Addy Wilson

Strengths Insight and Action-Planning Guide

SURVEY COMPLETION DATE: 09-26-2021



Father of Strengths Psychology and Inventor of CliftonStrengths

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YOUR TOP 5 THEMES

- 1. Developer
- 2. Adaptability
- 3. Intellection
- 4. Input
- 5. Futuristic

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

Developer

SHARED THEME DESCRIPTION

People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you may want the youngsters with whom you interact to enjoy your company. Perhaps your gift for helping, teaching, or playing with children sets you apart from other adults. Instinctively, you have a special gift for helping people realize that you truly value them and hold them in high regard. Because of your strengths, you may understand the importance of giving certain people credit when their contributions warrant special attention. Chances are good that you may put aside your own interests or inconvenience yourself to serve others. Some people might say you devote yourself to the welfare or interests of particular individuals by putting their needs ahead of your own. It's very likely that you occasionally tune in to another person's subtle or perhaps not-so-subtle yearning to be cheered up, supported, motivated, or inspired. When you take an interest in someone, maybe the individual is inclined to acquire knowledge, engage in unfamiliar activities, make needed changes, or gain new skills.

- 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?

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 sometimes adjust to the shifting challenges of the day. You may enjoy certain kinds of variety or change. Perhaps you allow specific events to unfold on their own terms. Maybe you feel little stress when predetermined timelines are abandoned. To some extent, you regard rigid plans or inflexible routines as artificial or unrealistic. By nature, you exhibit a certain degree of awareness about the beauty surrounding you. Sometimes you even pause to consider all the loveliness you can see, touch, hear, smell, or taste. Driven by your talents, you might be the team member who moves through each day handling unexpected situations as they occur. Some are important while others are less important. Perhaps you prefer to be responsive in the moment rather than pause to prioritize and reprioritize your activities throughout the day. It's very likely that you sometimes pause to admire details that others do not notice. You might exhibit an appreciation for whatever is happening right now. You might fully grasp each moment, see its wonder, and cherish its loveliness. To some degree, living in the present allows you to adjust to changing circumstances, environments, or people. Instinctively, you avoid individuals who work non-stop, never taking a break. You refuse to rush headlong from one activity to the next. You are quite comfortable dealing with change, surprises, and unexpected problems. Why? While you appreciate schedules and plans, you recognize when it is wise to deviate — that is, turn away — from them.

- 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?

Intellection

SHARED THEME DESCRIPTION

People exceptionally 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 periodically notice that you cannot stop thinking about some things. You might continue to mull over certain kinds of issues, ideas, or opportunities without even realizing it. Occasionally you detect unusual configurations in data that reveal important information or solve pesky — that is, troublesome — problems. Chances are good that you sometimes evaluate ideas, theories, or philosophies by looking at them from every possible angle. It's very likely that you pay close attention to current events. Numerous people merely recount what they heard, saw, or read. Typically you dive deeper into the topic. You are likely to generate theories, concepts, or philosophies to explain the reasoning behind newsmakers' decisions. You routinely gather information about events, policy statements, people, or crises. Your fresh insights are likely to draw equally engaged thinkers into the conversation. By nature, you put yourself in the middle of mentally stimulating conversations. You want to gather new ideas, discover new approaches, hear about new theories, consider new concepts, or apply new technologies. Often you are one of the early discoverers of innovations. Others can lag behind if they wish, but you consistently acquire knowledge. You exhibit little need to know precisely where all this information ultimately will lead you. Because of your strengths, you may set aside about five hours of quiet time each week to think. Perhaps you pause to consider things you need to do better. Occasionally you figure out how to update or streamline specific processes, tasks, ideas, or activities.

- 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?

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 work hard on your studies or the acquisition of a skill. You attempt to know more than the basics. For that reason, you may set some lofty goals for yourself. Perhaps no one needs to prod you to do your homework or practice your craft. Instead, you might push yourself by drawing on your inner reserve of determination. In some ways, you want to be more knowledgeable tomorrow than you are today. Maybe your quest for information or excellence is neverending. Driven by your talents, you occasionally spend hours unraveling the mysteries of complicated procedures, routines, or systems. Perhaps your step-by-step descriptions help individuals understand how something operates. Because of your strengths, you might place a high value on seeking and gathering specific kinds of information. Perhaps your need to be informed motivates you to acquire knowledge so you are as smart as you want to be about certain subjects. Chances are good that you may gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. Perhaps you wait to determine whether this information is useful. Your interest in history might have no purpose other than to answer your own questions. Maybe you are drawn to the past and its people. In some ways, the future starts to take shape in your mind if you rummage through your collection of historic truths and objects. It's very likely that you sometimes ask people questions so you can collect background information. Maybe the insights you gather make it a bit easier to pinpoint what makes this person totally different from everyone else. You might be fascinated by the diversity of human beings. You might amass enough facts about specific individuals to prevent others from stereotyping them. Because no two people are the same, you try to decipher who works well with whom.

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 exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources. Chances are good that you occasionally work hard on pondering the future and what it might offer. Perhaps this type of laborious thinking consumes a large part of your waking hours. Because of your strengths, you may generate numerous ways to enhance, upgrade, revise, correct, or revamp certain processes, action plans, or itineraries. Sometimes your suggestions influence how a project will unfold in the coming months, years, or decades. You might find fault with your own or another person's talents, skills, or knowledge. To some extent, fixing people or things ranks in the top half of your list of favorite activities. Instinctively, you may design forward-looking plans for a specific aspect of your life, such as investments, entrepreneurial ventures, education, vacations, or retirement. Driven by your talents, you periodically spend a lot of time considering certain things you might need to do better in the coming months, years, or decades.

