

strengths*multiplier*TM

From Strengths to Performance

Top **7** Strengths Report

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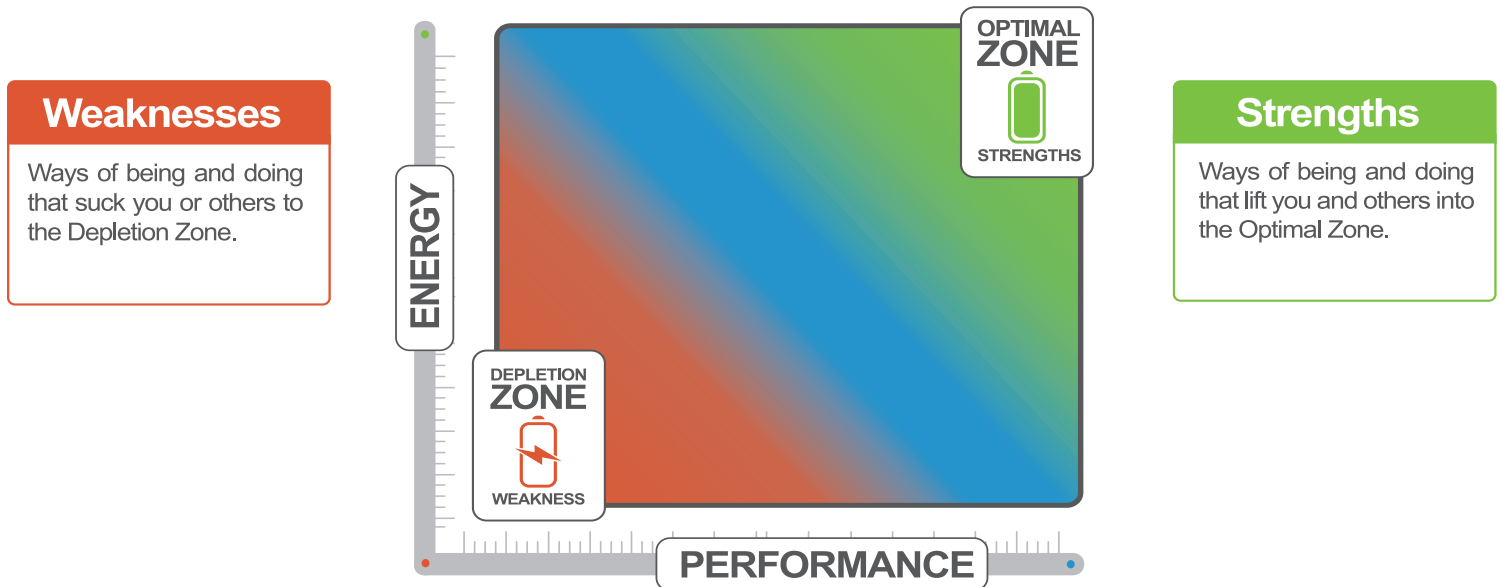


Top 7 Strengths Report

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Today, it is no longer enough to know what your strengths are. You must understand how to multiply them and use them to create high energy and performance for yourself and others. It is the key to living and working in the Optimal Zone. Helping you do this is the purpose of this report and its accompanying video-based coaching experience.



WHAT'S IN THIS REPORT?

To help you and others spend more time at high performance and energy, this report covers these key components of your strengths, which must be clearly understood and wisely used:

- **CONTRIBUTIONS** - these are your tools for solving problems, creating unique positive impact in your relationships and tasks, and lifting you and others to the Optimal Zone
- **NEEDS** - these are the necessary conditions or personal requirements in your tasks and relationships, essential to activating Optimal Zone energy and performance.
- **TRIGGERS** - these are the things that flip your strengths into weaknesses: your "You should" expectations of others and your "I should" judgments of yourself.
- **OVERUSE** - these are the Depletion Zone misuses of your strengths (Overuse patterns), which come in direct response to your unmet needs and unresolved triggers.

The report is broken into three sections to help you understand and multiply your strengths, and lead yourself to more energized performance and Work Joy.

