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# Strengths Insight Report

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## Your Top 5 Themes

Empathy  
Input  
Strategic  
Developer  
Individualization

## Empathy

### Shared Theme Description

People who are especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

### Your Personalized Strengths Insights

*What makes you stand out?*

By nature, you routinely tune in to individuals' subtle and not-so-subtle yearnings to be cheered up, supported, and motivated. You have a knack for inspiring people. They sense that you are aware of their feelings, thoughts, and needs. They probably feel better about themselves when you are with them. Because of your strengths, you are aware of people's feelings. This explains why you can let tears stream down your face when you are in the presence of individuals who are suffering or experiencing joy. You have a gift for feeling the depths of another's pain or jubilation. Chances are good that you are comfortable shedding tears at movies, weddings, funerals, or awards ceremonies. Your eyes can fill with tears when you are reading books, listening to speakers, or watching poignant — that is, emotionally touching and moving — news reports. It's very likely that you might find that people tell you their innermost thoughts or feelings. Perhaps they know you will accept them without judging what they say. You may like knowing that certain individuals depend on you to listen. Driven by your talents, you may be a person to whom people express their personal concerns or reveal their emotions. Perhaps you have a gift for understanding what individuals are experiencing. Sometimes your insights help you ask the right questions or offer appropriate assistance.

## Input

### Shared Theme Description

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

### Your Personalized Strengths Insights

*What makes you stand out?*

Instinctively, you take in lots of information by reading books, newspapers, magazines, reports, documents, or correspondence. Typically you are eager to discover all the factors that are contributing to the current state of affairs. Because of your strengths, you insert intricate or theoretical words into your everyday, academic, or professional conversations and writings. Your natural interest in language explains why you enjoy mastering unusual words and their multiple meanings. While others struggle to memorize new terms in classes or seminars, you tend to commit words to memory with relative ease. You probably find this process is both natural and pleasurable. Driven by your talents, you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question. Chances are good that you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday. By nature, you introduce individuals to highly technical or specialized fields by instructing them in the language used by experts. You help people add intricate, elaborate, or hard-to-understand words to their vocabularies. Once trainees have mastered key terms and phrases, they are prepared to delve into the subject. As you share your knowledge with others, you probably gain new insights and make unexpected discoveries. This aspect of training delights you.

## 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?*

Instinctively, you usually feel satisfied with life when your innovative thinking style is appreciated. You automatically pinpoint trends, notice problems, or identify opportunities many people overlook. Armed with this knowledge, you usually devise alternative courses of action. By evaluating the circumstances, available resources, and/or the potential consequences of each plan, you can select the best option. Driven by your talents, you comprehend what has gone wrong. Eagerly, you uncover facts. Sorting through lots of information rarely intimidates you. You welcome the abundance of information. Like a detective, you sort through it and identify key pieces of evidence. Following these

leads, you bring the big picture into view. Next, you generate schemes for solving the problem. Finally, you choose the best option after considering prevailing circumstances, available resources, and desired outcomes. By nature, you probably feel very good about yourself and life in general when you know the exact words to express an idea or a feeling. Language has fascinated you since childhood. Your ever-expanding vocabulary often earns you compliments. It's very likely that you often bring an imaginative game plan to your teammates' attention. You enjoy partnering with people who rely on you to identify critical as well as recurring sequences of events, facts, or data. Chances are good that you customarily pinpoint the core problems and identify the best solutions. You artfully and skillfully eliminate distractions. This helps people gain a clear understanding of what is happening and why it is happening. You frequently identify ways to transform an obstacle into an opportunity.

## Developer

### Shared Theme Description

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

### Your Personalized Strengths Insights

*What makes you stand out?*

Driven by your talents, you embrace life's simple pleasures. You find joy in intangible things such as a sunrise, a child's giggle, or the gratitude of an elderly person. Instead of surrounding yourself with things, you strive to discover what is truly important. Holding tightly to your values, you realize they come to life when you reach out to help another human being, a group, the community, or a worthy cause. By nature, you affirm others for who they are. You celebrate their unique gifts. Your encouraging words inspire and embolden people to be their real and true selves. It's very likely that you like to lift the spirits of the people around you. You know what to do and say so individuals feel useful, valued, appreciated, and important. Instinctively, you can ease the tension, anger, and agitation people experience in their dealings with others. You soothe the frayed nerves of individuals. This enables them to act more reasonably. In the process, you affirm their humanity and their dignity. You help numerous people find ways to handle problems without sacrificing their self-respect or eroding the confidence others have in them. Because of your strengths, you have a gift for engaging people in group conversations. You also are an active participant. Your upbeat attitude energizes the dialogue. You acknowledge the ideas people share. You reinforce the value of what they say. Consequently, many people become even more willing to reveal their thoughts and feelings.

## 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?*

Because of your strengths, you like to partner with the same people over and over again. When you spend more time with your teammates, it probably is easier to pinpoint the unique talents, special interests, work styles, preferred forms of praise, or changing moods of each one. It's very likely that you might assist certain individuals by sharing with them information you have acquired, skills you have mastered, or experiences you have had. In some situations, you may claim to be a good instructor, tutor, or trainer. By nature, you are keenly aware of people's unique traits. You notice characteristics that distinguish each person from everyone else. Instinctively, you may be willing to juggle multiple tasks at the same time when it helps a person or a group handle a complicated project. Perhaps individuals who do their best work when they can concentrate on one activity appreciate having you as a partner. Chances are good that you intuit — that is, know without conscious reasoning — how individuals with very different work styles or personalities can complement each other. Understandably, you reject the idea of forcing everyone to rely on the same plans, methods, or resources to overcome obstacles. Often you search for ways people can use their talents to resolve issues. In the process, they are likely to move closer to worthwhile goals.