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Huyen Pham

# Strengths Insight Guide

SURVEY COMPLETION DATE: 05-18-2021



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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. Individualization
2. Ideation
3. Futuristic
4. Learner
5. Arranger

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## 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?**

Chances are good that you sense that every person is one of a kind. You can quickly discover what makes someone distinct from everyone else. Driven by your talents, you regularly help members of your group discover ways to cooperate with each other that they never before considered. You can identify the talents, skills, knowledge, motivations, and/or of individuals. You can also pinpoint each person's unique styles of thinking, working, and learning. By nature, you automatically ask individuals questions to discover their talents, interests, hopes, fears, successes, or failures. By being inquisitive, you begin to see each person as he or she really is. The insights you have are most valuable when there is a job to do. You are apt to be the one to whom others look for ideas about assignments to give each individual. You are likely to understand what is and is not a reasonable expectation to place on someone. It's very likely that you may have an ability to watch people or determine with some degree of accuracy what makes one unique, distinct, or special. Perhaps certain talents, weaknesses, likes, dislikes, moods, or motivations attract your attention when you observe others' actions or listen to their words. Instinctively, you consistently observe members of your group to identify what makes each one unique and special. You study a person's talents, quirks, motivations, or idiosyncrasies. You can pinpoint someone's preferred way of thinking, working, or relating to people.

#### **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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## 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?

It's very likely that you sometimes have more innovative ideas or original suggestions than others in a group. Perhaps you are delighted to participate in forums where you can present your creative concepts. Some individuals may share your desire to improve things. This might explain why they welcome your suggestions. Instinctively, you might be the person people look to for original thoughts during discussions or meetings. Your reputation for innovative thinking partially explains why groups attempt to recruit you. Perhaps you embrace opportunities to be creative. Driven by your talents, you might be the person in a group who easily explains how and why some things operate. Perhaps you cannot remain silent when a creative idea or a novel solution comes to mind. To some degree, you feel restless until you can share your thoughts. 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. Chances are good that you usually are the group member who creates fresh approaches for dealing with various activities. Often you are inspired to invent new methods for performing tasks, reaching goals, operating processes, distributing goods, or increasing production. You probably have proposed original thoughts for collecting materials, handling complaints, organizing events, raising funds, or completing assignments.

#### Questions

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## Futuristic

### SHARED THEME DESCRIPTION

People who are especially talented in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

By nature, you are a visionary thinker. Your vivid mental images of the coming months, years, or decades often impel you to move into action. It's very likely that you intentionally take steps to be the mastermind of your own future. You refuse to leave your destiny to chance. You probably resist placing it in someone else's hands. You trust your own intelligence and imagination when setting a direction for your life. Instinctively, you might create vivid mental images of what you plan to accomplish in the coming weeks, months, or years. Maybe you delight in sharing some of your dreams and goals with others. Formal and informal discussions may frequently capture and keep your interest. You might seek to refine your thinking about what is possible during conversations or meetings. Driven by your talents, you are energized by your plans for the coming months, years, or decades. Bringing your ideas to life is an exciting proposition for you. You sense you have the power to transform whatever you think is possible into tangible outcomes. Because of your strengths, you have a capacity for envisioning what the coming months, years, or decades could, should, or will be like. Frequently you are prompted to transform your ideas into things you can touch, taste, see, smell, or hear.

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## 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 have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention. It's very likely that you are grateful when your questions are answered, your studies yield new information, or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results. Instinctively, you occasionally sign up for rigorous courses of study rather than enroll in easy classes. This might satisfy your need to master things that do not come naturally. Perhaps you trust you can handle unpleasant or difficult assignments. Maybe the struggle to expand your knowledge, broaden your skills, conquer your limitations, or fix problems motivates you to welcome academic challenges. By nature, you concentrate for extended periods of time. This is one reason why you ultimately master skills and grasp concepts. Chances are good that you prefer to work in groups. You are attracted to teams whose activities and challenges intrigue you. You usually give these matters your undivided attention.

#### Questions

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## Arranger

### SHARED THEME DESCRIPTION

People who are especially talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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

Chances are good that you are the team member whom others count on to do what is right. You make sure your job and assignments are done correctly. You customarily conduct yourself in such a way that your ethics are above reproach — that is, anyone's disapproval. By nature, you regularly choose to team up with people who candidly point out areas where you need to make improvements in yourself. You prefer to concentrate your time and energy on conquering your shortcomings. You probably argue that your talents serve you well regardless of whether you practice using them. It's very likely that you have little need to befriend people. All you really require is factual information about your coworkers, teammates, classmates, business partners, or traveling companions. Driven by your talents, you really like to be part of a team. Groups are apt to provide you with ample opportunities to voice your ideas or express your feelings. Because of your strengths, you characteristically are the cheerful optimist in your group. Your upbeat style and easygoing attitude usually have a favorable effect on many of your teammates.

#### **Questions**

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