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Pat McIntyre

# Strengths Insight Report

SURVEY COMPLETION DATE: 02-24-2017



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## Your Top 5 Themes

1. Strategic
2. Belief
3. Self-Assurance
4. Analytical
5. Learner

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## 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?

It's very likely that 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. Chances are good that you sometimes trust your ability to be an innovative thinker. You might invent several ways to reach a particular goal. Perhaps your next step is to narrow down your options to the best one. Sometimes you take into consideration prevailing circumstances, available resources, budgetary constraints, or pressing deadlines. Driven by your talents, you likely are quite adept — that is, talented, skilled, and knowledgeable — with language. You can express your ideas and feelings with ease. You typically rely on words or phrases your teammates readily understand. By nature, 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. Moreover, you generate lots of options for others to consider. Instinctively, 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.

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## Belief

### SHARED THEME DESCRIPTION

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

## YOUR PERSONALIZED STRENGTHS INSIGHTS

### What makes you stand out?

Instinctively, you might dedicate your energy or personal time to issues, causes, or projects. Perhaps you have a deep-seated desire to have a positive effect on the planet or its people. Your goal may be as simple as this: “I want to leave the world in a little bit better shape than I found it.” It’s very likely that you might be determined to push for specific kinds of changes that could benefit humankind or Earth itself. To some extent, your desire to have an impact motivates you to enter into conversations with intelligent people. Sometimes drawing on their knowledge and ideas as well as sharing your wisdom is exciting. Perhaps some of these discussions redirect your thinking or cause you to reexamine your purpose in life. Because of your strengths, you sometimes need to inform others about the pitfalls and obstacles you see so clearly. You may or may not know what to do about the problem. Nonetheless, you might be aware of its existence when others are not. Driven by your talents, you might seek to create a happier and more hospitable environment by reminding people about their accomplishments. Perhaps one of your missions in life is to build up the self-confidence of others. Chances are good that you can sometimes place the needs of others ahead of your own.

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## Self-Assurance

### SHARED THEME DESCRIPTION

People who are especially talented 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.

## YOUR PERSONALIZED STRENGTHS INSIGHTS

### What makes you stand out?

It’s very likely that you periodically surprise yourself and others by referring to a relatively obscure fact or insight you found in a book. Maybe you are delighted when something you filed in your memory or documented expands your own as well as your colleagues’ thinking. You might bring to conversations the major thoughts of writers, researchers, historians, policymakers, common folks, or prestigious leaders. Possibly reading is your ticket of admission to some interesting discussions. Because of your strengths, you sometimes enroll in difficult or demanding classes. You might aim to expand your knowledge or challenge your thinking about certain things. Instinctively, you are apt to be the person who takes chances when most of your teammates are reluctant to do anything. You generally inspire individuals to be more daring. How? They observe you trusting yourself enough to try something new, different, or difficult. When you act boldly, they probably decide they can be brave, too. 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. By nature, you sometimes toil more than 60 hours a week when the situation calls for extra effort.

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## Analytical

### SHARED THEME DESCRIPTION

People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

### YOUR PERSONALIZED STRENGTHS INSIGHTS

#### **What makes you stand out?**

Instinctively, you usually bring a rational and objective perspective to your discussions with possibility thinkers. You are the person who helps them transform their big dreams into workable action plans. They probably rely on you to outline the basic steps, identify needed resources, or establish a sensible timeline. It's very likely that you may be earnest, solemn, or businesslike when circumstances require socially correct behavior. Perhaps you thoroughly study certain things before making decisions, designing plans, or taking action. Because of your strengths, you frequently are the person to whom members of the group turn for counsel. They trust you to provide reasonable explanations for the difficulties they are confronting as individuals or as a group. Why? Typically you break problems into small parts that people can easily manage. By nature, you periodically follow an established procedure for getting certain things done. You might identify the most pressing needs, then respond to each one according to its perceived importance or urgency. Chances are good 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.

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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?**

Chances are good that you sometimes investigate topics or explore issues to become more knowledgeable. Through ongoing practice, you may acquire additional skills or perfect specific techniques. Maybe few things please you as much as having mastered a subject that interests you. It's very likely that you may feel an attachment to certain individuals you meet. Perhaps you take time to become better acquainted with some people. Occasionally you listen to their stories, ask them questions, and pay attention to their answers. In some instances, you might go out of your way to find common interests. Maybe each discovery gives you another reason to invite specific newcomers into your circle of friends, family, associates, teammates, or students. Because of your strengths, you can be scholarly if you have a desirable goal to reach. Perhaps you are willing to examine certain topics for extended periods of time. This might satisfy your need for knowledge or your desire to make measurable progress. Driven by your talents, you sometimes work hard on your studies or the acquisition of a skill. You attempt to know more than the basics. For that reason, you may set some lofty goals for yourself. Perhaps no one needs to prod you to do your homework or practice your craft. Instead, you might push yourself by drawing on your inner reserve of determination. In some ways, you want to be more knowledgeable tomorrow than you are today. Maybe your quest for information or excellence is never-ending. By nature, you show some signs of wanting to acquire new knowledge or skills in particular areas of interest. Perhaps you rely on conversations with a few intelligent people to complement — that is, complete — what you have already gained through classes or reading.