Part 1

Your Strengths Lens

Part 2

Exploring Your Strengths Accelerators™

Part 3

Your Top 7 Strengths in Summary

Top 7 Strengths Report

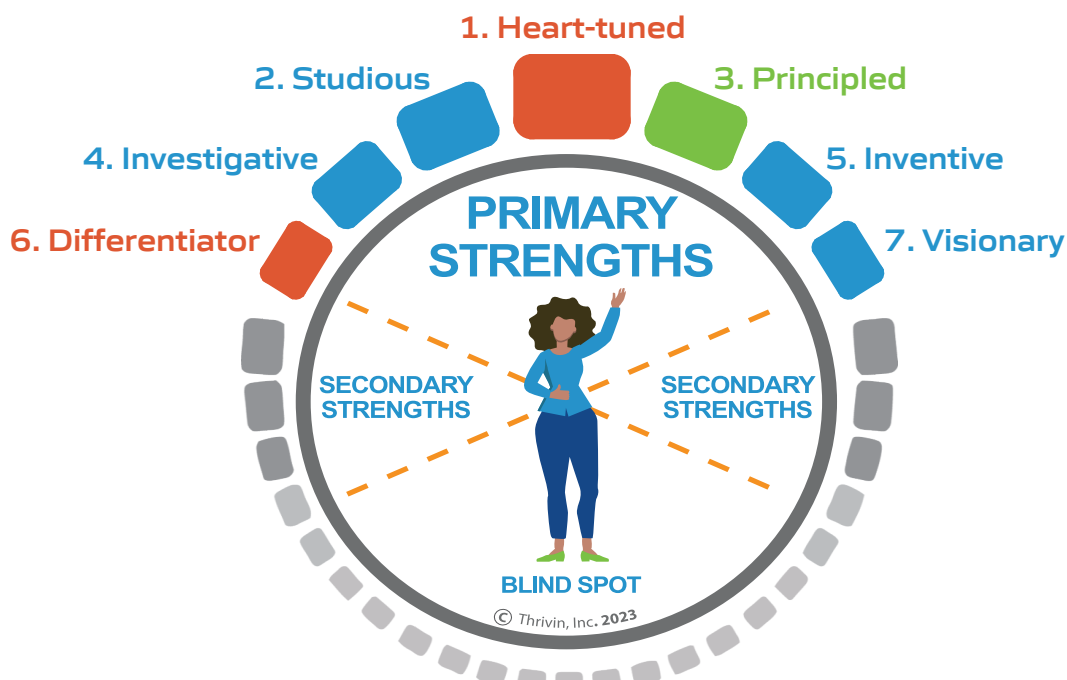
PART 1: YOUR STRENGTHS LENS

Each of your **Top 7 Strengths** come from one of four spheres of strength: **Visioning**, **Actioning**, **Enrolling**, and **Connecting**. In this report, the colors will help you to quickly see which sphere your strengths correspond to and how they best support you.

VISIONING	ACTIONING	ENROLLING	CONNECTING
These strengths see the big picture, ask good questions, and think out of the box.	These strengths create systems and processes and get things done in a timely way.	These strengths inspire others to engage and move toward shared purposes together.	These strengths focus on needs of individuals and the creation of trust-rich relationships.
<ul style="list-style-type: none">■ Inventive■ Investigative■ Reflective■ Retrospective■ Studious■ Surveyor■ Visionary	<ul style="list-style-type: none">■ Attainer■ Concentrated■ Order■ Organizer■ Pre-meditative■ Principled■ Reliability■ Solutionist	<ul style="list-style-type: none">■ Articulate■ Certainty■ Striving■ Igniting■ Optimistic■ Magnifier■ Recruiter	<ul style="list-style-type: none">■ Accord■ Agility■ Bridge-builder■ Cultivator■ Differentiator■ Heart-tuned■ Integrator■ Kinship

Your **Top 7 Strengths** combine to create your Primary Strengths Lens, which acts like a contact lens sitting over your eyes. It informs and shapes your view of the world, including your language, contributions, needs, triggers and expectations, as well as your weaknesses.

