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Strengths-Based Leadership Insight Report

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DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

Gallup found that it serves a team well to have a representation of strengths in each of the four domains of leadership strength: Executing, Influencing, Relationship Building, and Strategic Thinking. Instead of one dominant leader who tries to do everything or individuals who all have similar strengths, contributions from all four domains lead to a strong and cohesive team. This doesn't mean that each person on a team must have strengths exclusively in a single category. In most cases, each team member will possess some strength in multiple domains.

According to our latest research, the 34 Clifton StrengthsFinder themes naturally cluster into these four domains of leadership strength. See below for how your top five themes sort into the four domains. As you think about how you can contribute to a team and who you need to surround yourself with, this may be a good starting point.

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.

YOUR TOP FIVE CLIFTONSTRENGTHS THEMES

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Restorative		Individualization	Learner
Deliberative			Analytical

Your Personalized Strengths Insights

RESTORATIVE

Instinctively, you usually find better ways for people to cooperate. You normally identify the strengths, limitations, ideas, goals, or experiences each person brings to the group. You probably set up partnerships so these individuals can acquire the knowledge and skills they lack. It's very likely that you traditionally figure out what you need to do better by evaluating data, evidence, or facts. By nature, you naturally enjoy hearing what people have to say. You frequently evaluate your listening talents. In the process, you are apt to discover new ways to absorb a lot more information. Driven by your talents, you spend considerable time examining exactly why something has gone wrong. Whenever you experience a personal or professional loss, make a mistake, or experience failure, you tend to investigate. You are likely to be restless until you have answers to all your basic questions: What? How? When? Where? Who? Why? Because of your strengths, you regularly think about ways to correct or revamp what needs to be addressed at the moment. Today offers you plenty of opportunities to do things better. This explains why you avoid being distracted by what is likely to happen in the coming months, years, or decades.

LEARNER

Driven by your talents, you automatically ask individuals questions to discover their talents, interests, hopes, fears, successes, or failures. By being inquisitive, you begin to see each person as he or she really is. The insights you have are most valuable when there is a job to do. You are apt to be the one to whom others look for ideas about assignments to give each individual. You are likely to understand what is and is not a reasonable expectation to place on someone. Chances are good that you might register for high level courses or honors classes. Why? Perhaps you are attracted to subjects that are not easy to comprehend. Occasionally you trust yourself enough to test your mental endurance and agility. It's very likely that you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energizes you. You are likely to escape from situations and avoid people who want you to keep doing what you already know how to do well. Maintaining an intellectual status quo is unacceptable to you. Instinctively, you constantly investigate the "hows" and "whys" of a given situation. You find relationships between the final result and the events preceding it. These links enable you to understand how things come into being. You draw logical conclusions. These often broaden your knowledge base. By nature, you earnestly direct your attention toward the ideas, issues, situations, or possibilities that stir your curiosity. In fact, you devote more time than most people do to exploring topics, problems, prospects, opportunities, or techniques that pique — that is, arouse or excite — your interest. When something has to be completed, you are eager to acquire the necessary knowledge or skills to meet the challenge.

DELIBERATIVE

Instinctively, you often are described as a no-nonsense person. You are determined to examine the smallest details of processes, problems, regulations, plans, and contracts. Breaking these into their basic parts helps you better understand them. You are easily annoyed by individuals who fail to give you enough time to methodically investigate, study, or think through things. Chances are good that you are willing to sacrifice affection and relationships to be true to yourself. In your opinion, life is not a popularity contest. By nature, you are a reserved individual. You choose to keep personal matters to yourself. This may partially explain why you launch projects that require little conversation about your experiences or successes. Because of your strengths, you select your friends with great care. You are comfortable nurturing up-close and personal relationships with these chosen individuals. The quality of your relationships is much more important to you than the number of people who say you are their friend. It's very likely that you ponder your decisions rather than react without thinking through things. You weigh the possible ramifications, consequences, outcomes, and effects. You aim to understand the basic "whys" and "hows" of a situation, problem, or opportunity. People trust you to be cautious. They expect you to raise important issues that require further consideration.

ANALYTICAL

It's very likely that you may rely on credible facts or objective data when you are faced with a difficult choice. Perhaps you refuse to act in haste. Occasionally you might ask for more time to examine the evidence or evaluate the situation before deciding on a course of action. Driven by your talents, you may have acquired specific knowledge, skills, degrees, or certifications over the years. Perhaps these give you the background you need to logically evaluate how different elements come together to influence an event, a crisis, or an opportunity. Chances are good that you occasionally emphasize facts or point others in the direction of truth. You may wake up those who are deluded — that is, easily misled, deceived, or tricked. Perhaps your honest, direct, and plainspoken approach cuts through individuals' delusions so they can begin seeing specific things clearly. Maybe your matter-of-fact style helps a few people identify common ground. Now and then, consensus — that is, complete agreement — might occur. Instinctively, you may be aware of some of the elements impacting a group of people, a project, a process, a deal, or a proposal. Perhaps you think through some of the facts to predict possible outcomes or consequences. You might produce a reasonable explanation for why certain things might or might not happen. Because of your strengths, you occasionally rely on your skills, knowledge, or expertise to investigate specific topics or problems. Perhaps the degree of detail and thoroughness you require of yourself surpasses that of some people.

INDIVIDUALIZATION

By nature, you easily identify with what others are thinking and feeling. You intuitively understand their hopes, fears, joys, and sorrows. This helps you consider things from each individual's perspective. Chances are good that you sometimes recognize that certain individuals appreciate your practical,

straightforward, or realistic way of thinking. Perhaps you enjoy coming to the aid of people who value the fact that you treat them evenhandedly — that is, the same. Driven by your talents, you sometimes offer guidance to friends who seek your assistance. Maybe you keep your opinions, recommendations, or suggestions to yourself until you are invited to share them. It's very likely that you frequently promise yourself to do something better than you did it the last time. As you examine the consequences of your words and deeds, you usually recognize ways you could perform a similar task or problem the next time with a higher degree of knowledge or skill. Simply put: You are determined to gain insights from your mistakes so you do not repeat them. Instinctively, you might need to be assured that your offer of assistance will be accepted before you become involved in someone's life.