach to heeding the spoken word causes many individuals to think, "Finally, someone understands me!" Because of your strengths, you routinely have insights into what individuals are thinking and feeling. Even so, you refrain from invading people's privacy by commenting on their moods and ideas. You are much more comfortable when they introduce the subject. It's very likely that you have keen awareness and insights into the moods of individuals. You tend to be highly responsive to others' thoughts and feelings. Not everyone can sit with a person as he or she experiences a full range of emotions: happiness, anger, frustration, gratitude, contentment, sadness, elation, despair, or grief. You rarely distance yourself from those who you sense need you to be there for them. Chances are good that you occasionally take time to discover some of the likes, dislikes, hopes, dreams, or idiosyncrasies of individuals. You might gain satisfaction from telling people how much you value their contributions and accomplishments. By nature, you usually choose to spend most of your time with adults instead of youngsters. Your natural ability to tune in to what adults are thinking and feeling explains this preference.

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## Intellection

### SHARED THEME DESCRIPTION

People who are especially talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you believe you make great strides mentally when you have opportunities to exchange ideas, theories, or concepts with intelligent people. You delight in accumulating unusual insights. Often you expand on these thoughts. You probably are eager to test them during conversations with other intelligent individuals. This is one way you broaden your knowledge base. Driven by your talents, you have kept conversations centered on ideas since childhood. As a child, you likely listened carefully to discussions among adults. This approach allowed you to join in without rocking the boat — that is, without causing trouble where none was welcome. Today, you continue to listen intently to collect information before adding your ideas, contributing your insights, offering your suggestions, or asking your questions. It's very likely that you rely on your passion for reading to help you launch conversations. Engaging in small talk or casual chitchat is likely to be difficult for you. As a result, you tend to draw on the ideas you find on the printed page or the Internet to spark discussions. Writers' thoughts generally prompt you to use questions to break the ice — that is, conquer the first challenges in starting a dialogue. This tactic permits others to begin talking and allows you to simply listen. Because of your strengths, you favor reading about precise research results or thoroughly conducted projects. You love to collect information you can use someday. You are attracted to books, journals, documents, or Internet sites that many people would find quite boring and beyond their ability to understand. Chances are good that you are mentally quick and highly resourceful. You constantly consider how you can upgrade all sorts of things in your personal or professional life. You eagerly seek and find opportunities to better yourself.

#### Questions

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