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# Strengths Insight Guide

SURVEY COMPLETION DATE: 12-24-2022



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

# Andrew McFadyen-Ketchum

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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. Achiever
2. Learner
3. Responsibility
4. Communication
5. Arranger

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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?

It's very likely that you tend to be quite selective about the company you keep. You prefer to spend time with individuals who are trustworthy. You consciously avoid people whose words and deeds indicate they value honesty less than you do. Because of your strengths, you are quite clever about many things. You typically outmaneuver or outthink most individuals. Why? You probably are a lot more persistent, unyielding, and energetic than they are. By nature, you are a real stickler for completing work on schedule. You certainly dislike turning in assignments late or arriving at meetings after they have started. Driven by your talents, you labor to create a future that bears little resemblance to your past. You choose to be a forward-looking person rather than someone who holds on to what was and never will be again. Chances are good that you channel your efforts into the task at hand. You persevere until you have gained the knowledge and skills needed to attain a goal. You can toil for many hours to secure your objective. You probably work hardest and most productively at a particular time of day.

#### 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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## 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?

Because of your strengths, you may see some value in continuous education. Perhaps this reflects your interest in particular topics. Sometimes you are fascinated with the process of acquiring knowledge or skills. It's very likely that you occasionally bring an upbeat perspective to instruction, training, or tutoring. Maybe you regard education as one of the essential elements of a well-lived life. Chances are good that you frequently examine the factors leading up to an event. Therein you discover the reasons why things happened the way they did. A number of individuals and/or groups probably appreciate your logical thinking style. Instinctively, you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention. By nature, you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt.

#### 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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## 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?

Driven by your talents, you sometimes choose to work independently. Perhaps you give exceptionally mature consideration to each step of your plan before you launch projects or begin assignments. Maybe you set out to do everything right. Because of your strengths, you are comfortable being open and honest about who you are. Often you intentionally avoid people who are less than truthful. You prefer to spend time with individuals who speak as candidly as you do about their strengths, shortcomings, hopes, disappointments, failures, or successes. It's very likely that you may be happier with your life when acquaintances and friends acknowledge your exceptionally responsible behavior. Perhaps they count on you to handle important as well as everyday tasks. Some people automatically trust you. Why? They might realize you are serious about meeting deadlines, keeping promises or paying attention to details. Chances are good that you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless, and careless. You likely refuse to produce sloppy work or engage in unethical practices. By nature, you might take on some additional duties or tasks when you feel fairly optimistic about yourself and your life.

#### 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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## Communication

### SHARED THEME DESCRIPTION

People who are especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you might admit that you participate in friendly rivalries for fun. Usually you are comfortable letting people know what you do and do not value. Instinctively, you might be the perfect guest at gatherings where few people know each other. Perhaps you engage an individual in conversation, then, based on what you learn, you may involve others who have similar interests. Once you get a small group chatting, you might excuse yourself to start the process all over again with another newcomer. To some extent, you are the catalyst for animated verbal exchanges. Chances are good that you might express your ideas and feelings so others take notice. To some degree, you delight in leading conversations, telling stories, making presentations, debating, or discussing. Perhaps the verbal give-and-take between human beings is something you value or do well. By nature, 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. It's very likely that you occasionally like to speak with newcomers to put them at ease. Perhaps your need to make verbal contact intensifies when outsiders first arrive on the scene. Maybe you derive satisfaction from involving them in discussions already in progress or engaging them in casual chitchat.

#### 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?

Because of your strengths, you may be able to appreciate what someone has to offer without feeling a need to befriend the person. Driven by your talents, you may become bored when you have only a few things to do. Perhaps you can think about several tasks at the same time. Squeezing in a bit of time here and there to work on each task keeps you mentally alert. Locating materials and timing their delivery might be your forte — that is, strong point. By nature, you may be known for completing whatever you start. When you can work alone, which is your preference, you might accomplish more than when you team up with others. It's very likely that you are careful to surround yourself with ethical people. You choose to associate with individuals whose consciences tell them the difference between right and wrong. You tend to distance yourself from those who lack this clarity. Instinctively, you sometimes do whatever is required to accomplish certain tasks. Perhaps you like being regarded as a doer.

#### 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?