



Strengths-Based Leadership Report

(with your personalized Strengths Insights)

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Gallup found that it serves a team well to have a representation of strengths in each of the four domains of leadership strength: Executing, Influencing, Relationship Building, and Strategic Thinking. Instead of one dominant leader who tries to do everything or individuals who all have similar strengths, contributions from all four domains lead to a strong and cohesive team. This doesn't mean that each person on a team must have strengths exclusively in a single category. In most cases, each team member will possess some strength in multiple domains.

According to our latest research, the 34 Clifton StrengthsFinder themes naturally cluster into these four domains of leadership strength. See below for how your top five themes sort into the four domains. As you think about how you can contribute to a team and who you need to surround yourself with, this may be a good starting point.

Your Top Five Clifton StrengthsFinder Themes

Executing	Influencing	Relationship Building	Strategic Thinking
	Maximizer	Individualization	Ideation
	Self-Assurance		Strategic

Your Personalized Strengths Insights

Maximizer

Chances are good that you are likely to do your best work when someone truly recognizes your strengths. You want to be appreciated for the talents you own, the skills you possess, and the knowledge you have acquired. Instinctively, you have a reputation as a hard worker. You probably help people understand your talents and areas of excellence. They frequently observe you practicing the use of your talents, skills, and knowledge. You sense you can do various things much better

tomorrow as long as you refuse to take your abilities for granted today. By nature, you instinctively recognize that you grow and benefit when you emphasize your strong points. This explains why you routinely seek the company of people who value your unique gifts. Because of your strengths, you reject using a one-size-fits-all approach when attempting to influence people to take action. Instead, you discover each person's special talents, skills, knowledge, mission, likes, and dislikes. This information helps you personalize your words and deeds. It's very likely that you take full advantage of your talents. This is how you move toward your goals.

Ideation

By nature, you may want certain individuals to see you as a winner and/or the very best in a particular area. Perhaps you are exceptionally sensitive to what others think of you, and you strive to create a positive impression. Driven by your talents, you might have a reputation for strength in taking apart certain types of ideas, objects, processes, or data. Perhaps you examine how the individual parts function or link to one another. Because of your strengths, you may like to take apart, then study processes, ideas, problems, solutions, mechanisms, or plans. Perhaps examining the pieces and parts of things appeals to your logic. Chances are good that you occasionally scrutinize yourself from the vantage point of an outsider looking in. Somewhat aware of your public persona — that is, the personality you present to the world — you may strive to appear confident and polished. This partially explains why you intentionally strive to be perceived as a talented, skilled, knowledgeable, trustworthy, and accomplished individual. It's very likely that you automatically think of new and different ways to do things. Your mind is brimming with ideas. You probably are eager to share them with whoever will listen.

Strategic

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 work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people. Instinctively, you may notice that multiple solutions to nagging problems just pop into your mind. Sometimes you study each option from many different angles. Perhaps you carefully evaluate the entire situation, then choose the alternative that makes the most sense. Why? Maybe you aim to outscore or outperform your rivals. Because of your strengths, you are innovative, inventive, original, and resourceful. Your mind allows you to venture beyond the commonplace, the familiar, or the obvious. You entertain ideas about the best ways to reach a goal, increase productivity, or solve a problem. First, you think of alternatives. Then you choose the best option. By nature, 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.

Self-Assurance

Driven by your talents, you are unsentimental and not often swayed by emotional arguments or passionate pleas. People are likely to describe you as quite realistic and practical. Chances are good that you might find it difficult to extinguish your impulse to work hard. Your feelings of personal accountability might impel you to set few limits for yourself. Instead of watching the clock, you might lose track of time if immersed in simple or complex projects. Disregarding your official work schedule, you may stay late or arrive early to finish assignments. Perhaps you sense that you will somehow accomplish whatever you said you would do. Instinctively, you occasionally make the complex easy to understand. Perhaps you have a gift for making the intricate seem simple. Because of your strengths, you choose to associate with people who think big and think smart. Exchanging ideas, concepts, or theories with intelligent individuals exhilarates you. You pull together as many thoughts as possible from these animated conversations. You never know when someone's question or suggestion will be valuable. You mentally file away or physically document these snippets — that is, small bits — of insight or wisdom for easy retrieval. By nature, you sometimes are willing to take a chance. Perhaps you venture into unknown territory when that might make the difference between capturing first place or finishing in second or third place.

Individualization

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. By nature, you frequently examine the factors leading up to an event. Therein you discover the reasons why things happened the way they did. A number of individuals and/or groups probably appreciate your logical thinking style. Because of your strengths, you sometimes like to participate in meetings with individuals who are trying to set their goals. Maybe you ask questions or make suggestions that help them clearly define their objectives. Without your intervention, some people might flounder as they attempt to identify their performance targets. Driven by your talents, you frequently work without much rest. You typically want to pinpoint useful and intriguing facts. You likely have a need to explain why various events unfolded as they did. This information undoubtedly permits you to produce more and better results. Instinctively, you occasionally spend time thinking about what makes particular people unique or special.