Your Primary Strengths Lens looks like this:



Top 7 Strengths Report

PART 2: STRENGTHS ACCELERATORS TM

CONTRIBUTIONS SUMMARY

Your Contributions allow you to uniquely create positive impact for yourself and others through the effective use of your strengths. They are summarized here for your reference:

	THIS STRENGTH MEANS YOU MAY TEND TO BE:	YOUR TASK-ORIENTED SUCCESS PATTERNS MAY INCLUDE:	YOUR RELATIONAL SUCCESS PATTERNS MAY INCLUDE:
HEART-TUNED 	<ul style="list-style-type: none"> Emotionally intuitive Nurturing Keenly observant of people 	<ul style="list-style-type: none"> Creating and holding accountability to relational agreements Helping remove emotional barriers to progress Fostering alignment through seeing and acknowledging emotions 	<ul style="list-style-type: none"> Acknowledging and expressing emotion to invite authenticity Awareness, openness, and curiosity (deep presence) Attuning to and validating emotion
STUDIOUS 	<ul style="list-style-type: none"> A researcher A fountain of knowledge and facts Drawn to what is unfamiliar 	<ul style="list-style-type: none"> Providing relevant supporting information Willingness to experiment (using mistakes to learn) Memorizing information with ease 	<ul style="list-style-type: none"> Teaching or tutoring others Asking curious questions Recovering quickly
PRINCIPLED 	<ul style="list-style-type: none"> Moralistic Duty driven Devoted 	<ul style="list-style-type: none"> Helping to align decisions to values Leading by example Calling attention to the "Deeper Why" 	<ul style="list-style-type: none"> Emphasizing outward action as a reflection of inner commitment Making extraordinary sacrifices Calling others back to their own values
INVESTIGATIVE 	<ul style="list-style-type: none"> Literal Evidenced based Exacting and specific 	<ul style="list-style-type: none"> Tracing problems to their source Providing proof and justification Collecting and reporting data 	<ul style="list-style-type: none"> Asking root cause questions to help others objectively view problems Bringing calculated logic as a steadying influence "I say what I mean and mean only what I say"
INVENTIVE 	<ul style="list-style-type: none"> Unconventional An original thinker Innovative 	<ul style="list-style-type: none"> Coming up with new approaches Thinking outside of the box Considering unimagined ways of doing things 	<ul style="list-style-type: none"> Bringing boundarylessness to creation (free others from their limits) Painting a picture of yet to be realized concepts Igniting energy in the process of brainstorming
DIFFERENTIATOR 	<ul style="list-style-type: none"> Appreciative of diversity Respectful of uniqueness Adaptive 	<ul style="list-style-type: none"> Turning strengths to mutual advantage Finding fit regardless of differences Adjusting approaches to meet diverse needs 	<ul style="list-style-type: none"> Treasuring the gifts and talents of others Holding the unique value of each person Personalizing based on individual preferences
VISIONARY 	<ul style="list-style-type: none"> Forward focused Predictive A forecaster 	<ul style="list-style-type: none"> Conceptualizing the abstract as if it were reality Envisioning future possibilities with clarity Identifying the likely impacts of decision making 	<ul style="list-style-type: none"> Reducing anxiety around the uncertain future Painting vivid pictures to connect others to the future Preparing people for change

Top 7 Strengths Report

NEEDS SUMMARY

Your Needs are the conditions under which your strengths flourish, and they are as unique to you as your Contributions. These are the things you often require to be your best:

TO BE YOUR BEST IN TASKS, YOU MAY NEED:

TO BE YOUR BEST IN RELATIONSHIPS, YOU MAY NEED:

HEART-TUNED



- Clear relational agreements
- Permission to address emotional barriers and misalignments
- Time to discern and process emotion

- Emotional honesty
- Acceptance of unspoken emotion as relevant and important
- Naming and validating emotions

STUDIOUS



- Novelty and variety
- Time to explore and gather information
- Openness to learning from mistakes

- Opportunities to share information
- Permission to ask questions
- Curiosity when facing the unknown

PRINCIPLED



- To know the "deeper why"
- Service to a cause bigger than self
- Visible alignment to values

