

---

# Strengths Insight Report

SURVEY COMPLETION DATE: 06-01-2016

Joel Thomas

---

## Your Top 5 Themes

Intellection  
Strategic  
Ideation  
Learner  
Deliberative

## 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?*

Instinctively, you might set aside a block of time each week to simply think about what you need to do. Perhaps this practice has contributed to some of your accomplishments as a solo performer. Because of your strengths, you gravitate to discussions where the participants are committed to searching for truth and reason. Driven by your talents, you regularly examine your thought processes and personal experiences to understand yourself better. You prefer to let someone else engage people in serious dialogue or small talk. When you have something valuable to say, you join in the discussion. Otherwise, you are likely to simply listen. Chances are good that you frequently take a long and hard look at yourself. You probably review what you have and have not accomplished. You scrutinize — that is, give close attention to — how you treated various individuals and how they responded to you. You likely consider reordering your personal or professional priorities. You tend to examine many aspects of your life. By nature, you enjoy reflecting on what you already know and on what you want to know. Your concentration leads you to major and minor discoveries. You need ample quiet time to critically examine new information, theories, concepts, or philosophies. Wherever you go and whatever you do, your mind is seldom at rest. You consider what you have observed. You pose never-before-asked questions. Thinking deeply about things is a necessity for you. It is not a luxury. It is not an option.

## Strategic

### Shared Theme Description

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

### Your Personalized Strengths Insights

*What makes you stand out?*

Because of your strengths, you sometimes know what has gone wrong. You try to uncover facts. Perhaps you are not intimidated by an overwhelming amount of information. Like a detective, you might sort through it, attempting to identify pieces of evidence. Following a few leads, you might begin to see the big picture. Maybe you generate schemes for solving the problem. You might choose the best option after considering some of the prevailing circumstances, available resources, or desired outcomes. It's very likely that you may have little difficulty finding the right words to express your ideas on specific topics. Perhaps you are comfortable talking about ways to make certain people or things better. Driven by your talents, you occasionally opt to work by yourself. Perhaps you trust your talents, knowledge, and skills in identifying problems. You might consider numerous solutions before you pinpoint an appropriate course of action. Sometimes questions and answers materialize without much effort on your part. By nature, you periodically identify problems others fail to notice. You might create solutions and find the right answers. Perhaps you yearn to improve certain things about yourself, other people, or situations. Maybe you are drawn to specific kinds of classes, books, or activities. Why? Maybe they promise to give you the skills or knowledge you seek. Instinctively, 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.

## 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?*

Chances are good that you are particularly skilled or knowledgeable about certain topics or activities. This partially explains your tendency to invent innovative or unusual ways of performing specific tasks. Maybe you grow bored when you are forced to follow the same series of steps day after day. Your boredom might become frustration when your suggestions for change are dismissed without consideration. It's very likely that you might be proficient — that is, have a high degree of ability — at

devising different ways to do certain tasks. Perhaps you provide the creative intelligence for original undertakings of a personal or a professional nature. By nature, you occasionally contribute more innovative ideas to group discussions than some people do. You may help strangers, newcomers, or outsiders feel they can share their thoughts. You might welcome their ideas. Why? They may stimulate everyone's thinking, including your own. Instinctively, you now and then are called upon by your coworkers, teammates, classmates, or family members to help them do things differently. Perhaps they count on you to generate ideas for novel tasks, unusual assignments, out-of-the-ordinary trips, or original entertainment. Because of your strengths, you might search for new and fresh ways to make upgrades or enhancements. When you suspect there is a better way to do something, you might make certain revisions or test specific innovations.

## **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?*

Driven by your talents, you sometimes feel restless when you are not acquiring knowledge or gaining skills. Maintaining a mental status quo may be unacceptable. Perhaps you have excused yourself from more than one boring class, repetitious assignment, or dead-end job. To some degree, the company of certain forward-looking people excites you. You might listen to them bandy — that is, exchange — ideas about the future. Maybe later you recall some of the possibilities they envisioned. Chances are good that you can be scholarly if you have a desirable goal to reach. Perhaps you are willing to examine certain topics for extended periods of time. This might satisfy your need for knowledge or your desire to make measurable progress. By nature, you may prefer to be an individual performer, especially when you can direct your mental or physical energies to tasks that intrigue you. Instinctively, you endorse the importance of acquiring additional knowledge and gaining new skills. You regard education as an ongoing activity. Because of your strengths, you may be a solo performer. You might be determined to broaden your knowledge or acquire new skills. Perhaps you are drawn to the process of education.

## **Deliberative**

### **Shared Theme Description**

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

### **Your Personalized Strengths Insights**

*What makes you stand out?*

Instinctively, you sometimes show a particularly strong concern for what matters in your life, work, or studies. As a result, you might be determined to master words associated with certain types of activities or assignments. Perhaps these terms and their definitions are as theoretical as they are difficult to understand. You might realize that your collection of technical, subject-specific, or academic words is a work in progress — that is, ongoing. By nature, you might have limited patience for idle or purposeless activity. When you have certain tasks to perform, you mean business — that is, you are determined. Offering few apologies, perhaps you can state your needs, set your boundaries, make demands, and present your theories. Periodically you use sophisticated, complicated, technical, or academic terminology to emphasize key points. Chances are good that you may be earnest, solemn, or businesslike when circumstances require socially correct behavior. Perhaps you thoroughly study certain things before making decisions, designing plans, or taking action. Driven by your talents, you sometimes present yourself to others as a no-nonsense person. Maybe some of them understand that you prefer to work or study by yourself. It's very likely that you choose not to reveal to others too much about yourself, your thoughts, and your feelings. You exercise great care and weigh all possible risks when you interact with people. You prefer to give sincere and well-deserved compliments. You are likely to refrain from acknowledging the talents, contributions, and accomplishments of individuals and groups until you have clear evidence they merit special acclaim.