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Jacob Smith

# Strengths Insight Guide

SURVEY COMPLETION DATE: 02-15-2022



DON CLIFTON

Father of Strengths Psychology and  
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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. Harmony
2. Achiever
3. Consistency
4. Developer
5. Discipline

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## Harmony

### SHARED THEME DESCRIPTION

People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

It's very likely that you are happy to do exactly what is assigned to you, as long as you sense you are not being asked to carry more than your fair share of the workload. Checking those tasks off your list brings you much pleasure, and it helps you get along with others who notice your close attention to the work required of you. Instinctively, you ordinarily describe yourself as practical and realistic. You labor earnestly to find specialists who can help you figure out the right responses to questions. "Why reinvent the wheel?" you ask when they already know what to do. Because of your strengths, you tend to be more practical than creative. You usually think through problems or situations step by step. You identify the facts to make the unknown known. You fill in missing information. You clarify ideas, proposals, or rules. Using your intelligence or common sense, you diplomatically show people what is true and what is false. Generally you are the unifying force between individuals who are upset, mad, irritated, or in direct conflict with one another. Driven by your talents, you sometimes turn to knowledgeable and experienced individuals to help you pinpoint areas where you need to do something better. Perhaps you seek their counsel about personal or professional matters. You might trust that their answers are correct or that their solutions are feasible — that is, doable and suitable. Chances are good that you bring a matter-of-fact awareness to situations that require hard work. You see the task, the resources, and the challenges for what they are. You are not prone to unrealistic or wishful thinking. Just as you like to labor in the company of friends, they often appreciate your ability to keep them grounded in practicality. Consequently, you and your friends can remain friends even after completing rigorous, demanding, or emotionally taxing projects.

#### 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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## Achiever

### SHARED THEME DESCRIPTION

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you may be inclined to look over your own or others' work more than once. Sometimes you need to verify that the basic building blocks are in the right place. Perhaps knowing that everything has been done properly makes it a little easier for you to let go of one assignment and begin your next project. Driven by your talents, you are hardwired to work industriously. You willingly devote hours and energy to your job or studies. When you know your scores, ratings, rankings, or performance might be compared to the results of others, you might redouble your efforts to be the best. By nature, you channel your efforts into the task at hand. You persevere until you have gained the knowledge and skills needed to attain a goal. You can toil for many hours to secure your objective. You probably work hardest and most productively at a particular time of day. It's very likely that you exhibit the physical and mental endurance needed to continuously toil long after others have stopped working. You are hardwired to pursue goals until they are reached. When obstacles arise, you become even more determined to succeed. Instinctively, you usually give your undivided attention to individuals. You automatically concentrate on whatever they are saying. You earnestly strive to eliminate distractions or reduce interruptions that get in the way of your really understanding someone.

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## Consistency

### SHARED THEME DESCRIPTION

People who are especially talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Instinctively, you design orderly steps and processes to handle various activities. As a result, you discharge your duties and perform your tasks efficiently. Because of your strengths, you derive satisfaction from working with others to identify goals for individuals, yourself, or the group. You probably want everyone to agree on one process for narrowing down a number of possible objectives to a manageable few.

Participating in orderly meetings that produce worthwhile results is a good use of your time. You are apt to dislike chaotic, unstructured sessions where little, if anything, is accomplished. Driven by your talents, you invent processes that make it easier for others to perform repetitious tasks. You outline the necessary deadlines and steps everyone needs to follow to produce uniform and consistent results. Once your rules or procedures are adopted, you expect people to use them. Those who do things their own way are likely to upset you. You favor individuals who endorse the importance of everyone doing a particular chore the same way every day. It's very likely that you have a special knack for streamlining repetitious activities. You aim to handle every detail, requirement, or deadline efficiently and without any hassles. Prior to starting a task, you usually define the rules or procedures that those involved are expected to follow. Because you prefer to work with your friends, having a clear plan makes it easy to do whatever needs to be done. This is one reason why your friendships usually remain intact once the job is completed. Chances are good that you like systems or rules because they produce uniform, consistent, and predictable results every time. This is especially useful when individuals must perform the same task in the same way over and over again. Being an organized thinker, you are apt to lead others through step-by-step presentations about processes or regulations.

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## Developer

### SHARED THEME DESCRIPTION

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you enjoy acknowledging people's finest traits and applauding their most outstanding accomplishments. You make new friends by noticing things they do very well. You maintain current relationships by expressing an interest in whatever intrigues each person. You are highly motivated to say and do things that cause others to befriend you. It's very likely that you regularly look for opportunities to give people special attention. You celebrate their accomplishments. You tell them why you appreciate their knowledge, skills, and talents. You acknowledge their opinions and solicit their suggestions. Because of your strengths, you sometimes are sensitive to the fluctuating moods of certain individuals. This might be why you strive to show no one favoritism. You might want each person to have the same opportunities, access to information, or resources. Perhaps dealing with people impartially is one of your core values. Instinctively, you support the people around you by acknowledging their outstanding accomplishments and stellar performances. Driven by your talents, you like to lift the spirits of the people around you. You know what to do and say so individuals feel useful, valued, appreciated, and important.

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## Discipline

### SHARED THEME DESCRIPTION

People who are especially talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you might prefer mapping paths toward specific long-term goals. You occasionally create orderly or detailed tactics to secure particular objectives. Once in a while, you are energized by what you can accomplish. Instinctively, you may choose to be a solo performer. Perhaps working alone frees you to check and double check things before declaring, "Everything is in its proper place." Driven by your talents, you sometimes choose to work independently. Perhaps you give exceptionally mature consideration to each step of your plan before you launch projects or begin assignments. Maybe you set out to do everything right. By nature, you periodically like to work alone. Why? Maybe you sense you can accomplish a little bit more that way. Perhaps you enhance your personal productivity by assigning a level of importance or urgency to every task. You might start with the most critical activity and work your way to the least critical. Chances are good that you like to keep your environment neat and orderly. You feel most comfortable when everything has its place and everything is in its place.

#### Questions

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