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Strengths Insight and Action-Planning Guide

SURVEY COMPLETION DATE: 11-10-2022



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YOUR TOP 5 THEMES

1. Adaptability
2. Connectedness
3. Strategic
4. Ideation
5. Self-Assurance

What's in This Guide?

SECTION I: AWARENESS

A brief Shared Theme Description for each of your top five themes

Your Personalized Strengths Insights, which describe what makes you stand out from others with the same theme in their top five

Questions for you to answer to increase your awareness of your talents

SECTION II: APPLICATION

10 Ideas for Action for each of your top five themes

Questions for you to answer to help you apply your talents

SECTION III: ACHIEVEMENT

Examples of what each of your top five themes "sounds like" -- real quotes from people who also have the theme in their top five

Steps for you to take to help you leverage your talents for achievement

Section I: Awareness

Adaptability

SHARED THEME DESCRIPTION

People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you might deal with the requests or problems of others as soon as you learn about them. Instinctively, you might choose to deal with events, people, or facts as they present themselves. Perhaps changing your plans as the situation changes suits your style. Maybe you intentionally avoid inflexible people or situations. Because of your strengths, you might concentrate on living in the present. Perhaps you have an ability to savor the good things in life as they unfold. Sometimes people comment on your cheerful, easygoing, or hopeful attitude. By nature, you picture yourself handling situations and issues that could arise in the coming months, years, or decades. You mentally rehearse what you plan to do in various worst-case and best-case scenarios. Your forethought prepares you to deal with whatever happens. You are a flexible person. You are not easily flustered by unexpected events, problems, or opportunities. Driven by your talents, you might handle whatever tasks come your way in the course of the day. Mind-numbing routines, processes, paperwork, or production lines sometimes bore you. On the other hand, you may thrive in environments where you must deal with unexpected requests, unanticipated problems, or changing priorities. Being somewhat flexible, you might enjoy creating solutions as needs arise. Perhaps you think a bit better and accomplish a bit more when your ability to respond to situations on a moment's notice is acknowledged, used, and appreciated.

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?

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.

Connectedness

SHARED THEME DESCRIPTION

People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you may choose to join groups whose members discuss ethics — that is, issues of right and wrong — philosophy, or the consequences of current events. Perhaps give-and-take conversations stimulate your mind. You might link together ideas no one else considered. Chances are good that you might be fascinated with certain ideas, policies, or philosophies that affect human beings around the world. It's very likely that you occasionally search for pertinent facts or data to reconstruct the chain of events that produced a specific problem or opportunity. Perhaps you prefer reasonable explanations. You might reject the notion that fate, chance, or luck rule your life. By nature, you may be determined to make the acquaintance of certain individuals you identify as seekers of truth. Perhaps you are attracted to people who ponder philosophical questions such as "What is the meaning of life?" or "What is beauty?" or "What constitutes wisdom?" or "Why do bad things happen to good people?" or "Why should ordinary people like me even ask these kinds of questions?" Because of your strengths, you may be able to build bonds that unite different types of people. Sometimes their agendas clash. Perhaps your appreciation of everyone's uniqueness frees you to help certain individuals direct their attention to what everyone has in common.

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Strategic

SHARED THEME DESCRIPTION

People exceptionally 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?

Instinctively, you sometimes bring an imaginative game plan to your teammates' attention. You might enjoy partnering with people who rely on you to identify critical and recurring sequences of events, facts, or data. Chances are good that you may be inclined to examine the basic elements of certain types of problems. You might attempt to understand how and why things work or fail to work. These insights might stimulate your thinking. Then you try to generate a few alternative plans. Considering prevailing circumstances, available resources, and time constraints, you might narrow down your options. Perhaps the plan that offers the best chance of solving the problem naturally reveals itself. By nature, you may see solutions before other people know there is a problem. You might start formulating answers before your teammates, coworkers, or classmates understand the question. Sometimes you generate numerous ideas before sorting to the one that makes the most sense in a particular situation. Driven by your talents, you might recognize recurring sequences in data, events, information, or people's comments. These insights might enable you to form links between things that others cannot. It's very likely 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.

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Ideation

SHARED THEME DESCRIPTION

People exceptionally 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?

