
Jeremy Grifski

Strengths Insight Guide

SURVEY COMPLETION DATE: 10-18-2019



DON CLIFTON

Father of Strengths Psychology and
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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.

Your Top 5 Themes

1. Strategic
2. Includer
3. Achiever
4. Communication
5. Ideation

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 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. Chances are good that you notice that the right word usually pops into your mind exactly when you need it. Your comfort with language makes the oral or written expression of your ideas or feelings appear almost effortless. Others benefit from your ability to transmit information, thoughts, or emotions by using a vocabulary they can easily understand. Instinctively, 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. Because of your strengths, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do. It's very likely that 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?

Includer

SHARED THEME DESCRIPTION

People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you sense there is something good in each person you meet. Your open approach to people makes you a very likeable individual. It's very likely that you like to interact with others. This explains why you can participate in contests just to have fun. Sharing in the company of people probably is much more important to you than keeping score, winning prizes, or capturing championship titles. Because of your strengths, you like to work independently so you can set your own schedule. Why? You know you are much more productive in the evening. You also realize you are less effective and less efficient during daylight hours. Chances are good that you brighten a room by simply entering it. Your upbeat attitude is contagious. People respond to your friendly, sociable, lively, and animated personality. Finding something to like in just about every person you meet is easy for you. Consequently, people enjoy spending time with you. Driven by your talents, you make no claims of being a "morning person." You need time to transition from sleeping to waking and from waking to working. You tend to gain physical energy and mental sharpness later in the traditional workday. Depending on your biological clock, your peak performance period can occur during mid-to-late afternoon, in the early evening, during the hours before midnight, or in the hours after midnight.

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

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 do much more than just try to live up to your commitments. You persist working until you can deliver on your promises. This certainly enhances your reputation for being trustworthy, reliable, and dependable. Driven by your talents, you periodically leap into the middle of difficult tasks. Perhaps you take over projects that must be done meticulously and accurately. Occasionally you feel you are the only person who can produce the right outcomes. Why? You likely set high standards of excellence for yourself and others. Often you trust only yourself to reach them. Chances are good that you probably expend a lot of energy to hold back your tears. You worry that individuals will think poorly of you when they see you cry. By nature, you channel your energy into your work or studies. You seldom count the hours you work. Feeling fully engaged in what you do is a major source of satisfaction. You believe there is always something more challenging you can pursue. Given your ability to withstand hardship, adversity, and stress, it is no surprise you love what you do. You strive to do more and more of it each day. It's very likely that you work diligently to govern all kinds of situations, decisions, or plans. You ordinarily refuse to let anyone take charge of any aspect of your life.

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

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?

By nature, you pay attention to what others say. You relish the opportunity to consider the thoughts and feelings of individuals. You are an active participant in the conversation even when you remain quiet. Your contribution is to remember the ideas and observations people share with one another. Later you often amaze them. Why? You know so much about their dreams, concerns, problems, interests, or viewpoints. “How do you know that?” they ask. “I just listen,” you reply. Instinctively, you very much enjoy the animated give-and-take of a lively discussion. Driven by your talents, you feel forlorn — that is, miserable or deprived — when you are separated from someone who is dear to you. You yearn to spend time with your friends. Their absence saddens you. It’s very likely that you are comfortable telling others stories about your personal habits, qualities, experiences, or background. Your forthcoming nature probably enables others to share their thoughts and feelings with you. Chances are good that you openly admit that you participate in friendly rivalries for fun. You are comfortable letting people know what you do and do not value.

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 frequently question whether others regard you as aloof or standoffish. Those who have this impression need to understand how hard it is for you to initiate discussions or casual conversation. Driven by your talents, you now and then take advantage of opportunities that allow you to generate original ideas. Chances are good that you are quite proficient — that is, you have a high degree of knowledge and skill — at devising different ways to perform tasks, plan events, take advantage of opportunities, or solve problems. Frequently you provide the creative intelligence for original undertakings of a personal or professional nature. Because of your strengths, you expend much mental energy to devise innovative ways of doing things. A change here and a change there normally stimulate your thinking. By nature, you usually find novel and fresh ways to do things. People turn to you when they find themselves struggling to generate ideas.

Questions

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