



StrengthsFinder 2.0 Report

Strengths Insight Guide

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Your Top 5 Themes

Includer
Command
Communication
Responsibility
Significance

Includer

Shared Theme Description

People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

Your Personalized Strengths Insights

What makes you stand out?

It's very likely that you prefer the company of people to being alone. You automatically welcome a wide array of individuals into your workplace, classroom, team, family, club, or social circle. Because of your strengths, you feel a natural affection for humankind. Your passion for people is readily apparent to just about every person you meet. By nature, you naturally harbor feelings of good will toward almost everyone you meet. From the start, you probably pose questions that reveal to you another person's strengths, interests, or goals. Knowing as much as you do about an individual allows you to appreciate him or her more than others can. People often turn to you for insights about strangers or newcomers to the group. Your knowledge usually helps them to accept these outsiders sooner rather than later. Chances are good that you are pleasant and amiable — that is, easy to get along with and likeable. You can socialize or work with just about anybody. Your congenial — that is, friendly — manner as well as your interest in people help you identify common ground, offer compliments, ask non-threatening questions, and effortlessly move in and out of conversations. Driven by your talents, you live peacefully with many types of people. You seek opportunities to cooperate with outsiders. You welcome newcomers into your life. You help them fit into the group. Usually they permit you to draw them into casual chitchat or serious discussions. Talking with strangers probably energizes 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?

Command

Shared Theme Description

People who are especially talented in the Command theme have presence. They can take control of a situation and make decisions.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you usually contribute more innovative ideas to group discussions than most people do. You actually help strangers, newcomers, or outsiders feel comfortable sharing their thoughts. You welcome their fresh ideas. Why? They often stimulate everyone's thinking, including your own. Because of your strengths, you understand the proverb "Nothing ventured, nothing gained." Instead of choosing the easy and obvious path, you challenge yourself to overreach your goals. With courage and perseverance, you dare to produce exceptional results. You seldom ask for guarantees of success. Instead, you boldly forge ahead toward your desired goals. It's very likely that you can prepare people to encounter danger, bear pain, or withstand adversity. You fortify others so they grow stronger. By nature, you often give individuals confidence and courage by accepting them just as they are. You thrive in environments where you are surrounded by people from different cultures or backgrounds. You actively seek the company of people who speak a foreign language, wear native attire, or practice their culture's customs. Driven by your talents, you like advancing on your own. You enjoy defying the odds. You find limited satisfaction in pursuing the easiest, the most popular, or the accepted course of action.

Questions

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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?

Instinctively, you typically are described as a “what you see is what you get” person. There is very little mystery about who you are. You usually make a point of talking with strangers. You are apt to tell them about yourself without their having to ask you any questions. Your forthright approach encourages many individuals to be as open with you as you are with them. Chances are good that you customarily facilitate the group’s conversation. You carry yourself with an air of distinction. You take charge quite naturally. Nevertheless you appreciate the willingness of people to openly exchange ideas. Driven by your talents, you are the perfect guest at gatherings where few people know each other. You quite easily engage one individual in conversation. Based on what you hear, you probably involve others who share similar interests or exhibit curiosity about various topics. Once you get a small group chatting, you are apt to excuse yourself to start the process all over again with another newcomer. You often are the catalyst for animated verbal exchanges. By nature, you are naturally open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples. Because of your strengths, you very much enjoy the animated give-and-take of a lively discussion.

Questions

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Responsibility

Shared Theme Description

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you are quite comfortable being honest about yourself with others. You harbor very few illusions about who you really are. Furthermore, you can openly acknowledge your mistakes and shortcomings. This is apt to distinguish you from most people. Chances are good that you often argue that people should be held to the highest moral standards. You insist that those who break the law be required to accept the consequences of their deeds. You have little sympathy for people who are caught in the act of taking things that do not belong to them. It's very likely that you consistently work at assignments and chores to their conclusion. People have confidence that you will see whatever you do through to the very end. By nature, you generally prefer to produce results on your own. You probably assume total ownership for doing whatever you promised you would do. Instinctively, you sometimes open yourself to diverse types of people. You ordinarily welcome individuals who otherwise would feel out of place or ignored.

Questions

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Significance

Shared Theme Description

People who are especially talented in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

Your Personalized Strengths Insights

What makes you stand out?

By nature, you may sense which people admire you or are devoted to you. You also might be keenly aware of those who have very little fondness for you. Chances are good that you are a solo performer who wields influence over people by making sure they see what you have accomplished on your own. Instinctively, you contend that what you have to say is very important. You probably tell individuals or groups they would be wise to stop what they are doing and give you their undivided attention. It's very likely that you probably work diligently, persevering to the very end. You are gratified when people tell others you are a competent, trustworthy, and accomplished individual. Because of your strengths, you may exhibit an awareness of how specific people see you. From time to time, you might enjoy being surrounded by some of your admirers.

Questions

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2. Out of all the talents in this insight, what would you like for others to see most in you?