
Strengths Insight Report

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Your Top 5 Themes

Restorative
Strategic
Developer
Adaptability
Learner

Restorative

Shared Theme Description

People who are especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you have an insatiable — that is, incapable of being satisfied — appetite for information. Armed with newly acquired facts and skills, you routinely pinpoint areas where you need to make upgrades for the sake of efficiency. In the process, you probably discover ideas and techniques to do something you already do quite well even better. By nature, you may be an individual performer. Sometimes you are determined to conquer your limitations without the support or help of others. Perhaps you are motivated to eliminate flaws that prevent you from accomplishing as much as you would like. It's very likely that you usually have ideas for ridding the environment of any temptations that make it easy for people to take things that are not rightfully theirs. You pinpoint areas where security upgrades need to be implemented to protect the organization's resources. You also figure out how to protect people from themselves. Instinctively, you typically decide what is to be done. You are as comfortable issuing orders as you are making demands. Your bold and confident style allows you to gain and maintain control over people, circumstances, timetables, plans, or material resources. Driven by your talents, you definitely desire to be an influential person. You want to be put in charge of important groups or projects. You pay close attention to the behaviors, processes, or plans you need to perfect, upgrade, or simply do better.

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?

Because of your strengths, you may be a self-reliant person who needs time alone to think or work. You periodically generate innovative ideas and propose systematic programs of action. Perhaps you can identify certain recurring configurations in the behavior of people, the functioning of processes, or the emergence of potential problems. Driven by your talents, 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. By nature, 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. Chances are good that you occasionally opt to work by yourself. Perhaps you trust your talents, knowledge, and skills in identifying problems. You might consider numerous solutions before you pinpoint an appropriate course of action. Sometimes questions and answers materialize without much effort on your part. It's very likely that you have no difficulty finding the right words to express your ideas. You are quite comfortable talking about ways to make people or things more complete, perfect, or excellent.

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?

Because of your strengths, you realize that sharing information, resources, talents, and even time provides you with experiences to grow as a person and as a professional. By nature, you occasionally take time to discover some of the likes, dislikes, hopes, dreams, or idiosyncrasies of individuals. You might gain satisfaction from telling people how much you value their contributions and accomplishments. Chances are good that you can sometimes instill a sense of self-worth in individuals. Perhaps you are one of the people in their lives who values them, sees what they can become, and believes in them. It's very likely that you value financial security, but you refuse to think about it as much as many people do. You measure the quality of your life in less tangible but more meaningful ways. You place a higher priority on spending time with family and friends than working

overtime to make extra money. You prefer a simple, less costly vacation to an expensive trip. You treasure a gift someone made for you more than a costly present purchased at an upscale, trendy store. Driven by your talents, you sometimes move into up-close and personal relationships with people. Knowing what makes individuals unique may provide you with clues about the best way to support or inspire each person.

Adaptability

Shared Theme Description

People who are especially 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?

Because of your strengths, you occasionally can let today take care of itself. Why? Maybe you understand that tomorrow will bring its own demands, worries, concerns, and opportunities. Instinctively, you occasionally set aside time to rest and unwind. Rushing from one activity or assignment to another might take a toll on you mentally, physically, or emotionally. Perhaps you prefer to move in the same direction as everyone else. You might choose to use the plans, systems, or processes with which they are familiar. You might think being cooperative is not only sensible and efficient, but also less exhausting. It’s very likely that you might choose to deal with events, people, or facts as they present themselves. Perhaps changing your plans as the situation changes suits your style. Maybe you intentionally avoid inflexible people or situations. By nature, 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. Chances are good that you avoid individuals who work non-stop, never taking a break. You refuse to rush headlong from one activity to the next. You are quite comfortable dealing with change, surprises, and unexpected problems. Why? While you appreciate schedules and plans, you recognize when it is wise to deviate — that is, turn away — from them.

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?

Driven by your talents, you may be a solo performer. You might be determined to broaden your knowledge or acquire new skills. Perhaps you are drawn to the process of education. By nature, you feel rather good about life when people answer your questions and keep you well informed about

topics that affect you personally or professionally. You prefer to be bombarded with facts, data, or explanations. Receiving only bits and pieces of information is likely to raise your level of anxiety, suspicion, or frustration. You are apt to become upset when individuals forget or refuse to tell you something you think you have a right or a need to know. Instinctively, you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday. Chances are good that you enjoy sharing your point of view with individuals who ask, “What do you think?” When you are familiar with the topic, problem, or people involved, you are quite comfortable expressing yourself. Otherwise, you set out to discover the facts and weigh them with care before speaking your mind — that is, giving advice or openly stating your ideas. It’s very likely that you dedicate yourself to acquiring knowledge and using your skills. You likely are self-taught in many ways. You probably work with instructors, trainers, coaches, or mentors. You embrace opportunities to expose your mind to new ideas. You welcome the chance to practice new ways of plying — that is, diligently practicing — your trade or craft.