
Leader: Clesta Stevens

Strengths-Based Leadership Insight Report

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DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

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.

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 FIVE CLIFTONSTRENGTHS THEMES

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever		Relator	Learner
			Strategic
			Analytical

Your Personalized Strengths Insights

LEARNER

Driven by your talents, you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund.

Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you already know prompts you to ask questions and delve even deeper into a subject or problem. Instinctively, you concentrate for extended periods of time. This is one reason why you ultimately master skills and grasp concepts. By nature, you have a deep yearning to acquire more knowledge and gain new skills to heighten your expertise. Usually you desire to be in the know — that is, completely educated about your area of specialization. Not surprisingly, you suffer greatly when an information vacuum exists or you are left out of the information loop. Because of your strengths, you choose to spend each week working toward clearly defined goals. When you have performance targets, you are more methodical about gathering information, data, facts, or evidence. Lacking weekly objectives, you know you risk collecting lots of interesting but useless knowledge. You realize that if you wander off course, time may be wasted and the objectives you set for yourself may be ignored. Chances are good that you enjoy examining books, journals, documents, artifacts, or data. They broaden your knowledge and allow you to acquire new skills. Firsthand experiments and personal experiences contribute mightily to your qualifications and credibility as an expert and specialist.

STRATEGIC

Driven by your talents, 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. Chances are good that 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. Because of your strengths, 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. Instinctively, you may have little difficulty finding the right words at the right time to express what you are thinking or feeling. Maybe you can present your concepts in a reasonable, orderly, or methodical way. Perhaps you generate a few options for others to consider. As a result, certain individuals might say you know how to get your ideas across to people. By nature, 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.

ACHIEVER

Because of your strengths, you might expend more physical or mental energy doing your job or pursuing your studies than some of your peers do. Perhaps you need to make measurable progress toward one or two goals each day to feel successful as a human being. By nature, you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless, and careless. You likely refuse to produce sloppy work or engage in unethical practices. Instinctively, you work with much more intensity in the evening. This awareness probably allows you to increase your productivity, improve the quality of your outcomes, enhance your efficiency, and better manage your priorities. It's very likely that you are known as a reliable and dependable person. You are motivated to work diligently. You cannot rest until you have completed what you told someone you would do. Driven by your talents, you likely have a reputation for being a hard worker. This explains why you tell individuals they can accomplish a lot more than they think they can. You press people to excel rather than settle for mediocre results. You probably have a difficult time associating with people who do only what is expected and who complain when they are challenged to do much more.

RELATOR

Chances are good that you may welcome the questions or concerns voiced by people. You might listen compassionately to some and offer counsel to others. People sometimes seek you out because your insights are helpful. Maybe they appreciate the way you occasionally cause them to think in new ways. It's very likely that you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all. Driven by your talents, you might notice that people regularly ask you, "What do you think?" This might be because they value your views about particular people, situations, rules, news events or decisions. Instinctively, you consistently measure up to your high expectations when working, studying, or playing. Because of your strengths, you typically do your best work when you can bring your expertise to an enterprise. You prefer activities that keep you busy from start to finish.

ANALYTICAL

Chances are good that you are energized each time you isolate a recurring set of numbers in data. You realize these sets have meaning. They contain questions, answers, trends, opportunities, and mysteries. It's very likely that you might find it easiest to agree with others when their ideas are grounded in reason or supported by facts. You might enjoy thinking through things when you are working with people who exhibit good judgment. Driven by your talents, you try to collect pertinent and precise data. You may refuse to stop searching until you find accurate facts. You might collect information that is relevant to your life, your work, or your studies. By nature, you occasionally adopt a practical, factual, or unemotional position on certain

issues. Maybe you refrain from becoming sentimental about certain people and their problems. Because of your strengths, you often are described as a no-nonsense person. You are determined to examine the smallest details of processes, problems, regulations, plans, and contracts. Breaking these into their basic parts helps you better understand them. You are easily annoyed by individuals who fail to give you enough time to methodically investigate, study, or think through things.