

Clifton StrengthFinder Self Reflection

My five Signature Themes are:

1. Harmony
2. Arranger
3. Developer
4. Adaptability
5. Belief

Right off the bat, I can see all five of these themes in myself. I am most surprised by the Developer theme and the order that Harmony and Belief scored. After reading the Strengths Insight Guide and the Signature Themes Report, these are my reflections on each theme:

1. **Harmony** – I really agree with this one. I believe that having harmony in a workspace or in your friend circles is important, but I also realize that conflict is inevitable. That's when the confrontational part of me can come out as a way to re-establish harmony and teamwork. The only thing that I question is that, "little is gained from conflict and friction." I actually think that conflict can be necessary sometimes and can cause growth if handled the right way. I am always easy to get along with and I know this will be a useful skill when I enter a job.
2. **Arranger** – I also really agree with this one! The description seems to put me in a leadership role, which I often really enjoy because I tend to see a bigger picture with smaller moving parts. One "Aha!" moment from this theme is the role that a person of authority has had in my life to point out strengths in me. I can think of an example for each category: a math teacher in middle school telling me that I was really gifted, which helped me realize my logical side; a coach in high school who realized my leadership qualities and signed me up for a leadership course; and a mentor who has pointed out

numerous strengths in me so that I can be a more confident and equipped person to help others. I think the phrase, “effective flexibility” sums it up well.

3. **Developer** – I feel like other people fuel this strength! I have been known to see the best in people and especially recognize their potential. If I can be a part of helping someone recognize their strengths or learn something new, it gives me confidence too! I think that this part of me will help me build a sense of trust and respect within my work community.
4. **Adaptability** – I think I mostly agree with this one. I definitely agree that I am a flexible person and am able to go with the flow. One thing that I am unsure of is the dislike of following someone else’s plan. I actually like structure and appreciate having someone above me to guide and support me. My internship this summer was the perfect balance for me: my boss gave me guidelines and checked in about once a week, but I was able to work on it at my own pace and deal with problems as they arose.
5. **Belief** – I think this theme connects well with the “Developer” theme, because the motivation behind both traits is to make a difference in someone’s life. According to the test, I value “responsibility and high ethics – both in yourself and others” and this is very true. This theme also claims that my work must be meaningful to me, which I could not imagine having a job that I didn’t believe in or think was making an impact in my life and others around me.

Action-Planning Tool checklist:

1. **Harmony**

- ✓ “Use your Harmony talents to build a network of people with differing perspectives. Rely on these people when you need expertise. Your openness to these differing perspectives will help you learn.”
- ✓ “Create interactions and forums in which people feel like their opinions are truly being heard. In doing so, you will help others become more engaged in group projects and activities.”

2. Arranger

- ✓ “Be sure to keep track of ongoing deadlines for your many tasks, projects, and obligations. Although you enjoy the chance to juggle lots of activities, others with less powerful Arranger talents may become anxious if they don’t see you working on their projects frequently. Inform them of your progress to ease their fears.”

3. Developer

- ✓ “Notice when others succeed, and tell them. Be specific about what you saw. Your detailed observations of what led to their victory will enhance their growth.”
- ✓ “Don’t over-invest in losing causes. Your natural inclination to see the best in people and situations can create a blind spot that will keep you from moving on to more opportune situations.”
- ✓ “Identify the mentor or mentors who recognized something special inside you. Take the time to thank them for helping you develop, even if this means tracking down a former schoolteacher and sending him or her a letter.”

4. **Adaptability**

- ✓ “Cultivate your reputation as a calm and reassuring person when others become upset by daily events.”
- ✓ “Look to others for planning. People who have strong Focus, Strategic, or Belief talents can help you shape your long-term goals, leaving you to excel at dealing with the day-to-day variations.”

5. **Belief**

- ✓ “Actively seek roles that fit your values. In particular, think about joining organizations that define their purpose by the contribution they make to society.”
- ✓ “The meaning and purpose of your work will often provide direction for others. Remind people why their work is important and how it makes a difference in their lives and in the lives of others.”
- ✓ “Don’t be afraid to give voice to your values. This will help others know who you are and how to relate to you.”
- ✓ “Actively cultivate friends who share your basic values. Consider your best friend. Does this person share your value system?”
- ✓ “Accept that the values of other people might differ from your own. Express your beliefs without being judgmental.