
Nichole Werner

Strengths Insight Guide

SURVEY COMPLETION DATE: 02-22-2021



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

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Depending on the order of your themes and how you responded to the assessment, some of your themes may share identical insight statements. If this occurs, the lower ranked theme will not display insight statements to avoid duplication on your report.

Your Top 5 Themes

1. Restorative
2. Individualization
3. Responsibility
4. Input
5. Learner

Restorative

SHARED THEME DESCRIPTION

People who are especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you usually pay more attention to your shortcomings than your strong points. You customarily devote yourself to overcoming your limitations. By nature, you are honest with yourself about yourself. You can admit your shortcomings. You speak frankly about the areas where you need to do things better and more completely than you have done them in the past. Driven by your talents, you traditionally figure out what you need to do better by evaluating data, evidence, or facts. Chances are good that you entertain ideas about what you need to do better to help a group of people cooperate with each other. Your list of things to perfect includes, but is not limited to, an appreciation of every person, a set of clear goals and objectives, an agreement about what the group and individuals need to accomplish, an action plan, and a timetable. Because of your strengths, you sometimes work with intensity to make changes, upgrades, or improvements. Perhaps you reach your goals by conquering some of your limitations or eliminating some of your shortcomings.

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?

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 enjoy being busy, especially when you can assist someone in need. You are likely to be a good partner at home, in the workplace, at school, or in the community. You tend to do more than is expected of you. Why? You probably worry about wasting time. This explains your habits of volunteering for projects and asking for extra duties. Driven by your talents, you enjoy working and studying with people whose backgrounds, cultures, talents, or experiences are quite different from one another. You usually are the one who determines how each individual can contribute to the group. Instinctively, you sometimes toil without much rest. Maybe you want to pinpoint useful and intriguing facts. To some extent, you may need to explain why particular events unfolded as they did. Perhaps this information permits you to do more or better work. By nature, you repeatedly let people benefit from your sound reasoning and logical assessment of opportunities, problems, regulations, policies, or proposed solutions. It's very likely that you selflessly come to the aid of others. You naturally blend into the group. You enjoy working alongside everyone else to reach a common goal. You prefer to be part of a team rather than work by yourself.

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Responsibility

SHARED THEME DESCRIPTION

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you are naturally compelled to admit the truth. If someone asked you or told you to intentionally mislead someone, you would reply, "I cannot and I will not do that!" Instinctively, you are naturally open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples. It's very likely that you may be known for your sound work ethic. Perhaps your dependability and/or commitment to excel set you apart as a no-nonsense, trustworthy, and exceptionally mature individual. Driven by your talents, you have a strong sense of commitment. It motivates you to make sure that things are carried through to completion even when difficulties arise. Chances are good that you sometimes volunteer to do things rather than wait to be asked to assume more duties.

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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?

Driven by your talents, you may insert intricate or theoretical words into your academic or professional conversations and writings. Your interest in language partially explains why you enjoy mastering specific types of words and their definitions. While some individuals are required to memorize new terms in classes or seminars, perhaps you automatically commit specific words to memory. Occasionally you describe this experience as pleasurable. Instinctively, you may have acquired a sophisticated vocabulary, comprised of technical, subject-specific, or complicated words. If you ever need to describe the intricate steps of certain procedures, you might rely on this terminology. Perhaps your attention to detail works to your advantage when you are addressing particular types of experts. Because you comprehend the meanings of some of their words, you might be able to talk about how things function in a language they can understand. It's very likely that you sometimes sit down with a book simply because you are eager to discover new ideas. Through the printed word, you have made the acquaintance of some very interesting fictional characters and real people. By nature, you now and then speak up when you feel you have something of value to contribute to a discussion. Perhaps you help others understand complicated ideas, procedures, policies, rules, plans, or systems by outlining them step by step. Chances are good that you sometimes read specific books, journals, blogs or websites. Perhaps you enjoy collecting certain types of information and insights. You may draw on what you read weeks, months or even years ago to outmaneuver individuals whose performance is being compared to yours.

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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?

Chances are good that you sometimes investigate topics or explore issues to become more knowledgeable. Through ongoing practice, you may acquire additional skills or perfect specific techniques. Maybe few things please you as much as having mastered a subject that interests you. It's very likely that you may prefer to enroll in demanding classes. Perhaps you thrive in situations where you can test your talents or your endurance to discover how much you can accomplish. You may need to "prove yourself to yourself" every now and then. By nature, you prefer to work in groups. You are attracted to teams whose activities and challenges intrigue you. You usually give these matters your undivided attention. Driven by your talents, you yearn to increase your knowledge by being kept in the information loop. This explains why you gravitate to people who converse about ideas at a deeper and more thoughtful level than most individuals are capable of doing. "Making small talk" — that is, engaging in idle conversation — probably seems like a waste of time to you. Instinctively, you may value certain kinds of education and scholarship. Sometimes your thirst for knowledge causes you to explore particular topics of study. Once in a while, you specialize in a particular subject. Perhaps you welcome opportunities to acquire additional information, skills, or experiences to enhance your expertise or expand your mental storehouse of trivia.

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