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# Strengths Insight Report

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## Your Top 5 Themes

Communication  
Strategic  
Arranger  
Individualization  
Maximizer

## Communication

### Shared Theme Description

People who are especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

### Your Personalized Strengths Insights

*What makes you stand out?*

Driven by your talents, you periodically initiate conversations. Your talkative nature may permit you to say whatever is on your mind. To some extent, you are blessed with an ability to talk informally and persuasively. You might feel at ease talking in front of certain audiences or individuals. It's very likely that you likely are quite adept — that is, talented, skilled, and knowledgeable — with language. You can express your ideas and feelings with ease. You typically rely on words or phrases your teammates readily understand. Chances are good that you probably feel very good about yourself and life in general when you know the exact words to express an idea or a feeling. Language has fascinated you since childhood. Your ever-expanding vocabulary often earns you compliments. Because of your strengths, you customarily facilitate the group's conversation. You carry yourself with an air of distinction. You take charge quite naturally. Nevertheless you appreciate the willingness of people to openly exchange ideas. By nature, you derive much personal pleasure from reading. Because you continually fill your mind with fresh ideas, you probably can enliven formal discussions or season casual conversations with many interesting facts or stories.

## Strategic

### Shared Theme Description

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

### Your Personalized Strengths Insights

*What makes you stand out?*

Instinctively, you trust your ability to be an innovative thinker. You routinely invent many ways you can reach a single goal. Only then do you start narrowing down your options to the best one. You probably take into consideration prevailing circumstances, available resources, budgetary constraints, or pressing deadlines. It's very likely that you are innovative, inventive, original, and resourceful. Your mind allows you to venture beyond the commonplace, the familiar, or the obvious. You entertain ideas about the best ways to reach a goal, increase productivity, or solve a problem. First, you think of alternatives. Then you choose the best option. By nature, you customarily pinpoint the core problems and identify the best solutions. You artfully and skillfully eliminate distractions. This helps people gain a clear understanding of what is happening and why it is happening. You frequently identify ways to transform an obstacle into an opportunity. Driven by your talents, you realize you can identify a variety of problems and respond to a wide range of questions. You probably can pinpoint specific times when you proposed alternative ways of doing things. You probably recall giving answers no one else considered. You are aware that your subconscious mind continuously absorbs information and creates possible options. Chances are good that you select the right combination of words to convey your ideas or feelings. In the middle of discussions, your vocabulary provides you with precise phrases and terminology. You probably express yourself with ease and grace.

## 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?*

Because of your strengths, you volunteer for additional duties. You really enjoy being given authority over projects, individuals, or groups. You expect to be held accountable for the results you produce as well as your words and deeds. By nature, you feel upbeat when you spend more time using your talents than fixing your limitations. You probably have noticed you progress faster and accomplish more when you give yourself permission to do what you do well. Driven by your talents, you are likely to improve your results and add to your list of accomplishments by consciously using your talents. You are more efficient and effective when you practice doing better what you naturally do very well.

It's very likely that you eagerly engage in team-oriented activities and projects that benefit and involve adults. You prefer to spend more of your time with adults than with children. Chances are good that you have a strong sense of commitment. It motivates you to make sure that things are carried through to completion even when difficulties arise.

## Individualization

### Shared Theme Description

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

### Your Personalized Strengths Insights

*What makes you stand out?*

Chances are good that you are quite sensitive to the trials, tribulations, and loneliness forward-looking thinkers experience. When people callously — that is, insensitively — discard their inventive ideas, futurists sense you appreciate their vision of what can be accomplished in the coming months, years, or decades. Driven by your talents, you derive much satisfaction from doing things that benefit people. You typically work as industriously on big projects as you do on everyday chores. It's very likely that you are apt to be the person teammates, classmates, or coworkers pull into brainstorming sessions. Why? You have the assertiveness to speak up when you think of something. You also generate more ideas than most people do. You are creative. You are imaginative. You are not embarrassed to think out loud. Instinctively, you help individuals feel safe enough to risk sharing their most personal thoughts and feelings. They trust you will keep this information to yourself. You probably sense when someone is vulnerable — that is, easily hurt by criticism, rejection, or betrayal. By nature, you often marvel at your ability to sense the feelings and perspectives of other people. You feel very good about yourself and life in general when you put aside your opinions, biases, or preferences. Your satisfaction probably comes from figuring out why someone behaves, feels, or thinks differently than you do.

## Maximizer

### Shared Theme Description

People who are especially talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

### Your Personalized Strengths Insights

*What makes you stand out?*

Chances are good that you make good choices and draw sound conclusions. Coupling this with your strong sense of urgency, you can produce results quickly. Less decisive individuals are still trying to figure out what they should do after you have finished one task and moved on to the next one.

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Instinctively, you may add theoretical, intricate, technical, or difficult-to-understand words to your vocabulary. Perhaps this is an ongoing process. You might prefer to spend time with people who appreciate your mastery of language and the ease with which you use sophisticated terminology. Certain individuals feel comfortable asking you what a particular term or phrase means. It's very likely that you routinely producing top-notch outcomes. This implies that you know what you do well. It also suggests that you intentionally engage in activities that match your unique talents. Driven by your talents, you invest much more time thinking about your good points than agonizing over your shortcomings. You usually proceed faster and produce better results when you build on your talents. By nature, you concentrate most of your energy on what you know you do well. You ask, "Why waste time trying to fix myself?" You contend it is wiser and more sensible to build on what you naturally do best.