



Strengths Academy

StrengthsFinder Descriptions

Azusa Pacific University

Achiever

- ▣ Hard working
- ▣ Stamina
- ▣ Busy, long “to do” list
- ▣ Highly productive
- ▣ Goal-oriented
- ▣ Highly motivated



Activator

- ▣ Turn ideas into actions
- ▣ Impatient with talking about doing things—wants to do them now
- ▣ Powerful force in making things happen
- ▣ Action is the best method for learning—learn by doing



Adaptability

- ▣ Live in the moment
- ▣ Future will be determined by the choices made today
- ▣ Adjust easily
- ▣ Go with the flow
- ▣ Handle the unexpected well



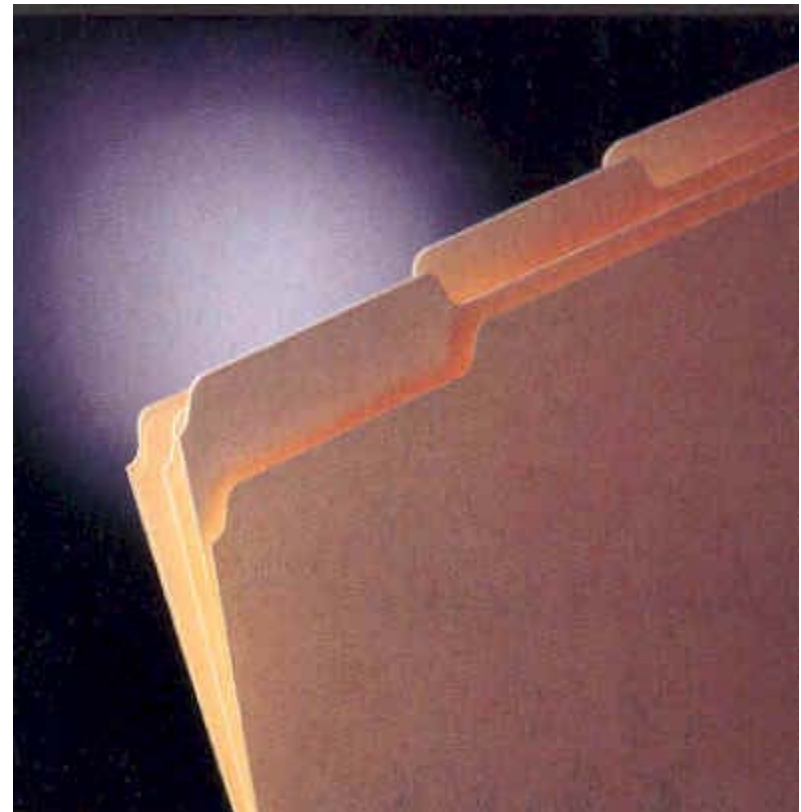
Analytical

- ▣ Search for reasons for why things are
- ▣ Cause and effect
- ▣ Want to see the evidence
- ▣ Ask questions
- ▣ Objective and data-driven
- ▣ Look for patterns and connections
- ▣ Logical and rigorous



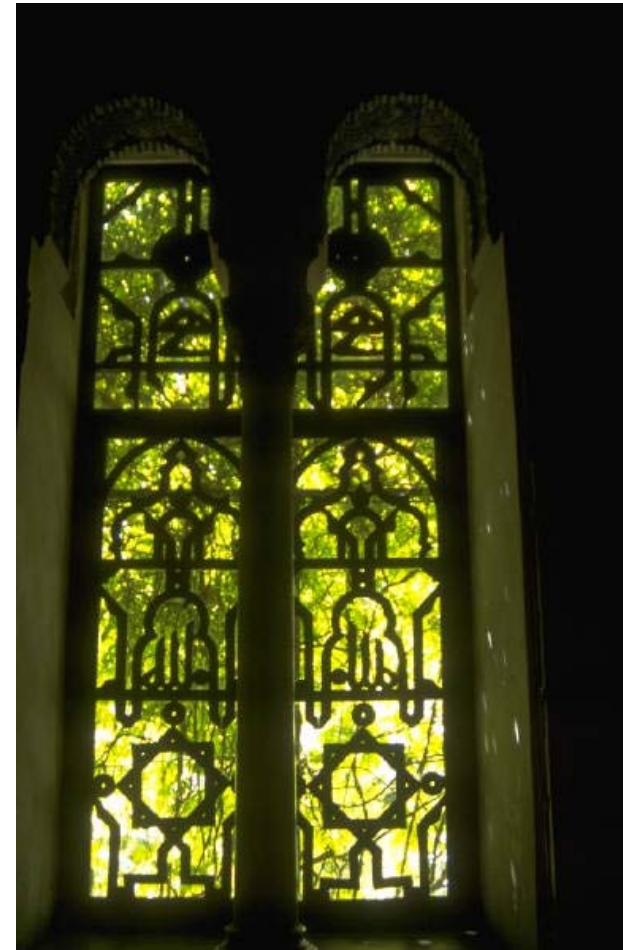
Arranger

- ▣ Highly organized
- ▣ Flexible
- ▣ Order out of chaos
- ▣ Multi-tasker
- ▣ Able to find the right combination of people and resources to get things done
- ▣ At their best in dynamic situations, confronting the unexpected



