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Erica Jenise Gleaton

# Strengths Insight Guide

SURVEY COMPLETION DATE: 01-17-2022



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. Learner
2. Achiever
3. Woo
4. Relator
5. Ideation

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## 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?

Chances are good that you channel your efforts into the task at hand. You persevere until you have gained the knowledge and skills needed to attain a goal. You can toil for many hours to secure your objective. You probably work hardest and most productively at a particular time of day. By nature, you prefer to concentrate on activities, problems, opportunities, or subjects that really intrigue you. Each time you acquire new information, you feel you can help people who need the same information. It's very likely that you may thirst for new ideas and knowledge. Sometimes you dive into your reading with abandon. Other times you lose yourself in a book. Maybe you pore over the thoughts contained in its pages for long stretches of time. Why? You might want to absorb as much information as you can. Because of your strengths, you show some signs of wanting to acquire new knowledge or skills in particular areas of interest. Perhaps you rely on conversations with a few intelligent people to complement — that is, complete — what you have already gained through classes or reading. Driven by your talents, you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt.

#### 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?

Chances are good that you might toil with a bit more intensity in the morning. Perhaps this awareness allows you to increase your productivity, improve the quality of your outcomes, enhance your efficiency, or better manage your priorities. Instinctively, you may be determined to enhance your greatest talents rather than spend time worrying about your limitations. You occasionally experience bursts of growth and rapid learning when you work in your areas of talent. Because of your strengths, you may be a good adviser. Perhaps you make an extra effort to offer insightful suggestions and ask thought-provoking questions. By nature, you periodically determine for yourself or others what should be done. After you have made up your mind, perhaps you waste little time moving forward with projects or assignments. It's very likely that you sometimes feel more favorable about yourself and life in general when you are functioning at an optimal level. Being "number one" or named the best might motivate you to do even more and better work in the coming hours, days, weeks, or months.

#### 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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## Woo

### SHARED THEME DESCRIPTION

People who are especially talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you enjoy befriending newcomers. This explains why you regularly step forward to introduce yourself to new classmates, coworkers, teammates, or friends of your family. You usually ask questions that are guaranteed to stimulate discussions with people you are meeting for the first time. Driven by your talents, you may feel the absence of your friends more deeply than some people do. Perhaps you long for the emotional support these individuals provide when miles separate you or circumstances make communication impossible. Instinctively, you may look forward to social events. Perhaps meeting and greeting people delights you. The more you interact with individuals, the more enthusiastic you might be about life. Because of your strengths, you often bare your soul to total strangers. Your openness understandably draws many newcomers or outsiders into casual conversations as well as serious discussions. In all likelihood, these individuals risk being totally ignored when you fail to introduce yourself to them. It's very likely that you might feel better about yourself and your life in general when you can talk with old friends, new acquaintances, or even total strangers. Maybe your finesse — that is, skill and diplomacy — with language allows you to enliven stories, fine-tune examples, or describe amusing incidents. Some people may be fascinated by your command of the spoken word. Perhaps this explains why they enjoy your company.

#### 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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## Relator

### SHARED THEME DESCRIPTION

People who are especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

By nature, you have the ability to instruct, train, or offer suggestions to people who look to you for assistance. Driven by your talents, you may have friends who come to you for guidance, suggestions, or recommendations. Topics might include situations in their personal or professional lives. Chances are good that you sometimes notice that people you know seek you out. They might ask for your viewpoint or position on specific issues. Because of your strengths, you might notice that people regularly ask you, "What do you think?" This might be because they value your views about particular people, situations, rules, news events or decisions. Instinctively, you are naturally open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples.

#### 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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## 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?

It's very likely that you might channel some of your energy toward what you can accomplish in the coming months, years, or decades. Periodically your mind churns out new and inventive ways of reaching your desired goals. You may risk becoming bored or delivering a lackluster performance when you are forced to adhere to a predetermined process, a tried-and-tested procedure, or a traditional method. Once in a while, you hear yourself pleading, "But, if we only did it this way, it would be a bit better." Instinctively, you periodically expend mental energy to devise innovative ways of doing things. Perhaps a little change here or a big change there stimulates your thinking. Driven by your talents, you occasionally know without resorting to reason what some people think about you as a person or as a professional. The impressions they have of you might contribute to your success or failure. To some degree, the views of particular individuals influence your words or deeds. By nature, you occasionally generate novel ideas for campaigns, business ventures, initiatives, or special events. Because of your strengths, you contribute many innovative ideas to the group during brainstorming sessions. You tend to be highly imaginative when proposals are fully heard and any criticism is reserved for a later time.

#### 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?