- Knowing the values of others
- Commitment to the shared purpose
- Transparency and openness

INVESTIGATIVE



- Time to collect and evaluate data
- Opportunity to explore root cause
- Information, data and evidence

- Sticking to the facts
- Room to explore evidence
- Concrete, clinical and pragmatic conversation

INVENTIVE



- Space and time to explore ideas
- Clarity around outcome
- Flexibility, novelty and newness

- Energetic brainstorming
- Openness to change
- Ideas being heard

DIFFERENTIATOR



- Room to be unconventional
- Flexibility in approach and strategy
- Space for differences & diversity

- Celebration of individuality
- Adjustments based on changing needs or emotions
- Valuing of originality

VISIONARY



- Time and space to visualize the future
- Enough understanding of the present to inform forecasts
- Big picture conversation to precede detail focused discussion

- Willingness to engage in forward focused discussion
- Opportunity to share insights and projections
- Questions that connect future possibilities to present realities

Top 7 Strengths Report

TRIGGERS SUMMARY

Understanding your Triggers helps you see how your judgments and expectations of yourself and others create Depletion Zone-like energy and performance. Your “You should” and “I should” beliefs are summarized here for your reference:

YOUR “YOU SHOULD” BELIEFS MAY INCLUDE:

YOUR “I SHOULD” BELIEFS MAY INCLUDE:

HEART-TUNED



- You should know how I feel
- You should sense my needs
- You should not ignore emotion

- I should fix the emotional issues or problems
- I should understand and make sense of the emotion that is here
- I should be able to handle the emotion

STUDIOUS



- You should find the answer when you don't know
- You should learn from mistakes
- You should be curious

- I should ignite other's interest in new facts or information
- I should be good at helping other people learn
- I should know the answer

PRINCIPLED



- You should never question my integrity
- You should be willing to sacrifice yourself (for values/causes)
- You should be as offended by moral breaches as I am

- I should always ensure that actions are connected to purpose and values
- I should always be sure my actions speak louder than my words
- I should always honor ALL of my values ALL of the time

INVESTIGATIVE



- You should care about and share facts, evidence and data
- You should make logical and supported decisions
- You should be unemotional

- I should conduct adequate and thorough analysis
- I should get to the root cause of what is happening
- I should be correct and accurate

INVENTIVE



- You should stop critiquing ideas before they are all out
- You should easily generate ideas
- You should consider new ideas

- I should bring ideas
- I should generate novel options
- I should get others excited about ideas

DIFFERENTIATOR



- You should appreciate every contribution
- You should recognize uniqueness
- You should treat people differently according to their needs

- I should find ways to work with people who are completely different
- I should be able to create fit with anyone or everyone
- I should customize my approach to meet others' needs

VISIONARY



- You should have known this was coming
- You should see future possibilities as if they are real
- You should anticipate changes

- I should have seen this ahead of time
- I should have prevented this
- I should have expected this

Top 7 Strengths Report

OVERUSE SUMMARY

When your Triggers are tripped, it most often results in the Overuse of your strengths – and they end up showing up as weaknesses. Your Overuse patterns are summarized here for your reference:

THESE THINGS MAY TRIP YOU INTO “YOU SHOULD” OR “I SHOULD” BELIEFS AND TURN YOUR STRENGTHS INTO WEAKNESSES:

YOUR ENSUING OVERUSE PATTERNS ARE:

HEART-TUNED



- Emotion being judged or ignored
- Strong collective emotion
- Dismissal of the needs of self or others

- Becoming a fixer of people and their 'emotion'
- A loss of clarity between emotions of self and others (owning all emotions)
- Overwhelming flood of emotion (disproportionate to the situation)

STUDIOUS



- Unwillingness to learn (closed mindedness)
- Boredom
- Not being able to access relevant resources

- Drowning others in questions
- Excessively researching
- Expert teacher mode - talking down to others

PRINCIPLED



- Duplicity
- Politics and games that take the immoral, low ground
- Being forced to choose between values

- Preachiness and indoctrination
- Moral arrogance, right/wrong thinking (fierce judgement)
- Martyrdom

