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Strengths Insight Report

SURVEY COMPLETION DATE: 01-13-2020



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

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A note of caution: Because many of your StrengthsFinder responses were neutral, the themes listed are based only on the pairs of descriptors to which you did respond with something other than a neutral response. Some people do not choose one descriptor from any given pair because they feel that neither — or both — descriptors fit them well. While this is acceptable, it does mean that any feedback you might receive that is based on these results may not be as personalized as it would be if your results were stronger. Please keep this in mind when you consider how well you feel your top five themes describe you.

Your Top 5 Themes

1. Relator
2. Discipline
3. Maximizer
4. Consistency
5. Adaptability

Relator

SHARED THEME DESCRIPTION

People exceptionally 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 someone to whom others turn for an honest perspective about a project, person, event, or idea. They trust you will share your viewpoints. Instinctively, you might identify the most basic and important parts of elaborate ideas, processes, or technologies. Maybe you avoid confusing people because you do not want to overwhelm them with too many details. Because of your strengths, you might feel happier if you are busy, even if it means performing routine or mundane tasks. When you have nothing to do, perhaps you are the type of person who looks for something to do. It's very likely that you sometimes identify with people who share their ambitions, hopes, or intentions with you.

Discipline

SHARED THEME DESCRIPTION

People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you now and then double check your work. Why? Maybe you want to ensure errors have been detected and corrected. Perhaps it is reassuring to know that everything is in its proper place. By nature, you might enjoy creating familiar processes to handle recurring tasks. You and others may become more efficient when these precise steps are followed day after day. Perhaps

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you review results numerous times to be sure things are working according to your plan. Maybe this is one way you convince certain people they are being dealt with in a just and equitable manner. Chances are good that you may enjoy hearing people describe you as more serious than some of your colleagues, classmates, teammates, friends, or coworkers. It's very likely that you sometimes have fun setting up routines for yourself and your students or the people you mentor. Perhaps you provide structure for individuals who struggle to stay organized. You may feel your efforts are rewarded when you make it easier for someone to grasp a concept or master a skill. Instinctively, you occasionally introduce standard operating procedures to ensure that certain mundane but important tasks are performed properly. When individuals know and abide by the rules you have put in place, perhaps they begin to realize that you do not play favorites. They may conclude that you set up various processes so people have similar opportunities and benefits.

Maximizer

SHARED THEME DESCRIPTION

People exceptionally 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?

Because of your strengths, you sometimes look for opportunities to put your talents to use in ways that are productive. Perhaps you reject the notion of spending hours attempting to overcome your weaknesses or conquer your limitations. You might know from experience that you accomplish more and deliver better results when you sharpen or practice using your natural abilities. It's very likely that you might make a point of acknowledging favorable results people produce. Sometimes you accentuate the good you see. Other times you provide individuals with concrete or specific details about what they do well. Periodically you help certain people build on their talents. Perhaps you contend that compliments contribute to the continued success of human beings. Driven by your talents, you reject using a one-size-fits-all approach when attempting to influence people to take action. Instead, you discover each person's special talents, skills, knowledge, mission, likes, and dislikes. This information helps you personalize your words and deeds.

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Consistency

SHARED THEME DESCRIPTION

People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you might deal with people in the same way, regardless of their differences. When everyone is supposed to follow certain rules or procedures, perhaps you emphasize these requirements in what you say and do. Instinctively, you attempt to deal evenhandedly with all individuals. Possibly you aim to be consistent over time in how you apply certain rules, regulations, or policies. You might be careful not to play favorites. Perhaps you guard against giving one person advantages or opportunities that are denied to everyone else. Driven by your talents, you occasionally are a stickler for doing repetitious tasks the same way every time. Adhering to effective routines may be one of your priorities. Perhaps you insist on following the rules as they are written. Although you might realize no two people are exactly alike, maybe you create policies or procedures so certain individuals understand why exceptions cannot be made. By nature, you sometimes design repetitious procedures that you know work. When you can follow your proven steps for finishing things, you might eliminate a few hassles, save some time, and enhance efficiency a little bit. Perhaps your detailed and orderly approach produces uniform or predictable outcomes.

Adaptability

SHARED THEME DESCRIPTION

People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you periodically exhibit the flexibility to adjust your day's priorities as

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circumstances change. Because of your strengths, you now and then picture events or situations you might find yourself facing in the coming months, years, or decades. Sometimes you consider ways you might react when these circumstances materialize. It's very likely that you may allow certain parts of your life to unfold naturally. To some degree, you trust you will find your path as it evolves. You sometimes resist being restricted by predetermined plans or standardized systems. Maybe you prefer to experience life in the moment. By nature, you might have an ability to accept and deal with each day as it unfolds. You may be flexible enough to handle unexpected discoveries and situations.

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