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Strengths Insight Guide

SURVEY COMPLETION DATE: 05-12-2020



DON CLIFTON

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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.

Your Top 5 Themes

1. Deliberative
2. Learner
3. Achiever
4. Responsibility
5. Focus

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 PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you are often regarded as a no-nonsense person. This perception is amplified as you acquire more knowledge and skills in your area of specialisation. To perform your job, progress in your studies, pursue your hobbies or plan your travel, you rely on your natural and acquired abilities. These allow you to perform specific activities without apparent effort. By nature, you characteristically are quite reserved. You carefully consider just about everything you say and do. This explains to a large degree why you are happy to let someone else begin discussions. You prefer to listen to others talk. As a result, you probably know what many individuals are thinking and feeling. After you have acquired a lot of information, you tend to say very little about it. Driven by your talents, you ponder your decisions rather than react without thinking through things. You weigh the possible ramifications, consequences, outcomes and effects. You aim to understand the basic "whys" and "hows" of a situation, problem or opportunity. People trust you to be cautious. They expect you to raise important issues that require further consideration. Chances are good that you are very earnest and businesslike about the things you choose to perfect, do better or upgrade. You give careful and thorough consideration to the changes you want to make. You are seldom inclined to act in haste or be superficial in your handling of important matters. Because of your strengths, 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.

Questions

1. As you read your personalised 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?

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 PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energises you. You are likely to escape from situations and avoid people who want you to keep doing what you already know how to do well. Maintaining an intellectual status quo is unacceptable to you. Driven by your talents, you naturally latch onto opportunities to acquire knowledge. You carefully and methodically think through ideas you have garnered from reading, classes, seminars or conversations. You probably have little patience with individuals whose emotions cloud their judgement. You are likely to distance yourself from people who refuse to expand their minds. It's very likely that you often spend considerable time examining the details underpinning an idea. Rather than rush through your research, you typically stick with it until you are convinced everything makes sense. Instinctively, 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. By nature, you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question.

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Achiever

SHARED THEME DESCRIPTION

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

YOUR PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you approach your work-related or academic assignments with a great deal of intensity. You are known for putting in long hours and working hard. Driven by your talents, you use your mental and physical energy for hours when the situation demands such effort. You generally persevere and push yourself to keep working on assignments until you finish them. You refuse to quit until you reach your goal. By nature, you customarily establish weekly performance targets for yourself. You organise and plan new projects. Usually you know exactly where you are headed, how you will proceed and when you will reach your goal. Pushing hard for desired results energises you. Chances are good that you are an enterprising person. You effortlessly launch new ventures. You are likely to measure your progress on a regular basis. This information probably inspires you to work even harder. It's very likely that you periodically leap into the middle of difficult tasks. Perhaps you take over projects that must be done meticulously and accurately. Occasionally you feel you are the only person who can produce the right outcomes. Why? You are likely to set high standards of excellence for yourself and others. Often you trust only yourself to reach them.

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Responsibility

SHARED THEME DESCRIPTION

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

YOUR PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you have a reputation for exhibiting more adult-like behaviour than many of your colleagues, teammates, classmates, friends and other peers. Many individuals regard you as an expert in your field. They probably notice you are organised, reliable, dependable and efficient. When people acknowledge these traits, you are motivated to use them on a daily basis. Because of your strengths, you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless and careless. You are likely to refuse to produce sloppy work or engage in unethical practices. Chances are good that you willingly assume moral, legal and mental accountability for people, processes or assignments. Your outward behaviour demonstrates your reliability. Others view you as a person who can be trusted to follow through on commitments. Driven by your talents, you often stand out as notably mature. You are reasonable in your thinking. These two qualities usually distinguish you from many of your peers and friends. Instinctively, you usually want to be held accountable for outcomes, especially when what you are being asked to do sounds reasonable. You are apt to scrutinise your own and others' ideas before you begin a task.

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Focus

SHARED THEME DESCRIPTION

People who are especially talented in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritise, then act.

YOUR PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you routinely create vivid mental images of what you plan to accomplish in the coming weeks, months or years. You delight in sharing your dreams and goals with others. Formal and informal discussions usually capture your interest and keep your attention. You welcome opportunities to refine your thinking about what is possible. Because of your strengths, you realise you put more thought and effort into your tasks when you are permitted to work or study independently. By nature, you are baffled — that is, confused or puzzled — by people who have few, if any, clear goals. These individuals serve as constant reminders that poorly defined objectives frequently lead to failure. You are aware of this risk. You concentrate your mental, emotional and physical energy on reaching your most important goal. Simply put: You become single-minded — that is, you dedicate yourself to one purpose. Chances are good that you establish specific and measurable performance targets for yourself each week. Driven by your talents, you occasionally adopt a practical, factual or unemotional position on certain issues. Maybe you refrain from becoming sentimental about certain people and their problems.

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