

---

Nguyen Khanh Toan

# Strengths Insight Guide

SURVEY COMPLETION DATE: 05-18-2021



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

# Nguyen Khanh Toan

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. Restorative
2. Harmony
3. Focus
4. Analytical
5. Significance

---

## Restorative

### SHARED THEME DESCRIPTION

People who are especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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

Driven by your talents, you identify skill deficiencies, knowledge gaps, or performance shortcomings. These usually capture your attention. Having discovered these problems, you are determined to conquer them. You probably say you can do anything you decide to do as long as you apply yourself. Chances are good that you search for opportunities to improve yourself. You are determined to confront your weak points and correct them. It's very likely that you see yourself as a fine trainer and instructor. You naturally seek new and better ways to broaden the knowledge base and skills of those you educate. You tend to help your students — the young and the not-so-young — conquer their weaknesses and overcome their failures. Instinctively, you naturally yearn to advance in your organization, studies, or career. To qualify for more important positions, you usually concentrate on perfecting key behaviors, techniques, knowledge, or skills. By nature, you frequently put your talents, knowledge, and skills to the test by comparing your scores, results, or rankings with those of your rivals. You naturally look for opportunities to enhance your chances of victory.

#### **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?

---

## 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?

Driven by your talents, you tend to be more practical than creative. You usually think through problems or situations step by step. You identify the facts to make the unknown known. You fill in missing information. You clarify ideas, proposals, or rules. Using your intelligence or common sense, you diplomatically show people what is true and what is false. Generally you are the unifying force between individuals who are upset, mad, irritated, or in direct conflict with one another. Chances are good that you rely on the expertise of others to identify proper solutions, decisions, or maneuvers. You feel much more sure of yourself when a specialist approves your plan before you start something. You often want one of them to say, "You have made the best possible choice." You probably trust them to be more knowledgeable than you are in various situations. Instinctively, you characteristically look for practical explanations to inform your thinking. Armed with this information, you can treat people, groups, programs, or budgets equally. By nature, you are viewed as a practical thinker. You frequently seek out specialists who have the best information on a particular topic. You trust their answers and insights are correct. It's very likely that you feel content when you are surrounded by practical, credible, or experienced specialists. Often they help you find the right answers to your questions or the correct solutions for your problems. They repeatedly offer reassurances that you will not upset 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?

---

## 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 prioritize, then act.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you track progress toward your major goals by evaluating your income. Your financial well-being contributes greatly to your outlook on life. Money buys you many things that give you joy. You are apt to work even harder when you lack the funds to do what you want to do. Driven by your talents, you sometimes work hard to reach specific personal or professional goals. These include, but are not limited to, earning a pay raise, winning a promotion, receiving a degree, acquiring something you value, or completing a certification program. Perhaps challenges related to status motivate you more than others do. It's very likely that you are apt to be the person who helps the group establish its weekly performance and production goals. Chances are good that you set definite goals for yourself. These performance objectives allow you to exercise control over the events in your life. They also influence many of the choices you make. Because of your strengths, you normally direct most of your talent, energy, effort, and reasoning to the task at hand. Your good judgment probably allows you to establish long-term goals that are truly worthy of your undivided attention.

#### 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?

---

## 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?

Instinctively, you use logic to coordinate your teammates' projects, plans, meeting agendas, or travel itineraries. You are likely to decide who needs to be involved in an activity. You are apt to determine what supplies are needed by each person. You can position people and resources in the right place at the right time for the right reasons. Driven by your talents, you usually want to be held accountable for outcomes, especially when what you are being asked to do sounds reasonable. You are apt to scrutinize your own and others' ideas before you begin a task. Because of your strengths, you carefully evaluate the pros and cons before making weighty decisions. You break situations, ideas, opportunities, or problems into their basic parts. The most appropriate course of action becomes apparent to you only after you have examined every angle, factor, or circumstance. Your methodical thinking process can take considerable time, especially when the subject is an unfamiliar one. You would be wise to tell others the speed at which your mind works. People need to understand how they personally benefit from the time you spend thinking through things. It's very likely that you consistently weigh the pros and cons before you make a decision. As a result, you avoid rushing headlong into action without giving adequate forethought to the consequences and benefits of what you plan to do or say. Your need to perform ethically, accurately, and properly forces you to consider all aspects of a project, idea, or activity before you do anything. By nature, you spontaneously think through things to arrive at sensible conclusions. You generally refrain from letting your emotions rule how you act or react to events, problems, or 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?

---

## Significance

### SHARED THEME DESCRIPTION

People who are especially talented in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Driven by your talents, you refuse to live a meaningless existence. You seek a vocation that allows you to express your deepest values every day. Work or school provides you with the opportunity to enrich and deepen the quality of your life. You really want to do what you love doing. Your job or studies need to be much more than a means to an end — that is, a paycheck or a diploma. By nature, you possess an inner drive to attain your high standards of excellence. Satisfying work and a passion for accountability fuel your zeal to do things very carefully. You want others to view you and your work favorably. It's very likely that you want individuals to say you are a trustworthy, talented, skilled, knowledgeable, and accomplished person. You view your life more favorably when many people tell you they appreciate these traits. Their comments probably fill you with a sense of importance and delight. Chances are good that you want people to be as fond of you as you are of them. You have much love to share. You exhibit a generosity of spirit that draws individuals to you. Instinctively, you regularly earn the admiration and devotion of people when you put aside whatever you are doing to help them.

#### 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?