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Christine Hernandez

# Strengths Insight Guide

SURVEY COMPLETION DATE: 07-22-2021



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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. Individualization
2. Achiever
3. Arranger
4. Command
5. Focus

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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?

It's very likely that you enhance your own quality of life each time you reach out to someone in need of assistance. Because of your strengths, you sometimes ask people questions so you can collect background information. Maybe the insights you gather make it a bit easier to pinpoint what makes this person totally different from everyone else. You might be fascinated by the diversity of human beings. You might amass enough facts about specific individuals to prevent others from stereotyping them. Because no two people are the same, you try to decipher who works well with whom. Instinctively, you occasionally spend time alone thinking about which individuals work well together. Perhaps your thoughtful examination of each human being allows you to mix and match the strengths of several individuals. Sometimes the strengths of one person compensate for the limitations of another person, and vice versa. You might conclude that a group's true strength lies in the diversity of its members' knowledge, skills, motivations, work styles, or thinking styles. Driven by your talents, you are hardwired to do exactly what you said you would do. Your word is your bond. You are likely to earn the respect of many people. You even win over those who have a hard time trusting anyone. Why? You rarely disappoint them. By nature, you derive much satisfaction from doing things that benefit people. You typically work as industriously on big projects as you do on everyday chores.

#### 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?

It's very likely that you often draw newcomers or strangers into various groups, conversations, or activities. Making all kinds of individuals feel like they belong is one way you choose to measure your success. Instinctively, you do a fine job of imparting knowledge to individuals. You spend a lot of time preparing appropriate stories, vivid examples, graphic illustrations, or useful materials to enliven your training sessions. By nature, you usually work earnestly for an authority figure who takes an interest in you as a human being. You probably just do what is expected when teachers, coaches, or supervisors treat you like an underling, consider you hired help, or ignore you. Chances are good that you may launch some projects with ease. Perhaps you methodically identify pertinent facts or establish a step-by-step workflow. Maybe this is the way you prefer to reach goals. Driven by your talents, you might be exhilarated when the demands of work keep you physically active. Perhaps you are known for your capacity to labor longer and harder than some people could or would.

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## Arranger

### SHARED THEME DESCRIPTION

People who are especially talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### **What makes you stand out?**

By nature, you periodically expand recruit pools by starting conversations with newcomers or outsiders. You might be on a first-name basis with a great number of individuals. Perhaps you realize people rarely take time to know the strangers in their midst. The talents, knowledge, or skills these individuals possess may remain unknown until you discover them. Driven by your talents, you can sometimes convince people to serve on teams or sign up for special assignments. Because of your strengths, you are a doer. You derive much satisfaction from reaching goals, finishing assignments, and accomplishing whatever is expected. Chances are good that you might declare your life is fine as long as you can recruit people for certain types of teams, task forces, study groups, community projects, or projects. Instinctively, you might recruit certain people to work on projects or teams. You might outline some reasons for their participation. Occasionally you emphasize the benefits of signing up to do something.

#### **Questions**

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## Command

### SHARED THEME DESCRIPTION

People who are especially talented in the Command theme have presence. They can take control of a situation and make decisions.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### **What makes you stand out?**

It's very likely that you might feel good about the quality of your life when you can compel your friends to produce results. Maybe you motivate them with compliments. Maybe you simply say, "Let's start working." Maybe you issue direct orders when the need arises. Because of your strengths, you occasionally throw newcomers or outsiders off balance by pressing them to talk with you. Sometimes you intentionally do this. Other times, you may be unaware of how assertive you are. Although you might be eager to get things moving or completed, you might try to soften your demanding style. Perhaps you want certain people to like you as well as do what you tell them to do. By nature, you occasionally set out to be the very best or to capture first place, even when the contest or rivalry is merely an invention of your mind. Perhaps your desire to get ahead in life impels you to compare your results to those of certain individuals. Once in a while, you may question whether your yearnings for greatness are healthy or wise. Instinctively, you may influence some of your friends to make things happen quickly. Sometimes you create enthusiasm in others by championing a particular project, rule, process, activity, or idea. Chances are good that you may approach certain win-lose situations in a practical and realistic manner. When you are intent on being victorious, perhaps you extinguish any sentimental feelings you might have toward your rivals.

#### **Questions**

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## Focus

### SHARED THEME DESCRIPTION

People who are especially talented in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

By nature, you might have an intense desire to deliver the best performance in specific areas. Sometimes you use every bit of the knowledge, skill, talent, and/or energy you possess to snag the top prize. Perhaps little, if anything, distracts you from your goal. Chances are good that you feel life is wonderful when you can channel your mental and physical energy into things that intrigue you. Your interest is ordinarily piqued — that is, awakened or aroused — by activities, ideas, problems, opportunities, and people that challenge your mind. It's very likely that you may like to set goals in the company of others as long as the conversation is reasonable. Perhaps you expect the final objectives to be clearly defined or logically linked. Because of your strengths, you occasionally feel in sync with life when you have clarified either your own or someone else's performance objectives. Perhaps you enjoy talking with certain types of people who seem to be aware of their personal or professional goals. Driven by your talents, you sometimes sense you are a bit overzealous making a name for yourself, advancing your career, or promoting your projects. Perhaps you question your sense of priority when work, studies, or some other activity consumes the majority of your time. Perhaps you wonder if your zeal distresses or displeases certain individuals.

#### Questions

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