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# Strengths Insight Guide

SURVEY COMPLETION DATE: 09-05-2021



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. Responsibility
2. Deliberative
3. Analytical
4. Relator
5. Belief

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## Responsibility

### SHARED THEME DESCRIPTION

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

By nature, you find it difficult to extinguish your impulse to work hard. Your feelings of personal accountability mean you set few limits for yourself. Instead of watching the clock, you can completely lose track of time when immersed in simple or complex projects. Disregarding your official work schedule, you probably have stayed late or arrived early to finish your assignments. You always know you will somehow accomplish what you said you would do. It's very likely that you often argue that people should be held to the highest moral standards. You insist that those who break the law be required to accept the consequences of their deeds. You have little sympathy for people who are caught in the act of taking things that do not belong to them. Instinctively, you are impelled to deliver on all of your commitments. You are determined to meet all of your obligations. Doing so is your badge of honor. It is one reason why people describe you as trustworthy and dependable. Chances are good that you willingly assume moral, legal, and mental accountability for people, processes, or assignments. Your outward behavior demonstrates your reliability. Others view you as a person who can be trusted to follow through on commitments. Driven by your talents, you are hardwired to do exactly what you said you would do. Your word is your bond. You are likely to earn the respect of many people. You even win over those who have a hard time trusting anyone. Why? You rarely disappoint them.

#### 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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## Deliberative

### SHARED THEME DESCRIPTION

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

By nature, you ponder your decisions rather than react without thinking through things. You weigh the possible ramifications, consequences, outcomes, and effects. You aim to understand the basic “whys” and “hows” of a situation, problem, or opportunity. People trust you to be cautious. They expect you to raise important issues that require further consideration. Instinctively, you often are described as earnest and businesslike. Many individuals appreciate your methodical and unhurried way of processing facts or numerical data. Because of your strengths, you are intentional and purposeful about what you do. “Rash” and “impulsive” are not adjectives most people would use to describe you. Typically you think through things thoroughly before speaking or acting. By nature, you tend to be businesslike in your approach to personal and professional issues. It’s very likely that you rarely think about winning the affection of people. Perhaps being your own person is more important to you than being popular with lots of individuals. Driven by your talents, you are choosy about the people you call “friend.” You make sure you know what makes an individual singular, distinct, or special. You regularly detect subtle differences and nuances — that is, slight or delicate variations — in the personality of each individual you meet.

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## 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?

By nature, you rely on reason to make sense of facts, events, people's behavior, problems, or solutions. You consistently outmaneuver others when comparisons are being made between your results and theirs. It's very likely that you traditionally prefer to finish things before they are due. You are apt to give yourself sufficient time to outline the steps of each activity. When you are diligent about planning, your ability to move efficiently toward the deadline improves. Instinctively, you are a good ally for people who are uncomfortable or overwhelmed at the prospect of interpreting numerical information. Numbers are your language. They speak to you. They tell you stories. They allow you to make sense of things. You can take them apart and reconfigure them. You understand and appreciate the logic embedded in data. Chances are good that you are energized each time you isolate a recurring set of numbers in data. You realize these sets have meaning. They contain questions, answers, trends, opportunities, and mysteries. Because of your strengths, you like to set goals when you are alone, but can also enjoy team goal-setting. All you ask is that the objectives are reasonable. You probably expect the final objectives to be clearly defined and logical.

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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?

By nature, you bond with and work well with people who tell you what they want to accomplish in life. Because of your strengths, you enjoy the companionship of individuals who tell you what they plan to accomplish in the coming weeks, months, or years. Once you know their goals, you can help them reach their objectives. Few things please you more than this. It's very likely that you are fully aware of what is said when people confide in you. They know you hear them. They know you care about them. They know you comprehend what they are thinking and feeling. Often friends turn to you to test an idea or express an opinion. Based on your comments, they can evaluate whether their ideas make sense. Chances are good that you help many people grasp elaborate and complicated ideas, processes, theories, or rules. You intentionally use easy-to-understand words and phrases. Instinctively, you are determined to share your knowledge and skills with people you coach, mentor, or train.

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## Belief

### SHARED THEME DESCRIPTION

People who are especially talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Driven by your talents, you throw yourself into your work even when you are personally inconvenienced. You usually place the well-being of others above your own. Instinctively, you want your life to really matter. You are determined to contribute to the well-being of individuals and the human family. You sense you can be an influence for good in the world. Because of your strengths, you regularly dedicate your energy and personal time to various issues, causes, or projects. You harbor a deep-seated desire to have a good influence on the planet and its people. Your goal is simple: "I want to leave the world in a lot better shape than I found it." By nature, you are determined to push for changes that will benefit humankind or Earth itself. Your desire to have an impact motivates you to enter into conversations with intelligent people. Drawing on their wealth of knowledge and ideas as well as sharing your treasure trove of wisdom is exciting. These discussions frequently cause you to think in new ways and to reexamine your purpose in life. Chances are good that you yearn to provide your loved ones with the finest things in life. This desire forces you to think of better ways to meet the needs of family members. When time and money must be reallocated, you often are the person who figures out how to do it.

#### Questions

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