Because of your strengths, you are sometimes aware of the opinions people have of you. Maybe you know when individuals approve or disapprove of your contributions, accomplishments, talents, shortcomings, words, or deeds. By nature, you traditionally figure out what you need to do better by evaluating data, evidence, or facts. Instinctively, you may be delighted when you can generate new and innovative ideas for doing certain tasks or projects. Perhaps you lose enthusiasm or become bored when you are forced to follow standard operating procedures. Periodically you wonder if you are in the right job or course of study when your creativity is stifled. Maybe you are frustrated by people who conclude that your inventive suggestions are forms of criticism or insubordination — that is, refusal to submit to authority. Chances are good that you might be acutely aware of how certain teammates perceive your abilities. Perhaps you know what they think of you as a person. Maybe these insights allow you to earn their confidence so you can contribute to the group's success. It's very likely that you may select unusual words to describe your ideas or feelings. Perhaps your extensive vocabulary allows you to capture people's interest.

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Self-Assurance

SHARED THEME DESCRIPTION

People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you periodically choose teammates who dare to do things that some people would say are too risky. Chances are good that you periodically choose to work wherever you are and for however long it takes to finish your job-related or academic assignments. Somehow you sense you will succeed even when difficulties arise. Maybe you think about times when your extra effort produced excellent results. Occasionally you enhance your chances for success by reflecting on your personal history. By recalling a time when you did something similar, you might find the confidence to work hard on current challenges. It's very likely that you might be the person who takes chances when some of your teammates are reluctant to do anything. Perhaps you inspire certain individuals to be more daring. How? Maybe they observe you trusting yourself enough to try something new, different, or difficult. When you act boldly, a few of them may conclude that they can be brave, too. Driven by your talents, you now and then delve into interesting concepts and talk about thought-provoking topics. Maybe a spirited conversation with specific colleagues or classmates adds a little gusto to your life. If people feel compelled to explain why something cannot be done, perhaps you offer reasons why certain plans are neither outlandish nor impossible. By nature, you might register for high level courses or honors classes. Why? Perhaps you are attracted to subjects that are not easy to comprehend. Occasionally you trust yourself enough to test your mental endurance and agility.

QUESTIONS

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Questions

1. How does this information help you better understand your unique talents?
2. How can you use this understanding to add value to your role?
3. How can you apply this knowledge to add value to your team, workgroup, department, or division?
4. How will this understanding help you add value to your organization?
5. What will you do differently tomorrow as a result of this report?

Section II: Application

Adaptability

IDEAS FOR ACTION:

Cultivate your reputation as a calm and reassuring person when others become upset by daily events.

Avoid roles that demand structure and predictability. These roles will quickly frustrate you, make you feel inadequate, and stifle your independence.

When the pressure is on, help your hesitant friends, colleagues, and clients find ways to collect themselves and take control of the situation. Explain that adaptability is about more than simply rolling with the punches; it is about calmly, intelligently, and readily responding to circumstances.

Don't let others abuse your inherent flexibility. Though your Adaptability talents serve you well, don't compromise your long-term success by bending to every whim, desire, and demand of others. Use smart guidelines to help you decide when to flex and when to stand firm.

Seek roles in which success depends on responding to constantly changing circumstances. Consider career areas such as journalism, live television production, emergency healthcare, and customer service. In these roles, the best react the fastest and stay levelheaded.

Fine-tune your responsiveness. For example, if your job demands unanticipated travel, learn how to pack and leave in 30 minutes. If your work pressure comes in unpredictable spurts, practice the first three moves you will always make when the pressure hits.

Look to others for planning. People who have strong Focus, Strategic, or Belief talents can help you shape your long-term goals, leaving you to excel at dealing with the day-to-day variations.

Your Adaptability talents give you an even-keel mindset that lets you ride the ups and downs without becoming an emotional volcano. Your "don't cry over spilled milk" approach will help you quickly recover from setbacks. Recognize this aspect of your nature, and help your friends and colleagues understand that it is productive flexibility rather than an "I don't care" attitude.

Avoid tasks that are too structured and stifle your need for variety. If given a list of tasks to complete, try to indulge your desire for flexibility by making a game of that list. See if you can be creative or make the tasks more fun in some way.

Openly use your reassuring demeanor to soothe disgruntled friends or coworkers. Think about the approach you used, and remember to apply it again when the situation presents itself.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Connectedness

IDEAS FOR ACTION:

Consider roles in which you listen and counsel. You can become adept at helping other people see connection and purpose in everyday occurrences.

Explore specific ways to expand your sense of connection, such as starting a book club, attending a retreat, or joining an organization that puts Connectedness into practice.

Within your organization, help your colleagues understand how their efforts fit in the larger picture. You can be a leader in building teams and helping people feel important.

