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# Strengths Insight Report

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Lee Collins

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## Your Top 5 Themes

Deliberative  
Relator  
Strategic  
Self-Assurance  
Adaptability

### Deliberative

#### Shared Theme Description

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

#### Your Personalized Strengths Insights

*What makes you stand out?*

Instinctively, you might observe the results or successes of someone over time before you offer any compliments. Maybe you need to know that the person's accomplishments were more than luck or a matter of circumstances. Perhaps you want to be sure the individual really and truly deserves to be recognized. Driven by your talents, you deliver compliments only when you are certain the person deserves recognition. Flattery is not your style. Honesty and sincerity are. You probably think long and hard before acknowledging someone's achievements or contributions. By nature, you choose not to reveal to others too much about yourself, your thoughts, and your feelings. You exercise great care and weigh all possible risks when you interact with people. You prefer to give sincere and well-deserved compliments. You are likely to refrain from acknowledging the talents, contributions, and accomplishments of individuals and groups until you have clear evidence they merit special acclaim. Because of your strengths, you are immune to the distractions of popularity. You consciously choose to concentrate your energies elsewhere. You refrain from vying for the attention and affections of others. Characteristically you give your full attention to the top priority. Chances are good that you likely have a reputation for thinking through things before you speak. This is one reason why people feel better about themselves when you say, "I truly value your opinion" or "I know you can do this job."

## Relator

### Shared Theme Description

People who are especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

### Your Personalized Strengths Insights

*What makes you stand out?*

By nature, 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. It's very likely that you have noticed that people count on you to simplify things that are vague and abstract. This ability is most evident when people are struggling to grasp the meaning of intricate ideas, systems, problems, solutions, rules, procedures, contracts, or designs. Driven by your talents, you consistently measure up to your high expectations when working, studying, or playing. Instinctively, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all. Because of your strengths, you are someone to whom others turn for an honest perspective about a project, person, event, or idea. They trust you will share your viewpoints.

## 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 trust your ability to be an innovative thinker. You routinely invent many ways you can reach a single goal. Only then do you start narrowing down your options to the best one. You probably take into consideration prevailing circumstances, available resources, budgetary constraints, or pressing deadlines. 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 might have a knack for identifying problems. You might generate alternatives for solving them. Sometimes you consider the pros and cons of each option. Perhaps you factor into your thinking prevailing circumstances or available resources. Maybe you feel life is good when you think you may be choosing the best course of action. Chances are good that 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. Driven by your talents, you might appease — that is, calm — some people by using logic to reduce a task, process, program, routine, recipe, or machine to its simplest parts. Perhaps people appreciate your ability to explain why something that confuses them actually is easy to understand. Maybe you enliven your presentations by drawing diagrams, telling stories, or giving examples to illustrate your key points.

## **Self-Assurance**

### Shared Theme Description

People who are especially talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

### Your Personalized Strengths Insights

*What makes you stand out?*

It's very likely that you might feel a bit more upbeat about life when you register for a few demanding and rigorous classes. Perhaps you aspire to enroll in specialized courses. Why? Maybe you trust yourself to meet the challenges. Maybe you know you will acquire lots of knowledge or special skills. Chances are good that you may enjoy life more when you can practice using your talents every day. Perhaps you reach your goals, excel, or gain confidence when you are permitted to do things you naturally do well. Because of your strengths, you often give individuals confidence and courage by accepting them just as they are. You thrive in environments where you are surrounded by people from different cultures or backgrounds. You actively seek the company of people who speak a foreign language, wear native attire, or practice their culture's customs. By nature, you may exude a natural confidence that allows you to remain calm and composed in trying situations. To some extent, you trust yourself to react appropriately regardless of the circumstances. Maybe you sense that you can make things go your way. This partially explains why you draw energy from your current accomplishments. Instinctively, you earnestly apply yourself to seeing things as they really are. You bring a practical, matter-of-fact, and unsentimental outlook to various discussions, projects, or planning meetings.

## **Adaptability**

### Shared Theme Description

People who are especially talented in the Adaptability theme prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.

## Your Personalized Strengths Insights

*What makes you stand out?*

Driven by your talents, you now and then set aside time to appreciate the loveliness and splendor of your surroundings. Because of your strengths, you make plans as you move into and through your day. Not being bound to a strict timeline or action plan frees you to deal with problems or take advantage of opportunities at the moment they arise. By nature, you are quite comfortable letting the day's events and people's demands determine what really deserves your attention. Instinctively, you might have an ability to accept and deal with each day as it unfolds. You may be flexible enough to handle unexpected discoveries and situations. Chances are good that you labor tirelessly on whatever needs to be accomplished today. You likely are willing to change your plans when the people around you change theirs. You ordinarily remain quite calm when others reverse their decisions, modify their schedules, or cancel their appointments.