
Strengths Insight Report

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Your Top 5 Themes

Relator
Harmony
Responsibility
Connectedness
Maximizer

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?

Chances are good that you may welcome the questions or concerns voiced by people. You might listen compassionately to some and offer counsel to others. People sometimes seek you out because your insights are helpful. Maybe they appreciate the way you occasionally cause them to think in new ways. Instinctively, you may sense people depend on you to clarify abstract ideas. Perhaps your ability is appreciated when someone or a group needs to understand an intricate system, problem, rule, procedure, contract, or design. By nature, you might make certain types of difficult-to-understand ideas a little bit easier for people to comprehend. Driven by your talents, you have close companions who frequently seek your guidance. You help them find answers to their personal and professional problems. This makes you a valuable friend. Because of your strengths, you sometimes use sound reasoning to identify the basic components of a complicated situation, process, event, or decision. Perhaps you describe certain types of intricate things in ways that people can easily understand. Occasionally you direct their attention to specific points. You might avoid overwhelming particular individuals with every fact or detail you know.

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?

Because of your strengths, you enjoy helping certain individuals discover what they may have in common. When people realize they are more alike than different, they may start collaborating on projects, solving problems, or sharing resources. From time to time, you are the one who makes several people aware of the way things really are. Straightforward and objective, perhaps you lay out some facts so those involved might agree to move forward together in one direction. Instinctively, you may get people to like you by finding something everyone can agree on. Perhaps this is one way you reduce conflict between yourself and others. Chances are good that you sometimes welcome opportunities to acquire additional knowledge or new skills. From a practical perspective, ongoing education might allow you to take advantage of experiences or engage in activities for the first time. You may want others to be informed about these training sessions. Perhaps it strikes you as unjust or elitist — that is, snobbish — not to make this news available to everyone. By nature, you sometimes seek out and listen to the opinions of others before you express your own views. It's very likely that you might search for facts when coping with uncertain situations. By taking a problem apart piece by piece, you occasionally discover its glitches — that is, its minor problems that cause temporary setbacks. Once in a while, your objective investigation benefits individuals, particularly those who become emotional when confronted with difficulties. Perhaps your insights into what is factual enable them to view things a bit more matter-of-factly. Maybe this is one way you help some people agree on how to deal with unpleasant circumstances or overcome obstacles.

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?

Chances are good that you may enjoy hearing people describe you as more serious than some of your colleagues, classmates, teammates, friends, or coworkers. Because of your strengths, you might ensure that you do the right thing simply to avoid feeling you have done something wrong. Maybe you regret making a mistake, violating a rule, breaking a trust, or producing poor results. Perhaps this explains why you set especially high standards for yourself. It's very likely that you sometimes enjoy doing whatever is needed to assist people. Perhaps you have a reputation for keeping your promises.

This partially explains why some individuals agree to let you help them. Driven by your talents, you might be described by your teammates as someone who keeps promises. Maybe certain people trust you so much they do not keep checking on your progress. Perhaps they have discovered over time that you honor your commitments. Instinctively, you may have a reputation for exhibiting more adult-like behavior than a few of your colleagues, teammates, classmates, friends, or others. Some individuals regard you as an expert in your field. Perhaps they notice you are talented, skilled, and/or knowledgeable. When certain people appreciate these traits, you might be motivated to use them on a daily basis.

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?

By nature, you now and then engage in laborious tasks. You might yearn to dedicate yourself to some worthy cause or noble purpose. Perhaps fortifying the bonds between yourself, the people you know, and even those you will never meet gives your life special meaning. Chances are good that you may enjoy the company of people who have faced and conquered some of life's difficulties. Perhaps they have gained wisdom you lack. Occasionally you benefit from their philosophical insights. Instinctively, you routinely isolate facts that link ideas, events, or people. You are especially sensitive to how one person's optimistic or negative thoughts can affect the entire human family. This prompts you to pay close attention to what individuals and groups think and do. Driven by your talents, you may choose to join groups whose members discuss ethics — that is, issues of right and wrong — philosophy, or the consequences of current events. Perhaps give-and-take conversations stimulate your mind. You might link together ideas no one else considered. It's very likely that you may convince people that a project or cause improves humankind's quality of life. Occasionally you persuade them how important it is to protect the planet's resources for future generations. Perhaps you help people realize they can accomplish more good as a group than they can as individuals.

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?

It's very likely that you may realize that you work hard to get ready for certain types of group

discussions, practices, meetings, or rehearsals. Maybe you are more serious than some people are about studying concepts, reading materials, completing assignments, or putting your ideas in writing. Your advance planning might free you to contribute quite a bit to the team. By nature, you sometimes acquire expertise or skills in areas that might allow you to advance. Perhaps you optimize — that is, perfect as much as possible — your talents by making a conscious decision to use them more often. Chances are good that you might spend more time thinking about your good points than your shortcomings. Perhaps you are aware that you make more progress or do things better when you build on your talents. Because of your strengths, you exhibit an awareness about what you do and do not do well. You trust your instincts in this regard. Over time, you have progressed faster and moved further by relying on your talents. You simply refuse to risk losing confidence in yourself by tackling assignments for which you lack the talent, even when you may possess some relevant knowledge, skills, or experience. Instinctively, you are sometimes keenly aware of your ability to do good work when you are allowed to concentrate on a single activity. Perhaps being expected to handle multiple tasks simultaneously puts you at a disadvantage. Maybe it even compromises the quality of your outcomes.