



## StrengthsFinder 2.0 Report

# Strengths Insight Guide

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## Your Top 5 Themes

Ideation  
Intellection  
Developer  
Empathy  
Positivity

## 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?*

By nature, you periodically seek the company of historically astute individuals. Perhaps you value the clarity of their thinking about past events. They may occasionally help you evaluate the roles that principal figures played in history. Because of your strengths, you might be the person people look to for original thoughts during discussions or meetings. Your reputation for innovative thinking partially explains why groups attempt to recruit you. Perhaps you embrace opportunities to be creative. Driven by your talents, you can sometimes concentrate for hours at a time, especially to deepen your understanding or generate unique ideas by examining new information. The zest this adds to your life may explain why you are determined to acquire additional knowledge or skills at each opportunity. It's very likely that you sometimes feel comfortable sharing your original ideas with groups. Perhaps they welcome your innovations. Maybe they realize you suggest novel ways of doing things they would never have considered. Chances are good that you often are the originator of fresh ideas for brand-new campaigns, business ventures, initiatives, or special events.

### 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?

## Intellection

### Shared Theme Description

People who are especially talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

### Your Personalized Strengths Insights

*What makes you stand out?*

Instinctively, you now and then engage in dialogue with intelligent people to bring to the surface specific evidence that explains the current state of affairs. Perhaps you choose to converse with individuals who talk about ideas rather than those who gossip or complain. As you amass bits of knowledge and tangible proof, you may enliven the discussion by adding some of your insights or ideas. It's very likely that you occasionally choose to spend your time thinking rather than engage in strenuous activity. Maybe you enjoy inventing, planning, theorizing, conceptualizing, or philosophizing. Driven by your talents, you sometimes are the one who can soothe certain individuals when they become upset, overwhelmed, angry, angry, or fearful about life's uncertainties. Because you read so much, perhaps you can expand their view of a situation a little bit by sharing a few facts, thoughts, quotations, or stories you have discovered. Chances are good that you may enjoy reading when you can savor each sentence or consider each idea. Your goal might be comprehension, not speed. It might make little sense to you to rush through books, magazine articles, newspaper accounts, Internet sites, or other forms of written material just to say you finished them. Because of your strengths, you might desire to amass personal wealth. Thus, you may be motivated to read books, journals, newspapers, Internet sites, or other resource materials related to specific financial topics. Perhaps you aim to find a few tips for making money, investing wisely, or retiring comfortably.

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## 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?*

By nature, you regularly look for opportunities to give people special attention. You celebrate their accomplishments. You tell them why you appreciate their knowledge, skills, and talents. You acknowledge their opinions and solicit their suggestions. It's very likely that you cheer up people by telling jokes and funny stories. Your comedic flair and your clever wit often evoke laughter. You can make others smile regardless of the circumstances. Chances are good that you occasionally inspire people to try new things or adopt a more upbeat outlook on life. Perhaps your words and/or your attentiveness bolster the self-esteem of others. Because of your strengths, you occasionally tune in to another person's subtle or perhaps not-so-subtle yearning to be cheered up, supported, motivated, or inspired. When you take an interest in someone, maybe the individual is inclined to acquire knowledge, engage in unfamiliar activities, make needed changes, or gain new skills. Instinctively, 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.

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## 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?*

Driven by your talents, you sometimes are alert to the unexpected ideas or feelings contained in the words of an individual. Perhaps your awareness of what is and is not said prompts certain people to come to you. Maybe they have a story to tell. Occasionally they need to vent their frustrations. Periodically they want to test theories or plans. Maybe you honor the natural desire of human beings to be heard without interruption. Because of your strengths, you sometimes sense certain people are drawn to you. Maybe you are willing to involve some of them in your groups or activities. Perhaps you have an ability to welcome a variety of individuals into your life. You may tune in to the emotions or thoughts of particular people. This might mean you notice if someone is feeling rejected, out of place, or ignored. It's very likely that you may detect who does and does not want to be your friend. Perhaps you place a premium on being liked. Your feelings might be bruised when someone openly dislikes or rejects you. By nature, you may recognize some of the strengths, limitations, likes, dislikes, goals, or fears that distinguish one human being from another. You might sense the ever-changing moods or thought patterns of certain individuals. These insights might allow you to adjust your behavior or speech moment by moment. Perhaps your responses show particular people you care or understand what they are feeling, thinking, or experiencing. Instinctively, you might be a gifted raconteur — that is, a fine storyteller. Sometimes you notice your audience's mood the moment you walk into the room or approach a group. Perhaps this ability allows you to interpret the feelings of your story's characters. Armed with some insights, you may anticipate when your listeners will laugh out loud, chuckle quietly to themselves, gasp in disbelief, nod in agreement, or shed a tear.

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## Positivity

### Shared Theme Description

People who are especially talented in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

### Your Personalized Strengths Insights

*What makes you stand out?*

Driven by your talents, you may be inclined to see things in a favorable light. Perhaps even in serious situations, you are less likely to succumb to the gloom and doom thinking of pessimists. It's very likely that you occasionally exhibit the behavior of an extrovert. Perhaps your sociable nature impels you to exert a bit more effort now and then to get certain people to like you. Because of your strengths, you lavish compliments on others. You make them feel good about themselves, how they look, or what they have contributed. You probably describe things individuals have done well. You usually point out evidence of professional progress or personal growth. Chances are good that you might be aware that certain coworkers benefit from your approval or compliments. Perhaps you sense when a person needs to hear kind, encouraging, or supportive words from a colleague. Maybe you enjoy celebrating the contributions, strengths, discoveries, or victories of some individuals. By nature, you offer some evidence of being an unselfish person who finds it easy to welcome into your circle specific kinds of people whom others view as different. Besides expressing your approval of someone, you occasionally look for reasons to acknowledge or compliment the individual.

### Questions

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