
Rota Kalnina

Strengths Insight Guide

SURVEY COMPLETION DATE: 06-21-2022



DON CLIFTON

Father of Strengths Psychology and
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Rota Kalnina

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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. Arranger
2. Responsibility
3. Individualization
4. Deliberative
5. Connectedness

Arranger

SHARED THEME DESCRIPTION

People who are especially talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you rely on the diverse viewpoints of your teammates to spark conversations that produce exciting ideas. You agree that “The whole is greater than the sum of its parts.” When everyone asks questions, offers solutions, describes situations, and raises issues, the group’s collective intelligence far exceeds that of any single person. By nature, you traditionally desire to know a lot about members of your team. When you become more familiar with individuals, it probably is easier for you to collaborate with them. Instinctively, you sometimes exhibit the ability needed to recruit individuals to your teams. You might think about the talent, skill, and/or knowledge you need to reach specific personal or professional goals. Pulling together the right mix of personalities or strengths might be one of your strong points. It’s very likely that you likely are described by your teammates as someone who keeps promises. People trust you so much they do not keep checking on your progress. They probably have discovered over time that you honor your commitments. Because of your strengths, you are the team member who usually points out problems and states grievances when no one else will. You typically make the first move. Then others in the group feel comfortable echoing your views. You routinely cause your team to squarely confront issues.

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?

Responsibility

SHARED THEME DESCRIPTION

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you are dependable. Others know you are someone upon whom they can rely. Once you have committed to an assignment, you resolve to follow through with it. As a result, others trust you will complete your tasks. Driven by your talents, you leave no stone unturned — that is, you do everything possible — to meet your obligations. You are thorough and devoted to doing what you have promised. As a result, others regard you as reliable. Because you have established a reputation for fulfilling your commitments, people naturally depend on you. It's very likely that you prefer to work with teammates who share your concern about doing everything correctly and ethically. By nature, you experience pangs of remorse when you realize you failed to do something you promised to do. You feel awful when you do not do something correctly. You probably regret having compromised your basic values about right and wrong. Instinctively, you are the team member whom others count on to do what is right. You make sure your job and assignments are done correctly. You customarily conduct yourself in such a way that your ethics are above reproach — that is, anyone's disapproval.

Questions

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Individualization

SHARED THEME DESCRIPTION

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you regularly help members of your group discover ways to cooperate with each other that they never before considered. You can identify the talents, skills, knowledge, motivations, and/or of individuals. You can also pinpoint each person's unique styles of thinking, working, and learning. Because of your strengths, you naturally enjoy watching people. In the process, you often discover what makes each individual truly unique and special. You are a student of humankind who is curious about the backgrounds and interests of each person. Instinctively, you like to partner with the same people over and over again. When you spend more time with your teammates, it probably is easier to pinpoint the unique talents, special interests, work styles, preferred forms of praise, or changing moods of each one. Driven by your talents, you are inclined to join teams, especially when you are asked to determine what makes each person special and unique. You have a knack for showing diverse individuals ways they can cooperate and collaborate with one another. Chances are good that you can stand in a teammate's emotional space to gain insights into what that person feels and/or thinks. You probably have a gift for looking at the world through someone else's experiences. You frequently set aside your opinions, ideas, and/or past history to attune yourself to another human being's condition.

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Deliberative

SHARED THEME DESCRIPTION

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you yearn to gain people's loyalty and admiration. Whether they actually like you on a personal basis is another matter. By nature, you may be a no-nonsense person. This partially explains why you spend some of your time thinking about things you could or should review, revise, repair, reorganize, or do better. It's very likely that you sometimes withhold recognition until you have sufficient proof the recipient has earned it. Perhaps people appreciate your compliments because you give so few of them. Instinctively, you may prefer to have a small circle of close friends with whom you feel safe sharing just about anything. Chances are good that you may have a reputation for thinking through things before you speak. Perhaps this is one reason why some people feel better about themselves when you say, "I truly value your opinion" or "I know you can do this job."

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Connectedness

SHARED THEME DESCRIPTION

People who are especially talented in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you routinely isolate facts that link ideas, events, or people. You are especially sensitive to how one person's optimistic or negative thoughts can affect the entire human family. This prompts you to pay close attention to what individuals and groups think and do. Instinctively, you often are instrumental in helping your teammates discover how they are linked to one another. You regularly remind them that their successes and failures are a direct result of their ability to work together. Driven by your talents, you consider people more important than things. The value you place on humankind guides your decision-making. It also influences what you say and do as well as what you choose not to say and do. It's very likely that you may be guided by the notion that no one can live life without some help from others. Perhaps this idea compels you to consider how what you do and say affects people you know and individuals you will never meet. Because of your strengths, you naturally build bonds that unite different types of people who have separate and often clashing agendas. Your appreciation of everyone's uniqueness frees you to help individuals direct most of their attention to what they have in common.

Questions

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