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Meghana Srinivasa

## Strengths Insight Guide

SURVEY COMPLETION DATE: 08-28-2022



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

# Meghana Srinivasa

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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. Discipline
2. Consistency
3. Analytical
4. Deliberative
5. Harmony

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## Discipline

### SHARED THEME DESCRIPTION

People who are especially talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you periodically like to work alone. Why? Maybe you sense you can accomplish a little bit more that way. Perhaps you enhance your personal productivity by assigning a level of importance or urgency to every task. You might start with the most critical activity and work your way to the least critical. Driven by your talents, you may enjoy researching topics or doing your assignments. You might enjoy pondering key points or small details. To some extent, this approach clarifies and sharpens your thinking. Perhaps it permits you to base your ideas on good judgment, sound reasoning, or relevant evidence. When making presentations to individuals, you may give yourself more than adequate time to prepare. Because of your strengths, you sometimes rely on your own high standards or methodical routines to ensure that certain details are properly handled. If you can conquer specific obstacles, perhaps you feel convinced most things are being done correctly, accurately, and precisely. Instinctively, you occasionally finish assignments before they are due. Perhaps this gives you ample time to think through or fine-tune details. By nature, you are likely to think about what you could better organize. You usually make plans and work through them step by step. Along the way, you look for ways to gain skills and acquire knowledge you lack.

#### 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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## Consistency

### SHARED THEME DESCRIPTION

People who are especially talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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

Because of your strengths, you attempt to deal evenhandedly with all individuals. Possibly you aim to be consistent over time in how you apply certain rules, regulations, or policies. You might be careful not to play favorites. Perhaps you guard against giving one person advantages or opportunities that are denied to everyone else. Driven by your talents, you might gravitate to situations where you can team with people on certain types of projects. Because you are a practical and objective person, you occasionally present ideas that have produced good results in the past. Perhaps you appreciate teammates who give the same consideration to your suggestions as they give to everyone else's. It's very likely that you sometimes recognize that certain individuals appreciate your practical, straightforward, or realistic way of thinking. Perhaps you enjoy coming to the aid of people who value the fact that you treat them evenhandedly — that is, the same. Instinctively, you periodically schedule time to consider what you might create or accomplish in the coming weeks, months, years, or decades. Since you are somewhat practical, your ideas may be a bit more realistic than those of others. Perhaps your proposals are not mere pipe dreams — that is, wishful thinking. Maybe you feel that when you publicly share your thoughts, you might give more individuals an equal chance of participating, benefiting, or contributing to the effort. Chances are good that you may approach work and life in a practical manner. Once in a while, your realistic and commonsensical style allows you to make progress. You might leave little room for fanciful thinking. To some degree, you recognize that the unrestrained imagination of others can slow you down.

#### **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?

It's very likely that you periodically expend mental energy reviewing detailed facts or precise data. When you have evaluated a sufficient amount of information — not necessarily all of it — you might feel compelled to move forward quickly. Driven by your talents, you might earnestly evaluate problems by identifying the basics facts. Perhaps you let reason rather than emotion guide you to the proper solution or conclusion. Chances are good that you may prefer to think through things so you can arrive at sensible conclusions. Perhaps you refrain from letting your emotions rule how you act or react to particular events, problems, or people. By nature, you may thoroughly examine all the parts of a problem. Perhaps you look at the situation from various angles, then draw conclusions about how to resolve the dilemma. Instinctively, you periodically feel restless until you have collected enough insights to thoughtfully examine certain kinds of abstract concepts, theories, or ideas. This may be one reason why you are attracted to specific people. Perhaps they engage in intelligent conversations. Possibly they refrain from casual chit-chat or meaningless small talk.

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## 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?

Driven by your talents, you might argue that success is the product of hard work. Perhaps your no-nonsense approach impels you to compare your most recent progress to your past performance. You sometimes strive to excel by imposing measurable goals for personal or professional growth on yourself. Because of your strengths, you might present yourself as a no-nonsense person to certain people. Sometimes this perception is amplified when you acquire additional knowledge or skills in your area of specialization. Perhaps this proficiency enhances your ability to perform your job, progress in your studies, pursue your hobbies, or plan your travel. It's very likely that you might consider yourself a no-nonsense, practical thinker. Some people have called your approach businesslike. Perhaps you have a reputation for pointing out things others fail to notice. Chances are good 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. Instinctively, you may be a no-nonsense thinker. You might take your time to weigh the pros and cons of an issue, idea, or opportunity. Sometimes you delay rendering a decision or making a change. You might need to review more evidence, data, or information than others do. To some degree, you are puzzled by those who rush into action without gathering facts and evaluating them. Because you carefully process your thoughts, perhaps you save time, minimize errors, or conserve resources.

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## Harmony

### SHARED THEME DESCRIPTION

People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you periodically resist the temptation of presenting yourself as an expert on everything. Even though you have worked hard to master certain topics, disciplines, or skills, you may wait to be asked before sharing your knowledge. Perhaps you refer people to highly trained individuals if you cannot answer their questions. Your commitment to obtain the correct information or solution might override your desire to impress others. Your reputation might remain intact as a result. It's very likely that you occasionally search for plans, ideas, or techniques that have proved to be successful. You may be eager to share your practical insights with certain types of people, especially those who are at odds — that is, opposing or quarreling — with one another. Perhaps you can help a few of them move from a position of confrontation to one of general agreement. You might continue to look for ways to create calm or peace within some groups of people or between particular individuals. Because of your strengths, you occasionally exert physical effort or expend mental energy to attain certain kinds of goals. Finishing assignments by the end of the day may exhilarate you. You might carry your share of the workload as long as the tasks are evenly distributed among people. If you can control the quality or the quantity of your outcomes, you might thrive. Perhaps you perform better, faster, or more efficiently when you are free to work on your own. Chances are good that you may be both friendly and logical. Sometimes you go out of your way to avoid arguments or fights. Peaceful coexistence might be one of your core values. You try to be cooperative. Perhaps you are willing to carry out the wishes of individuals as long as their requests are not too outlandish. By nature, you may realize that conflicts or disagreements can arise when you give one person opportunities, resources, or attention that no one else receives. Perhaps you have a knack for keeping everyone's emotions in balance by avoiding saying words or doing deeds that might indicate you favor one or two individuals over the rest.

#### Questions

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