INVESTIGATIVE



- Rushed or unevidenced decision making
- Emotions and being emotional (self/others)
- Not having access to information, evidence, data

- Excessive critical and cross examination
- Analysis paralysis
- Dismissing emotion and invalidating relational needs

INVENTIVE



- Unwillingness to change
- Structure and rigidity
- Filtering before idea generation is complete

- Generating ideas that are disconnected from relevant needs
- Withdrawing from what is happening to identify new options
- Excessive and rapid idea generation

DIFFERENTIATOR



- Insensitivity to differences
- Inflexibility of rules
- Labeling and pigeon-holing

- Extreme rule-changing to adapt to individual needs
- Excessive individual expression that disregards group norms
- Dismissing group needs to focus on the individual

VISIONARY



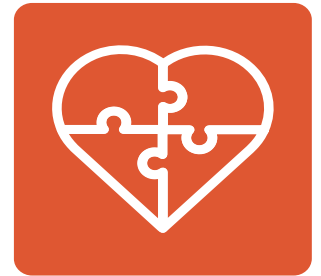
- Rigid attachment to historic and current solutions
- Fixation on processes and details before the big picture is clear
- Realism or pessimism that blocks possibility thinking

- Withdrawing and waiting for "I told you so"
- Lost in thinking about the future
- Presenting multiple future options all at once

Top 7 Strengths Report

HEART-TUNED

Heart-tuned is a **Connecting** strength, one that is well-versed in the language of feelings, tuned into unspoken emotion, and able to give it a voice. You are likely known for being emotionally intuitive, nurturing, and keenly observant of relationships and feelings. While this strength is primarily relational in nature, it also positively impacts tasks.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Creating and holding accountability to relational agreements
- Helping remove emotional barriers to progress
- Fostering alignment through seeing and acknowledging emotions

Your **relationship-oriented** success patterns include:

- Acknowledging and expressing emotion to invite authenticity
- Awareness, openness, and curiosity (deep presence)
- Attuning to and validating emotion

NEEDS

To be **your best in tasks**, you may need:

- Clear relational agreements
- Permission to address emotional barriers and misalignments
- Time to discern and process emotion

To be **your best in relationships**, you may need:

- Emotional honesty
- Acceptance of unspoken emotion as relevant and important
- Naming and validating emotions

TRIGGERS

You are likely to be triggered by feelings being judged or ignored, strong collective emotion, and dismissal of needs (self or others).

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should know how I feel
- You should sense my needs
- You should not ignore emotion

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should fix the emotional issues or problems
- I should understand and make sense of the emotion that is here
- I should be able to handle the emotion

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Becoming a fixer of people and their 'emotion'
- A loss of clarity between emotions of self and others (owning all emotion)
- Overwhelming flood of emotion (disproportionate to the situation)

Top 7 Strengths Report

STUDIOUS

Studious is a **Visioning** strength that is focused on intense curiosity and acquiring and sharing relevant information. You are likely known for being a good researcher, drawn to the unfamiliar, and for being a fountain of knowledge and facts. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Providing relevant supporting information
- Willingness to experiment and learn from mistakes
- Memorizing information with ease

Your **relationship-oriented** success patterns include:

- Teaching or tutoring others
- Asking curious questions
- Recovering quickly

NEEDS

To be **your best in tasks**, you may need:

- Novelty and variety
- Openness to learning from mistakes
- Time to explore and gather information

To be **your best in relationships**, you may need:

- Opportunities to share information
- Permission to ask questions
- Curiosity when facing the unknown

TRIGGERS

You are likely to be triggered by close-mindedness, rigid routine that lacks newness, and no access to learning and resources.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should find the answer when you don't know
- You should learn from mistakes
- You should be curious

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should ignite other's interest in new facts or information
- I should be good at helping other people learn
- I should know the answer

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Drowning others in questions
- Excessively researching
- Expert teacher mode - talking down to others

Top 7 Strengths Report

PRINCIPLED

Principled is an **Actioning** strength driven by a clear internal compass, honoring values, and living in alignment with meaning and purpose. You are likely known for being moralistic, duty-driven, and devoted. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Helping to align decisions to values
- Leading by example
- Calling attention to the "Deeper Why"

