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# Strengths Insight Guide

SURVEY COMPLETION DATE: 08-23-2020



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

# Yaara Cohen

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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.

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## Your Top 5 Themes

1. Ideation
2. Intellection
3. Learner
4. Harmony
5. Focus

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## Ideation

### SHARED THEME DESCRIPTION

People who are especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Driven by your talents, you might take a creative route to your desired objective. Rather than have just one goal to consider, periodically you explore several alternatives. To some degree, you value innovation. To some degree, you dare to think differently. Timelines and time controls occasionally stifle your creativity. Perhaps you let the thinking process move at its own pace. It's very likely that you may be delighted when you can generate new and innovative ideas for doing certain tasks or projects. Perhaps you lose enthusiasm or become bored when you are forced to follow standard operating procedures. Periodically you wonder if you are in the right job or course of study when your creativity is stifled. Maybe you are frustrated by people who conclude that your inventive suggestions are forms of criticism or insubordination — that is, refusal to submit to authority. Because of your strengths, you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others. By nature, you sometimes feel comfortable sharing your original ideas with groups. Perhaps they welcome your innovations. Maybe they realize you suggest novel ways of doing things they would never have considered. Chances are good that you are acutely aware of how your teammates perceive your abilities. You can sense what they think of you as a person. These insights many times allow you to earn their confidence so you can contribute even more to the group's success.

#### 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?

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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?

It's very likely that you occasionally say, "I am a fine educator." You may converse with certain people in your field about ideas, theories, or concepts to gather the latest thinking. Using these insights, you might draw some of your students into discussions that entice them to explore certain topics. Perhaps you want them to understand specific material rather than memorize a few facts to pass a test. Driven by your talents, you need uninterrupted quiet time to be alone with your thoughts. Seldom do you automatically accept all the ideas of someone who has authored a book, been interviewed by the media, or been invited to address an audience. Instead, you scrutinize the theories and concepts of writers, speakers, and philosophers. You probably are a critical thinker. Instinctively, you might be determined to push for specific kinds of changes that could benefit humankind or Earth itself. To some extent, your desire to have an impact motivates you to enter into conversations with intelligent people. Sometimes drawing on their knowledge and ideas as well as sharing your wisdom is exciting. Perhaps some of these discussions redirect your thinking or cause you to reexamine your purpose in life. By nature, you show some signs of wanting to acquire new knowledge or skills in particular areas of interest. Perhaps you rely on conversations with a few intelligent people to complement — that is, complete — what you have already gained through classes or reading. Chances are good that you occasionally choose to spend your time thinking rather than engage in strenuous activity. Maybe you enjoy inventing, planning, theorizing, conceptualizing, or philosophizing.

#### Questions

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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 may gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. Perhaps you wait to determine whether this information is useful. Your interest in history might have no purpose other than to answer your own questions. Maybe you are drawn to the past and its people. In some ways, the future starts to take shape in your mind if you rummage through your collection of historic truths and objects. Chances are good that you may include some uncommon, technical, or sophisticated words in your vocabulary. Perhaps you realize that language is a form of knowledge that gives you an upper hand — that is, controlling power — in the conversations, debates, or discussions you have with certain people. It might establish you as an authority figure in the minds of several listeners. Maybe you capture and keep particular people's attention. You might even take charge of specific events, projects, or meetings. Driven by your talents, you concentrate for extended periods of time. This is one reason why you ultimately master skills and grasp concepts. By nature, you become acquainted with certain individuals by observing them in action and listening to what they say. Sometimes you ask questions and consider their answers. As a result, you may be able to respond to the person in ways that have special meaning for him or her. When you know a person's talents, tastes, or favorite topics, perhaps you can tailor your words and deeds to fit his or her interests, preferences, or styles. Because of your strengths, you sometimes dedicate yourself to acquiring specific types of knowledge or using particular skills. Maybe you are self-taught. Maybe you work with an instructor, trainer, coach, or mentor. You might embrace opportunities to expose your mind to new ideas. You might welcome the chance to practice new ways of plying — that is, diligently practicing — a trade or a craft.

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## 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?

By nature, you might welcome opportunities to explore major concepts, proposals, or theories. You may converse with specific colleagues, coworkers, fellow students, or peers. Sometimes you give everyone an equal chance to think out loud. You might gravitate to certain individuals because they offer realistic and practical suggestions. Instinctively, you may be delighted to simply rank among the topmost performers when comparisons are made or scores are kept. Knowing that others also have distinguished themselves may allow you to put your accomplishment in its proper perspective. You understand that you cannot win every contest, and now and then you even prefer to share honors with certain people. Maybe this is one way to avoid the conflicts or disagreements that might occur when only one individual is declared the winner. Because of your strengths, you might be the person who causes specific individuals or groups to stop what they are doing and conduct a reality check. In a matter-of-fact and straightforward way, sometimes you help certain kinds of people consider what is really happening and what is the truth. Rather than leap to conclusions, you try to give equal attention to each idea or suggestion. Perhaps your evenhanded way of dealing with people and their issues produces a climate of mutual understanding or cooperation. Driven by your talents, you may describe yourself as practical or realistic. Perhaps you labor earnestly to find specialists who might help you figure out the right responses to questions. “Why reinvent the wheel?” you ask when they already know what to do. It’s very likely that you invite certain types of people to share their points of view with you. You may accept that there is more than one way of looking at something. Perhaps this prevents you from letting your personal preferences for people, things, or thoughts cloud your judgment. You might give equal consideration to each bit of information. To some extent, your tough-minded approach allows you to cut through particular kinds of untruths, rumors, or misinformation.

#### Questions

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## 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 may work diligently to govern situations, decisions, or plans. Perhaps you refuse to let anyone take charge of aspects of your life. By nature, you may appreciate forward-looking thinkers who may be able to help you envision the future. You might outline the tasks and list the deadlines for reaching each of your goals. Having a plan to follow sometimes improves your chances of accomplishing what you desire in the coming months, years, or decades. It's very likely that you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention. Driven by your talents, you may prefer to set goals in an environment where most people agree to follow the procedures or rules. Perhaps knowing beforehand what to expect of others and what they expect of you makes the task a bit more enjoyable. When you are given the choice between order and chaos, you sometimes choose order. This partially explains why you become irritated with individuals who try to change procedures or make exceptions to the rules in the middle of meetings. Because of your strengths, you might prefer to be fully in charge of things that directly affect you. As a result, you may yearn to know as much as you can about people. The more you understand individuals, the easier it might be for you to govern them or what happens in your life.

#### **Questions**

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