

Strengths Based Leadership Insight Report (Personalized)

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Leader: Flora Kalisa

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 ten 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 Ten Clifton StrengthsFinder Themes

Executing	Influencing	Relationship Building	Strategic Thinking
Deliberative	Competition	Developer	Learner
Restorative	Activator	Empathy	Intellection
Focus			Input

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Your Personalized Strengths Insights

Deliberative

By nature, you keep a tight rein on your emotions. You are cautious and reserved. Rather than add to the drama of a situation, you simply study the facts. You waste little time discussing your own and others' feelings. Instead, you consider the evidence. You weigh the consequences of whatever is said and done. People realize you need time to think. They know your judgment is rarely clouded by personal feelings or opinions. Driven by your talents, you typically approach your job or your studies with a no-nonsense, businesslike attitude. This explains why so many people think you have a very strong work ethic. Because of your strengths, you are a no-nonsense person. This explains why you spend time thinking about things you could and should review, revise, repair, reorganize, or do better. Chances are good that you are somewhat private about your personal life — that is, your past, your present activities, or your future plans. You tend to be selective about what you tell and to whom you tell it. It's very likely that you customarily remain silent rather than join conversations that involve the sharing of intimate or personal information. You generally try to change the topic altogether. When your attempts are unsuccessful, you are likely to excuse yourself from discussions about the upbringing, finances, problems, physical conditions, or mental health of yourself and other people.

Learner

Instinctively, 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. By nature, you see yourself as a contributing member of the group. You enjoy partnering with intelligent people. You like to exchange information, share observations, or offer tips for doing things more easily, efficiently, or swiftly. You are happiest collaborating with individuals who are not stingy with what they know. You have an ability to figure out how everyone on the team can benefit from each other's knowledge, skills, experiences, or wisdom. It's very likely that you ingratiate yourself — that is, gain favorable acceptance — with people who think about bygone events and the people who played a major or minor role in them. Reading historians' writings or listening to their conversations probably fills your mind with many questions. You enjoy filing away their answers, sensing one day all this information will prove to be useful. Whether it actually does become useful makes no difference to you. Knowledge is its own reward, in your opinion. Driven by your talents, 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. Because of your strengths, 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?

Competition

Instinctively, you intentionally increase your chances of being the best by diving into projects and working industriously. You regularly compare your scores, rankings, ratings, outcomes, or performances to those of others. You are quite motivated to participate in activities in which only one person can finish in first place. Because of your strengths, you are determined to be victorious. As much as you yearn to be “number one,” you know cheating is unacceptable. You probably experience remorse when you unintentionally take unfair advantage of anyone. You likely think finishing first counts only when you have followed all the rules just like everyone else. By nature, you approach most win-lose situations in a practical and realistic manner. When you are intent on being victorious, you automatically extinguish any sentimental feelings you have toward your rivals. Driven by your talents, you really push yourself to be the best. You typically gain an advantage whenever you can dictate how the game will be played or how a project will be organized. You characteristically prefer to be the person in charge of your life. It’s very likely that you do much better when you can concentrate on capturing topmost honors, first-place awards, or championship titles. Devoting yourself to one activity at a time eliminates numerous annoying distractions. Being single-minded certainly improves your overall performance and extends your record of winning.

Activator

By nature, you characteristically find something valuable in what each person says. Then you acknowledge it. You carefully balance the amount of time and attention you give to every individual. You guard against leaving the impression that you think some people are smarter or better than others. Instead, you seek to accommodate everyone’s needs and expectations. Because of your efforts, potential misunderstandings and disagreements are kept to a minimum. Instinctively, you characteristically generate enthusiasm. You contend anything is possible. Your optimistic outlook helps people believe in their potential. You encourage individuals to forge ahead quickly. You challenge others to view major and minor assignments as opportunities to excel. It’s very likely that you motivate your friends with your passion for moving ideas from the talking stage to the action stage. Your dedication to various projects rallies numerous individuals to work alongside you. Driven by your talents, you are a reserved individual. You usually keep personal matters to yourself. This is apt to explain why you are much more comfortable launching projects than you are talking about your experiences and accomplishments. Chances are good that you energize others so they feel enthusiastic about a position you have taken, a conclusion you have reached, or an innovative idea you have proposed. As soon as you resolve to do something, you typically announce, “Let’s get started right away. We can do this!”

Restorative

By nature, you gather candid feedback from trustworthy individuals to heighten your awareness of areas you need to upgrade. Their frank comments fuel your desire to continually correct things. Instinctively, you intentionally spend a lot of time pondering the behaviors, activities, skills, knowledge, processes, and ideas you want to perfect in the coming months, years, or decades. Chances are good that you definitely desire to be an influential person. You want to be put in charge of important groups or projects. You pay close attention to the behaviors, processes, or plans you need to perfect, upgrade, or simply do better. Because of your strengths, you see yourself as a fine trainer and instructor. You naturally seek new and better ways to broaden the knowledge base and skills of those

you educate. You tend to help your students — the young and the not-so-young — conquer their weaknesses and overcome their failures. It's very likely that you give your full attention to performing and thinking about one task at a time. When you discover something you want to perfect or do better, you dedicate your mental and physical energy to it.

