
Michael McCarthy

Strengths-Based Leadership Report (Brief)

SURVEY COMPLETION DATE: 06-15-2017



DON CLIFTON

Father of Strengths Psychology and
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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.

YOUR TOP FIVE CLIFTON STRENGTHSFINDER THEMES

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Responsibility		Individualization	Learner
Achiever			Strategic

Your Personalized Strengths Insights

RESPONSIBILITY

Chances are good that you are impelled to deliver on all of your commitments. You are determined to meet all of your obligations. Doing so is your badge of honor. It is one reason why people describe you as trustworthy and dependable. It's very likely that you volunteer for additional duties. You really enjoy being given authority over projects, individuals, or groups. You expect to be held accountable for the results you produce as well as your words and deeds. Driven by your talents, you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless, and careless. You likely refuse to produce sloppy work or engage in unethical practices. Because of your strengths, you often stand out as notably mature. You are reasonable in your thinking. These two qualities usually distinguish you from many of your peers and friends. Instinctively, you possess an inner drive to attain your high standards of excellence. Satisfying work and a passion for accountability fuel your zeal to do things very carefully. You want others to view you and your work favorably.

INDIVIDUALIZATION

Chances are good that you are committed to assisting people who specialize in studying the past. Often your reward is the friendship of these individuals. You are happiest when lots of people enjoy spending time with you. It's very likely that you enjoy being busy, especially when you can assist someone in need. You are likely to be a good partner at home, in the workplace, at school, or in the community. You tend to do more than is expected of you. Why? You probably worry about wasting time. This explains your habits of volunteering for projects and asking for extra duties. Instinctively, you help individuals acquire knowledge and gain skills. You are a fine instructor, tutor, and/or trainer. By nature, you enjoy sharing your expertise with individuals who are likely to benefit from your assistance. Driven by your talents, you occasionally pinpoint the unique qualities, motivations, strengths, limitations, preferences, or attitudes of certain people. Perhaps you look for one or two good things in each person. Maybe this information permits you to set up opportunities for particular individuals to cooperate. You might compliment those who freely share bits of their knowledge, skills, or talents with their teammates, classmates, colleagues, coworkers, friends, or family members.

ACHIEVER

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 might devote some of your attention to immediate tasks or challenges. This partially explains why you give yourself time to

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comprehend what you read on the printed page or the computer screen. Diligence, persistence, and concentration might be three of your distinguishing traits. Chances are good that you notice that your ability to use common sense and reason gives you an edge — that is, an advantage — over many people. You are driven from within — that is, you motivate yourself — to accomplish more and do better work than you ever have. This is your path to success. Instinctively, you work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people. Driven by your talents, you may ignore distractions to concentrate on your assignments. Sometimes you keep reading, researching, experimenting, or writing until you know all you need to know about a particular subject. You might not rest until you have mastered certain concepts, committed important information to memory, or completed specific course requirements.

LEARNER

By nature, 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. Because of your strengths, you are drawn to the process of gaining knowledge and skills. You long to build on what you already know. You yearn to improve on what you already can do. When you meet people who value education as much as you do, you are eager to hear about their personal or professional ambitions, intentions, or goals. Understanding what others aim to accomplish in the coming weeks, months, or years can be the beginning of a practical partnership or an enduring friendship. Driven by your talents, you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you already know prompts you to ask questions and delve even deeper into a subject or problem. Instinctively, you yearn to know a lot. It makes little sense to you to skim through a book and read only the highlights. You delve more deeply into intriguing subjects than most people do. You love to gather all kinds of information. This explains why you take time to grasp ideas that appear in print. It's very likely that you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention.

STRATEGIC

Instinctively, you can reconfigure factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one. Because of your strengths, you normally find just the right words at the right moment to express whatever you are thinking and feeling. Many people are likely to appreciate your fine speaking abilities. You can present your ideas in a reasonable, sequential, and methodical way.

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Moreover, you generate lots of options for others to consider. By nature, you select the right combination of words to convey your ideas or feelings. In the middle of discussions, your vocabulary provides you with precise phrases and terminology. You probably express yourself with ease and grace. Driven by your talents, you have acquired valuable skills and knowledge. You spend time considering numerous courses of action before choosing one. You invent original and innovative techniques for dealing with expected and unexpected challenges. You use the same approach to take advantage of promising opportunities. It's very likely that you notice that the right word usually pops into your mind exactly when you need it. Your comfort with language makes the oral or written expression of your ideas or feelings appear almost effortless. Others benefit from your ability to transmit information, thoughts, or emotions by using a vocabulary they can easily understand.

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