
Poline Lottin

Strengths Insight Guide

SURVEY COMPLETION DATE: 07-26-2021



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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. Restorative
2. Relator
3. Achiever
4. Learner
5. Intellection

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 diligently spend time working to compensate for your real or perceived shortcomings, limitations, or flaws. Self-improvement activities rank quite high on your list of personal or professional goals. Driven by your talents, you regularly energize people with your ideas about what can be changed or done better. You frequently describe how individuals or groups can benefit from your suggestions. Your optimistic approach is apt to inspire people to design improvement plans. You probably rally individuals to support and execute those plans. Because of your strengths, you routinely consider what you can contribute to the group. You continually look for ways to upgrade your performance, effectiveness, or efficiency. You pinpoint things you want to do better. You identify areas of opportunity for individual teammates and the entire group. Undoubtedly, you think about how these enhancements can be made. Instinctively, you automatically set out to do things right. As a result, you usually invent better ways to tackle assignments, studies, or chores. You are apt to make small yet necessary upgrades to enhance the efficiency and overall performance of various processes or individuals. By nature, you generally work with intensity to make needed changes, upgrades, or improvements. You normally reach your goals by conquering your limitations and eliminating your shortcomings.

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 are quite comfortable being honest about yourself with others. You harbor very few illusions about who you really are. Furthermore, you can openly acknowledge your mistakes and shortcomings. This is apt to distinguish you from most people. Chances are good that you may do some of your best work when you can bring your expertise to a particular enterprise — that is, undertaking. Perhaps you like activities that keep you busy from start to finish. Instinctively, 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. It's very likely that you occasionally uncover how and why certain things happen as they do. You might share these discoveries with colleagues, teammates, or friends. Perhaps you streamline your explanations, covering only the essential facts. Some listeners may appreciate receiving less detail so the main points are apparent. Because of your strengths, you are determined to share your knowledge and skills with people you coach, mentor, or train.

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Achiever

SHARED THEME DESCRIPTION

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you can be scholarly if you have a desirable goal to reach. Perhaps you are willing to examine certain topics for extended periods of time. This might satisfy your need for knowledge or your desire to make measurable progress. Instinctively, you strive to complete many tasks prior to their deadlines. As a result, you usually have ample time to think through your ideas, decisions, or plans. You tend to feel ill-prepared when you are forced into action. Chances are good that you ordinarily rely on your physical and mental abilities to create orderly systems for managing your time, work, or resources. You sequence the steps of processes or plans before beginning tasks. You carefully position equipment or tools to enhance your own as well as others' efficiency. By nature, you often go out of your way to stay informed about newsworthy topics. Numerous people probably count on you to tell them about information updates, due dates, meeting changes, or special assignments. Because of your strengths, you ordinarily take time and exert extra effort to comprehend what you are reading. You probably refuse to rush through written material. Why? You likely intend to commit to memory as many facts and concepts as possible.

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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?

Because of your strengths, you periodically investigate the “hows” and “whys” of a given situation. You might find relationships between the final result and the events preceding it. Perhaps these links enable you to understand how things came into being. You may draw logical conclusions that can broaden your knowledge base. It’s very likely that you occasionally collect bits and pieces of information. At the time, the value of this material may not be apparent. In specific cases, you have found it useful to turn to some specialists for help. Perhaps these individuals can provide you with enough direction so you can ask some questions, render a few decisions, or try to map courses of action without upsetting anyone in the process. You avoid angering certain people by consulting with them before doing anything. Chances are good that you might yearn to acquire certain types of knowledge and/or master specific skills. Perhaps your active mind grows weary of performing the same tasks the same way day after day. Now and then, you make a conscious effort to gather facts, evidence, data, or background information. To some extent, your hard work prepares you to move forward with particular projects, assignments, or action plans. You might glean much of what you know from observation, investigation, study, or instruction. By nature, you prefer to concentrate on activities, problems, opportunities, or subjects that really intrigue you. Each time you acquire new information, you feel you can help people who need the same information. Driven by your talents, you might place a high value on seeking and gathering specific kinds of information. Perhaps your need to be informed motivates you to acquire knowledge so you are as smart as you want to be about certain subjects.

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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?

Chances are good that you are mentally quick and highly resourceful. You constantly consider how you can upgrade all sorts of things in your personal or professional life. You eagerly seek and find opportunities to better yourself. Driven by your talents, 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. Instinctively, you stay in dialogue with intelligent people to bring to the surface evidence that explains the current state of affairs. You probably choose to converse with individuals who talk about ideas. You are apt to avoid those who gossip or complain. As you amass knowledge and tangible proof, you are likely to enliven the discussion with your valuable insights and ideas. By nature, you put yourself in the middle of mentally stimulating conversations. You want to gather new ideas, discover new approaches, hear about new theories, consider new concepts, or apply new technologies. Often you are one of the early discoverers of innovations. Others can lag behind if they wish, but you consistently acquire knowledge. You exhibit little need to know precisely where all this information ultimately will lead you. It's very likely that you choose to associate with people who think big and think smart. Exchanging ideas, concepts, or theories with intelligent individuals exhilarates you. You pull together as many thoughts as possible from these animated conversations. You never know when someone's question or suggestion will be valuable. You mentally file away or physically document these snippets — that is, small bits — of insight or wisdom for easy retrieval.

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