You are aware of the boundaries and borders created within organizations and communities, but you treat these as seamless and fluid. Use your Connectedness talents to break down silos that prevent shared knowledge.

Help people see the connections among their talents, their actions, their mission, and their successes. When people believe in what they are doing and feel like they are part of something bigger, commitment to achievement is enhanced.

Partner with someone with strong Communication talents. This person can help you with the words you need to describe vivid examples of connection in the real world.

Don't spend too much time attempting to persuade others to see the world as a linked web. Be aware that your sense of connection is intuitive. If others don't share your intuition, rational argument will not persuade them.

Your philosophy of life compels you to move beyond your own self-interests and the interests of your immediate constituency and sphere of influence. As such, you see the broader implications for your community and the world. Explore ways to communicate these insights to others.

Seek out global or cross-cultural responsibilities that capitalize on your understanding of the commonalities inherent in humanity. Build universal capability, and change the mindset of those who think in terms of "us" and "them."

Connectedness talents can help you look past the outer shell of a person to embrace his or her humanity. Be particularly aware of this when you work with someone whose background is very

different from yours. You can naturally look past the labels and focus on his or her essential needs.

QUESTIONS

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Strategic

IDEAS FOR ACTION:

Take the time to fully reflect or muse about a goal that you want to achieve until the related patterns and issues emerge for you. Remember that this musing time is essential to strategic thinking.

You can see repercussions more clearly than others can. Take advantage of this ability by planning your range of responses in detail. There is little point in knowing where events will lead if you are not ready when you get there.

Find a group that you think does important work, and contribute your strategic thinking. You can be a leader with your ideas.

Your strategic thinking will be necessary to keep a vivid vision from deteriorating into an ordinary pipe dream. Fully consider all possible paths toward making the vision a reality. Wise forethought can remove obstacles before they appear.

Make yourself known as a resource for consultation with those who are stumped by a particular problem or hindered by a particular obstacle or barrier. By naturally seeing a way when others are convinced there is no way, you will lead them to success.

You are likely to anticipate potential issues more easily than others. Though your awareness of possible danger might be viewed as negativity by some, you must share your insights if you are going to avoid these pitfalls. To prevent misperception of your intent, point out not only the future obstacle, but also a way to prevent or overcome it. Trust your insights, and use them to ensure the success of your efforts.

Help others understand that your strategic thinking is not an attempt to belittle their ideas, but is instead a natural propensity to consider all the facets of a plan objectively. Rather than being a naysayer, you are actually trying to examine ways to ensure that the goal is accomplished, come what

may. Your talents will allow you to consider others' perspectives while keeping your end goal in sight.

Trust your intuitive insights as often as possible. Even though you might not be able to explain them rationally, your intuitions are created by a brain that instinctively anticipates and projects. Have confidence in these perceptions.

Partner with someone with strong Activator talents. With this person's need for action and your need for anticipation, you can forge a powerful partnership.

Make sure that you are involved in the front end of new initiatives or enterprises. Your innovative yet procedural approach will be critical to the genesis of a new venture because it will keep its creators from developing deadly tunnel vision.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Ideation

IDEAS FOR ACTION:

Seek a career in which you will be given credit for and paid for your ideas, such as marketing, advertising, journalism, design, or new product development.

You are likely to get bored quickly, so make some small changes in your work or home life. Experiment. Play mental games with yourself. All of these will help keep you stimulated.

Finish your thoughts and ideas before communicating them. Lacking your Ideation talents, others might not be able to "join the dots" of an interesting but incomplete idea and thus might dismiss it.

Not all your ideas will be equally practical or serviceable. Learn to edit your ideas, or find a trusted friend or colleague who can "proof" your ideas and identify potential pitfalls.

Understand the fuel for your Ideation talents: When do you get your best ideas? When you're talking with people? When you're reading? When you're simply listening or observing? Take note of the circumstances that seem to produce your best ideas, and recreate them.

Schedule time to read, because the ideas and experiences of others can become your raw material

for new ideas. Schedule time to think, because thinking energizes you.

You are a natural fit with research and development; you appreciate the mindset of visionaries and dreamers. Spend time with imaginative peers, and sit in on their brainstorming sessions.

Partner with someone with strong Analytical talents. This person will question you and challenge you, therefore strengthening your ideas.

Sometimes you lose others' interest because they cannot follow your abstract and conceptual thinking style. Make your ideas more concrete by drawing pictures, using analogies or metaphors, or simply explaining your concepts step by step.

