



STRENGTHS FINDER

2.0

#1 New York Times

StrengthsFinder 2.0 Report

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Your Top 5 Themes

Deliberative
Harmony
Futuristic
Relator
Ideation

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?

Chances are good that you may approach your studies or work with dignity and in a businesslike manner. Perhaps it makes sense, therefore, that you know some complicated, technical, or subject-specific words. You might take time to think through whatever you are going to say or write before you begin. If you have identified your main theories or concepts, you might be able to express them with clarity and precision. By nature, 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. It’s very likely that you sometimes show a particularly strong concern for what matters in your life, work, or studies. As a result, you might be determined to master words associated with certain types of activities or assignments. Perhaps these terms and their definitions are as theoretical as they are difficult to understand. You might realize that your collection of technical, subject-specific, or academic words is a work in progress — that is, ongoing. Driven by your talents, you might be regarded by some people as a businesslike person. Perhaps you feel confident about yourself and life in general when certain individuals tell you how much they value your no-nonsense approach. Because of your strengths, you may ponder options rather than react without thinking through things. Sometimes you weigh the ramifications, consequences, outcomes, or effects. Sometimes you aim to understand the basic “whys” and “hows” of a situation, problem, or opportunity. Individuals might trust you to be cautious. They might expect you to raise important issues that require further consideration.

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?

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?

Instinctively, you sometimes feel a bit more confident about yourself and life in general when you finish every task you have been assigned by the end of the day. Perhaps you complete your work because you do not want to upset anyone, or because you do not want to take advantage of anyone — or simply because you want everyone, including yourself, to be happy. It's very likely that you ordinarily describe yourself as practical and realistic. You labor earnestly to find specialists who can help you figure out the right responses to questions. “Why reinvent the wheel?” you ask when they already know what to do. By nature, you are willing to work with your coworkers, classmates, teammates, family members, and friends. You realize everyone sees opportunities, problems, solutions, and events differently. While you have opinions, you refrain from imposing them on others. You are good-natured — that is, you have a pleasant, cheerful, and cooperative disposition. Because of your strengths, 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. Driven by your talents, you are friendly and logical. You intentionally avoid arguments and fights. Peaceful coexistence is one of your core values. You strive to be cooperative. Within reason, of course, you are willing to carry out the wishes of others.

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Futuristic

Shared Theme Description

People who are especially talented in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you channel your mental and physical energies toward what you can accomplish in the months, years, or decades ahead. The question you must answer is this: “How far into the future can I think before my ideas start becoming vague or uninspiring?” Chances are good that you are eager to get started on a project once you realize what you can accomplish in the coming weeks, months, or years. You work very hard to breathe life into your big dreams. These often push and pull you into the future. Because of your strengths, you have a capacity for envisioning what the coming months, years, or decades could, should, or will be like. Frequently you are prompted to transform your ideas into things you can touch, taste, see, smell, or hear. By nature, you may intentionally take charge of your future. You might be determined to shape it as you wish. This partially explains why you set aside some time to ponder your goals. You may be impelled to create the experiences you desire. To some extent, you might agree with the notion “If you can think it, you can make it happen.” It’s very likely that you are sometimes filled with hope as you think about the good things you might accomplish in the coming months, years, or decades. Perhaps this reinforces your sense of personal well-being. When you are forced to concentrate solely on current situations, you may become less enthusiastic about life.

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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?

Chances are good that you are comfortable conversing with individuals who know exactly what they want to accomplish personally and/or professionally. You have an easy time bonding with people who are open and honest about their goals. Perhaps you derive a bit of satisfaction from helping people design specific performance objectives for themselves. Because of your strengths, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all. Driven by your talents, you bond with and work well with people who tell you what they want to accomplish in life. Instinctively, you build partnerships and friendships one by one. You want to know each individual's hopes and ambitions. You recognize that everyone has a unique style of working, thinking, learning, or problem solving. From the start, you strive to identify someone's personal and professional objectives. When you are successful, the quality of your interactions with this person is enhanced. By nature, you occasionally feel pleased when friends seek your counsel. Perhaps being asked for guidance uplifts you. It may give meaning to your life.

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Ideation

Shared Theme Description

People who are especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you often are the originator of fresh ideas for brand-new campaigns, business ventures, initiatives, or special events. Because of your strengths, you welcome opportunities to understand people one by one. You carefully examine each person's strengths, shortcomings, character, choice of friends, interests, goals, and history. This enables you to draw conclusions and make judgments about individuals. It's very likely that you are highly sensitive to what others think of you. This sensitivity continually motivates you to do things better than you have in the past. By nature, you regard yourself as logical and reasonable. You spontaneously reduce mechanisms, processes, proposals, ideas, or formulas to their basic parts. You figure out how the pieces interrelate. Your discoveries tell you why something does or does not function the way it should. Instinctively, you typically generate inventive ideas for new projects, especially those that require upgrading things. When you are challenged to be an innovative thinker, you feel valued.

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