



StrengthsFinder 2.0 Report

Strengths Insight Guide

SURVEY COMPLETION DATE: 07-11-2014

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Your Top 5 Themes

Maximizer
Analytical
Input
Learner
Significance

Maximizer

Shared Theme Description

People who are especially talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

Your Personalized Strengths Insights

What makes you stand out?

Instinctively, you might identify situations where you can assist people by using your talents. To some degree, you want to concentrate on doing what you do well. Perhaps this is your pathway to success. It's very likely that you give yourself credit for reducing elaborate procedures, ideas, regulations, or systems to their fundamental parts. This explains why people ask you to tell them how things function and why other things malfunction. Because of your strengths, you have a reputation as a hard worker. You probably help people understand your talents and areas of excellence. They frequently observe you practicing the use of your talents, skills, and knowledge. You sense you can do various things much better tomorrow as long as you refuse to take your abilities for granted today. Chances are good that you make good choices and draw sound conclusions. Coupling this with your strong sense of urgency, you can produce results quickly. Less decisive individuals are still trying to figure out what they should do after you have finished one task and moved on to the next one. By nature, you customarily figure out what makes each person special. You talk to, observe, or study individuals who produce nothing less than excellence to identify what inspires them. Unquestionably, you prefer to associate with those who share your passion for taking something good and making it better. Once you understand what drives a person, you can motivate him or her to transform whatever was made better into something utterly superb.

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?

Analytical

Shared Theme Description

People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

Your Personalized Strengths Insights

What makes you stand out?

Instinctively, you naturally reveal how things function through your good reasoning. You bring a high level of objectivity to your fact-finding. This allows you to identify the basic pieces of a mechanism, program, process, regulation, or code. In addition, you can outline the sequence of steps and the placement of parts so things operate properly. Because of your strengths, you are a rational thinker. You rely on reason to investigate what started a chain of events. You collect and study evidence. Then you pinpoint the key parts of a machine, idea, problem, or process. You discard bits of information that are irrelevant to your research. Driven by your talents, you may be perceived by your teammates as a businesslike individual. Perhaps you avoid activities in the workplace or classroom that might make you appear foolish. Chances are good that you may offer assistance to people who are struggling to assign a level of importance or urgency to various jobs. Sometimes you help them break a big project into separate manageable tasks. Perhaps you outline the order in which they need to complete these smaller chores. By nature, you may have mastered some techniques for isolating recurring sequences in data. Perhaps the discovery of important numerical series exhilarates you. Periodically you pinpoint emerging trends, determine areas of stable performance, or identify problems in their earliest stages.

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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?

Driven by your talents, you may be able to compel some individuals or groups to move into action by using official-sounding words. Your extensive vocabulary might contain hard-to-understand terminology that sets you apart. Perhaps you speak with an air of authority that you fail to hear. So, if you display impatience and say, “Let’s get started right now!” people might refrain from questioning your order. Chances are good that you thirst for new ideas and knowledge. Often you lose yourself in a book. You pore over the ideas contained on its pages for long stretches of time. Why? You want to absorb as much information as you can. Because of your strengths, you periodically seek out experts when you need information or guidance to decide on a proper course of action. You might study the difficult-to-understand words used most frequently by these specialists. Armed with a new language, you may approach several individuals to discover when your ideas about what to do align with theirs. Perhaps your intent is to benefit from their expertise rather than argue that your approach is correct regardless of what they think. It’s very likely that you periodically interject highly technical language into your conversations — language that may be understood by a limited number of people. Perhaps your vocabulary, in and of itself, alerts listeners that your ideas and opinions carry some extra weight. Maybe your air of authority causes certain individuals to take seriously whatever you tell them. Instinctively, you may exhibit a distinctive manner of expression when you speak or write about certain topics. You attempt to choose words that set you apart from everyone else. You might enjoy being different, and you might dislike being regarded as only one more face in the crowd. This partially explains why you enjoy memorizing some difficult-to-understand words and their definitions. When you use this language, specific people may say you are trustworthy, knowledgeable, and accomplished.

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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?

It's very likely that you may prefer to work in certain groups. Perhaps you are attracted to teams whose activities or challenges intrigue you. Periodically you choose to give specific matters your undivided attention. By nature, you might offer assistance to people when the predicament in which they find themselves fascinates you. Maybe you come to the aid of others when they ask you to study an intriguing problem, unanswered question, or unfamiliar subject. Occasionally you are delighted to report back to them your discoveries and conclusions. Driven by your talents, you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energizes you. You are likely to escape from situations and avoid people who want you to keep doing what you already know how to do well. Maintaining an intellectual status quo is unacceptable to you. Because of your strengths, you exhibit a never-ending need to gather lots of facts, data, or background information. Frequently you combine your interest in collecting ideas with your ability to make individuals feel truly valued. For example, when a person enlightens you about something you did not know, you are apt to tell him or her how much you appreciate that insight. People usually recognize your sincerity. They enjoy having influenced you. Chances are good that you sometimes enroll in difficult or demanding classes. You might aim to expand your knowledge or challenge your thinking about certain things.

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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?

Driven by your talents, you might choose to surround yourself with productive people. Why? Maybe they are not afraid of hard work or long hours. It's very likely that you may partner with people whose work ethics are sound. Perhaps you prefer collaborating with individuals who seek continuous improvement. Like you, some of them might refuse to associate their names with average or mediocre outcomes. Chances are good that you might enjoy speaking when you sense your audience is open-minded enough to consider your ideas. Instinctively, you sometimes work hard to reach specific personal or professional goals. These include, but are not limited to, earning a pay raise, winning a promotion, receiving a degree, acquiring something you value, or completing a certification program. Perhaps challenges related to status motivate you more than others do. Because of your strengths, you inspire people to believe in themselves by believing in them. Your attentiveness allows numerous individuals to blossom and flourish personally as well as professionally.

Questions

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