Your **relationship-oriented** success patterns include:

- Emphasizing outward action as a reflection of inner commitment
- Making extraordinary sacrifices
- Calling others back to their own values

NEEDS

To be **your best in tasks**, you may need:

- To know the "deeper why"
- Service to a cause bigger than self
- Visible alignment to values

To be **your best in relationships**, you may need:

- Know the values of others
- Commitment to the shared purpose
- Transparency and openness

TRIGGERS

You are likely to be triggered by empty promises, duplicity or game-playing, or unethical or immoral behavior or expectations.

You likely have **strong "You should" beliefs** (judgments) of others, including:

- You should never question my integrity
- You should be willing to sacrifice yourself for values or causes
- You should be as offended by moral breaches as I am

You may also have **strong "I should" beliefs** (judgments of yourself), including:

- I should always ensure that actions are connected to purpose and values
- I should always honor ALL of my values ALL of the time
- I should always be sure my actions speak louder than my words

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Preachiness and indoctrination
- Moral arrogance and fierce right/wrong thinking
- Martyrdom

Top 7 Strengths Report

INVESTIGATIVE

Investigative is a **Visioning** strength that is focused on thorough problem dissection and bringing certainty through fact-based decisions. You are likely known for being literal and evidence-based, exacting and specific, and for being a strong data collector/reporter. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Tracing problems to their source
- Providing proof and justification
- Collecting and reporting data

Your **relationship-oriented** success patterns include:

- Asking root cause questions to help others objectively view problems
- Bringing calculated logic as a steadying influence
- "I say what I mean and mean only what I say"

NEEDS

To be **your best in tasks**, you may need:

- Opportunity to explore root cause
- Time to collect and evaluate data
- Information, data and evidence

To be **your best in relationships**, you may need:

- Sticking to the facts
- Room to explore evidence
- Concrete, clinical and pragmatic conversation

TRIGGERS

You are likely to be triggered by rushed or unevidenced decision-making, not having access to information, and emotionalism.

You likely have **strong "You should" beliefs** (judgments) of others, including:

- You should care about and share facts, evidence and data
- You should make logical and supported decisions
- You should be unemotional

You may also have **strong "I should" beliefs** (judgments of yourself), including:

- I should conduct adequate and thorough analysis
- I should get to the root cause of what is happening
- I should be correct and accurate

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Excessive critical and cross examination
- Analysis paralysis
- Dismissing emotion and invalidating relational needs

Top 7 Strengths Report

INVENTIVE

Inventive is a **Visioning** strength that is focused on expanding available possibilities by giving birth to new ideas and originating new concepts. You are likely known for being an original thinker, unconventional, and innovative. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Coming up with new approaches
- Thinking outside of the box
- Considering unimagined ways of doing things

Your **relationship-oriented** success patterns include:

- Bringing openness to creation (free others from their limits)
- Painting a picture of yet to be realized concepts
- Igniting energy in the process of brainstorming

NEEDS

To be **your best in tasks**, you may need:

- Space to explore ideas
- Clarity around outcome
- Flexibility, novelty and newness

To be **your best in relationships**, you may need:

- Energetic brainstorming
- Openness to change
- Ideas being heard

TRIGGERS

You are likely to be triggered by a “maintaining status quo” mindset, and the editing, critiquing, or filtering of ideas before they have fully unfolded.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should stop critiquing ideas before they are all out
- You should be able to easily generate ideas
- You should consider new ideas

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should bring ideas
- I should generate novel options
- I should get others 'excited about ideas

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Generating ideas that are disconnected from relevant needs
- Withdrawing from what is happening to identify new options
- Excessive and rapid idea generation

Top 7 Strengths Report

DIFFERENTIATOR

Differentiator is a **Connecting** strength that brings with it an uncanny ability to see the unique gifts and talents of people and help them feel individually seen and valued. You are likely known for being appreciative of diversity, adaptive, and respectful of uniqueness. While this strength is primarily relational in nature, it also positively impacts tasks.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Turning strengths to mutual advantage
- Finding fit regardless of differences
- Adjusting approaches to meet diverse needs

