

## Your Top 5 Strengths Are:

### 1. **Ideation (100%):**

People strong in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

#### Tips to Improve this Strength:

- Actively seek out positions where your ideas will be valued and encouraged.
- Be a designer, sales strategies, marketing guru, or customer service rep for new products and ideas.
- Search out and request ideas from others to stimulate your thinking.
- Constantly think of ideas that can improve businesses and the lives of others.
- You enjoy the power of words; punchy ideas stimulate your thinking - focus and play with this fact.
- For decisions, you need to know that everything fits together. Be aware and plan for decisions.
- If a decision seems to stand out as particularly bothersome, then check if it is an exception before worrying about it.

### 2. **Belief (95%):**

People strong in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

#### Tips to Improve this Strength:

- Make efforts to discover your true passion and tie it to your work, no matter what you do.
- Align, but don't compromise, your values to that of your organization.
- You respect others for learning about your family and community - give them the opportunity.
- You give more value to greater levels of service than more money - let others know this.
- People may not share your beliefs, but you feel they need to understand & respect - let them.

### 3. **Communication (95%):**

People strong in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

#### Tips to Improve this Strength:

- Schedule some real time to develop communication strengths and skills - take a training class / read books!
- Try to attend events where prospects or customers are to be entertained.

- Seek to capture and learn company folklore and stories - be the company culture point of contact.
- Plan and take time to hear about the life and experiences of others.
- Plan to participate, organize, and encourage company social events.
- Volunteer to help others make more engaging presentations.
- Take advanced public speaking training; the novice classes will upset you.

4. **Self-Assurance (90%):**

People strong in the Self-assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Tips to Improve this Strength:

- You don't need your hand-held; help others understand you need space to make meaningful decisions.
- Seek to take on a role where persistence is essential to success.
- Continually take on roles that demand an aura of certainty and stability.
- You have a strong self-concept that you are an agent of action - nurture it.
- You are most effective when you feel you are in control of your world - be aware and help others understand this.
- You need clear feedback to develop your instincts - review your failures and successes for lessons learned.

5. **Learner (90%):**

People strong in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Tips to Improve this Strength:

- Actively take on roles that require you to stay current in a fast moving field.
- Always stay hunting for a richer learning environment - the process keeps you energized.
- Track your learning progress and celebrate milestones along the way.
- Challenge yourself to be a resident expert or master of trade on a subject.
- Request to work beside someone who will continuously push you to learn more.
- Learn by teaching others - do discussion groups and presentations at work and in your community.
- Set aside money to support continued education, training, seminars, and e-learning.