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# Strengths Insight Guide

SURVEY COMPLETION DATE: 11-30-2022



DON CLIFTON

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# Amanda Williams

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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. Strategic
2. Achiever
3. Individualization
4. Activator
5. Ideation

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## 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?

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. It's very likely that you work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people. Instinctively, you notice that multiple solutions to nagging problems automatically pop into your mind. You usually study each option from many different angles. After carefully evaluating the entire situation, you likely choose the alternative that makes the most sense. Why? You habitually aim to outscore or outperform most of your rivals most of the time. Chances are good that you thoroughly examine many of the problems you face in your life. For simple difficulties, you probably discover the right solution early in the process. When handling complex matters, however, you frequently labor long and hard to identify what is actually causing the predicament. Often you can pinpoint fundamental glitches or missing steps. Eventually, an economical, efficient, or diplomatic remedy becomes apparent to you. Driven by your talents, you are a self-reliant person who needs time alone to think and work. You generate innovative ideas and propose systematic programs of action. You likely identify recurring configurations in the behavior of people, the functioning of processes, or the emergence of potential problems.

#### 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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## Achiever

### SHARED THEME DESCRIPTION

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you place a premium on acquiring various kinds of knowledge and skills. You see definite links between your hard work and your accelerated growth as a person or as a professional. It's very likely that you normally dedicate yourself to acquiring knowledge and gaining skills. You probably devote many hours to mental labor. Instinctively, you typically put forth much effort and energy to reach your goals. You aim to overcome your limitations and fix your mistakes. You attempt to compensate for your lack of knowledge, skills, and/or talent in various areas. Chances are good that you expend much mental energy to devise innovative ways of doing things. A change here and a change there normally stimulate your thinking. Driven by your talents, you are motivated when your results are compared to those of others. To a large degree, this explains why you are so determined to continue working until your outcomes are recognized as the very best.

#### Questions

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## 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 may have a gift for noticing the differences between people. You might think variety is a good thing, not a bad thing. You might help individuals from diverse backgrounds discover ways they can cooperate so the team succeeds. Because of your strengths, you sometimes enjoy helping individuals savor their moments of excellence. Perhaps you enable certain people to distinguish between their ordinary and extraordinary accomplishments. By nature, you may be willing to juggle multiple tasks at the same time when it helps a person or a group handle a complicated project. Perhaps individuals who do their best work when they can concentrate on one activity appreciate having you as a partner. Chances are good that you periodically help individuals see the humor in particular types of situations. It's very likely that you might instinctively know the proper course of action to take no matter how difficult the circumstances are. Perhaps your presence calms people who are so worried about making the wrong decision that they make no decision.

#### Questions

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2. Out of all the talents in this insight, what would you like for others to see most in you?

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## Activator

### SHARED THEME DESCRIPTION

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you traditionally determine for yourself and others what should be done. After you have made up your mind, you typically waste little time moving forward with projects or assignments. By nature, you sometimes provide people with the impetus — that is, the driving force or incentive — they need to start working or studying. You might help individuals overcome their resistance to particular ideas, projects, changes, regulations, or proposals. Driven by your talents, you urge people to attain their goals by pressing ahead without stopping. Some people feel threatened by your forceful messages. You probably use this technique with individuals who are slow to start or who are inclined to quit before the work is finished. It's very likely that you normally pinpoint and acknowledge the grand ideas people share with you. You ask questions. You also listen to others talk about their unique interests, backgrounds, experiences, strengths, limitations, goals, or fears. Because of your strengths, you notice that people heed your demands. What you say and how you say it can even frighten and threaten people. You probably have used this effect to influence individuals to do what you want.

#### Questions

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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?

Instinctively, you want people to see you as a winner, as “number one,” or as the very best in various activities. Being quite sensitive to what others think of you probably is a powerful motivating force that usually works to your advantage. By nature, you may select unusual words to describe your ideas or feelings. Perhaps your extensive vocabulary allows you to capture people’s interest. Chances are good that you usually find novel and fresh ways to do things. People turn to you when they find themselves struggling to generate ideas. It’s very likely that you intentionally seek out what is new and different. Unexplored territory appeals to your adventurous spirit. You like to test your limits as a human being in travel, work, sports, or thinking. Even when others worry about your well-being, you trust you can take care of yourself. Because of your strengths, you are highly sensitive to what others think of you. This sensitivity continually motivates you to do things better than you have in the past.

#### Questions

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2. Out of all the talents in this insight, what would you like for others to see most in you?