Belief

- ▣ Enduring core values
- ▣ Deeply held ideas about life, purpose, and how things should be
- ▣ Energized by activities that are mission-congruent
- ▣ Dependable, consistent
- ▣ Highly ethical



Command

- See what needs to be done and say so
- Willing to confront
- Take charge in a crisis
- Very willing to share opinions with others
- Push others to take risks
- Presence and poise



Communication



- ▣ Enjoy talking—and do it well
- ▣ Good at explaining clearly
- ▣ Captivating stories, images, metaphors
- ▣ Inspirational and motivating

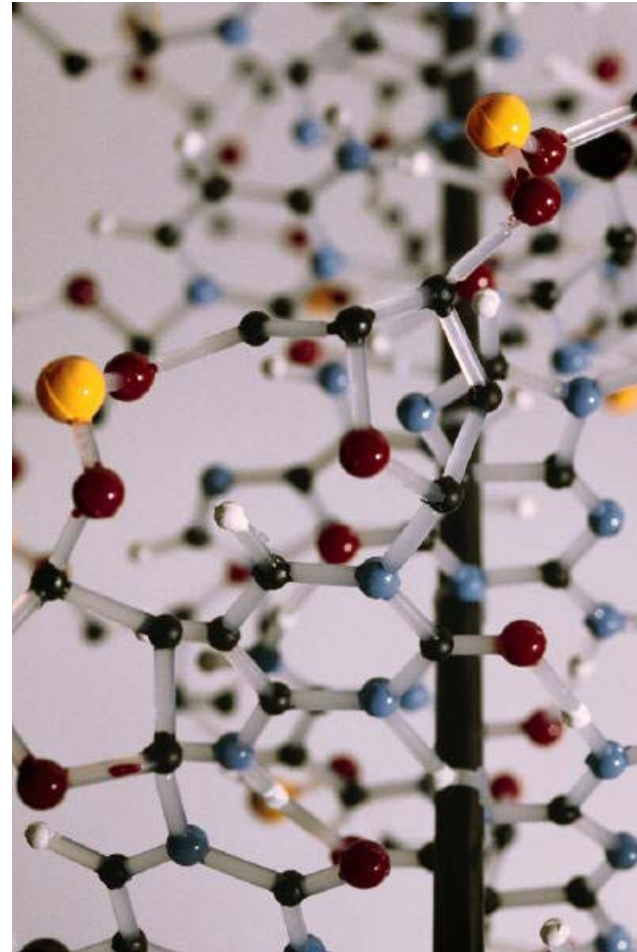


Competition

- Wants to excel, to win
- Tend to compare self to others
- Pushes self and others to be the best
- Good at selecting venues where they can excel and achieve
- Performance-oriented

Connectedness

- ▣ See that all things happen for a reason
- ▣ Believe that all things are connected to each other
- ▣ Respectful, considerate, accepting, caring for others because of this connection
- ▣ Bridge builder
- ▣ Strong sense of purpose in life





Consistency

- ▣ Balance is important
- ▣ Clear rules and procedures enable them to treat everyone fairly and equally
- ▣ Warrior against special treatment or favoritism
- ▣ Predictable and even-handed
- ▣ Fair and just in their treatment of others
- ▣ Good at designing and implementing policy

Context

- ▣ Look to the past to understand the present
- ▣ See patterns that emerge from studying what happened before
- ▣ Need to understand the history of an event and the surrounding dynamics of decisions
- ▣ Want to understand how we got to where we are
- ▣ Understanding initial intentions and underlying structure gives them confidence to make decisions



Deliberative

- ▣ Think through all the pros and cons before making a decision
- ▣ Making the right decision is more important than the timing of the decision
- ▣ Almost always make good decisions—just not quickly
- ▣ Thorough and careful, often a private person
- ▣ Good at seeing the risks inherent in any decision



Developer

- ▣ See the potential in others
- ▣ Love to see progress —they appreciate the baby steps others ignore
- ▣ Encouraging
- ▣ Like to help others experience success



