



STRENGTHS FINDER

2.0

#1 New York Times

StrengthsFinder 2.0 Report

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Your Top 5 Themes

Individualization
Learner
Achiever
Relator
Input

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?

It's very likely that you periodically enjoy watching people. In the process, you may discover what makes each individual truly unique or special. You may be a student of humankind who is curious about the backgrounds and interests of each person. Driven by your talents, you might observe people's behavior and listen to their words. Perhaps these insights permit you to determine what makes each human being a distinct, separate, and unique person. Because of your strengths, you might be able to distinguish each person's unique contribution to a conversation. In some ways, you guide the exchange of information by drawing out the singular perspectives of individuals. Once in a while, you help others express their varied, peculiar, eccentric, quaint, or unusual viewpoints. Perhaps you enliven dialogues by honoring the value of each human being. By nature, you may easily engage others in conversation. You might seek to make discoveries about the unique traits of certain individuals. You might ask questions to understand their hopes, successes, goals, strengths, or special interests. Instinctively, you help individuals acquire knowledge and gain skills. You are a fine instructor, tutor, and/or trainer.

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?

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?

By nature, you are a rational thinker. That is, you exhibit good judgment and exercise sound reasoning. These thought processes serve you well whenever you set out to acquire true knowledge and/or gain a skill. You school yourself by reading, investigating, examining, experiencing, or receiving instruction in a subject. Because of your strengths, you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention. Driven by your talents, you probably register for the most difficult rather than the easiest classes. You likely take courses from teachers who have a reputation for being tough and demanding. You ordinarily have great faith in your ability to earn the top grade in these instructional situations. Chances are good that you enjoy sharing your point of view with individuals who ask, “What do you think?” When you are familiar with the topic, problem, or people involved, you are quite comfortable expressing yourself. Otherwise, you set out to discover the facts and weigh them with care before speaking your mind — that is, giving advice or openly stating your ideas. It’s very likely that you occasionally uncover how and why certain things happen as they do. You might share these discoveries with colleagues, teammates, or friends. Perhaps you streamline your explanations, covering only the essential facts. Some listeners may appreciate receiving less detail so the main points are apparent.

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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 occasionally establish weekly performance targets for yourself. You may also organize or plan new projects. This partially explains why you know where you are headed, how you plan to proceed, and when you might reach your goal. To some extent, pushing hard for desired results excites you. Instinctively, you sometimes enjoy launching new initiatives. Perhaps you have a reputation for knowing how to get projects moving forward. By nature, you often go out of your way to stay informed about newsworthy topics. Numerous people probably count on you to tell them about information updates, due dates, meeting changes, or special assignments. 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. Because of your strengths, you labor tirelessly when you know your performance and results are being compared to those of other people. You probably find it hard to recall a time when you failed for lack of effort. You are naturally motivated to be the very best — not merely one of the top finishers. Your satisfaction comes from being “number one.”

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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?

Because of your strengths, you may be regarded by some individuals as a fine trainer, tutor, or instructor. Occasionally you describe yourself in these terms. By nature, 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. Driven by your talents, 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 may cause certain people to feel worthwhile and appreciated. How? Maybe you invite them to share some of their aims for the future. When you know a bit more about a person, you might begin nurturing a meaningful partnership. Chances are good that you might do your best training after you become well-acquainted with someone. Perhaps you want to discover each individual's unique talents, work style, goals, motivations, or interests. Maybe these insights tell you what suggestions to make or what tips to offer during coaching sessions.

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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?

Instinctively, you might pay particular attention to what certain people think of you. Perhaps you intentionally use complicated words or specialized terminology to position yourself as an expert or a professional in the minds of others. Sometimes you use language to your advantage when you hope to influence, confront, make demands of, or issue orders to specific individuals. Maybe your vocabulary allows you to speak with a bit more authority than usual. By nature, you occasionally broaden your vocabulary by memorizing a few theoretical, job-specific, or complicated words. In a somewhat organized manner, you might examine the multiple meanings attached to a particular term. Perhaps you memorize several of its definitions so you can use the same word in numerous ways. Thus, you may be able to express specific ideas in minute detail. In certain cases, your message is so clear that there is little room for confusion. Because of your strengths, you might be able to convince individuals that you truly see their value and worth. Perhaps you accomplish this by teaching them specialized terms or theoretical words that you use every day. Maybe you provide them with some opportunities to put their newfound knowledge to work. Driven by your talents, you sometimes use academic-sounding words to talk about your ideas or areas of expertise. Perhaps you have invested time in broadening your vocabulary by looking up words in the dictionary and committing their meanings to memory. Chances are good that you may be a wordsmith — that is, a person who works with words. Perhaps you collect complicated terms and their definitions. Whether you can use these immediately or months later is of little concern. You might realize your sophisticated vocabulary is an “open sesame” — that is, words that unfailingly bring about a desired end. You might speak or write in such a manner that the condition of humankind or the planet improves in some small, yet meaningful, way.

Questions

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