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Paul Wolfe

# Strengths Insight Guide

SURVEY COMPLETION DATE: 11-25-2019



DON CLIFTON

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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. Strategic
2. Achiever
3. Learner
4. Positivity
5. Arranger

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## 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 characteristically find the right words to express whatever you are thinking. You offer explanations, discuss ideas, give examples, or share stories. You effectively use the spoken word. Driven by your talents, 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. By nature, you might acknowledge your ability to detect specific configurations in events, data, or people's behavior. Perhaps you identify trends or potential problems before anyone else notices them. Sometimes you help people examine the consequences of taking action or failing to take action. Instinctively, you may have a tendency to produce original ideas. Perhaps your imagination is stimulated when you collaborate — that is, team — with future-oriented thinkers. It's very likely that 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.

#### 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?

By nature, you devote your full attention to immediate tasks and challenges. This explains why you give yourself plenty of time to comprehend what you read on the printed page or the computer screen. Diligence, persistence, and concentration are three of your distinguishing traits. It's very likely that you probably have a reputation for working hours and hours when the assignment adds special meaning to your work, studies, or life in general. Because of your strengths, you are known as a reliable and dependable person. You are motivated to work diligently. You cannot rest until you have completed what you told someone you would do. Instinctively, you probably set goals regarding the amount of recognition you give your coworkers. You aim to lavish them with compliments. Why? You want each person to feel valued and appreciated. Recipients of your abundant praise usually are eager to please you again. They often are willing to help whenever you ask. Chances are good that you need fewer detailed explanations than many people require. You contend that life is nothing more than a collection of random events. Although you work hard to reach goals, you likely trust fate to play a much larger role than you do.

#### Questions

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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?

By nature, you may appreciate opportunities to acquire knowledge, gain skills, or experience new things. Perhaps you refuse to let your mind grow dull by being complacent — that is, smug or self-satisfied. Instinctively, you yearn to know a lot. It makes little sense to you to skim through a book and read only the highlights. You delve more deeply into intriguing subjects than most people do. You love to gather all kinds of information. This explains why you take time to grasp ideas that appear in print. Driven by your talents, you possess the physical and mental endurance needed to spend hours studying, reading, or researching. The more you know, the more questions you have to ask. Your diligence reflects your need to work harder and longer than most people can. You set lofty goals for yourself and relentlessly pursue them. Once you have reached your objective, you direct much of your energy toward a second goal. You are self-motivated. You prefer to push yourself rather than relax. Chances are good that you typically enroll in demanding classes. You thrive in situations where you can test your talents as well as your endurance to discover how much you can accomplish. You need to prove yourself to yourself each day. It's very likely that you pay close attention to what is going on around you. You listen. You quiz people. You read. You probably take notes on key points. As you accumulate lots of information, you disregard what is unrelated, and pay heed to what is really important. The more you reflect on what you know, the more problems begin to reveal themselves, and eventually solutions start taking shape in your mind. Finally, given the situation, you select the best plan from your list of options.

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## Positivity

### SHARED THEME DESCRIPTION

People who are especially talented in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you sometimes feel quite good about what life has to offer. Perhaps your attitude helps others be more optimistic and upbeat, too. Driven by your talents, you may tend to be friendly, cheerful, and talkative. This partially explains why you ask questions or give compliments. Perhaps you are fascinated with each person's unique talents. By nature, you freely give of yourself. You are eager to share what you possess and know. This includes, but is not limited to, tangible objects, money, ideas, skills, knowledge, food, shelter, and time. Instinctively, you may realize the affirmations and acknowledgments of particular people make you feel good about yourself and life in general. Perhaps certain kinds of compliments or rewards contribute to your underlying sense of well-being. Chances are good that you may be filled with astonishment and hope about life when visionary thinkers describe some of the surprises that may be in store for humankind in the coming months, years, or decades.

#### Questions

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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?**

Instinctively, you volunteer for additional duties. You really enjoy being given authority over projects, individuals, or groups. You expect to be held accountable for the results you produce as well as your words and deeds. By nature, you may be the team member who is naturally congenial, pleasant, and accommodating. Some people appreciate your willingness to let them do things their way or state their views. Others might value your ability to listen, gather facts, or find common ground when discussions become overly emotional. To some extent, you help certain teammates find ways to compromise without losing the respect of others or jeopardizing their status in the group. It's very likely that you may help your teammates discover ways to cooperate that they never before considered. Sometimes you can identify certain individuals' talents, motivations, interests, skills, or knowledge. Maybe you tune in to their unique styles of thinking, working, or learning. Because of your strengths, you might be an individual who wants to know a little bit about the hopes or objectives of each group member. Perhaps the more you understand people, the easier it is for you to establish or sustain personal partnerships with them. Driven by your talents, you may gravitate to group-oriented activities. Perhaps you prefer to work with teammates rather than work by yourself day after day.

#### **Questions**

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