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Chazona Baum

# Strengths-Based Leadership Report (Brief)

SURVEY COMPLETION DATE: 01-18-2019



DON CLIFTON

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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 CliftonStrengths 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 CLIFTONSTRENGTHS THEMES

### EXECUTING

### INFLUENCING

### RELATIONSHIP BUILDING

### STRATEGIC THINKING

Responsibility

Ideation

Achiever

Learner

Intellection

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## Your Personalized Strengths Insights

### IDEATION

Driven by your talents, you traditionally figure out what you need to do better by evaluating data, evidence, or facts. It's very likely that you marvel whenever you create a link between one thought or object and another. You develop entirely new concepts, theories, innovations, designs, plots, conclusions, proposals, and more. With each mental leap, you experience feelings of happiness, pleasure, and success. Because of your strengths, you routinely contrive innovative ideas. The art of invention stimulates your mind. You likely spring from one original thought to an entirely different one. You usually find unique ways to link two or more concepts. Instinctively, you frequently identify parts of your life you want to change for the better. You also seek ways to upgrade things. You feel renewed mentally, physically, and emotionally each time you turn around a situation with your innovative thinking. Chances are good that you usually have more innovative ideas or original suggestions than others in the group. You are delighted to participate in forums where you can present your creative concepts. Others are likely to share your desire to improve things. This explains why many individuals welcome your suggestions.

### LEARNER

Instinctively, you prefer to register for rigorous courses of study rather than take easy classes. This often satisfies your need to do things that do not come naturally. You trust you can endure the unpleasantness and difficulties that accompany the expansion of your knowledge base, the acquisition of skills, and the conquest of deficiencies. It's very likely that you frequently examine the factors leading up to an event. Therein you discover the reasons why things happened the way they did. A number of individuals and/or groups probably appreciate your logical thinking style. Because of your strengths, 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. Driven by your talents, you customarily figure out what makes each person special. You talk to, observe, or study individuals who produce nothing less than excellence to identify what inspires them. Unquestionably, you prefer to associate with those who share your passion for taking something good and making it better. Once you understand what drives a person, you can motivate him or her to transform whatever was made better into something utterly superb. By nature, you dedicate yourself to acquiring knowledge and using your skills. You likely are self-taught in many ways. You probably work with instructors, trainers, coaches, or mentors. You embrace opportunities to expose your mind to new ideas. You welcome the chance to practice new ways of plying — that is, diligently practicing — your trade or craft.

*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.*

## RESPONSIBILITY

By nature, you willingly undertake additional tasks. Because you are tireless, you want to keep busy. You delight in taking full ownership of your work. You continually discover more things you can do, should do, or must do. You willingly accept the consequences of your words, actions, and lack of action. Driven by your talents, you often describe your life in favorable terms even though obligations force you to keep working until you reach your goal. It's very likely that you experience pangs of remorse when you realize you failed to do something you promised to do. You feel awful when you do not do something correctly. You probably regret having compromised your basic values about right and wrong. Instinctively, you are a person upon whom others can depend. When you make a promise, you keep it. You feel obligated to honor your commitments. You do things correctly, accurately, and properly. Chances are good that you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless, and careless. You likely refuse to produce sloppy work or engage in unethical practices.

## ACHIEVER

It's very likely that you often draw newcomers or strangers into various groups, conversations, or activities. Making all kinds of individuals feel like they belong is one way you choose to measure your success. By nature, you devote your full attention to immediate tasks and challenges. This explains why you give yourself plenty of time to comprehend what you read on the printed page or the computer screen. Diligence, persistence, and concentration are three of your distinguishing traits. Chances are good that you usually spend hours assessing the reasons why you failed or missed a goal. In other instances, you carefully examine why you were caught off guard by a crisis, stalled by a problem, or stymied by an obstacle. When you arm yourself with the right answers, you probably do things much better. You probably break through barriers and succeed. Because of your strengths, you labor for hours, days, or weeks when the money you earn allows you to provide for your family's needs. Your work ethic permits you to give loved ones many of the things you did or did not have as a child. Instinctively, you routinely reduce elaborate or intertwined ideas, processes, legal documents, and/or action plans to their basic elements. As a result, people usually turn to you for plainspoken, easy-to-understand explanations.

## INTELLECTION

By nature, you are willing to spend time sharing your ideas with intelligent individuals. Of course, you want them to tell you their latest thinking. Conversations that involve a lot of questions and answers stimulate your mind. You know you have spent your time wisely when you have a number of new ideas, theories, or concepts to somehow file away or remember for future use. Chances are good that you continually seek wisdom from people with whom you have intelligent conversations. You not only listen but also share your thoughts. In the process, you are likely to move beyond concrete facts. Your curiosity draws you to speculate — that is, reflect or wonder — about theories, ideas, or concepts. To keep your mind fresh, you frequently quiz individuals who are equally fascinated with the intangible

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and abstract aspects of life. It's very likely that you regularly find a quiet place to be alone so you can clarify your plans, theories, questions, or solutions. Once you know what you think, you can launch discussions. In addition, you can elaborate on your ideas when it is necessary to do so. Being deprived of preparation time puts you at a disadvantage. On these occasions, you say as little as possible and hope someone else gets people talking. Because of your strengths, you routinely scan data to find meaningful and repetitious sequences. You tend ask yourself lots of questions about the numbers and/or the facts. You are delighted whenever you discover answers others typically overlook. You probably are more productive when you can work alone or have very few interruptions. Instinctively, you designate a minimum of five hours a week for solitary thinking. You probably have figured out how to eliminate distractions and interruptions. You accept the fact that you have less free time to spend with family, friends, coworkers, teammates, or classmates.

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