



Strengths-Based Leadership Report

(with your personalized Strengths Insights)

Strengths-Based Leadership Report

SURVEY COMPLETION DATE: 11-16-2015

Leader: Stephanie Downey

Gallup found that it serves a team well to have a representation of strengths in each of the four domains of leadership strength: Executing, Influencing, Relationship Building, and Strategic Thinking. Instead of one dominant leader who tries to do everything or individuals who all have similar strengths, contributions from all four domains lead to a strong and cohesive team. This doesn't mean that each person on a team must have strengths exclusively in a single category. In most cases, each team member will possess some strength in multiple domains.

According to our latest research, the 34 Clifton StrengthsFinder themes naturally cluster into these four domains of leadership strength. See below for how your top five themes sort into the four domains. As you think about how you can contribute to a team and who you need to surround yourself with, this may be a good starting point.

Your Top Five Clifton StrengthsFinder Themes

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever	Communication	Individualization	Strategic
Arranger			

Your Personalized Strengths Insights

Strategic

Chances are good that 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. Because of your strengths, you

may generate numerous ways to enhance, upgrade, revise, correct, or revamp certain processes, action plans, or itineraries. Sometimes your suggestions influence how a project will unfold in the coming months, years, or decades. You might find fault with your own or another person's talents, skills, or knowledge. To some extent, fixing people or things ranks in the top half of your list of favorite activities. By nature, you may be inclined to examine the basic elements of certain types of problems. You might attempt to understand how and why things work or fail to work. These insights might stimulate your thinking. Then you try to generate a few alternative plans. Considering prevailing circumstances, available resources, and time constraints, you might narrow down your options. Perhaps the plan that offers the best chance of solving the problem naturally reveals itself. It's very likely that you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources. Driven by your talents, 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.

Achiever

Chances are good that you can mentally zero in on tasks for hours at a time when you have a goal to reach. When the assignment demands extra time, you would be wise to honor your body's natural rhythms. In other words, if you are a "morning person," work in the morning. Work in the afternoon if that is when you hit your stride. Work in the evening if that is when you think better. Work around midnight after everyone has gone to bed if you are someone who usually stays up very late. Driven by your talents, you routinely reduce elaborate or intertwined ideas, processes, legal documents, and/or action plans to their basic elements. As a result, people usually turn to you for plainspoken, easy-to-understand explanations. Instinctively, you might want to be the very best in certain fields or activities. Maybe you realize that excellence is the result of not only hard work, but also of top quality materials and people. This partially explains why you devote yourself to some activities but not to others. It's very likely that you exhibit the physical and mental endurance needed to continuously toil long after others have stopped working. You are hardwired to pursue goals until they are reached. When obstacles arise, you become even more determined to succeed. Because of your strengths, you tend to be a very good adviser to many individuals. When offering suggestions or asking questions, you probably are much more engaged, intense, and involved than usual.

Communication

Driven by your talents, you may have a knack for talking to people. Perhaps you have ways to engage them in discussions. Perhaps you encourage them to share their stories, ideas, or feelings. Sometimes you want to contribute to the dialogue, too. This partially explains why you look for opportunities to express yourself as often as possible. Once in a while, you might acknowledge or affirm the interesting comments of specific individuals. Instinctively, 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. Chances are good that you express your ideas and feelings so others take notice. You delight in conversations, storytelling, presentations, debates, or discussions. The verbal give-and-take between human beings is something you value and do quite well. It's very likely that you usually dive into conversations when you have a story to tell or a point to make. You

enjoy speaking with people. You recognize that conversations are a valuable source of new information. You probably want to share what you know with others. When you are involved in a group discussion, you typically add to it. Because of your strengths, you may want people to like you. This partially explains why you speak candidly about yourself. Perhaps you are willing to risk being vulnerable now and then.

Arranger

Driven by your talents, you have been most productive in the past when someone in authority really took an interest in you. You probably can name these individuals and describe how they helped you recognize your talents. You are likely to recall instances when they created opportunities for you to use your talents, knowledge, and skills. Often these individuals played the role of a teacher, coach, or mentor even when that was not their official title. Instinctively, you normally convince people to participate in contests. Why? You are eager to compare your performance to theirs. You certainly want to be the winner. You probably are quite selective about the types of rivalries in which you participate. Chances are good that you probably have had an educator, a boss, or a coach who took a personal interest in you. You often recall the influence this individual has had on your success. This is apt to inspire you to know as much as you can about the people in your life. By nature, you might rely on your mastery of skills or knowledge in certain areas to accomplish whatever you need to do. It's very likely that you sometimes ask people questions so you can collect background information. Maybe the insights you gather make it a bit easier to pinpoint what makes this person totally different from everyone else. You might be fascinated by the diversity of human beings. You might amass enough facts about specific individuals to prevent others from stereotyping them. Because no two people are the same, you try to decipher who works well with whom.

Individualization

Chances are good that you may have an ability to watch people or determine with some degree of accuracy what makes one unique, distinct, or special. Perhaps certain talents, weaknesses, likes, dislikes, moods, or motivations attract your attention when you observe others' actions or listen to their words. It's very likely that you now and then pause to recognize how people are alike and how they are different. Maybe you know a lot about each person's talents, interests, background, dreams, or limitations. Instinctively, you might aid certain individuals by making recommendations, suggesting changes, or providing advice. To some degree, you feel this is your forte — that is, strength. Because of your strengths, you now and then delight in helping people. Perhaps you hope they find your companionship pleasant and choose to spend more time with you. Driven by your talents, you periodically desire to take in additional facts, data, or background information. Perhaps these insights permit you to assist certain individuals when specific kinds of opportunities present themselves.