Discipline



- ▣ Highly organized
- ▣ Get things done on time
- ▣ Create order and structure where needed
- ▣ Efficient, effective, & task-oriented
- ▣ Need predictability
- ▣ Most productive when there is a routine and can feel in control of the situation

Empathy

- ▣ Instinctive understanding of others
- ▣ Sense what it is like to be someone else
- ▣ Pick up on the pain and joy of others, sometimes before they express it
- ▣ People felt heard and understood by them and are drawn to them by this
- ▣ Form close supportive relationships with others





Focus

- ▣ Prioritize actions
- ▣ Good follow-through
- ▣ Goal-oriented—need to see a clear destination
- ▣ Stay on track
- ▣ Filter out anything that doesn't get them toward the goal



Futuristic

- ▣ Can see in detail what the future might hold
- ▣ See possibilities
- ▣ Visionary
- ▣ Energized by what lies ahead
- ▣ Can paint a picture for others



Harmony

- ▣ Peacemakers
- ▣ Seek consensus
- ▣ Can see points of view that people have in common
- ▣ Good at helping others work together
- ▣ Hold conflict to a minimum
- ▣ Practical

Ideation

- ▣ Creative and original
- ▣ Love to brainstorm
- ▣ Always look for connections and new perspectives
- ▣ See possibilities
- ▣ Good at helping others reframe things
- ▣ Can synthesize a lot of different ideas into simpler concepts



Includer

- ▣ Reach out to the “outsider”
- ▣ Accepting of others
- ▣ Want others to feel a part of things
- ▣ Nonjudgmental
- ▣ Believe everyone is equally important and valued





Individualization

- ▣ See others as distinct, unique persons
- ▣ Can see how people who are very different can work together
- ▣ Can build productive teams because they see the talents and strengths and structure their teams around those strengths
- ▣ Form powerful relationships with others that build on trust and being taken seriously

Input

- ▣ Inquisitive collectors
- ▣ Crave information
- ▣ Active curiosity
- ▣ Expert
- ▣ May feel they don't have enough information yet to make a decision



Intellection

- ▣ Love to study and engage in intellectual discussions
- ▣ Need time to think – really enjoy the thinking process
- ▣ Love to reflect and ponder – need time alone to do that
- ▣ Introspective



Learner

- ▣ Love the process of learning as much as what is actually learned
- ▣ Want to continuously improve
- ▣ Learning builds confidence
- ▣ Thrive in dynamic work environments and short-term projects





Maximizer

- ▣ See talents and strengths in others, sometimes before they do
- ▣ Love to help others become excited by their potential
- ▣ Capacity for seeing what others do best and how to match people to tasks
- ▣ Good networker
- ▣ Stimulate group excellence

Positivity

- ▣ Enthusiastic
- ▣ Optimistic
- ▣ Energetic
- ▣ Stimulate others to be more productive and hopeful
- ▣ Generate energy and enthusiasm in others
- ▣ Generous with praise, quick to smile



Relator

- ▣ Enjoy working hard with close friends to achieve a goal together
- ▣ Deep relationships with a small circle
- ▣ Pulled toward people they already know
- ▣ Comfortable with intimacy
- ▣ Self-disclosing



Responsibility

- ▣ Dependable
- ▣ Others count on them
- ▣ Keep their word
- ▣ Take psychological ownership for anything they commit to
- ▣ Good follow-through
- ▣ Conscientious
- ▣ No excuses



Restorative

- ▣ Energized by problem-solving
- ▣ Readily take on projects others see as “unsalvageable”
- ▣ Can analyze a situation and see immediately what needs to be fixed
- ▣ Quickly recognize problems others don’t see
- ▣ Love to “save the day”





Self- assurance

- ▣ Self-confident
- ▣ Have faith in their strengths
- ▣ Able to take risks, meet challenges, deliver on promises
- ▣ Confident in own judgment and ability to manage their own life
- ▣ Resilient—bounce back from disappointments
- ▣ Not pressured by what others may think

Significance

- ▣ Want to have an impact on others—making a difference in the world is important
- ▣ Powerful contributors
- ▣ Enjoy recognition
- ▣ Goal-oriented and achievement-oriented
- ▣ Independent—want to be given choices and do things their own way



Strategic

- ▣ Create multiple ways to do things
- ▣ Always have Plan B
- ▣ Can quickly see relevant patterns and issues in any problem
- ▣ Always ask “what if?”
- ▣ Can see different ways of reaching a goal or solving a problem



Woo

- ▣ Winning others over
- ▣ Capacity to quickly connect with others and generate positive responses from them
- ▣ Comfortable with strangers and crowds—always seem to know what to say
- ▣ Enjoy the challenge of meeting new people and getting people to like them
- ▣ Rarely at a loss for words

