



StrengthsFinder 2.0 Report

Strengths Insight

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Your Top 5 Themes

Ideation
Activator
Futuristic
Maximizer
Strategic

What's in This Guide?

Awareness

- A brief Shared Theme Description for each of your top five themes
- Your Personalized Strengths Insights, which describe what makes you stand out from others with the same theme in their top five
- Questions for you to answer to increase your awareness of your talents

Awareness

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?

Driven by your talents, you are able to concentrate for hours at a time. You examine new information to deepen your understanding of various subjects. When you explore topics, customarily you generate fresh ideas. Acquiring knowledge and skills each day adds zest to your life. It's very likely that you are an original and innovative thinker. Others frequently rely on you to generate novel concepts, theories, plans, or solutions. You refuse to be stifled by traditions or trapped by routines. You probably bristle when someone says, "We can't change that. We've always done it this way." By nature, you often are the originator of fresh ideas for brand-new campaigns, business ventures, initiatives, or special events. Instinctively, you see yourself as an inventor of unusual and innovative ways to do things. You grow weary and bored with activities when you are forced to perform them in a prescribed and traditional manner. Your frustration increases when you know there is a better method but no one is willing to consider the changes you suggest. Chances are good that you have a rich vocabulary upon which to draw. The words you choose often expand and challenge your listeners' or readers' thinking.

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?

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?

Instinctively, you like to make your own choices. Once you have settled on a goal, you are eager to reach it. By taking charge, you probably notice that various parts of your life become more interesting or satisfying. It's very likely that you can influence your friends to be productive. How? You point out the talents, skills, and knowledge each one possesses. You can convince them they have the abilities needed to solve problems, implement changes, or launch initiatives. You probably prevent many people from losing confidence in themselves. Chances are good that you probably stimulate individuals to be more enthusiastic about what they are doing. How? You repeatedly remind them that you truly value their contributions, talents, experience, and expertise. By nature, you are aware that people say you can be both domineering and threatening. When situations require forcefulness, you use it to your advantage. This is especially true when you aim to influence someone or an entire group to move to action. Driven by your talents, you routinely spark the enthusiasm of individuals. Your own job, studies, or life becomes much more exhilarating when you help others more fully experience their lives.

Questions

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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?

Because of your strengths, you envision what you can accomplish tomorrow, next week, next month, next year, or in the coming decades. Your goals and aspirations motivate you to keep moving forward. The tension you feel when a deadline is fast approaching forces you to concentrate on the right activities, discard irrelevant information, and not waste time on intriguing distractions. Your one aim is to reach your objectives. It's very likely that you feel wonderful when people value your innovative and original ideas. You are likely to help them envision what can be accomplished in the coming months, years, or decades. Instinctively, 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. Driven by your talents, you gain a certain degree of satisfaction from envisioning what your life and the world might be like in the coming months, years, or decades. By nature, you regularly pause to envision what you want to accomplish in the coming months, years, or decades. You think in terms of possibilities. This allows you to recover from setbacks, problems, disappointments, or even disasters. People are apt to marvel at your ability to remain upbeat in the face of life's difficulties and unpredictability.

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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 concentrate most of your energy on what you know you do well. You ask, “Why waste time trying to fix myself?” You contend it is wiser and more sensible to build on what you naturally do best. It’s very likely that you frequently notice what makes each person unique or special. Armed with these insights, you probably inspire many individuals to move into action. You realize life is more fulfilling for people who choose tasks and are given assignments that closely match their talents. You often notice the different moods, need for information, or preferred forms of recognition for the people in your life. Because of your strengths, you take full advantage of your talents. This is how you move toward your goals. Driven by your talents, you know you spotlight the best ideas people share with you. By giving your full attention to another person, you acknowledge the value of his or her thoughts and feelings. In the process, you usually enhance the individual’s confidence. By nature, you are keenly aware of your ability to help people embrace and savor their successes. You can intervene before they downplay an accomplishment. You realize that individuals grow when they receive support from the people around them. You remind others about what they do well. This positive reinforcement is apt to inspire them to perform at an even higher level of excellence in the future.

Questions

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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?

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. Driven by your talents, you may have little difficulty finding the right words at the right time to express what you are thinking or feeling. Maybe you can present your concepts in a reasonable, orderly, or methodical way. Perhaps you generate a few options for others to consider. As a result, certain individuals might say you know how to get your ideas across to people. Chances are good that you may be known for your ease with language. Perhaps this ability serves you well when you need to talk with newcomers or outsiders. Your vocabulary might allow you to tell stories or express your ideas with clarity. Instinctively, you occasionally marvel at your ability to vividly express your thoughts and feelings. It's very likely that you may easily find the right words to express what you are thinking. Sometimes you offer explanations. Occasionally you discuss ideas. Once in a while, you rely on examples, stories, or jokes to illustrate your main points.

Questions

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Questions

1. How does this information help you better understand your unique talents?
2. How can you use this understanding to add value to your role?
3. How can you apply this knowledge to add value to your team, workgroup, department, or division?
4. How will this understanding help you add value to your organization?
5. What will you do differently tomorrow as a result of this report?