
Strengths Insight Report

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Your Top 5 Themes

Includer
Empathy
Analytical
Strategic
Discipline

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?

Chances are good that you are sometimes acutely aware of what it feels like not to belong. You may understand the sensations that accompany not being accepted. To some degree, you might go out of your way to welcome individuals others ignore. It's very likely that you may enjoy teaming up with particular individuals rather than work by yourself. You might be attracted to people who occasionally notice your strengths. Perhaps you want to be recognized for having developed expertise in specific fields of study or for the performance of certain jobs. By nature, you periodically derive satisfaction from partnering with specific people. Perhaps you engage in certain activities if they require teamwork or interaction among individuals. Sometimes too much solitude dampens your enthusiasm or erodes your ability to be productive. Because of your strengths, you occasionally solicit the thoughts, feelings, or advice of certain people. Maybe you do not want anyone to feel left out of conversations, activities, meetings, plans, or the decision-making process. Instinctively, you sometimes want everyone to feel part of a particular group and its activities. Perhaps you do and say things to spare people the misery of rejection or loneliness. Once someone joins your circle, you might identify talents or other traits that make this person special.

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?

Chances are good that you may realize people feel most visible or valuable when another person puts everything aside to hear what they have to say. Perhaps the importance you attach to heeding the spoken word allows certain individuals to finally sense that someone understands what they are experiencing. Because of your strengths, you may be able to figure out what makes certain individuals distinct or special. Perhaps your natural intuition helps you pinpoint some of the subtle differences between particular people. You may sometimes tune in to the feelings of others. Instinctively, you sometimes say you are a good trainer or instructor for certain kinds of individuals. Perhaps you are aware of how a person feels at the start of a session. Maybe this enables you to adjust your coaching techniques to fit current moods or interest levels of the individual. You might take into account how someone reacted during your last encounter. Once in a while, you detect a few subtle or not-so-subtle emotional or mental changes. Driven by your talents, you sometimes figure out what someone is thinking or feeling; other times you may struggle. Your insights about people might impel you to utter words of praise. Perhaps you are comfortable calling attention to someone's particular talents, strengths, contributions, appearance, position, education, promotions, or awards. By nature, you might find that people tell you their innermost thoughts or feelings. Perhaps they know you will accept them without judging what they say. You may like knowing that certain individuals depend on you to listen.

Analytical

Shared Theme Description

People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you may work to identify the forces that influence situations in which you are, have been, or might be involved. Driven by your talents, you use precise, well-documented data to guide your thinking and dictate what you do. You refuse to rely on hearsay, unnamed sources, or abridged — that is, short summaries of — books, published articles, scholarly research, or historic records. Because of your strengths, you might approach some days with a matter-of-fact or practical attitude. Sometimes you expect to do your work flawlessly. You may strive to reach the high standards you establish for yourself. Perhaps these are a bit more stringent or detailed than those set

for you by others. By nature, you might present yourself as a no-nonsense person to certain people. Sometimes this perception is amplified when you acquire additional knowledge or skills in your area of specialization. Perhaps this proficiency enhances your ability to perform your job, progress in your studies, pursue your hobbies, or plan your travel. It's very likely that you periodically study the factors coming together to create a situation. You may appreciate individuals who invite you to share your findings. Perhaps it is not your style to boldly talk about your research. Occasionally someone you trust can encourage you to speak.

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 may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources. Driven by your talents, you may have a tendency to produce original ideas. Perhaps your imagination is stimulated when you collaborate — that is, team — with future-oriented thinkers. Instinctively, you may have acquired expertise in specific areas. Occasionally you spend time considering several courses of action before choosing one. Perhaps you invent original or innovative techniques for dealing with expected or unexpected challenges. Maybe you use the same approach to take advantage of promising opportunities. By nature, you might recognize recurring sequences in data, events, information, or people's comments. These insights might enable you to form links between things that others cannot. It's very likely that you occasionally marvel at your ability to vividly express your thoughts and feelings.

Discipline

Shared Theme Description

People who are especially 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?

Driven by your talents, you may recognize that you have a short attention span. Perhaps this is why you design systems or establish rules to make the most of your work or study sessions. Setting a start and finish time periodically increases your power of concentration. Knowing beforehand what you want to accomplish might prompt you to designate a precise number of minutes for certain activities.

You might be most successful when you stick to the procedures that work for you. Because of your strengths, you perhaps invent rules or procedures for the sake of efficiency and accuracy when you must perform repetitious or mundane tasks. By following your own directions, you may find it is easier to complete certain types of daily, weekly, monthly, or annual chores. Sometimes you are thankful for people who not only recognize but also respect your need for uniformity. It's very likely that you may be adept — that is, thoroughly proficient — at setting up processes that make it easier to perform certain repetitious assignments or tasks. Perhaps you appreciate individuals who regularly follow these procedures rather than insist on doing things their own way. By nature, 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 periodically acknowledge that you can accomplish more than you currently do. Because established patterns of behavior sometimes allow you to be more productive, perhaps you invent procedures for handling certain types of ordinary but, nonetheless, essential tasks. If your processes work, you might be able to carry a greater share of the burden. This may strike you as right, just, and proper.