



## StrengthsFinder 2.0 Report

---

# Strengths Insight and Action-Planning Guide

SURVEY COMPLETION DATE: 10-10-2012

Rodolfo De Nadai

---

## Your Top 5 Themes

Input  
Intellection  
Competition  
Ideation  
Belief

## What's in This Guide?

### [Section I: Awareness](#)

- A brief Shared Theme Description for each of your top five themes
- Your Personalized Strengths Insights, which describe what makes you stand out from others with the same theme in their top five
- Questions for you to answer to increase your awareness of your talents

### [Section II: Application](#)

- 10 Ideas for Action for each of your top five themes
- Questions for you to answer to help you apply your talents

### [Section III: Achievement](#)

- Examples of what each of your top five themes "sounds like" -- real quotes from people who also have the theme in their top five
- Steps for you to take to help you leverage your talents for achievement

## Section I: Awareness

### Input

#### Shared Theme Description

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

#### Your Personalized Strengths Insights

*What makes you stand out?*

Instinctively, you are willing to spend time sharing your ideas with intelligent individuals. Of course, you want them to tell you their latest thinking. Conversations that involve a lot of questions and answers stimulate your mind. You know you have spent your time wisely when you have a number of new ideas, theories, or concepts to somehow file away or remember for future use. By nature, you can finagle — that is, obtain by indirect or involved means — time with people who think about the coming years and decades. Routinely, you read their writings or listen to their conversations. You probably ask them questions and consider their responses. You file away lots of ideas and facts, sensing that one day this information will prove to be useful. Whether it ever actually does become useful makes no difference to you. Collecting the predictions of forward-looking thinkers is apt to be rewarding in and of itself. Driven by your talents, you can feel constrained — that is, limited — by rigid and strict due dates. Why? You require sufficient time to gather all the facts, data, or information needed. While others celebrate finishing something on schedule, you are apt to question whether the discussion of important ideas, theories, or concepts was too rushed. Chances are good that you are comfortable saying, “I am a fine educator.” You probably converse with others in your field about ideas, theories, or concepts to gather the latest thinking. Using these insights, you are apt to draw your students into discussions that entice them to explore topics. You want them to really understand the subject rather than memorize a few facts just to pass a test. It’s very likely that you may gain the advantage by using difficult-to-understand words in your speech or writing. To some extent, this forces certain people to ask questions. When they must depend on you for answers, perhaps you become an authority figure. Possibly much preparation goes into your examination of the subject prior to these interactions. Because you realize knowledge is power, you might be inclined to delve into specific topics for the sole purpose of making discoveries or acquiring new information.

#### 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?

## 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 derive much pleasure from pondering things deeply. After much forethought, you customarily reach conclusions, offer new ideas, suggest different ways of looking at situations, or ask probing questions. It's very likely that you are determined to push for changes that will benefit humankind or Earth itself. Your desire to have an impact motivates you to enter into conversations with intelligent people. Drawing on their wealth of knowledge and ideas as well as sharing your treasure trove of wisdom is exciting. These discussions frequently cause you to think in new ways and to reexamine your purpose in life. Driven by your talents, you tend to express your doubts about various ideas, theories, or concepts. Using your brainpower, you put aside your emotions while calmly absorbing as much information as you can. Even though you may have never experienced a particular situation, event, opportunity, or dilemma, you exhibit the mental capacity to project yourself into it. Lively conversations with intelligent individuals stimulate your thinking about abstract or complex topics. Chances are good that you may feel better about yourself and life in general when you have time to carefully examine ideas, scrutinize documents, or inspect numerical data. Perhaps certain people describe you as studious or scholarly. By nature, you might delve into subject matter that intrigues you. Perhaps you read, write, listen to lectures, experiment, or research selected topics to broaden your understanding of them. Sometimes you think of questions no one else has ever asked. Sometimes you find your own answers.

### 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?

## Competition

### Shared Theme Description

People who are especially talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

### Your Personalized Strengths Insights

*What makes you stand out?*

By nature, you generally put forth extra effort to be the best or to finish first. You certainly concentrate on using your skills, knowledge, talents, and physical traits. You also rely on people with special expertise. Their suggestions probably give you a distinct advantage over your opponents. