

Chandra Enger

Harmony

People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Achiever

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

Developer

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Learner

People who are especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Restorative

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.

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Your Signature Themes

SURVEY COMPLETION DATE: 04-12-2018



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**Father of Strengths Psychology and
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Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five."

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

Harmony

You look for areas of agreement. In your view there is little to be gained from conflict and friction, so you seek to hold them to a minimum. When you know that the people around you hold differing views, you try to find the common ground. You try to steer them away from confrontation and toward harmony. In fact, harmony is one of your guiding values. You can't quite believe how much time is wasted by people trying to impose their views on others. Wouldn't we all be more productive if we kept our opinions in check and instead looked for consensus and support? You believe we would, and you live by that belief. When others are sounding off about their goals, their claims, and their fervently held opinions, you hold your peace. When others strike out in a direction, you will willingly, in the service of harmony, modify your own objectives to merge with theirs (as long as their basic values do not clash with yours). When others start to argue about their pet theory or concept, you steer clear of the debate, preferring to talk about practical, down-to-earth matters on which you can all agree. In your view we are all in the same boat, and we need this boat to get where we are going. It is a good boat. There is no need to rock it just to show that you can.

Achiever

Your Achiever theme helps explain your drive. Achiever describes a constant need for achievement. You feel as if every day starts at zero. By the end of the day you must achieve something tangible in order to feel good about yourself. And by “every day” you mean every single day—workdays, weekends, vacations. No matter how much you may feel you deserve a day of rest, if the day passes without some form of achievement, no matter how small, you will feel dissatisfied. You have an internal fire burning inside you. It pushes you to do more, to achieve more. After each accomplishment is reached, the fire dwindles for a moment, but very soon it rekindles itself, forcing you toward the next accomplishment. Your relentless need for achievement might not be logical. It might not even be focused. But it will always be with you. As an Achiever you must learn to live with this whisper of discontent. It does have its benefits. It brings you the energy you need to work long hours without burning out. It is the jolt you can always count on to get you started on new tasks, new challenges. It is the power supply that causes you to set the pace and define the levels of productivity for your work group. It is the theme that keeps you moving.

Developer

You see the potential in others. Very often, in fact, potential is all you see. In your view no individual is fully formed. On the contrary, each individual is a work in progress, alive with possibilities. And you are drawn toward people for this very reason. When you interact with others, your goal is to help them experience success. You look for ways to challenge them. You devise interesting experiences that can stretch them and help them grow. And all the while you are on the lookout for the signs of growth—a new behavior learned or modified, a slight improvement in a skill, a glimpse of excellence or of “flow” where previously there were only halting steps. For you these small increments—invisible to some—are clear signs of potential being realized. These signs of growth in others are your fuel. They bring you strength and satisfaction. Over time many will seek you out for help and encouragement because on some level they know that your helpfulness is both genuine and fulfilling to you.

Learner

You love to learn. The subject matter that interests you most will be determined by your other themes and experiences, but whatever the subject, you will always be drawn to the process of learning. The process, more than the content or the result, is especially exciting for you. You are energized by the steady and deliberate journey from ignorance to competence. The thrill of the first few facts, the early efforts to recite or practice what you have learned, the growing confidence of a skill mastered—this is

the process that entices you. Your excitement leads you to engage in adult learning experiences—yoga or piano lessons or graduate classes. It enables you to thrive in dynamic work environments where you are asked to take on short project assignments and are expected to learn a lot about the new subject matter in a short period of time and then move on to the next one. This Learner theme does not necessarily mean that you seek to become the subject matter expert, or that you are striving for the respect that accompanies a professional or academic credential. The outcome of the learning is less significant than the “getting there.”

Restorative

You love to solve problems. Whereas some are dismayed when they encounter yet another breakdown, you can be energized by it. You enjoy the challenge of analyzing the symptoms, identifying what is wrong, and finding the solution. You may prefer practical problems or conceptual ones or personal ones. You may seek out specific kinds of problems that you have met many times before and that you are confident you can fix. Or you may feel the greatest push when faced with complex and unfamiliar problems. Your exact preferences are determined by your other themes and experiences. But what is certain is that you enjoy bringing things back to life. It is a wonderful feeling to identify the undermining factor(s), eradicate them, and restore something to its true glory. Intuitively, you know that without your intervention, this thing—this machine, this technique, this person, this company—might have ceased to function. You fixed it, resuscitated it, rekindled its vitality. Phrasing it the way you might, you saved it.

Chandra Enger

Strengths-Based Leadership Report (Brief)

SURVEY COMPLETION DATE: 04-12-2018



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Gallup found that it serves a team well to have a representation of strengths in each of the four domains of leadership strength: Executing, Influencing, Relationship Building, and Strategic Thinking. Instead of one dominant leader who tries to do everything or individuals who all have similar strengths, contributions from all four domains lead to a strong and cohesive team. This doesn't mean that each person on a team must have strengths exclusively in a single category. In most cases, each team member will possess some strength in multiple domains.

According to our latest research, the 34 Clifton StrengthsFinder themes naturally cluster into these four domains of leadership strength. See below for how your top five themes sort into the four domains. As you think about how you can contribute to a team and who you need to surround yourself with, this may be a good starting point.

YOUR TOP FIVE CLIFTON STRENGTHSFINDER THEMES

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever		Harmony	Learner
Restorative		Developer	

Your Personalized Strengths Insights

HARMONY

Because of your strengths, you ordinarily describe yourself as practical and realistic. You labor earnestly to find specialists who can help you figure out the right responses to questions. “Why reinvent the wheel?” you ask when they already know what to do. By nature, you might gravitate to situations where you can team with people on certain types of projects. Because you are a practical and objective person, you occasionally present ideas that have produced good results in the past. Perhaps you appreciate teammates who give the same consideration to your suggestions as they give to everyone else’s. It’s very likely that you might educate yourself about the basic facts surrounding certain types of issues or situations. To reduce the possibility of conflict, you may consider everyone’s point of view. Perhaps you help some individuals see where they are in agreement with others. Now and then, you can move specific individuals toward consensus — that is, a judgment arrived at by most of those concerned. Driven by your talents, you accomplish everything that others are counting on you to do. This is one reason why people admire you. Chances are good that you probably place your confidence in professionals, especially when you need instruction or realize you can benefit from their experiences. Asking specialists questions and respectfully paying attention to their responses are just two ways you keep the peace. You are apt to count on these individuals to help you handle sensitive problems, make appropriate choices, or design workable solutions that people can accept.

ACHIEVER

By nature, you diligently spend time working to compensate for your real or perceived shortcomings, limitations, or flaws. Self-improvement activities rank quite high on your list of personal or professional goals. Chances are good that you spend hours unraveling the mysteries of complicated procedures, routines, or systems. Your step-by-step descriptions help numerous individuals understand how things operate. It’s very likely that you work diligently to discover how something functions. You probably enjoy studying various problems, processes, or mechanisms for hours. Why? They simply fascinate you. You certainly find this research mentally stimulating. Driven by your talents, you typically enroll in demanding classes. You thrive in situations where you can test your talents as well as your endurance to discover how much you can accomplish. You need to prove yourself to yourself each day. Instinctively, you channel your efforts into the task at hand. You persevere until you have gained the knowledge and skills needed to attain a goal. You can toil for many hours to secure your objective. You probably work hardest and most productively at a particular time of day.

DEVELOPER

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.

(Chandra Enger)

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Instinctively, you are naturally inclined to make sacrifices that benefit someone else. You enjoy being generous with your time, knowledge, skills, experiences, resources, or possessions. Because of your strengths, you affirm others for who they are. You celebrate their unique gifts. Your encouraging words inspire and embolden people to be their real and true selves. Driven by your talents, you naturally sense the good qualities people possess. Consistently you find something to like in most of the individuals you meet. You keep reminding others of the reasons why you think a person is so special. In the process, you probably boost the self-esteem and confidence of newcomers. It's very likely that you regularly look for opportunities to give people special attention. You celebrate their accomplishments. You tell them why you appreciate their knowledge, skills, and talents. You acknowledge their opinions and solicit their suggestions. By nature, you repeatedly go out of your way to support, inspire, motivate, or embolden various individuals. You likely regard this task as worthy of your effort and time.

LEARNER

Chances are good that you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt. It's very likely that you have the extra energy to work hard whenever you are acquiring information to broaden your base of knowledge. You desire to deepen your understanding of various topics, opportunities, problems, solutions, situations, events, or people. Instinctively, you have a strong need to know that you are taking the proper course of action before you begin. Without a doubt, your hunger for evidence, data, or background information is immense. Whether your sources of knowledge are people, classes, books, the Internet, or discussions, you are hardwired to be as informed as you possibly can be prior to starting most ventures. You probably prefer to be overly prepared rather than risk being poorly prepared. Because of your strengths, you yearn to be inspired by your work. You want experience to be your teacher. You need to feel enthused by your work or studies. You constantly acquire knowledge and skills. Whenever you study facts, ponder concepts, test theories, or sharpen your skills, you feel most alive. You are inclined to avoid people and situations that prevent you from expanding your mind. By nature, you choose to spend each week working toward clearly defined goals. When you have performance targets, you are more methodical about gathering information, data, facts, or evidence. Lacking weekly objectives, you know you risk collecting lots of interesting but useless knowledge. You realize that if you wander off course, time may be wasted and the objectives you set for yourself may be ignored.

RESTORATIVE

Chances are good that you periodically find better ways for people to cooperate. You try to identify the strengths, limitations, ideas, goals, or experiences each person brings to the group. You might set up partnerships so individuals can acquire the knowledge or skills they lack. Instinctively, you may yearn to be held in high esteem by certain people. Perhaps you want them to regard you as trustworthy,

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competent, and accomplished. From time to time, you entertain ideas about doing specific things so much better than these individuals have to notice. Because of your strengths, you might be selective about the deadlines you choose to meet. You try to think about things you need to do better or more efficiently. Sometimes you are determined to find new ways to complete your assignments on schedule. You are delighted if you finish a few of them before they are due. Driven by your talents, you are keenly aware of your limitations and deficiencies. This knowledge motivates you to take advantage of self-improvement opportunities in the workplace, educational settings, or your community. It's very likely that you sometimes figure out what you need to upgrade, enhance, or do better. Perhaps you are eager to get started once you have established the importance of each task or activity. Maybe you prefer to concentrate your energy and time on one or two areas of opportunity.

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