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Iana Iavorskaia

# Strengths Insight Guide

SURVEY COMPLETION DATE: 12-28-2015



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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.

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## Your Top 5 Themes

1. Intellection
2. Individualization
3. Analytical
4. Ideation
5. Learner

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## Intellection

### SHARED THEME DESCRIPTION

People who are especially 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?

It's very likely that 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. Instinctively, you occasionally enjoy having time to mull over theories, philosophies, or important questions. Being permitted to process your thoughts may contribute to your sense of well-being or enhance your optimism. 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. By nature, you may place great value on moments alone with your thoughts. You might consider whatever arouses your intellectual curiosity. Setting aside time each week to explore particular ideas might be a pleasurable or necessary activity for you. Chances are good that you pay close attention to intelligent conversations. You have a knack for giving credit to individuals who make key points that advance everyone's understanding of a theory, concept, or idea. You file away or make a mental note about this information, knowing it will be useful one day.

#### 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?

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## Individualization

### SHARED THEME DESCRIPTION

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### **What makes you stand out?**

Because of your strengths, you might offer assistance to people when the predicament in which they find themselves fascinates you. Maybe you come to the aid of others when they ask you to study an intriguing problem, unanswered question, or unfamiliar subject. Occasionally you are delighted to report back to them your discoveries and conclusions. By nature, you probably identify the traits or experiences that distinguish one person from the next. Once you familiarize yourself with someone, you can often predict with accuracy how the person will react in different situations. Chances are good that you may update certain individuals about current events. Sometimes you are the person who obtains the latest information about school-related activities, changes in the organization, or breaking news from around the world. It's very likely that you thoroughly examine the idiosyncrasies, interests, talents, successes, fears, or dreams of each person you encounter. You contend that no two people are the same. You argue that the same individual reacts quite differently depending on the circumstances and the human beings present. People simply fascinate you. Driven by your talents, you might assist certain individuals by sharing with them information you have acquired, skills you have mastered, or experiences you have had. In some situations, you may claim to be a good instructor, tutor, or trainer.

#### **Questions**

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## Analytical

### SHARED THEME DESCRIPTION

People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Driven by your talents, you may feel good about the choices you make when they are supported with facts or logic. You might put aside intuition and emotions when making certain decisions about your life. By nature, you periodically sequence tasks according to their importance before you move into action. Maybe the more organized you are, the more favorable you feel about yourself and life in general. Instinctively, you typically appear businesslike. Even so, you routinely go out of your way to become better acquainted with people one by one. It's very likely that you are rarely pressured into a decision by emotional pleas. You rely on sound reasoning to make informed choices. You are level-headed, calm, and poised when solving problems. You concentrate on the facts to draw clear and understandable conclusions. Because of your strengths, you rely on reason to make sense of facts, events, people's behavior, problems, or solutions. You consistently outmaneuver others when comparisons are being made between your results and theirs.

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## Ideation

### SHARED THEME DESCRIPTION

People who are especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you automatically think of new and different ways to do things. Your mind is brimming with ideas. You probably are eager to share them with whoever will listen. By nature, you might pay particular attention to what certain people think of you. Perhaps you intentionally use complicated words or specialized terminology to position yourself as an expert or a professional in the minds of others. Sometimes you use language to your advantage when you hope to influence, confront, make demands of, or issue orders to specific individuals. Maybe your vocabulary allows you to speak with a bit more authority than usual. Because of your strengths, you may opt to work separately from others. Even so, you might be sensitive about what certain people think of your contributions, accomplishments, talents, or limitations. Driven by your talents, you have a rich vocabulary upon which to draw. The words you choose often expand and challenge your listeners' or readers' thinking. Chances are good that you contribute many innovative ideas to the group during brainstorming sessions. You tend to be highly imaginative when proposals are fully heard and any criticism is reserved for a later time.

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## Learner

### SHARED THEME DESCRIPTION

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.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

By nature, 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. Chances are good that you may pay attention to some of the things going on around you. Perhaps you listen, quiz people, read, or take notes. As you accumulate information, you might disregard what is unrelated, and pay heed to what seems important. Sometimes the more you reflect on what you know, certain problems reveal themselves, and eventually some solutions start taking shape in your mind. Then you try to select the best plan from your list of options. It's very likely that you may thirst for new ideas and knowledge. Sometimes you dive into your reading with abandon. Other times you lose yourself in a book. Maybe you pore over the thoughts contained in its pages for long stretches of time. Why? You might want to absorb as much information as you can. Because of your strengths, you may be able to figure out what makes each person special. You might talk to, observe, or study individuals who produce nothing less than excellence to identify what inspires them. You might prefer to associate with those who insist on taking something good and making it better. When you understand what drives a person, perhaps you can motivate him or her to transform whatever was made better into something superb. Driven by your talents, you may be a history buff — that is, someone who enjoys studying the past. Once in a while, you are drawn to firsthand accounts of global conflicts. You attempt to link specific people to certain events. Occasionally you trace timelines to broaden your knowledge. Perhaps you examine some of the major battles from the perspective of foes, allies, or neutral parties. The sum of your findings might allow you to determine what started or eventually ended each war.

#### Questions

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