
Strengths Insight Report

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Your Top 5 Themes

Relator
Strategic
Developer
Individualization
Empathy

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?

Because of your strengths, you traditionally do your best training after you become well-acquainted with someone. You want to discover each individual's unique work style, goals, motivations, interests, or talents. These insights probably tell you what suggestions to make or what tips to offer during coaching sessions. Chances are good that you consistently measure up to your high expectations when working, studying, or playing. It's very likely that you are comfortable offering suggestions to people who regularly seek your counsel — that is, recommendations about a decision or course of action they are considering. These individuals usually feel deep affection for you. You are likely to spend time together socializing as well as working or studying. Instinctively, you enjoy counseling friends when they turn to you for help, suggestions, opinions, or fresh perspectives. Usually you make discoveries and gain new insights each time you freely share your ideas, experiences, or feelings with your companions. Driven by your talents, you fill your mind with new ideas by asking questions, reading, studying, observing, or listening. Normally, you accumulate facts, data, stories, examples, or background information from the people you meet. Determining what they want to accomplish in the coming weeks, months, or years generally satisfies your curiosity. These insights also allow you to understand why individuals behave the way they do in different situations.

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?

Chances are good 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. It's very likely that you pay close attention to what is going on around you. You listen. You quiz people. You read. You probably take notes on key points. As you accumulate lots of information, you disregard what is unrelated, and pay heed to what is really important. The more you reflect on what you know, the more problems begin to reveal themselves, and eventually solutions start taking shape in your mind. Finally, given the situation, you select the best plan from your list of options. Driven by your talents, you comprehend what has gone wrong. Eagerly, you uncover facts. Sorting through lots of information rarely intimidates you. You welcome the abundance of information. Like a detective, you sort through it and identify key pieces of evidence. Following these leads, you bring the big picture into view. Next, you generate schemes for solving the problem. Finally, you choose the best option after considering prevailing circumstances, available resources, and desired outcomes. Because of your strengths, you can design innovative plans. You probably raise issues and identify recurring obstacles as you generate tactical options. Problems and possible solutions become apparent to you. Once you outline action steps, you quickly execute them one by one. You refuse to waste time questioning your ideas after everything has been set into motion. By nature, you can reconfigure factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one.

Developer

Shared Theme Description

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you like to lift the spirits of the people around you. You know what to do and say so individuals feel useful, valued, appreciated, and important. It's very likely that you traditionally

enhance the quality of your own life by helping people who can benefit from your knowledge, skills, and talents. Your optimistic attitude inspires numerous individuals to support others the same way you support them. Because of your strengths, you genuinely want to know people on a personal level. Once you understand someone as an individual, you are much more inclined to inconvenience yourself or give up things you value for that person. By nature, you are determined to talk about the talents, skills, and knowledge you possess. You realize you receive much in return when you risk sharing your thoughts and expertise. You improve personally or professionally each time you participate in the give-and-take process. Chances are good that you naturally tune in to others' emotions. Moment by moment, you detect changes in their enthusiasm, happiness, hope, despair, sadness, or apathy. You take this information into account when you extend a helping hand to someone. Your approach and words are likely to vary from person to person. In fact, you probably deal with the same individual differently as circumstances change.

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?

Instinctively, you assist others by using your talents to fill gaps in theirs. You realize practice is one of the best ways to add skill and knowledge to your talents. Chances are good that you undertake projects on your own. This is apt to occur when individuals delay decisions, block approvals, or continue meeting without finalizing plans. You probably help them overcome their objections and quell their fears by starting to work. You simply intend to prove to them that the impossible is possible. Because of your strengths, you mix and match people's unique styles of working, thinking, problem solving, or relationship building. You probably help people see how their special talents, knowledge, or skills benefit others on the job or in the classroom. When individuals and groups cooperate, you automatically commend them for reaching a goal, making progress, or succeeding. By nature, you are keenly aware of people's unique traits. You notice characteristics that distinguish each person from everyone else. Driven by your talents, you are comfortable sharing your viewpoints with individuals who ask you to do so. Their requests are proof that they like and trust you. You are less inclined, however, to make inquiries about other people's judgments and/or conclusions. You probably avoid doing anything that could drive a wedge between you and your friends, acquaintances, family members, coworkers, teammates, or classmates.

Empathy

Shared Theme Description

People who are especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

Your Personalized Strengths Insights

What makes you stand out?

Because of your strengths, you take the time to discover each individual's unique traits and truly understand them. These insights enable you to listen to people's concerns. Making no judgments, you strive to comprehend their situations. Others sense that you know exactly how they are feeling. By nature, you might tune in to the feelings of people. Maybe you cheer them up when they are sad, disappointed, lonely, frustrated, or afraid. Chances are good that you exhibit a natural aptitude for overcoming difficulties. You are frequently called upon to identify problems and then make needed repairs or implement appropriate solutions. You work so diligently that you ignore all kinds of distractions. Instinctively, you affirm others for who they are. You celebrate their unique gifts. Your encouraging words inspire and embolden people to be their real and true selves. Driven by your talents, you notice that people feel comfortable telling you their innermost thoughts and feelings. Often you sense the moods of individuals without them having to say a word. As a result, you can ask questions and broach — that is, bring up and introduce — topics with people who are naturally reserved, timid, or shy.