
Marlow McGuire

Strengths Insight Guide

SURVEY COMPLETION DATE: 10-05-2017



DON CLIFTON

Father of Strengths Psychology and
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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 5 Themes

1. Strategic
2. Relator
3. Learner
4. Intellection
5. Ideation

Strategic

SHARED THEME DESCRIPTION

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you sometimes know what has gone wrong. You try to uncover facts. Perhaps you are not intimidated by an overwhelming amount of information. Like a detective, you might sort through it, attempting to identify pieces of evidence. Following a few leads, you might begin to see the big picture. Maybe you generate schemes for solving the problem. You might choose the best option after considering some of the prevailing circumstances, available resources, or desired outcomes. Driven by your talents, you may be inclined to examine the basic elements of certain types of problems. You might attempt to understand how and why things work or fail to work. These insights might stimulate your thinking. Then you try to generate a few alternative plans. Considering prevailing circumstances, available resources, and time constraints, you might narrow down your options. Perhaps the plan that offers the best chance of solving the problem naturally reveals itself. By nature, you may see solutions before other people know there is a problem. You might start formulating answers before your teammates, coworkers, or classmates understand the question. Sometimes you generate numerous ideas before sorting to the one that makes the most sense in a particular situation. It's very likely that you are innovative, inventive, original, and resourceful. Your mind allows you to venture beyond the commonplace, the familiar, or the obvious. You entertain ideas about the best ways to reach a goal, increase productivity, or solve a problem. First, you think of alternatives. Then you choose the best option. Instinctively, you may pay attention to some of the things going on around you. Perhaps you listen, quiz people, read, or take notes. As you accumulate information, you might disregard what is unrelated, and pay heed to what seems important. Sometimes the more you reflect on what you know, certain problems reveal themselves, and eventually some solutions start taking shape in your mind. Then you try to select the best plan from your list of options.

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?

Relator

SHARED THEME DESCRIPTION

People who are especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you may realize that each individual's interests, background, motivations, desires, fears, and work style are different. Perhaps you strive to honor everyone's unique qualities and preferences. Understanding the ambitions of particular people might give you insights into the type of support, training, experiences, partnerships, or nurturing each person needs to thrive. Because of your strengths, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all. It's very likely that you may enjoy sharing your point of view with certain individuals who ask, "What do you think?" When you are familiar with the topic, problem, or people involved, you might be comfortable expressing yourself. From time to time, you set out to discover specific facts and weigh them with care before speaking your mind — that is, giving advice or openly stating your ideas. Driven by your talents, you regularly consider talents you want to upgrade to be a better trainer or coach. You are likely to derive much satisfaction from helping individuals improve personally or professionally. Chances are good that you may cause certain people to feel worthwhile and appreciated. How? Maybe you invite them to share some of their aims for the future. When you know a bit more about a person, you might begin nurturing a meaningful partnership.

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Learner

SHARED THEME DESCRIPTION

People who are especially talented 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.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you may thirst for new ideas and knowledge. Sometimes you dive into your reading with abandon. Other times you lose yourself in a book. Maybe you pore over the thoughts contained in its pages for long stretches of time. Why? You might want to absorb as much information as you can. By nature, you periodically investigate the “hows” and “whys” of a given situation. You might find relationships between the final result and the events preceding it. Perhaps these links enable you to understand how things came into being. You may draw logical conclusions that can broaden your knowledge base. It’s very likely that you endorse the importance of acquiring additional knowledge and gaining new skills. You regard education as an ongoing activity. Driven by your talents, you occasionally find the reasons why certain things occur again and again. Perhaps you investigate numerous details to understand the overall operation of a machine, program, regulation, or tool. Maybe examining the interaction between various parts is as important to you as knowing what each part is designed to do. Chances are good that you sometimes toil without much rest. Maybe you want to pinpoint useful and intriguing facts. To some extent, you may need to explain why particular events unfolded as they did. Perhaps this information permits you to do more or better work.

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Intellection

SHARED THEME DESCRIPTION

People who are especially talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you need uninterrupted quiet time to be alone with your thoughts. Seldom do you automatically accept all the ideas of someone who has authored a book, been interviewed by the media, or been invited to address an audience. Instead, you scrutinize the theories and concepts of writers, speakers, and philosophers. You probably are a critical thinker. Chances are good that you might accept the challenge of understanding the detailed workings of complicated processes, mechanisms, or plans. To some extent, you enjoy examining mechanisms, processes, ideas, or regulations in detail. Perhaps you can picture in your mind how all of the pieces or steps link together. Driven by your talents, you may have figured out how to keep conversations centered on ideas as a child. Carefully listening to peers' and adults' discussions might have allowed you to join in without rocking the boat — that is, without causing trouble where none was welcome. Perhaps you continue to listen intently to collect information before adding your ideas, contributing your insights, offering your suggestions, or asking your questions. Instinctively, you have a rich vocabulary upon which to draw. The words you choose often expand and challenge your listeners' or readers' thinking. By nature, you are mentally quick and highly resourceful. You constantly consider how you can upgrade all sorts of things in your personal or professional life. You eagerly seek and find opportunities to better yourself.

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Ideation

SHARED THEME DESCRIPTION

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

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you now and then take advantage of opportunities that allow you to generate original ideas. Driven by your talents, you might welcome opportunities to exchange new theories, innovative thoughts, or intriguing concepts. Sometimes the original thinking of individuals stimulates your creativity. Instinctively, you spontaneously tune in to what others think of you as a person and as a professional. As a result, you intentionally commit to memory complicated and intricate words as well as specialized terminology. You use language to your advantage in situations when you desire to influence, confront, make demands of, or issue orders to people. Your vocabulary allows you to speak with authority. By nature, you typically generate inventive ideas for new projects, especially those that require upgrading things. When you are challenged to be an innovative thinker, you feel valued. It's very likely that you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others.

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