Feed your Ideation talents by gathering knowledge. Study fields and industries different from your own. Apply ideas from outside, and link disparate ideas to generate new ones.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Self-Assurance

IDEAS FOR ACTION:

Look for start-up situations for which no rulebook exists. You will be at your best when you are asked to make many decisions.

Seek roles in which you convince people to see your point of view. Your Self-Assurance talents (especially when combined with Command or Activator talents) can be extremely persuasive. Leadership, sales, legal, or entrepreneurial roles might suit you.

Let your self-confidence show. It can be contagious and will help the people around you grow.

Realize that sometimes you will find it hard to put your certainty or intuition into words, possibly leading others to see you as self-righteous. Explain that your confidence does not mean that they should withhold their opinions. It might not seem like it to them, but you do want to hear their ideas. Your conviction doesn't mean that you are unwilling to listen to them.

Your independent streak can leave you standing alone. If this happens, make sure you are out in

front, or partner with someone who can help others see how they can benefit from following you.

Partner with someone with strong Strategic, Deliberative, or Futuristic talents. This person can help you assess the goals to which you commit. You need this help because once you set your sights on a goal, you are likely to stay with it until you achieve it.

Your exceptionally hard work and long hours are natural products of the passion and confidence you feel about your work. Don't assume that others are similarly wired.

You can be decisive, even when things get dynamic and distracting. When there is chaos around you, intentionally display and share the calm and certainty within you. This will give others comfort and security.

Set ambitious goals. Don't hesitate to reach for what others see as impractical and impossible, but what you see as merely bold and exciting — and most importantly — achievable with some heroics and a little luck. Your Self-Assurance talents can lead to achievements that you may not have otherwise even imagined.

You don't have a great need for direction and support from others. This could make you particularly effective in situations that require independent thinking and action. Recognize and actively contribute the value of your Self-Assurance talents when confidence and self-control are crucial.

QUESTIONS

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Section III: Achievement

Look for signs of achievement as you read these real quotes from people who share your top five themes.

ADAPTABILITY SOUNDS LIKE THIS:

Marie T., television producer: “I love live TV because you never know what is going to happen. One minute, I might be putting together a segment on the best teenage holiday gifts, and the next, I will be doing the pre-interview for a presidential candidate. I guess I have always been this way. I live in the moment. If someone asks me, ‘What are you doing tomorrow?’ my answer is always, ‘I don’t know. Depends what I’m in the mood for.’ I drive my boyfriend crazy because he’ll plan for us to go to the antique market on Sunday afternoon, and then right at the last minute, I’ll change my mind and say, ‘Nah, let’s go home and read the Sunday papers.’ Annoying, right? Yeah, but on the positive side, it does mean that I’m up for anything.”

Linda G., project manager: “Where I work, I am the calmest person I know. When someone comes in and says, ‘We didn’t plan right. We need this turned around by tomorrow,’ my colleagues seem to tense up and freeze. Somehow that doesn’t happen to me. I like that pressure, that need for instant response. It makes me feel alive.”

Peter F., corporate trainer: “I think I deal with life better than most people. Last week, I found that my car window had been smashed and the stereo stolen. I was annoyed, of course, but it didn’t throw me off my day one bit. I just cleared it, mentally moved on, and went right on with the other things I had to get done that day.”

CONNECTEDNESS SOUNDS LIKE THIS:

Mandy M., homemaker: “Humility is the essence of Connectedness. You have to know who you are and who you aren’t. I have a piece of the wisdom. I don’t have much of it, but what I do have is real. This isn’t grandiosity. This is real humility. You have confidence in your gifts, real confidence, but you know you don’t have all the answers. You start to feel connected to others because you know they have wisdom that you don’t. You can’t feel connected if you think you have everything.”

Rose T., psychologist: “Sometimes I look at my bowl of cereal in the morning and think about those hundreds of people who were involved in bringing me my bowl of cereal: the farmers in the field, the biochemists who made the pesticides, the warehouse workers at the food preparation plants, even the marketers who somehow persuaded me to buy this box of cereal and not a different one sitting next to it on the shelf. I know it sounds strange, but I give thanks to these people, and just doing that makes me feel more involved with life, more connected to things, less alone.”

Chuck M., teacher: “I tend to be very black and white about things, but when it comes to understanding the mysteries of life, for some reason, I am much more open. I have a big interest in learning about all different religions. I am reading a book right now that talks about Judaism versus Christianity versus the religion of the Canaanites. Buddhism, Greek mythology — it’s really interesting how all of these tie together in some way.”

