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Strengths Insight Report

SURVEY COMPLETION DATE: 07-21-2016



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Your Top 5 Themes

1. Competition
2. Command
3. Deliberative
4. Adaptability
5. Relator

Competition

SHARED THEME DESCRIPTION

People who are especially talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you often tackle assignments with great enthusiasm and speed. Your "Let's just do it right now!" attitude causes many of your friends to pitch in and work alongside you. They probably share your desire to capture topmost honors and first-place titles. Instinctively, you approach most win-lose situations in a practical and realistic manner. When you are intent on being victorious, you automatically extinguish any sentimental feelings you have toward your rivals. By nature, you characteristically are quite enthusiastic about contests and tournaments. You likely aim to finish first and be declared the very best. Driven by your talents, you do everything you can to ensure your group triumphs over its rivals. Your desire to be on the best team usually motivates you to excel. When scores are kept and performance is rated, you are satisfied only when your group captures the topmost award. Because of your strengths, you sometimes work hard to reach specific personal or professional goals. These include, but are not limited to, earning a pay raise, winning a promotion, receiving a degree, acquiring something you value, or completing a certification program. Perhaps challenges related to status motivate you more than others do.

Command

SHARED THEME DESCRIPTION

People who are especially talented in the Command theme have presence. They can take control of a situation and make decisions.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you empower people with your air of certitude — that is, confidence. Your very presence reassures them that they indeed are quite ready and capable of tackling assignments, spearheading projects, or playing key positions on a team. Chances are good that you routinely make demands of people. You issue direct orders and establish well-defined expectations. Your frank and forceful style probably is most effective with individuals who realize you appreciate their strengths, accept their limitations, or understand their goals. Instinctively, you are likely to be the team member who influences your friends to start tasks and keep working until they are done. You often pressure your pals to reach goals by issuing orders, confronting slackers, or forcing poor performers to meet quality standards. You generate enthusiasm for a project by pulling together all the human or material resources your teammates need to succeed. Because of your strengths, you usually coordinate your teammates' schedules or outline their agendas. You usually help them obtain needed supplies. You insist they boldly confront difficult people or complicated situations. You probably are the member of the team who sets up things to unfold exactly as you planned. Driven by your talents, you might enjoy assisting certain groups by sharing your innovative thoughts with them. Perhaps people rely on you to present more creative proposals or solutions than anyone else.

Deliberative

SHARED THEME DESCRIPTION

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you select your friends with great care. You are comfortable nurturing up-close and personal relationships with these chosen individuals. The quality of your relationships is much more important to you than the number of people who say you are their friend. Chances are good that you are willing to sacrifice affection and relationships to be true to yourself. In your opinion, life is not a popularity contest. By nature, you characteristically are quite reserved. You carefully consider just about everything you say and do. This explains to a large degree why you are happy to let someone else begin discussions. You prefer to listen to others talk. As a result, you probably know what many individuals are thinking and feeling. After you have acquired a lot of information, you tend to say very little about it. Because of your strengths, you deliver compliments only when you are certain the person deserves recognition. Flattery is not your style. Honesty and sincerity are. You probably think long and hard before acknowledging someone's achievements or contributions. Driven by your

talents, you choose your friends with care and caution. Like you, these individuals have a reputation for honoring their commitments. Like you, they do exactly what they say they will do. Your most enduring friendships are built on a foundation of mutual trust.

Adaptability

SHARED THEME DESCRIPTION

People who are especially talented in the Adaptability theme prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you usually do much better when you are free to respond to demands and problems as they arise. Understandably, you dislike being forced to follow someone else's plan of action. Having to use outdated and inefficient processes probably is just as frustrating. Chances are good that you allow events to unfold. You have the good sense to be flexible and accept change as it occurs. This explains why your friends often describe you as unflappable — that is, not easily excited. Instinctively, you allow events to unfold. You have the good sense to be flexible and accept change as it occurs. This explains why your friends often describe you as unflappable — that is, not easily excited. Driven by your talents, you contend that life consists of many uncertainties. This explains why you are cautious about guarantees, sure deals, cannot-fail projects, novel proposals, and money-making schemes. You feel restricted when forced to adhere to someone's inflexible plan of action. You prefer to let the future unfold at its own pace. By nature, you live in a state of hope-filled expectancy. You eagerly await what will come next. You probably feel your life is a lot more interesting when you are not forced to follow set routines, rigid rules, and/or predictable plans.

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?

Driven by your talents, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all. It's very likely that you are happy to share your perspective on things when asked. You really appreciate people who have a gift for beginning discussions or making small talk. These individuals usually create a safe environment for you to express your ideas and feelings. Because of your strengths, you consistently measure up to your high expectations when working, studying, or playing. By nature, you are someone to whom others turn for an honest perspective about a project, person, event, or idea. They trust you will share your viewpoints. Instinctively, you embody the adage: "If you want to get something done, ask a busy person." You deliver peak performances when you can tackle a task. You experience tremendous satisfaction each time you accomplish something. You probably like being held accountable for your actions and words.