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Steve Bensema

# Strengths Insight Guide

SURVEY COMPLETION DATE: 09-30-2019



DON CLIFTON

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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.

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## Your Top 5 Themes

1. Woo
2. Communication
3. Strategic
4. Self-Assurance
5. Activator

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## Woo

### SHARED THEME DESCRIPTION

People who are especially talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

It's very likely that you unquestionably change the topic when people are having difficulty talking with one another. You usually bring newcomers or outsiders together by sharing your ideas, telling stories, or reenacting humorous incidents. You often serve as the catalyst for good discussions or interesting personal conversations. Chances are good that you typically are described as a "what you see is what you get" person. There is very little mystery about who you are. You usually make a point of talking with strangers. You are apt to tell them about yourself without their having to ask you any questions. Your forthright approach encourages many individuals to be as open with you as you are with them. By nature, you exude an exuberant outlook toward life. You embrace its many possibilities. Relaxed and open, you freely share yourself with others. Usually you are candid and willing to be completely understood. Instinctively, you are pleasant and amiable — that is, easy to get along with and likeable. You can socialize or work with just about anybody. Your congenial — that is, friendly — manner as well as your interest in people help you identify common ground, offer compliments, ask non-threatening questions, and effortlessly move in and out of conversations. Driven by your talents, you customarily introduce yourself to newcomers or outsiders. Experience has taught you the importance of building a large network of acquaintances. These individuals often provide you with opportunities to use your talents at an optimal — that is, the most favorable or desirable — level. You probably accomplish more when you continually practice doing what you already do quite well.

#### 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?

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## Communication

### SHARED THEME DESCRIPTION

People who are especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you genuinely enjoy chatting with all sorts of people. A fine day for you includes many opportunities to engage individuals in dialogue. You probably feel most enthused about life when your need to express yourself is appreciated rather than viewed as a shortcoming. By nature, you naturally gravitate to situations where you can be your true self. You feel life is wonderful when people listen as you share stories about your successes, failures, talents, limitations, hopes, or fears. Because of your strengths, you occasionally marvel at your ability to vividly express your thoughts and feelings. Instinctively, you may possess enough strength in language to express your ideas and feelings with ease. Maybe you rely on words and phrases your teammates can readily understand. It's very likely that you sometimes point out potential difficulties when discussing ideas with forward-looking thinkers. While they concentrate primarily on possibilities you may find exciting, you try to help them be more realistic, practical, or budget conscious.

#### Questions

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## 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 generate ideas quickly. You draw clever linkages between facts, events, people, problems, or solutions. You present others with numerous options at a pace some find dizzying. Your innovative thinking tends to foster ongoing dialogue between and among the group's participants. Chances are good that you can design innovative plans. You probably raise issues and identify recurring obstacles as you generate tactical options. Problems and possible solutions become apparent to you. Once you outline action steps, you quickly execute them one by one. You refuse to waste time questioning your ideas after everything has been set into motion. Driven by your talents, 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. Because of your strengths, you have a knack for identifying problems. You spontaneously generate alternatives for solving them. You probably consider the pros and cons of each option. You often factor into your thinking prevailing circumstances and available resources. You feel life is good when you sense you are choosing the best course of action. It's very likely that you can reconfigure factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one.

#### Questions

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## 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?**

Because of your strengths, you may earnestly apply yourself to seeing certain things as they really are. Perhaps you bring a practical, matter-of-fact, and unsentimental outlook to discussions, projects, or planning meetings. Chances are good that you deconstruct tangled situations. You sort through facts to discover the inner workings of intricate processes, regulations, programs, or action plans. People rely on you to break complicated things into their basic parts. They trust you to present the information they need in an easy-to-understand manner. It's very likely that you routinely engage in exciting and adventurous activities. You refuse to settle for a boring existence. You probably sense that you have much to offer individuals and groups. Purposeful challenges combined with your realized potential impel you to take risks others avoid. By nature, you feel good about life when you know the decisions you make are appropriate, correct, or ethical. Instinctively, you help many people grasp elaborate and complicated ideas, processes, theories, or rules. You intentionally use easy-to-understand words and phrases.

#### **Questions**

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## Activator

### SHARED THEME DESCRIPTION

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

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

Driven by your talents, you want to be in charge. As soon as you have made up your mind, you are eager to get started. People who interfere with your progress probably irritate you. By nature, you sometimes inspire your teammates to be as enthused as you are about particular jobs, opportunities, events, causes, or ideas. Because of your strengths, you periodically stimulate individuals to be more enthusiastic about what they are doing. How? You might remind them that you truly value their contributions, talents, skills, or expertise. Chances are good that you typically take the lead. You seldom wait for orders or directions from people in positions of authority. You probably operate on the premise that it is better to ask for forgiveness than to ask for permission. Using this approach, you have delivered impressive results and reached important goals. Instinctively, you periodically issue direct orders to certain individuals. Some may feel you are overstepping the bounds of your authority or are being a bit bossy. Perhaps this is just your way of influencing some people to apply their time or energy to the task at hand.

#### **Questions**

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