STRATEGIC SOUNDS LIKE THIS:

Liam C., manufacturing plant manager: “It seems as if I can always see the consequences before anyone else can. I have to say to people, ‘Lift up your eyes; look down the road a ways. Let’s talk about where we are going to be next year so that when we get to this time next year, we don’t have the same problems.’ It seems obvious to me, but some people are just too focused on this month’s numbers, and everything is driven by that.”

Vivian T., television producer: “I used to love logic problems when I was a kid — you know, the ones where ‘if A implies B, and B equals C, does A equal C?’ Still today, I am always playing out repercussions, seeing where things lead. I think it makes me a great interviewer. I know that nothing is an accident; every sign, every word, every tone of voice has significance. So I watch for these clues and play them out in my head, see where they lead, and then plan my questions to take advantage of what I have seen in my head.”

Simon T., human resources executive: “We really needed to take the union on at some stage, and I saw an opportunity — a very good issue to take them on. I could see that they were going in a direction that would lead them into all kinds of trouble if they continued following it. Lo and behold, they did continue following it, and when they arrived, there I was, ready and waiting. I suppose it just comes naturally to me to predict what someone else is going to do. And then when that person reacts, I can respond immediately because I have sat down and said, ‘Okay, if they do this, we’ll do this. If they do that, then we’ll do this other thing.’ It’s like when you tack in a sailboat. You head in one direction, but you jinx one way, then another, planning and reacting, planning and reacting.”

IDEATION SOUNDS LIKE THIS:

Mark B., writer: “My mind works by finding connections between things. When I was hunting down the Mona Lisa in the Louvre museum, I turned a corner and was blinded by the flashing of a thousand cameras snapping the tiny picture. For some reason, I stored that visual image away. Then I noticed a ‘No Flash Photography’ sign, and I stored that away too. I thought it was odd because I remembered reading that flash photography can harm paintings. Then about six months later, I read that the Mona Lisa has been stolen at least twice in this century. And suddenly I put it all together. The only explanation for all these facts is that the real Mona Lisa is not on display in the Louvre. The real Mona Lisa has been stolen, and the museum, afraid to admit their carelessness, has installed a fake. I don’t

know if it's true, of course, but what a great story.”

Andrea H., interior designer: “I have the kind of mind where everything has to fit together or I start to feel very odd. For me, every piece of furniture represents an idea. It serves a discrete function both independently and in concert with every other piece. The ‘idea’ of each piece is so powerful in my mind, it must be obeyed. If I am sitting in a room where the chairs are somehow not fulfilling their discrete function — they’re the wrong kind of chairs or they’re facing the wrong way or they’re pushed up too close to the coffee table — I find myself getting physically uncomfortable and mentally distracted. Later, I won’t be able to get it out of my mind. I’ll find myself awake at 3:00 a.m., and I walk through the person’s house in my mind’s eye, rearranging the furniture and repainting the walls. This started happening when I was very young, say seven years old.”

SELF-ASSURANCE SOUNDS LIKE THIS:

James K., salesman: “I never second-guess myself. Whether I am buying a birthday present or a house, when I make my decision, it feels to me as if I had no choice. There was only one decision to make, and I made it. It’s easy for me to sleep at night. My gut is final, loud, and very persuasive.”

Pam D., public service executive: “I was raised on a remote farm in Idaho, and I attended a small rural school. One day, I returned home from school and announced to my mother that I was changing schools. Earlier in the day, my teacher had explained that our school had too many kids and that three kids would have to move to a different school. I thought about it for a moment, liked the idea of meeting new people, and decided I would be one of them — even though it meant getting up half an hour earlier and traveling farther on the bus. I was five years old.”

Deborah C., ER nurse: “If we have a death in the ER, people call on me to deal with the family because of my confidence. Just yesterday, we had a problem with a young psychotic girl who was screaming that the devil was inside her. The other nurses were afraid, but I knew what to do. I went in and said, ‘Kate, come on, lie back. Let’s say the Baruch. It’s a Jewish prayer. It goes like this: Baruch Atah Adonai, Eloheinu Melech Haolam.’ She responded, ‘Say it slowly so that I can say it back to you.’ I did, and then she said it back to me slowly. She wasn’t Jewish, but this calm came over her. She dropped back against her pillow and said, ‘Thank you. That’s all I needed.’”

QUESTIONS

1. Talk to friends or coworkers to hear how they have used their talents to achieve.
2. How will you use your talents to achieve?