
Truong Nguyen

Strengths Insight Guide

SURVEY COMPLETION DATE: 05-18-2021



DON CLIFTON

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Because many of your responses were in the Neutral category or unmarked, a note of caution is warranted: Some people are unable to choose one statement from a given pair because they feel either that both statements fit them well or that neither does. This is normal, but when it occurs very frequently, it does lead to less confidence in the accuracy of direction indicated by your report.

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. Focus
2. Arranger
3. Restorative
4. Responsibility
5. Includer

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?

Because of your strengths, you may attempt to govern events or manage activities. You try to be in charge of your life. You periodically pause to think about what you need to upgrade or perfect. Sometimes you generate good ideas for doing specific things better. Instinctively, you may direct your attention to updating, improving, or repairing things. Perhaps you become single-minded about revising, renovating, redesigning, or renewing particular programs, processes, machines, structures, or plans. Chances are good that you may enjoy pondering what you can revise, correct, renovate, upgrade, or relocate. When you are curious about a person, event, topic, project, activity, or idea, you probably devote a bit more energy and time to studying it. By nature, you sometimes feel good about yourself and life in general when you exhibit the self-discipline to apply all your energy — mental and physical — to a particular job, assignment, goal, or obligation. Driven by your talents, you occasionally adopt a practical, factual, or unemotional position on certain issues. Maybe you refrain from becoming sentimental about certain people and their problems.

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?

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 place your trust and confidence in the people who do jobs that require thoroughness and perfection. Even when difficulties arise, you tend to suppress your inclination to push everyone aside and take total control of the project. You tell yourself they know what they are doing. It's very likely that you might rely on the diverse viewpoints of certain teammates to spark conversations that produce exciting ideas. Perhaps you agree that "The whole is greater than the sum of its parts" — that when everyone asks questions, offers solutions, describes situations, or raises issues, the group's collective intelligence may exceed that of any single person. By nature, you have a strong sense of commitment. It motivates you to make sure that things are carried through to completion even when difficulties arise. Instinctively, you are impelled to deliver on all of your commitments. You are determined to meet all of your obligations. Doing so is your badge of honor. It is one reason why people describe you as trustworthy and dependable. Driven by your talents, you may feel upbeat when you spend more time using your talents than trying to fix your limitations. Perhaps you have noticed that you progress faster or accomplish more when you give yourself permission to do what you do well.

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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?

It's very likely that you might be a guide for certain types of people. Perhaps you are interested in finding better techniques for offering a select group your advice or suggestions. You contend that some individuals may make more progress when they pinpoint something they do poorly, then concentrate on fixing it. You hint that this approach has sometimes worked well for you. Instinctively, you may be particularly intent on hearing what people have to say. Occasionally you evaluate your listening skills. In the process, you might discover a few ways to absorb even more information. Because of your strengths, you periodically study your mistakes to prevent them from happening again. Perhaps you gain valuable insights from life's "teachable moments" — even the painful ones. By nature, you occasionally feel disappointed in yourself when you cannot reach a particular goal. Feelings of regret may force you to think about specific things you could do better the next time. Driven by your talents, you may choose to keep up with certain types of current events. Perhaps you gather information about a few things you could do better.

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Responsibility

SHARED THEME DESCRIPTION

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you experience pangs of remorse when you realize you failed to do something you promised to do. You feel awful when you do not do something correctly. You probably regret having compromised your basic values about right and wrong. By nature, you may want to be held accountable for outcomes, but only when what you are being asked to do sounds reasonable. Perhaps you scrutinize your own or others' ideas before you begin a task. Chances are good that you might shoulder your obligations and duties with relative ease. You might be motivated to behave in ways that cause individuals to say you are dependable. Instinctively, you may want to be regarded by certain people as reliable or dependable. To create this impression, perhaps you consider specific things you could do better, more completely, or more perfectly in the future. It's very likely that you are consistent in your core values and predictable in your actions. People are likely to know that you go to great lengths to do things right and to behave in an ethical manner.

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Includer

SHARED THEME DESCRIPTION

People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you might be more upbeat about life when you are surrounded by teammates, classmates, coworkers, family members, friends, or even strangers. By nature, you may choose to spend time with reasonable people. Perhaps you appreciate their ability to rely on their minds rather than their emotions. If personal or professional problems, challenges, or opportunities arise, these individuals might exhibit better judgment than others you know. Driven by your talents, you may prefer to be with another person or a group rather than spend time alone. This partially explains why you introduce yourself to some newcomers. Perhaps you search for common interests you can discuss. It's very likely that you sometimes enjoy surrounding yourself with companions rather than being alone. Chances are good that you might welcome the opportunity to bond with others around a favorite pastime. Watching, discussing, or debating the outcomes of athletic events may appeal to your sociable, talkative, open, and fun-loving nature. Perhaps you are enthused whenever you have a chance to be around people who share your interest in sports.

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