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Strengths Insight Guide

SURVEY COMPLETION DATE: 05-18-2021



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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. Relator
2. Activator
3. Empathy
4. Learner
5. Strategic

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?

Instinctively, you are honest with yourself about yourself. You can admit your shortcomings. You speak frankly about the areas where you need to do things better and more completely than you have done them in the past. Chances are good that you are naturally open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples. By nature, you frequently consider ways to enhance your ability to reduce difficult-to-understand ideas, processes, or plans to their most basic elements. You generally seek opportunities to make things simple and easy to comprehend. Driven by your talents, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all. It's very likely that you have close companions who frequently seek your guidance. You help them find answers to their personal and professional problems. This makes you a valuable friend.

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?

Activator

SHARED THEME DESCRIPTION

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you energize others so they feel enthusiastic about a position you have taken, a conclusion you have reached, or an innovative idea you have proposed. As soon as you resolve to do something, you typically announce, "Let's get started right away. We can do this!" Because of your strengths, you want to be in charge. As soon as you have made up your mind, you are eager to get started. People who interfere with your progress probably irritate you. Instinctively, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do. By nature, you commonly inspire your teammates to be as enthused as you are about various jobs, opportunities, events, causes, or ideas. Driven by your talents, you pay attention to what others think. You make them feel valued. You validate their ideas by talking about them. Typically people sense that you appreciate what they say. This probably explains why many people enjoy spending time with you.

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Empathy

SHARED THEME DESCRIPTION

People who are especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you know how to brighten others' lives when you sense they are feeling low or despondent. You probably have a hard time ending a conversation or a visit when the other person is still sad, grieving, or anxious. It's very likely that you greatly prefer to spend time with people who respect and approve of your talents. You usually sense when individuals belittle your abilities or discount your results. Driven by your talents, you usually figure out what someone is thinking and feeling. You are no stranger to the emotions of human beings. Your insights about people impel you to utter words of praise. You naturally call attention to someone's strengths, contributions, appearance, position, education, promotions, or awards. Chances are good that you hear the emotions in another's voice. Usually you know without conscious reasoning what someone is feeling. Many people are comfortable talking at length with you. Why? You refrain from interrupting them. You can interpret the unspoken messages hidden in their words and deeds. Because of your strengths, you exhibit a willingness to be attentive to someone whenever the need arises. You really hear what the person is telling you. As a result, other people usually feel safe entrusting to you their most private ideas and feelings.

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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?

Instinctively, you yearn to increase your knowledge by being kept in the information loop. This explains why you gravitate to people who converse about ideas at a deeper and more thoughtful level than most individuals are capable of doing. “Making small talk” — that is, engaging in idle conversation — probably seems like a waste of time to you. Driven by your talents, you yearn to acquire additional knowledge and skills. Often you use these to do something better, more perfectly, or more completely than you have in the past. You seek opportunities to enhance your capacity for fixing things, correcting mistakes, or overcoming weaknesses. It’s very likely that you automatically isolate the basic elements of an intriguing project, the fundamental features of a fascinating product, or the key facts about a novel concept. When you are interested in something, you tend to give it your full attention for hours, days, weeks, months, or even years. The process of acquiring knowledge gives you much satisfaction. By nature, you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt. Chances are good that you see yourself as a contributing member of the group. You enjoy partnering with intelligent people. You like to exchange information, share observations, or offer tips for doing things more easily, efficiently, or swiftly. You are happiest collaborating with individuals who are not stingy with what they know. You have an ability to figure out how everyone on the team can benefit from each other’s knowledge, skills, experiences, or wisdom.

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Strategic

SHARED THEME DESCRIPTION

People who are especially 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 have a knack for identifying problems. You spontaneously generate alternatives for solving them. You probably consider the pros and cons of each option. You often factor into your thinking prevailing circumstances and available resources. You feel life is good when you sense you are choosing the best course of action. It's very likely that you often bring an imaginative game plan to your teammates' attention. You enjoy partnering with people who rely on you to identify critical as well as recurring sequences of events, facts, or data. Driven by your talents, you usually identify problems others fail to notice. You repeatedly create solutions and find the right answers. You yearn to improve things about yourself, other people, or situations. You are drawn to classes, books, or activities that promise to give you the skills and knowledge you seek. Because of your strengths, you thoroughly examine many of the problems you face in your life. For simple difficulties, you probably discover the right solution early in the process. When handling complex matters, however, you frequently labor long and hard to identify what is actually causing the predicament. Often you can pinpoint fundamental glitches or missing steps. Eventually, an economical, efficient, or diplomatic remedy becomes apparent to you. Chances are good that you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you already know prompts you to ask questions and delve even deeper into a subject or problem.

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