

## Michael Test

- 1 Harmony
- 2 Adaptability
- 3 Learner
- 4 Maximizer
- 5 Empathy
- 6 Individualization
- 7 Input
- 8 Includer
- 9 Achiever
- 10 Analytical
- 11 Consistency
- 12 Connectedness
- 13 Positivity
- 14 Arranger
- 15 Context
- 16 Deliberative
- 17 Intellection
- 18 Responsibility
- 19 Woo
- 20 Activator
- 21 Significance
- 22 Focus
- 23 Discipline
- 24 Developer
- 25 Competition
- 26 Ideation
- 27 Relator
- 28 Communication
- 29 Belief
- 30 Restorative
- 31 Self-Assurance
- 32 Command
- 33 Strategic
- 34 Futuristic

Notes:

### EXECUTING

People with dominant Executing talents know how to make things happen.

### INFLUENCING

People with dominant Influencing talents know how to take charge, speak up, and make sure the team performs.

### RELATING

People with dominant Relating talents have the ability to build strong relationships that can hold a team together and make it better.

### THINKING

People with dominant Thinking talents help consider what could be. They absorb and analyze information that can inform better decisions.

What I would like to get out of the Strengths Alignment:

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Your uniqueness found in the CliftonStrengths Assessment:

For someone else to have the same Top 5 in order as you is a 1 in 33 million chance. For someone else to have the same Top 10 as you in order is a 1 in 447 Trillion chance. For someone else to have the same exact assessment as you is a 1 in 259,000,000,000,000,000,000,000,000,000,000,000,000,000,000,000,000 chance. You are special and unique; your contributions to your family, friends, and work is distinctly you and could never be replicated.

What is the difference between a talent and a strength?

The CliftonStrengths Assessment helps identify your greatest areas of potential growth, your talents.

A **Talent** is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied. You can tell something might be a talent for you if you seem to learn it easily, you do it with excellence, you really enjoy doing it, or you gain energy by doing it.

The foundation of a strength is talent. A talent becomes a strength through skill, knowledge, and experience.

**Strength** is the ability to consistently provide near-perfect performance in a specific task.

What will I discover during my time with my WeAlign coach?

You will discover three categories of talents through your CliftonStrengths Assessment results.

**Signature Talents** – These are found in the top part of the results. Individuals tend to have 8-16 of these talents. These talents represent the real you, very natural, or when you are in your “zone.” Signature talents can be developed from a raw stage to a refined stage. These talents are energy positive.

**Auxiliary Talents** – These are found in the middle part of the results. These are things that people can do well and can even be grown and developed to an extent. These talents are energy neutral.

**Non-Pattern Talents** – These are found at the bottom part of the results. These talents are not part of your “pattern,” since your brain lacks the natural pattern of these talents. These talents are energy drainers resulting in frustration or burn out.

What next after the Strengths Alignment Package?

The next step is to engage in an on-going coaching relationship with your WeAlign coach. During this part of the coaching relationship, your coach will partner with you to grow your signature talents into strengths, and help you improve workplace performance or relationships. You can decide with your coach what direction is right for you.