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Sarah Lubic

# Strengths Insight Guide

SURVEY COMPLETION DATE: 03-04-2020



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. Developer
2. Empathy
3. Achiever
4. Responsibility
5. Analytical

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## Developer

### SHARED THEME DESCRIPTION

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Driven by your talents, you sometimes inspire your teammates with words that bolster their confidence. Maybe you remind them they have the abilities needed to attain their goals. It's very likely that you typically want to capture first place and be the champion. You also read the moods of your opponents. You probably understand their reactions as they handle victories, defeats, or ties. By nature, you throw yourself into your work even when you are personally inconvenienced. You usually place the well-being of others above your own. Chances are good that you are keenly aware of others' moods. Your insights can be especially valuable when you are helping someone develop strength by acquiring a skill, gaining knowledge, or using a talent. Because of your strengths, you may concede that monetary rewards, though important, are not a substitute for feeling content with your life.

#### 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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## 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?

Instinctively, you encourage people to express their innermost thoughts and feelings, and you refrain from judging them. You like knowing that others depend on you to listen. Moreover, you have noticed that individuals come to you for advice. By nature, you sometimes bring smiles to people's faces by making them feel welcome. Perhaps your circle of acquaintances, teammates, classmates, family members, or friends is amazed by your ability to attract individuals who represent diverse backgrounds and interests. It's very likely that you have a way of soothing people. You are honored when a person entrusts to you his or her innermost secrets, longings, feelings, hopes, ideas, or fears. Your ability to sense someone's emotions often eases the person's anxiety. Chances are good that you might tune in to the feelings of people. Maybe you cheer them up when they are sad, disappointed, lonely, frustrated, or afraid. Driven by your talents, you sometimes make an effort to cheer up your teammates. Perhaps you want them to see the good qualities in one another as well as in the situations they face. Few things may please you as much as resolving people's frustration, apathy, or anger.

#### Questions

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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 earnestly apply yourself to seeing things as they really are. You bring a practical, matter-of-fact, and unsentimental outlook to various discussions, projects, or planning meetings. Driven by your talents, you usually give your undivided attention to individuals. You automatically concentrate on whatever they are saying. You earnestly strive to eliminate distractions or reduce interruptions that get in the way of your really understanding someone. Instinctively, you put a lot of effort into telling a story. You strive to amuse, entertain, or inform your audience. You have a reputation for setting the scene, making characters come alive, and capturing the drama of a situation. Because of your strengths, you may diligently examine what needs to be revamped, revised, modified, or fixed. Periodically you give all your attention to a single problem. It might be related to your personal life, your job, or your studies. Chances are good that you are motivated when your results are compared to those of others. To a large degree, this explains why you are so determined to continue working until your outcomes are recognized as the very best.

#### Questions

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## Responsibility

### SHARED THEME DESCRIPTION

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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

By nature, 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. Instinctively, you are determined to be victorious. As much as you yearn to be “number one,” you know cheating is unacceptable. You probably experience remorse when you unintentionally take unfair advantage of anyone. You likely think finishing first counts only when you have followed all the rules just like everyone else. It’s very likely that 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. Because of your strengths, you have a reputation for exhibiting more adult-like behavior than many of your colleagues, teammates, classmates, friends, and other peers. Many individuals regard you as an expert in your field. They probably notice you are organized, reliable, dependable, and efficient. When people acknowledge these traits, you are motivated to use them on a daily basis. Chances are good that you draw on your reserve of personal accountability when pressed to complete tasks. Fulfilling your commitments spurs you to do whatever it takes to complete projects. You realize others depend on you. This explains why you seldom rest until your work is done.

#### **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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## 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?**

Driven by your talents, you may seek to be regarded as a believable, competent, and accomplished person. Perhaps you appreciate being valued for your ability to reason through things. Sometimes you use bits of evidence to reconstruct ideas, processes, plans, and/or mechanisms. Sometimes you start with the whole and reduce it to bits of evidence. Instinctively, you may rely on credible facts or objective data when you are faced with a difficult choice. Perhaps you refuse to act in haste. Occasionally you might ask for more time to examine the evidence or evaluate the situation before deciding on a course of action. Because of your strengths, you occasionally uncover how and why certain things happen as they do. You might share these discoveries with colleagues, teammates, or friends. Perhaps you streamline your explanations, covering only the essential facts. Some listeners may appreciate receiving less detail so the main points are apparent. It's very likely that you occasionally promise yourself to do certain things better in the future. Perhaps you study the linkages between final outcomes and the factors leading up to them. As a result, you may identify a few enhancements you need to make in yourself, in someone else, in a process, or in a plan. Chances are good that you are somewhat reasonable about what you plan to accomplish in the future. Perhaps you can identify the steps and the order in which you must perform them. To some degree, this improves the chances of reaching your intended goal.

#### **Questions**

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