



StrengthsFinder 2.0 Report

Strengths Insight Guide

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Your Top 5 Themes

Includer
Belief
Connectedness
Learner
Individualization

Includer

Shared Theme Description

People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you are pleasant and amiable — that is, easy to get along with and likeable. You can socialize or work with just about anybody. Your congenial — that is, friendly — manner as well as your interest in people help you identify common ground, offer compliments, ask non-threatening questions, and effortlessly move in and out of conversations. Because of your strengths, you can help others easily fit into groups. You quickly establish good relationships with just about everyone you encounter. How? You spontaneously notice people's good qualities. When others hear your favorable comments about an individual, they are much more likely to make the person feel welcome. Chances are good that you make no claims of being a "morning person." You need time to transition from sleeping to waking and from waking to working. You tend to gain physical energy and mental sharpness later in the traditional workday. Depending on your biological clock, your peak performance period can occur during mid-to-late afternoon, in the early evening, during the hours before midnight, or in the hours after midnight. Instinctively, you spontaneously look for ways to involve everyone in group-related activities. You really sense what not belonging feels like to the person who is intentionally left out, overlooked, or ignored. By nature, you seek the company of individuals who ponder, reflect, consider, muse, or invent. You are especially intrigued by people who carry on conversations about theories, concepts, or philosophies. Often the thoughts you share with one another have yet to be proved, put into practice, transformed into processes, or made into products.

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?

Belief

Shared Theme Description

People who are especially talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

Your Personalized Strengths Insights

What makes you stand out?

By nature, you sometimes point out potential difficulties when discussing ideas with forward-looking thinkers. While they concentrate primarily on possibilities you may find exciting, you try to help them be more realistic, practical, or budget conscious. Instinctively, you are naturally inclined to make sacrifices that benefit someone else. You enjoy being generous with your time, knowledge, skills, experiences, resources, or possessions. Chances are good that you sense your life has deep meaning. With remarkable vividness, you often imagine where you will be, what you will be doing, and what you have the ability to accomplish in the coming months, years, or decades. Your dreams of tomorrow are very alive in your mind today. You intentionally strive to transform these possibilities into reality. Because of your strengths, you place more importance on the purpose and value of what you do than on the monetary rewards that accompany success. It's very likely that you often argue that people should be held to the highest moral standards. You insist that those who break the law be required to accept the consequences of their deeds. You have little sympathy for people who are caught in the act of taking things that do not belong to them.

Questions

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Connectedness

Shared Theme Description

People who are especially talented in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

Your Personalized Strengths Insights

What makes you stand out?

It's very likely that you might be determined to do good for people and/or the environment. Perhaps you are puzzled by people who cause harm without realizing they are hurting themselves. Instinctively, you occasionally link together a variety of people who otherwise might not know each other. Perhaps you create a work climate where individuals begin to understand each other and cooperate. Chances are good that you sense that everything in life is somehow interrelated and interdependent. This idea steels — that is, fortifies — you to calmly face most of life's challenges and difficulties. Because of your strengths, you sense you are linked to all humanity. You contend that harming another human being eventually harms you. Misusing the environment has personal consequences, you argue. This perspective on life influences your thoughts, actions, decisions, or choices. Driven by your talents, you often are instrumental in helping your teammates discover how they are linked to one another. You regularly remind them that their successes and failures are a direct result of their ability to work together.

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Learner

Shared Theme Description

People who are especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Your Personalized Strengths Insights

What makes you stand out?

Because of your strengths, you sometimes dedicate yourself to acquiring specific types of knowledge or using particular skills. Maybe you are self-taught. Maybe you work with an instructor, trainer, coach, or mentor. You might embrace opportunities to expose your mind to new ideas. You might welcome the chance to practice new ways of plying — that is, diligently practicing — a trade or a craft. Instinctively, you might prefer to enroll in a difficult class rather than register for the easiest one. Perhaps comparing how well you are doing in relation to others has meaning only when you earn the best grades in the hardest courses. To some extent, you crave recognition for your knowledge and winning spirit. By nature, you spend considerable time examining exactly why something has gone wrong. Whenever you experience a personal or professional loss, make a mistake, or experience failure, you tend to investigate. You are likely to be restless until you have answers to all your basic questions: What? How? When? Where? Who? Why? It's very likely that you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you already know prompts you to ask questions and delve even deeper into a subject or problem. Chances are good that you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday.

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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?

By nature, you may enjoy coming to the aid of others. You might prefer to help people who share your desire to capture the topmost prize or win the title of champion. Perhaps you pick and choose where and how you test your knowledge, skills, and talents. Driven by your talents, 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. Chances are good 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. It's very likely that you probably prefer to help individuals who think about the future. Those who dwell on the past are apt to frustrate you. Why? They interfere with your ability to concentrate on what can be accomplished and created in the coming years, decades, or centuries. Because of your strengths, you can stand in a teammate's emotional space to gain insights into what that person feels and/or thinks. You probably have a gift for looking at the world through someone else's experiences. You frequently set aside your opinions, ideas, and/or past history to attune yourself to another human being's condition.

Questions

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