

clifton
strengthsfinder 2.0

Strengths Discovery Guide



What makes *you* stand out?

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Your Top 5 Themes

Strategic
Individualization
Learner
Self-Assurance
Achiever

STRATEGIC

Shared Theme Description

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you may see solutions before other people know there is a problem. You might start formulating answers before your teammates, coworkers, or classmates understand the question. Sometimes you generate numerous ideas before sorting to the one that makes the most sense in a particular situation. It's very likely that you usually feel satisfied with life when your innovative thinking style is appreciated. You automatically pinpoint trends, notice problems, or identify opportunities many people overlook. Armed with this knowledge, you usually devise alternative courses of action. By evaluating the circumstances, available resources, and/or the potential consequences of each plan, you can select the best option. By nature, you work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people. Chances are good that you invent original ideas of your own. Your imagination is typically stimulated when you collaborate -- that is, team up -- with future-oriented thinkers. Instinctively, you can reconfigure factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one.

INDIVIDUALIZATION

Shared Theme Description

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you sometimes aid people by sharing your point of view. You might be more forthcoming -- that is, frank or direct -- when someone asks for your impressions about a particular person, event, or situation. It's very likely that you are keenly aware of people's unique traits. You notice characteristics that distinguish each person from everyone else. Chances are good that you occasionally provide your teammates with a logical perspective on things. You might show your partners how one action or a single comment caused something unexpected to occur. Experience might be one of your best teachers. This partially explains why you do not automatically orchestrate an event, plan a schedule, or allocate resources the same way you did the last time. Maybe you realize that every situation is unique. Because of your strengths, you gain a certain degree of satisfaction when you can be of some service to others. Instinctively, you sense that every person is one of a kind. You can quickly discover what makes someone distinct from everyone else.

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?

It's very likely that you may appreciate opportunities to acquire knowledge, gain skills, or experience new things. Perhaps you refuse to let your mind grow dull by being complacent -- that is, smug or self-satisfied. 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. Driven by your talents, you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question. By nature, you endorse the importance of acquiring additional knowledge and gaining new skills. You regard education as an ongoing activity. Because of your strengths, you concentrate for extended periods of time. This is one reason why you ultimately master skills and grasp concepts.

SELF-ASSURANCE

Shared Theme Description

People who are especially talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you now and again initiate serious discussions or casual chitchat with people you have just met. You might feel confident about your ability to talk with newcomers, outsiders, or strangers. You may recall specific times when this gift contributed to your accomplishments or gave you access to influential people. Instinctively, you typically use sound reasoning to identify the basic components of a complicated situation, process, event, or decision. You describe intricate things in ways that people can easily understand. You are likely to direct their attention to key points. You avoid overwhelming them with every fact and detail you know. It's very likely that you routinely reduce elaborate or intertwined ideas, processes, legal documents, and/or action plans to their basic elements. As a result, people usually turn to you for plainspoken, easy-to-understand explanations. By nature, you may rely on your gut instincts to determine how to react properly to a situation, an individual, or a group. Chances are good that you are attracted to volunteer projects, academic courses, or careers that challenge your intellect, skills, talents, and stamina. You trust yourself completely. This explains why you move toward rather than away from important, difficult, or meaningful endeavors.

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?

Chances are good that you put forth much effort and expend a lot of energy whenever you work or study. Even so, you usually question whether you could accomplish more than you currently do. This restlessness to excel probably motivates you to be highly productive each day. Because of your strengths, you naturally resist being held back, restrained, or controlled by people or events. You much prefer to be in charge of situations, materials, schedules, budgets, human resources, processes, or decisions. Waiting for someone else to issue orders or level judgments certainly is not your forte -- that is, strength. Instinctively, you may be the team member who delights in coordinating new projects, scheduling activities, or gathering materials for others. You sometimes play a key role in your team's success. By nature, you work with much more intensity in the evening. This awareness probably allows you to increase your productivity, improve the quality of your outcomes, enhance your efficiency, and better manage your priorities. It's very likely that you feel very good about yourself and life in general when you exhibit the self-discipline to apply all your energy -- mental and physical -- to a job, assignment, goal, or obligation.