- 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

Developer

IDEAS FOR ACTION:

Make a list of the people you have helped learn and grow. Look at the list often, and remind yourself of the effect you have had on the world.

Seek roles in which your primary responsibilities include facilitating growth. Teaching, coaching, or managing roles might prove especially satisfying for you.

Notice when others succeed, and tell them. Be specific about what you saw. Your detailed observations of what led to their victory will enhance their growth.

Identify the mentor or mentors who recognized something special inside you. Take the time to thank them for helping you develop, even if this means tracking down a former schoolteacher and sending him or her a letter.

Partner with someone with strong Individualization talents. This person can help you see where each person's greatest talents lie. Without this help, your Developer instincts might lead you to encourage people to grow in areas in which they lack real talent.

Carefully avoid supporting someone who is consistently struggling in his or her role. In such instances, the most developmental action you can take is to encourage him or her to find a different role — a role that fits.

You will always be compelled to mentor more people than is possible. To fulfill this inner drive while maintaining a primary mentoring focus, consider the impact of being a "mentor for the moment." Many of the most poignant and memorable developmental moments occur when the right words are delivered at the right time — words that clarify understanding, reignite a passion, open eyes to an opportunity, and change a life course.

Don't over-invest in losing causes. Your natural inclination to see the best in people and situations can create a blind spot that will keep you from moving on to more opportune situations.

Your Developer talents might lead you to become so invested in the growth of others that you ignore your own development. Remember that you cannot give what you do not have. If you want to have a bigger impact on the well-being and growth of others, you need to keep growing yourself. Find a mentor or coach who can invest in you.

Make a list of the people you would like to help develop. Write what you would consider to be each person's strengths. Schedule time to meet with each of them regularly — even if for only 15 minutes — and make a point of discussing their goals and their strengths.

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.

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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

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- 2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Intellection

IDEAS FOR ACTION:

Consider beginning or continuing your studies in philosophy, literature, or psychology. You will always enjoy subjects that stimulate your thinking.

List your ideas in a log or diary. These ideas will serve as grist for your mental mill, and they might yield valuable insights.

Deliberately build relationships with people you consider to be "big thinkers." Their example will inspire you to focus your own thinking.

People may think you are aloof or disengaged when you close your door or spend time alone. Help them understand that this is simply a reflection of your thinking style, and that it results not from a disregard for relationships, but from a desire to bring the most you can to those relationships.

You are at your best when you have the time to follow an intellectual trail and see where it leads. Get involved on the front end of projects and initiatives, rather than jumping in at the execution stage. If you join in the latter stages, you may derail what has already been decided, and your insights may come too late.

Engaging people in intellectual and philosophical debate is one way that you make sense of things. This is not the case for everyone. Be sure to channel your provocative questions to those who similarly enjoy the give and take of debate.

Schedule time for thinking; it can be energizing for you. Use these occasions to muse and reflect.

Take time to write. Writing might be the best way for you to crystallize and integrate your thoughts.

Find people who like to talk about the same issues you do. Organize a discussion group that

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addresses your subjects of interest.

Encourage people around you to use their full intellectual capital by reframing questions for them and by engaging them in dialogue. At the same time, realize that there will be some who find this intimidating and who need time to reflect before being put on the spot.

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.

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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.

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

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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.

- 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.

DEVELOPER SOUNDS LIKE THIS:

Marilyn K., college president: "At graduation time when a nursing student walks across the stage and gets her diploma, and about 18 rows back some little kid is standing on a chair with a group yelling, 'Yeah, Mom!' — I love that. I cry every time."

John M., advertising executive: "I'm not a lawyer, doctor, or candlestick maker. My skills are of a different type. They have to do with understanding people and motives, and the pleasure I get is from watching people discover themselves in ways they never thought possible and from finding people who bring to the table talents that I don't have."

Anna G., nurse: "I had a patient, a young woman, with lung damage so bad that she will have to be on oxygen forever. She will never have the energy or the strength to live a normal life, and I walk in and she's desperate. She doesn't know if she is short of breath because she is anxious or anxious because she is short of breath. And she's talking suicide because she can't work, can't support her husband. So I got her thinking about what she could do rather than what she couldn't. It turns out that she is very creative with arts and crafts, so I told her, 'Look, there are things you can do, and if those things bring you pleasure, then do them. It's a place to start.' And she cried and said, 'I have the energy to wash only one bowl.' I said, 'That's today. Tomorrow you can wash two.' And by Christmas, she was making all kinds of things and selling them too."

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

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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."

INTELLECTION SOUNDS LIKE THIS:

Lauren H., project manager: "I suppose that most people who meet me in passing presume that I am a flaming extrovert. I do not deny the fact that I love people, but they would be amazed to know how much time alone, how much solitude, I need in order to function in public. I really love my own company. I love solitude because it gives me a chance to allow my diffused focus to simmer with something else. That's where my best ideas come from. My ideas need to simmer and 'perk.' I used this phrase even when I was younger: 'I have put my ideas in, and now I have to wait for them to perk."

Michael P., marketing executive: "It's strange, but I find that I need to have noise around me or I can't concentrate. I need to have parts of my brain occupied; otherwise, it goes so fast in so many directions that I don't get anything done. If I can occupy my brain with the TV or my kids running around, then I find I concentrate even better."

Jorge H., factory manager and former political prisoner: "We used to get put into solitary confinement as a punishment, but I never hated it as much as the others did. You might think that you would get lonely, but I never did. I used the time to reflect on my life and sort out the kind of man I was and what was really important to me: my family, my values. In a weird way, solitary actually calmed me down and made me stronger."

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."

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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."

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."

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- 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?