
do hoang

Strengths Insight Guide

SURVEY COMPLETION DATE: 05-18-2021



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

do hoang

SURVEY COMPLETION DATE: 05-18-2021

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. Individualization
2. Deliberative
3. Relator
4. Learner
5. Intellection

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 enjoy being busy, especially when you can assist someone in need. You are likely to be a good partner at home, in the workplace, at school, or in the community. You tend to do more than is expected of you. Why? You probably worry about wasting time. This explains your habits of volunteering for projects and asking for extra duties. It's very likely that you bring people together. You form a bond with each individual as you begin to understand his or her circumstances. You naturally identify with someone's situation. You have a gift for helping people discover what they have in common. Often this frees them to communicate and cooperate. Instinctively, you enjoy working and studying with people whose backgrounds, cultures, talents, or experiences are quite different from one another. You usually are the one who determines how each individual can contribute to the group. Chances are good that you automatically notice what people do well. You pay attention to their individual interests, too. Combining this information, you are likely to understand who should work and should not work together. You probably create partnerships where one person's talents complement those of another person. You tend to match people to tasks they enjoy. Driven by your talents, you might like to partner with the same people over and over again. When you spend more time with certain teammates, maybe it is easier to pinpoint the unique strengths, interests, work styles, preferred forms of praise, or changing moods of each one.

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?

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?

Chances are good that you sometimes take time to reflect on what people say, reaching conclusions only after thoughtfully weighing the information, rather than reacting to the moment. Your practicality might have a sobering effect on certain types of discussions. Now and then, you intensify your own or other people's capacity to consider "the bigger picture." Because of your strengths, you may behave in a solemn and dignified manner. This might be apparent when you are performing a task that you have spent much time mastering. Perhaps becoming skilled and knowledgeable about specific topics, procedures, operations, or activities ranks among your top priorities. Maybe this explains in part why you are so earnest about some things. Instinctively, 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 may be described by people as earnest or businesslike. Individuals might appreciate your methodical and unhurried way of processing facts or numerical data. It's very likely that you may produce the right outcomes when you withdraw from people to think. You might consider what you need to do better or more perfectly in the future.

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?

Relator

SHARED THEME DESCRIPTION

People who are especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you may be particularly able to deconstruct tangled situations. Perhaps you sort through facts to discover the inner workings of intricate processes, regulations, programs, or action plans. Some people rely on you to reduce complexities to their basic parts. This partially explains why they trust you to present information in a manner they find easy to understand. Driven by your talents, you consistently measure up to your high expectations when working, studying, or playing. Instinctively, you occasionally assist your teammates by reducing the difficult-to-understand programs, rules, processes, concepts, formulas, or policies to their bare essentials. It's very likely that you may exercise good judgment or demonstrate common sense when congratulating someone. Your comments might be sparing. However, some of them might carry weight. Certain people might value your compliments. Perhaps particular individuals grow personally or professionally because you call attention to their specific moments of excellence. To some extent, they understand that any recognition you give them is hard won. Because of your strengths, you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.

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?

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 may devote yourself to things that intrigue you. Sometimes your attention intensifies if you are encouraged to immerse yourself in a specific activity or topic. Chances are good that you might not allow many distractions to interrupt your intense thinking when you are working on tasks that match your expertise or pique — that is, arouse or excite — your curiosity. It's very likely that 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. By nature, you may prefer to work in certain groups. Perhaps you are attracted to teams whose activities or challenges intrigue you. Periodically you choose to give specific matters your undivided attention. Because of your strengths, you acquire knowledge more easily when you can talk with others about ideas, concepts, or theories. Thoughts come alive for you when questions are posed and answers are proposed. You have a delightful time thinking out loud and listening to intelligent people express themselves. You naturally document or store in your mind bits and pieces of discussions. You want to refer back to these insights or facts whenever the opportunity presents itself.

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?

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 pay close attention to current events. Numerous people merely recount what they heard, saw, or read. Typically you dive deeper into the topic. You are likely to generate theories, concepts, or philosophies to explain the reasoning behind newsmakers' decisions. You routinely gather information about events, policy statements, people, or crises. Your fresh insights are likely to draw equally engaged thinkers into the conversation. Driven by your talents, you derive much pleasure from pondering things deeply. After much forethought, you customarily reach conclusions, offer new ideas, suggest different ways of looking at situations, or ask probing questions. Chances are good 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. Because of your strengths, you prepare for important conversations or discussions by collecting lots of background information. It is not unusual for you to set aside at least five hours of quiet time each week to consider what you have discovered. You are likely to use this time to expand your thinking. A new piece of material can send you hunting for additional evidence to support your theories, concepts, or proposals. By nature, you have new ideas whirling around in your head much of the time. You are very interested in solving problems, conceiving new concepts, designing plans, or understanding everyday matters.

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?