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Strengths Insight Guide

SURVEY COMPLETION DATE: 02-03-2020



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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. Command
2. Analytical
3. Deliberative
4. Context
5. Restorative

Command

SHARED THEME DESCRIPTION

People who are especially talented in the Command theme have presence. They can take control of a situation and make decisions.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you might generate in your friends some of your passion for moving ideas from the talking stage to the action stage. Perhaps your dedication to projects rallies individuals to work alongside you. By nature, you can prepare people to encounter danger, bear pain, or withstand adversity. You fortify others so they grow stronger. It's very likely that you may have vied for the top ranking in certain types of activities as a child. Reflecting on your youth, you probably remember being self-sufficient, assertive, and bold. Because of your strengths, you understand the proverb "Nothing ventured, nothing gained." Instead of choosing the easy and obvious path, you challenge yourself to overreach your goals. With courage and perseverance, you dare to produce exceptional results. You seldom ask for guarantees of success. Instead, you boldly forge ahead toward your desired goals. Instinctively, you have the confidence needed to work on projects by yourself. You are inclined to take chances as an individual performer when doing so improves the results. Your daring ideas probably are less appreciated when you are part of a group.

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?

Analytical

SHARED THEME DESCRIPTION

People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you prefer to do your work in a methodical manner. You create an orderly flow from one step of a project to the next. This ensures that each task receives your undivided attention. First, you identify your top priorities. Then you eliminate troublesome distractions. These can break your concentration and slow your progress. Because of your strengths, you assess all of the activities on your day's agenda. Then you assign to each a level of importance and urgency. As soon as you have outlined your plan, you methodically move into action. Instinctively, you carefully think through things prior to making important decisions or taking action. Usually you know exactly where you are headed and how you plan to get there. You need to know why a goal is important. You seldom act in haste. Driven by your talents, you generally present yourself to others as a no-nonsense person. People soon figure out you prefer to work or study by yourself. By nature, you spend considerable time examining exactly why something has gone wrong. Whenever you experience a personal or professional loss, make a mistake, or experience failure, you tend to investigate. You are likely to be restless until you have answers to all your basic questions: What? How? When? Where? Who? Why?

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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 are willing to sacrifice affection and relationships to be true to yourself. In your opinion, life is not a popularity contest. It's very likely that you choose to emphasize excellence. You acknowledge individuals' stellar outcomes. Consequently, people value your praise. Why? They realize it is hard won. The compliments you offer are sincere. Recipients feel a sense of pride for having met your high standards of accountability. Driven by your talents, 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. By nature, 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. Instinctively, 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.

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Context

SHARED THEME DESCRIPTION

People who are especially talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you delve into historic events and study the actions of major and minor figures. You seek to understand why and how things happened as well as why individuals made the choices they did. These insights about the past do more than arouse your interest and feed your curiosity. They also cause you to consider what you can do better or more perfectly today. Instinctively, you are quite intrigued by history's significant events and people. Information about global conflicts fascinates you. Chances are good that you are devoted to the studying the past. This is one way you make sense of the present. It probably explains why you can predict how people will behave, how problems will be solved, how decisions will be made, or how events will unfold. Because of your strengths, you routinely gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. You often wait to determine whether this information is useful. Your interest in history probably has no purpose other than to answer your own questions. You are simply intrigued by the past and its people. The future starts to take shape in your mind as soon as you begin to rummage through your collection of historic truths and objects. Driven by your talents, you are a history buff — that is, someone ardently devoted to studying the past. You are especially drawn to firsthand accounts of global conflicts. You link people to events and trace timelines. You are likely to examine major battles from the perspective of foes and allies as well as neutral parties. The sum of your findings probably allows you to determine what started and eventually ended each war.

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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?

It's very likely that you frequently point out issues, problems, or obstacles before others see them. You probably have been labeled a pessimist. You commonly reply, "I'm just being realistic. I choose to fix things before they wear out, break down, or become obsolete." Chances are good that you occasionally attempt to overcome your limitations or shortcomings. Maybe you gain basic skills so you can do certain things without having to ask for help. Driven by your talents, you yearn to acquire additional knowledge and skills. Often you use these to do something better, more perfectly, or more completely than you have in the past. You seek opportunities to enhance your capacity for fixing things, correcting mistakes, or overcoming weaknesses. Because of your strengths, you routinely search for ways to do a better job of making sure all individuals know and abide by established rules, procedures, or guidelines. Instinctively, 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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