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Your Signature Theme Report

SURVEY COMPLETION DATE: 05-22-2024



DON CLIFTON

Father of Strengths Psychology and
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Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five."

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

Learner®

You love to learn. The subjects that interest you most will depend on your other themes and experiences, but you will always be drawn to learning. The process of learning, more than the content or the result, is especially exciting for you. The steady progression from ignorance to competence energizes you — the thrill of the first few facts, the early efforts to recite or practice what you have learned, the growing confidence of a skill mastered. You love to engage in new experiences. For example, exploring new activities or fields of study might energize you. You thrive in dynamic environments where you can learn a lot about a new subject in a short period of time and then move on. You do not necessarily want to become the subject matter expert or earn a professional or academic credential. For you, the outcome is less significant than the journey.

Intellection®

You like to think. You like exercising the “muscles” of your brain, stretching them in multiple directions. Your need for mental activity may be focused. For example, you might be trying to solve a problem, develop an idea or understand another person’s actions. Sometimes, you may think about practical matters such as the events of the day or a conversation you plan to have. The exact focus will depend on your

other strengths. There might be times when your mental activity lacks focus. Intellection does not dictate what you think about, just that you like to think. You are introspective, and you enjoy time alone to reflect. You are your own best companion as you ask yourself questions and experiment with answers to see how they sound. This musing will always be a natural part of your life.

Achiever®

Your Achiever theme helps explain your drive. You feel as if every day starts at zero. Every day, you must achieve something to feel good about yourself. And by “every day,” you mean every single day — workdays, weekends, vacations. If a day passes without some form of achievement, no matter how small, you will feel frustrated and restless. You have a fire burning inside you. It pushes you to do more, to produce more. After each accomplishment, the fire dwindles for a moment, but it soon rekindles itself, pushing you toward the next accomplishment. Your relentless need for achievement might not be logical or even focused, but it will always be with you. You must learn to live with this whisper of discontent. It gives you the energy you need to work long hours without burning out. It is the jolt you can always count on to get started on new tasks and new challenges. It is the power supply you use to set the pace for yourself and others. Achiever is the theme that keeps you going.

Input®

You are inquisitive. You collect things. You might collect information — facts, books or quotations — or you might collect tangible objects. Whatever it is, you collect it because it interests you. And you find so many things interesting. The world is exciting because of its infinite variety and complexity. When you read, it is not necessarily to refine your theories, but to add information to your archives. When you travel, each new location offers new souvenirs and facts that you can acquire and store away. Why are they worth saving? You might not know exactly when or why you will need them, but with so many possible uses, you don't feel comfortable throwing anything away. So you keep acquiring and compiling. It keeps your mind fresh. Perhaps one day, some of it will be valuable.

Maximizer®

“Can we make this better?” Excellence, not average, is your standard. For you, taking something from mediocre to good requires a great deal of effort and is not very rewarding. However, transforming something good into something great takes just as much effort but is far more thrilling. Strengths, your own and other people's, fascinate you. You instinctively notice the signs of a potential strength — a glimpse of

natural excellence, rapid learning or a skill mastered. When you see these clues, you are compelled to nurture, refine and push them toward excellence. You are drawn to others who have cultivated their strengths. Likewise, you prefer to spend time with people who appreciate your unique strengths and avoid those who want to fix you or make you well-rounded. You don't want to waste your life focusing on your weaknesses. You want to capitalize on what you're best at. It's more productive and a lot more fun.

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