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Sunil Sharma

# Strengths Insight Guide

SURVEY COMPLETION DATE: 10-27-2021



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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. Activator
2. Communication
3. Deliberative
4. Adaptability
5. Strategic

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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?

By nature, you might spot some emerging trends or problems others fail to notice. You sometimes generate innovative ideas before selecting the best option. Perhaps your proposals, coupled with your optimism, ignite people's enthusiasm for certain endeavors. Instinctively, you might feel good about the quality of your life when you can compel your friends to produce results. Maybe you motivate them with compliments. Maybe you simply say, "Let's start working." Maybe you issue direct orders when the need arises. Chances are good that you might derive much satisfaction from initiating conversations with outsiders or newcomers. You routinely make a game of getting strangers to tell you about themselves and their interests. It's very likely that you regularly set up rivalries between yourself and others. Your take-charge style ordinarily allows you to create opportunities where you can vie for the top prize or championship title. Driven by your talents, you occasionally feel comfortable telling certain individuals stories about your personal habits, qualities, experiences, or background. Your forthcoming nature might enable some people to share their thoughts and feelings with you.

#### 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?

By nature, you might enjoy chance encounters with friends or strangers. Occasionally you engage them in conversation. You may rarely be at a loss for words. Perhaps you revel in dialogues, discussions, or verbal exchanges. This partially explains why you move swiftly from person to person, taking time to chat with each one. It's very likely that you may feel the absence of your friends more deeply than some people do. Perhaps you long for the emotional support these individuals provide when miles separate you or circumstances make communication impossible. Instinctively, you might be more upbeat about life when you are surrounded by teammates, classmates, coworkers, family members, friends, or even strangers. Chances are good that you sometimes enjoy surrounding yourself with companions rather than being alone. Because of your strengths, you may feel good about yourself and life in general when you know the exact words to express an idea or a feeling. Perhaps language has fascinated you since childhood. Occasionally your ever-expanding vocabulary earns you compliments.

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## Deliberative

### SHARED THEME DESCRIPTION

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

It's very likely that you offer verbal feedback and positive reinforcement that is equal in measure to people's accomplishments. Even though you praise sparingly, your words echo in the minds and hearts of recipients. When you compliment individuals, they have no doubt they are truly worthy of recognition. Chances are good that you deliver compliments only when you are certain the person deserves recognition. Flattery is not your style. Honesty and sincerity are. You probably think long and hard before acknowledging someone's achievements or contributions. Instinctively, you are occasionally described as a no-nonsense person. Perhaps people notice that you carefully think through things before taking action. Maybe they have watched you break down an idea into its basic parts. Maybe they have seen you dissect a process into steps. To some degree, you are businesslike. Even so, some individuals might appreciate your cheerful, lively, and optimistic perspective on life. Driven by your talents, you may be earnest, solemn, or businesslike when circumstances require socially correct behavior. Perhaps you thoroughly study certain things before making decisions, designing plans, or taking action. Because of your strengths, you may feel pleased with life when people respect your need to be alone. You might place a high value on not telling others about your personal finances, decisions, or thoughts. Some of your coworkers, classmates, teammates, family members, or friends might say you know more about their lives than they know about yours. Perhaps these relationships last longer than those involving individuals who probe for information you prefer to keep to yourself.

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## Adaptability

### SHARED THEME DESCRIPTION

People who are especially talented in the Adaptability theme prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you sometimes monitor progress and adjust your plans for the coming months, years, or decades. Perhaps you expect the unexpected. You might prepare for the future by taking time to think about it. You may be a flexible rather than rigid organizer. Some people might admire your ability to reach long-term objectives with apparent ease. It’s very likely that you occasionally rely on your intuition to make the right decisions as events unfold. To some degree, the present — not the future and the past — captures your attention. Perhaps you monitor and adjust what you are doing or how you are doing it as circumstances change, people join and leave the group, problems arise, or new resources become available. Instinctively, you sometimes are particularly aware that possibility thinkers fuel your imagination. They might convince you that you can put action to their dreams for the coming months, years, or decades. By nature, you might deal with the requests or problems of others as soon as you learn about them. Chances are good that you may appreciate people who are not worrywarts. You might work better with individuals who avoid fretting over unimportant details. These people might approach everyday situations or crises with an inner calmness that frees you to modify plans, rules, processes, or assignments.

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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?

Because of your strengths, you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources. It's very likely that you may be a self-reliant person who needs time alone to think or work. You periodically generate innovative ideas and propose systematic programs of action. Perhaps you can identify certain recurring configurations in the behavior of people, the functioning of processes, or the emergence of potential problems. Chances are good that you might feel satisfied with life when your innovative thinking style is appreciated. You might pinpoint trends, notice problems, or identify opportunities some people overlook. Armed with this knowledge, you may devise alternative courses of action. By evaluating the circumstances, available resources, and potential consequences of each plan, perhaps you can select the best option. Driven by your talents, you may have a tendency to produce original ideas. Perhaps your imagination is stimulated when you collaborate — that is, team — with future-oriented thinkers. By nature, you occasionally marvel at your ability to vividly express your thoughts and feelings.

#### Questions

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