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# Strengths Insight Report

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## Your Top 5 Themes

Harmony  
Achiever  
Arranger  
Consistency  
Adaptability

## 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?*

Instinctively, 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. It's very likely that you characteristically look for practical explanations to inform your thinking. Armed with this information, you can treat people, groups, programs, or budgets equally. Chances are good that 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. Driven by your talents, you yearn to avoid conflicts and disagreements. This explains why you study and examine plans before you leap into action. Your need to do things properly and correctly indicates your cautious nature. The clarity you bring to projects and tasks makes you and/or others feel informed and safe. Because you check so many things beforehand, the number of misunderstandings and miscommunications between people is likely to decrease dramatically. By nature, you choose to team with others to perform tasks. You probably appreciate working with group members who accomplish what they are assigned to do. For purely practical reasons, you expect people to carry an equal share of the load. You perceive that an injustice has

been done when a person is given more to do than is humanly possible or is not allowed to reach his or her full potential.

## **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?*

Driven by your talents, you actively seek out advisers whose judgment and expertise you trust. Whenever you find yourself in a questionable situation, you likely ask them to help you identify the proper course of action. Why? You are committed to doing things correctly. Instinctively, 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. By nature, you usually work earnestly for an authority figure who takes an interest in you as a human being. You probably just do what is expected when teachers, coaches, or supervisors treat you like an underling, consider you hired help, or ignore you. It's very likely that you make an effort to be friendly and talkative whenever the situation demands. Even so, you treasure your work or study time. Why? You yearn to produce tangible results each day. Socializing, while important, fails to provide outcomes to which you can point and measure. As a result, you likely resist devoting time to activities that impede progress, compromise productivity, or waste precious time. Chances are good that you frequently take a long and hard look at yourself. You probably review what you have and have not accomplished. You scrutinize — that is, give close attention to — how you treated various individuals and how they responded to you. You likely consider reordering your personal or professional priorities. You tend to examine many aspects of your life.

## **Arranger**

### Shared Theme Description

People who are especially talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

### Your Personalized Strengths Insights

*What makes you stand out?*

By nature, you join teams whose members engage in lots of physical activity. Sitting in meetings, doing paperwork, or facing a computer for hours at a time likely tire you much more than eight hours of manual labor. Driven by your talents, you are the team member whom others count on to do what is

right. You make sure your job and assignments are done correctly. You customarily conduct yourself in such a way that your ethics are above reproach — that is, anyone's disapproval. Chances are good that you need to serve on teams whose projects and procedures have been mapped out in detail well ahead of time. Having a plan and knowing exactly what you are required to do increases your chances of being successful. Understandably, you feel quite uncomfortable being assigned to a group that only manages crises, deals with the unexpected, or figures out tactics in the midst of chaos. It's very likely that you enjoy partnering with teammates to complete certain tasks or to reach particular goals. Because of your strengths, you sometimes volunteer to do things rather than wait to be asked to assume more duties.

## 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?*

It's very likely that you sometimes view your life more favorably when you can say, "I gave that project my best effort, and I am pleased about the things I did right." Because of your strengths, you thrive in settings where you can accomplish things. Of course, you have your own step-by-step way of performing repetitious tasks. As long as you can stick to your preferred plan of action, you usually enjoy handling the details and deadlines related to jobs, chores, projects, hobbies, assignments, or errands. Driven by your talents, you establish patterns of behavior to free you from having to think about how you perform repetitious tasks. Your carefully constructed rules and procedures minimize the amount of time you must spend handling details and managing deadlines on a daily, weekly, monthly, or annual basis. You simply want your systems to be reliable, functional, and efficient. Plans incorporating moderation or common sense appeal to you much more than those reflecting extremism or poor judgment. Instinctively, 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. Chances are good that you might be pleased with yourself when you deliver the kind of results you know you are capable of producing. Perhaps what you think of your progress matters more to you than what others might think of it.

## 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.

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## Your Personalized Strengths Insights

*What makes you stand out?*

Chances are good that you avoid individuals who work non-stop, never taking a break. You refuse to rush headlong from one activity to the next. You are quite comfortable dealing with change, surprises, and unexpected problems. Why? While you appreciate schedules and plans, you recognize when it is wise to deviate — that is, turn away — from them. It's very likely that you think about the present and enjoy the moment. You know it is impermanent — that is, it does not last forever. You struggle to deal with people who are rooted in the past, those who can see only the future, or those who are caught up in the stresses of the day. For you, it is tiring to spend much time with individuals who are constantly busy or moving so fast they fail to enjoy their lives minute by wondrous minute. Driven by your talents, you are quite comfortable letting the day's events and people's demands determine what really deserves your attention. Because of your strengths, you are the group member who moves through the day handling unexpected situations as they arise. Some are important. Others are not so important. You probably have earned a reputation for changing plans to deal with surprises. Instinctively, you might choose to deal with events, people, or facts as they present themselves. Perhaps changing your plans as the situation changes suits your style. Maybe you intentionally avoid inflexible people or situations.