Your **relationship-oriented** success patterns include:

- Treasuring the gifts and talents of others
- Holding the unique value of each person
- Personalizing based on individual preferences

NEEDS

To be **your best in tasks**, you may need:

- Room to be unconventional
- Flexibility in approach and strategy
- Space for differences and diversity

To be **your best in relationships**, you may need:

- Celebration of individuality
- Adjustments based on changing needs or emotions
- Valuing of originality

TRIGGERS

You are likely to be triggered by insensitivity to differences, inflexibility of rules, and labelling or pigeon-holing.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should appreciate every contribution
- You should recognize uniqueness
- You should treat people differently according to their needs

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should find ways to work with people who are completely different
- I should be able to create fit with anyone or everyone
- I should customize my approach to meet others' needs

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Excessive individual expression that disregards group norms
- Extreme rule-changing to adapt to individual needs
- Dismissing group needs to focus on the individual

Top 7 Strengths Report

VISIONARY

Visionary is a **Visioning** strength focused on intuitive foresightedness, and the ability to bring the future to life. You are likely known for being predictive, anticipatory, and being able to foretell events and outcomes with surprising accuracy. While this strength is primarily task-oriented, it also positively impacts relationships.



CONTRIBUTIONS

Your **task-oriented** success patterns include:

- Conceptualizing the abstract as if it were reality
- Envisioning future possibilities with clarity
- Identifying the likely impacts of decision making

Your **relationship-oriented** success patterns include:

- Reducing anxiety around the uncertain future
- Painting vivid pictures to connect others to the future
- Preparing people for change

NEEDS

To be **your best in tasks**, you may need:

- Room to visualize the future
- Enough understanding of the present to inform forecasts
- Big picture conversation to precede detail focused discussion

To be **your best in relationships**, you may need:

- Willingness to engage in forward focused discussion
- Opportunity to share insights and projections
- Questions that connect future possibilities to present realities

TRIGGERS

You are likely to be triggered by the rigid attachment to historic and current solutions, fixation on details before the big picture is clear, realism/pessimism that blocks possibility-thinking.

You likely have **strong “You should” beliefs** (judgments) of others, including:

- You should have known this was coming
- You should see future possibilities as if they are real
- You should anticipate changes

You may also have **strong “I should” beliefs** (judgments of yourself), including:

- I should have seen this ahead of time
- I should have prevented this
- I should have expected this

OVERUSE PATTERNS

When this **strength is showing up as a weakness**, it may look like this:

- Withdrawing and waiting for “I told you so”
- Lost in thinking about the future
- Presenting multiple future options all at once



Thrivin is the world's premier talent pipeline company, established to help employers develop, engage, and retain employees while also helping career-seekers achieve success and industry-specific skills through innovative career pathways. **Thrivin** is supported by the People Acuity "power skills" solutions and the insights of its proprietary strengths assessment, the StrengthsMultiplier™ tool, which have transformed organizations in 69 countries for the past two decades.

Thrivin helps organizations and individuals thrive in today's complex, changing marketplace by getting proficient, power-skilled people in the right places, and resolving challenges related to:

- TALENT SUPPLY
- LEADER/MANAGER DEVELOPMENT
- CULTURE AND ENGAGEMENT
- EMPLOYEE RETENTION
- TEAM EFFECTIVENESS
- CHANGE AGILITY.

Thrivin is known for deeply understanding leaders' and employees' needs, creating unique pathways towards the roles that are most needed, and helping to grow people who then grow the organization. **Thrivin** jumpstarts thriving careers of job-seekers and job-growers, and improves the global job market with skilled and empowered employees who are ready to make their companies and communities a better place.

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- COACHING FOR INDIVIDUALS, TEAMS, AND EXECUTIVES
- IN-HOUSE FACILITATOR TOOLS AND CERTIFICATION
- CUSTOMIZED CAREER PATHING/TALENT DEVELOPMENT SOLUTIONS FOR ORGANIZATIONS

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