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Lauren Mindrum

# Strengths Insight Guide

SURVEY COMPLETION DATE: 01-23-2023



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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. Harmony
2. Individualization
3. Developer
4. Input
5. Empathy

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## Harmony

### SHARED THEME DESCRIPTION

People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you may be the team member who finishes the assignments given to you each day. Perhaps measuring up to the high standards certain people set for you is fulfilling. Driven by your talents, you may be happy to do exactly what is assigned to you, as long as you sense that you are not being asked to carry more than your fair share of the workload. Checking those tasks off your list may bring you much pleasure, and may help you get along with others who notice your close attention to the work required of you. Because of your strengths, you adopted a practical outlook on life during childhood. You figured out how to avoid “rocking the boat” — that is, how not to cause trouble or disrupt an otherwise stable situation. This was true in your relationships with not only children, but also adults. Today, you have a knack for treating everyone the same. You want the environment and everyone in it, including yourself, to behave in a predictable, calm, and cordial manner. Instinctively, you may detect impending conflict sooner than some people do. Perhaps this awareness can be attributed to your insights into what specific individuals think or feel. Before issues escalate to a boiling point — that is, get out of hand — you might direct others' attention to the few areas where they already share the same points of view. By nature, you naturally search for plans, ideas, and techniques that have proved to be successful. You are eager to share your practical insights with people who are at odds — that is, opposing or quarreling — with one another. You help them move from a position of confrontation to one of general agreement. You continually look for ways to create calm and peace within groups of people and between individuals.

#### 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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## 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?**

Chances are good that you sometimes grasp how one person's talents, skills, or knowledge can fill another's gaps. You might realize a group's ability to solve problems lies in the diversity of its members. Maybe you like to study everyone's backgrounds, talents, experiences, attitudes, ages, educational levels, or cultures. Perhaps then you feel prepared to set up the team to handle puzzling challenges. It's very likely that you derive much joy from assisting people in need. Because of your strengths, you sometimes coordinate the efforts of diverse individuals without denying them their uniqueness. You might emphasize their common goals. You might call attention to their talents, skills, knowledge, backgrounds, or other traits. Perhaps you help people peacefully coexist. This may enhance their overall productivity. Driven by your talents, you now and then pause to recognize how people are alike and how they are different. Maybe you know a lot about each person's talents, interests, background, dreams, or limitations. Instinctively, 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.

#### **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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## Developer

### SHARED THEME DESCRIPTION

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you periodically empower individuals by expressing your confidence in them. Perhaps you comment favorably about their knowledge, skills, talents, or successes. You might feel that life is grand when your words of encouragement or support motivate someone to excel or attempt something for the first time. Driven by your talents, you occasionally tune in to the moods of specific people. You might have spent quality time together or shared some experiences. When you make a point of really knowing someone, it might be easy for you to accurately interpret the person's emotions in certain kinds of situations. Chances are good that you place more importance on the purpose and value of what you do than on the monetary rewards that accompany success. By nature, you exhibit some awareness of the changing moods of people. Perhaps you can understand the feelings they have about themselves, each other, or their experiences. Maybe these insights permit you to respond to each one in a fitting way. It's very likely that you may embolden some people so they begin believing in themselves. Perhaps you help them realize certain things they can accomplish in the future. Sometimes you remind them about certain things they already do well.

#### Questions

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## Input

### SHARED THEME DESCRIPTION

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

By nature, you may pay attention to some of the things going on around you. Perhaps you listen, quiz people, read, or take notes. As you accumulate information, you might disregard what is unrelated, and pay heed to what seems important. Sometimes the more you reflect on what you know, certain problems reveal themselves, and eventually some solutions start taking shape in your mind. Then you try to select the best plan from your list of options. Driven by your talents, you may feel a bit more upbeat about your life when you engage in mentally stimulating conversations with specific types of people. Because of your strengths, you look forward to having time alone to read a good book or news publication. You can step into the lives of a novel's characters or the plight of a news story's victims. While others only comprehend the facts, you are drawn to the subtle and emotional meanings of words. You have an ability to experience the drama of fictional or real human beings. Many times, a tear slips down your cheek as you feel another's betrayal, sorrow, loss, or despair. Instinctively, you probably acquired a fascination for reading as a child. During your formative years, becoming totally engrossed in a book was likely how you "stayed out of the way" of some people. Besides keeping the peace and being absorbed into the group, you commonly collected information about fictional characters, human nature, geography, historic events, other cultures or science. It's very likely that you may gravitate to serious conversations where specific people exchange certain types of ideas, concepts, or theories. To some extent, you try to avoid small talk, rumors, or gossip. Considering the information you might have gathered, perhaps you can decide what is and is not worth remembering. You might have a way of cataloging some of these thoughts so you can recall them later.

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## Empathy

### SHARED THEME DESCRIPTION

People who are especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you may be emotionally attuned to what is going on in your own or others' lives. Perhaps you concentrate on what is good. Sometimes you search for the best in people, experiences, assignments, or situations. Maybe you strive to fill certain individuals with joy. Occasionally you find ways to unburden them of their anxieties, frustrations, sadness, disappointments, fears, or anger. Driven by your talents, you might be aware that certain coworkers benefit from your approval or compliments. Perhaps you sense when a person needs to hear kind, encouraging, or supportive words from a colleague. Maybe you enjoy celebrating the contributions, strengths, discoveries, or victories of some individuals. Because of your strengths, you occasionally know without resorting to reason what some people think about you as a person or as a professional. The impressions they have of you might contribute to your success or failure. To some degree, the views of particular individuals influence your words or deeds. Instinctively, you can sometimes soothe or quiet people who become frustrated, agitated, angry, distraught, or upset. Perhaps your awareness of the unpredictable or changeable moods of specific individuals helps you monitor their feelings, thoughts, or experiences from one moment to the next. It's very likely that you may be delighted when certain visionaries trust you enough to share their innovative ideas. Perhaps you sense that they simply need someone to listen as they think aloud.

#### 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?