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Donald Clifton

# Strengths Insight Report

SURVEY COMPLETION DATE: 12-30-1999



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Father of Strengths Psychology and  
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## Your Top 5 Themes

1. Significance
2. Futuristic
3. Individualization
4. Focus
5. Maximizer

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## Significance

### SHARED THEME DESCRIPTION

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you probably work diligently, persevering to the very end. You are gratified when people tell others you are a competent, trustworthy, and accomplished individual. Driven by your talents, you are determined to be in charge of your own destiny. This is your life. You intend to be the ultimate decision maker regarding personal and professional matters. It's very likely that you live your life at center stage. It is risky at times. However, it is the only way you will ever know how much people appreciate and love you. Being a person of prominence and achievement comes naturally to you. You easily capture the attention of others. You sense that you are most alive when you hear thunderous applause or receive accolades from those who realize you are important. Chances are good that you contend that what you have to say is very important. You probably tell individuals or groups they would be wise to stop what they are doing and give you their undivided attention. By nature, you seek to be held in high regard and admired as a person of worth. You are delighted when people want to spend time with you.

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## Futuristic

### SHARED THEME DESCRIPTION

People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

*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.*

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Instinctively, you like being an individual performer. Why? Working alone permits you to concentrate all your energy on what you want to accomplish in the coming months, years, or decades. By nature, you sharpen your ideas about the future by spending time with possibility thinkers. These individuals regularly talk about inventions, medicines, designs, technologies, or food supplies that no one else has even considered. Because of your strengths, you invest considerable time creating the future of your own choosing. You frequently share your ideas about what will be possible in the coming months, years, and decades. You probably capture people's attention whenever you describe in vivid detail what you imagine. Chances are good that you crave moments alone with your thoughts. You consider whatever arouses your intellectual curiosity. Setting aside time each week to explore your ideas is not only a pleasurable but a necessary activity for you. It's very likely that you sense you have an ability to create word pictures that describe the future. You can inspire people with your images of what can be. The individuals who most appreciate your forward thinking probably want and need to hear from you often.

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## Individualization

### SHARED THEME DESCRIPTION

People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### **What makes you stand out?**

Driven by your talents, you are quite sensitive to the trials, tribulations, and loneliness forward-looking thinkers experience. When people callously — that is, insensitively — discard their inventive ideas, futurists sense you appreciate their vision of what can be accomplished in the coming months, years, or decades. It's very likely that you routinely choose to spend time with people who recognize, applaud, or value your accomplishments. You probably prefer the company of those who see what you have to offer. You thrive when surrounded by supportive individuals. You tend to distance yourself from people who repeatedly ignore, downplay, or feel threatened by what you do so naturally and so well. By nature, you are keenly aware of people's unique traits. You notice characteristics that distinguish each person from everyone else. Because of your strengths, you easily identify with what others are thinking and feeling. You intuitively understand their hopes, fears, joys, and sorrows. This helps you consider things from each individual's perspective. Instinctively, 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.

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## Focus

### SHARED THEME DESCRIPTION

People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you may be aware that you are more persistent and determined than many people are. Perhaps this is most evident when you have established a clear goal. You direct most of your attention to the task. You avoid being distracted by irrelevant, time-consuming, and/or nonproductive activities. It's very likely that you typically immerse yourself in intense activities. Preferring a fast pace, you thrive on excitement. You appreciate being surrounded by like-minded individuals. They motivate you to expend even more energy accomplishing whatever needs to be done. You stay busy and work hard whenever it is necessary. Instinctively, you seek to govern the circumstances of your life. You probably choose to work on tasks by yourself so you can determine what to do, when to do it, and how to do it. Group decision-making usually frustrates you. Chances are good that you keep your assignments and projects on track by setting weekly objectives. You work your plan and concentrate on your goals until you attain them. By nature, you normally establish step-by-step performance targets for yourself. Keeping each week's tasks and goals in mind probably improves your chances of finishing in first place and being declared the best.

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## Maximizer

### SHARED THEME DESCRIPTION

People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you are grateful when your questions are answered, your studies yield new information,

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or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results. Chances are good that you customarily figure out what makes each person special. You talk to, observe, or study individuals who produce nothing less than excellence to identify what inspires them. Unquestionably, you prefer to associate with those who share your passion for taking something good and making it better. Once you understand what drives a person, you can motivate him or her to transform whatever was made better into something utterly superb. Because of your strengths, you select projects, assignments, or tasks that allow you to use your talents to produce outcomes. You actively seek opportunities to work independently. You probably realize you make a lot more progress when you are allowed to work alone. By nature, you are attracted to people who acknowledge your talents as an individual contributor. Your chances of success markedly increase when you can determine how you will solve problems, reach goals, acquire knowledge, apply your skills, or handle assignments. It's very likely that you have identified your talents and strengths. You know the things you do quite well. You waste very little time mulling over your limitations, shortcomings, or failures. Your strengths allow you to capture first-place honors again and again. You refuse to concentrate much energy on areas where you must struggle just to be average. "What's the point?" you ask yourself.

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