



StrengthsFinder 2.0 Report

Strengths Insight and Action-Planning Guide

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Your Top 5 Themes

Achiever
Ideation
Activator
Significance
Connectedness

What's in This Guide?

Section I: Awareness

- A brief Shared Theme Description for each of your top five themes
- Your Personalized Strengths Insights, which describe what makes you stand out from others with the same theme in their top five
- Questions for you to answer to increase your awareness of your talents

Section II: Application

- 10 Ideas for Action for each of your top five themes
- Questions for you to answer to help you apply your talents

Section III: Achievement

- Examples of what each of your top five themes "sounds like" -- real quotes from people who also have the theme in their top five
- Steps for you to take to help you leverage your talents for achievement

Section I: Awareness**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 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. Driven by your talents, you probably expend a lot of energy to hold back your tears. You worry that individuals will think poorly of you when they see you cry. By nature, 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. Because of your strengths, you spend hours unraveling the mysteries of complicated procedures, routines, or systems. Your step-by-step descriptions help numerous individuals understand how things operate. Instinctively, you expend much mental energy to devise innovative ways of doing things. A change here and a change there normally stimulate your thinking.

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?

Ideation

Shared Theme Description

People who are especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Your Personalized Strengths Insights

What makes you stand out?

It's very likely that you marvel whenever you create a link between one thought or object and another. You develop entirely new concepts, theories, innovations, designs, plots, conclusions, proposals, and more. With each mental leap, you experience feelings of happiness, pleasure, and success. Driven by your talents, you automatically search for new or fresh ways to make upgrades or enhancements. When you suspect there is a better way to do something, you implement your revisions and test your innovations. Instinctively, you probably consider yourself an idea person. Your job, studies, or life in general are more exciting when people ask you to generate novel assignments, activities, or campaigns. By nature, you normally imagine numerous ways of doing something when you know your results, scores, or performances are being compared to everyone else's. Your desire to be the champion probably stimulates your creative thinking. Chances are good that you welcome opportunities to exchange new theories, innovative thoughts, and intriguing concepts. Others' original thinking probably stimulates your creativity.

Questions

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Activator

Shared Theme Description

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

Your Personalized Strengths Insights

What makes you stand out?

It's very likely that you might be the human spark plug on your team. That is, you may inspire or energize people to dedicate themselves to a task. Once a course of action is chosen, perhaps you are the person who says, "We've talked long enough. Let's get started right now. Why wait? Let's just do it!" Instinctively, you typically take the lead. You seldom wait for orders or directions from people in positions of authority. You probably operate on the premise that it is better to ask for forgiveness than to ask for permission. Using this approach, you have delivered impressive results and reached important goals. Chances are good that you probably feel jubilant about life when you can lead the charge, design the project, roll out the program, or rally people to work on a worthy cause. By nature, you often scare people by comparing your performance to theirs. They probably grow quite edgy as your drive to be the best becomes more evident to them. You typically take advantage of your rivals' timidity — that is, lack of boldness and determination. By doing so, you likely earn the best scores, ratings, or rankings. Because of your strengths, you sometimes inspire your teammates to be as enthused as you are about particular jobs, opportunities, events, causes, or ideas.

Questions

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Significance

Shared Theme Description

People who are especially talented in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

Your Personalized Strengths Insights

What makes you stand out?

By nature, you yearn to be held in high esteem. You want people to regard you as trustworthy, competent, and accomplished. You probably entertain ideas about doing things so much better that these individuals have to notice. Chances are good that you are pleased when people grasp what you are thinking or feeling. You want to be readily recognized for your giftedness and thoroughly appreciated for your contributions. You want people to join with and follow you for one reason: They regard you as a person of substantial importance or great influence. It's very likely that you are determined to be in charge of your own destiny. This is your life. You intend to be the ultimate decision maker regarding personal and professional matters. Because of your strengths, you refuse to live a meaningless existence. You seek a vocation that allows you to express your deepest values every day. Work or school provides you with the opportunity to enrich and deepen the quality of your life. You really want to do what you love doing. Your job or studies need to be much more than a means to an end — that is, a paycheck or a diploma. Instinctively, you look forward to days when you can make decisions about what to do and how to do it. Drifting haphazardly from one day to the next and from one year to the next makes you very uncomfortable. Why? You probably need to monitor your progress to avoid wasting time on the wrong activities.

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?

Connectedness

Shared Theme Description

People who are especially talented in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you feel very pleased with yourself and life in general when your words and deeds align with your fundamental values. By nature, you might be determined to do good for people and/or the environment. Perhaps you are puzzled by people who cause harm without realizing they are hurting themselves. Because of your strengths, you customarily search for pertinent facts and relevant data to reconstruct the chain of events that produced a problem or an opportunity. You prefer reasonable explanations. Typically you reject the notion that fate, chance, or luck rules your life. It's very likely that you welcome all kinds of people into your circle of friends, family, or acquaintances. You have an ability to bond with individuals without expecting them to conform to your way of thinking, working, or living. You typically revel in the diversity of humankind. You refuse to bemoan the fact that every person, language, or culture is different. You have concluded that human beings are inextricably linked with one another as well as with everything in the cosmos — that is, the universe. Instinctively, you desire to dictate the circumstances of your existence. You refuse to be a victim. You aim to leave your mark on the world. Although you want to be in charge of everything, you realize this is unrealistic. Why? You sense you are somehow linked to every human being on the planet. Whatever you choose to do or not do affects them. Their choices eventually affect you. You walk a tightrope between needing to manage every part of your life and knowing this is impossible.

Questions

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