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# Strengths Insight Report

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## Your Top 5 Themes

Command  
Ideation  
Activator  
Individualization  
Strategic

## Command

### Shared Theme Description

People who are especially talented in the Command theme have presence. They can take control of a situation and make decisions.

### Your Personalized Strengths Insights

*What makes you stand out?*

It's very likely that you help people do more and better work by issuing demands. You tell them it is unacceptable to simply meet minimum requirements. You want to see proof they are accomplishing what you told them to do. Because of your strengths, you may encourage people by accepting them just as they are. Maybe you thrive in environments where you are surrounded by people from different cultures or backgrounds. Sometimes you actively seek the company of people who speak a foreign language, wear native attire, or practice their culture's customs. Instinctively, you probably have exhibited the traits of boldness, assertiveness, and/or self-reliance since childhood. Chances are good that you generate ideas quickly. You draw clever linkages between facts, events, people, problems, or solutions. You present others with numerous options at a pace some find dizzying. Your innovative thinking tends to foster ongoing dialogue between and among the group's participants. Driven by your talents, you may help some individuals be stronger and tougher in the face of life's challenges, difficulties, or adversities.

## 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?*

Because of your strengths, you think creatively. You see possibilities. You are inclined to reject traditional approaches to problem solving. You trust your feelings to lead you to the proper solution. By nature, you have lots of innovative ways of doing things. Your clever inventions probably benefit your coworkers, teammates, classmates, family, and friends. Instinctively, you may like to take apart, then study processes, ideas, problems, solutions, mechanisms, or plans. Perhaps examining the pieces and parts of things appeals to your logic. Chances are good that you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others. Driven by your talents, you usually find novel and fresh ways to do things. People turn to you when they find themselves struggling to generate ideas.

## Activator

### Shared Theme Description

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

### Your Personalized Strengths Insights

*What makes you stand out?*

Because of your strengths, you generate innovative ideas. You offer unique perspectives on events, people, and proposals. You probably inspire people to start projects and launch initiatives. You tend to identify a goal, devise numerous ways of reaching it, then choose the best alternative. This explains why you see opportunities, trends, and solutions before your teammates, classmates, or peers see them. By nature, you may help others understand you as a person. Occasionally this involves revealing some of the things you would like to do better, more completely, or more perfectly. Instinctively, you now and then boost some people's spirits by bringing up a key point they shared with you. Perhaps you sense that certain individuals feel a bit more special when you listen to them and spotlight something they said. Driven by your talents, you sometimes make choices or judgments when no one else seems willing to do so. Once you take charge, you may be eager to launch initiatives, present proposals, or solve problems. It's very likely that you undertake projects on your own. This is apt to occur when individuals delay decisions, block approvals, or continue meeting without finalizing plans. You probably help them overcome their objections and quell their fears by starting to work. You simply intend to prove to them that the impossible is possible.

## 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?*

Instinctively, you occasionally consider what you need to redesign, refurbish, replace, or revise. You might study how individuals think, feel, behave, or react to your ideas for doing things better. It's very likely that you may be able to figure out what makes certain individuals distinct or special. Perhaps your natural intuition helps you pinpoint some of the subtle differences between particular people. You may sometimes tune in to the feelings of others. Because of your strengths, you enhance your own quality of life each time you reach out to someone in need of assistance. Driven by your talents, you occasionally welcome diverse people into your life. Maybe honoring their differences is easy for you. Perhaps you identify specific things each one does well. These insights may help you mix and match one person's talents, skills, and knowledge with those of others in the group. Maybe you position specific individuals so cooperation becomes the norm rather than the exception. Chances are good that you occasionally spend time thinking about what makes particular people unique or special.

## Strategic

### Shared Theme Description

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

### Your Personalized Strengths Insights

*What makes you stand out?*

By nature, you may see solutions before other people know there is a problem. You might start formulating answers before your teammates, coworkers, or classmates understand the question. Sometimes you generate numerous ideas before sorting to the one that makes the most sense in a particular situation. Driven by your talents, you may pay attention to some of the things going on around you. Perhaps you listen, quiz people, read, or take notes. As you accumulate information, you might disregard what is unrelated, and pay heed to what seems important. Sometimes the more you reflect on what you know, certain problems reveal themselves, and eventually some solutions start taking shape in your mind. Then you try to select the best plan from your list of options. Chances are good that you periodically identify problems others fail to notice. You might create solutions and find the right answers. Perhaps you yearn to improve certain things about yourself, other people, or situations. Maybe you are drawn to specific kinds of classes, books, or activities. Why? Maybe they promise to give you the skills or knowledge you seek. Because of your strengths, you can reconfigure

factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one. Instinctively, you are innovative, inventive, original, and resourceful. Your mind allows you to venture beyond the commonplace, the familiar, or the obvious. You entertain ideas about the best ways to reach a goal, increase productivity, or solve a problem. First, you think of alternatives. Then you choose the best option.