Developer

It's very likely that you like to lift the spirits of the people around you. You know what to do and say so individuals feel useful, valued, appreciated, and important. Because of your strengths, you derive much satisfaction from giving individuals credit for what they do really well. Your openhearted — that is, kind and generous — spirit probably permits you to praise all sorts of people. You are genuinely intrigued by the diverse qualities of human beings. Driven by your talents, you routinely tune in to individuals' subtle and not-so-subtle yearnings to be cheered up, supported, and motivated. You have a knack for inspiring people. They sense that you are aware of their feelings, thoughts, and needs. They probably feel better about themselves when you are with them. Chances are good that you repeatedly demonstrate that you value your teammates and care about them as individuals. How? You simply listen to them talk about their talents, successes, or aspirations. The insights you collect prepare you to provide them with opportunities to grow personally or professionally. By nature, 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.

Focus

By nature, you characteristically are unsentimental and realistic, especially when you must plan how to do something efficiently, reliably, or predictably time after time. Undoubtedly, you search for ways to streamline your daily, weekly, monthly, or annual chores. You identify the steps needed to complete the task. You study the requirements, overlooking no details. You concentrate on facts. You avoid letting bias or favoritism cloud your judgment. Because of your strengths, you might expend more physical or mental energy doing your job or pursuing your studies than some of your peers do. Perhaps you need to make measurable progress toward one or two goals each day to feel successful as a human being. Chances are good that you are determined to be in charge of your own destiny. This is your life. You intend to be the ultimate decision maker regarding personal and professional matters. Instinctively, you earnestly direct your attention toward the ideas, issues, situations, or possibilities that stir your curiosity. In fact, you devote more time than most people do to exploring topics, problems, prospects, opportunities, or techniques that pique — that is, arouse or excite — your interest. When something has to be completed, you are eager to acquire the necessary knowledge or skills to meet the challenge. It's very likely that you enjoy establishing objectives in the company of others. Using well-placed milestones, you document knowledge and skills gained since the last reporting period. You probably look forward to reviewing results with individuals who understand education is a process that continues throughout one's life.

Intellection

By nature, you generally work your way onto teams whose members exchange intelligent ideas or discuss sophisticated philosophies. You probably enjoy the companionship of individuals who constantly collect information from a wide array of sources. Driven by your talents, you are

comfortable saying, “I am a fine educator.” You probably converse with others in your field about ideas, theories, or concepts to gather the latest thinking. Using these insights, you are apt to draw your students into discussions that entice them to explore topics. You want them to really understand the subject rather than memorize a few facts just to pass a test. Instinctively, 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. Because of your strengths, you favor conversations where information, facts, or data are considered objectively — that is, emotions do not distort the truth. You pose questions, evaluate answers, and figure out how things work. Reducing an idea, theory, or process to its most basic parts provides you with many insights. You are likely to archive — that is, preserve — your discoveries so you can use them later. It’s very likely that you gravitate to conversations in which intelligent, unemotional, and reasonable thoughts are freely exchanged. These give-and-take sessions inspire you to consider what you need to upgrade, perfect, or raise to excellence.

Input

Chances are good that you like systems or rules because they produce uniform, consistent, and predictable results every time. This is especially useful when individuals must perform the same task in the same way over and over again. Being an organized thinker, you are apt to lead others through step-by-step presentations about processes or regulations. Because of your strengths, you spend hours unraveling the mysteries of complicated procedures, routines, or systems. Your step-by-step descriptions help numerous individuals understand how things operate. 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. It’s very likely that you probably feel restless until you have found a better way to describe the finer points of complicated procedures. When you succeed, many people start to understand the procedures and how they work. You are apt to derive satisfaction from outlining the intricate steps of processes. Driven by your talents, you are inquisitive and curious. These traits serve you quite well, especially when you are studying, asking questions, listening to answers, or participating in discussions. The facts, data, or background information you acquire undoubtedly give you an advantage over people whose results are being compared to yours. You probably choose to engage in activities where scores are tabulated, rankings are assigned, or ratings are given to each person.

Empathy

Because of your strengths, you recall that as a child you were very attuned to the moods, feelings, expectations, and values of your elders. Your awareness of what these authority figures were thinking and feeling undoubtedly helped you govern what you said and did. It’s very likely that you bring an emotional awareness to conversations. Many times, you ease the stress of individuals when they are about to make an important decision. You can also calm those who are struggling with the uncertainty of change. You are likely to pose probing questions to direct the thinking of others. However, you refrain from telling people what they should and should not do. Instinctively, you sense people are

drawn to you. You are willing to involve them in your groups and activities. You have an ability to welcome a variety of individuals into your life. You tune in to the emotions and thoughts of people. This means you notice when someone is feeling rejected, out of place, or ignored. Driven by your talents, you regularly reflect on how you felt about your experiences as they occurred. You usually ponder how you felt afterward, too. Your emotional awareness sharpens your thinking. You are doubly blessed: You think with your head and feel with your heart. Chances are good that you have a special gift for helping people realize that you truly value them and hold them in high regard.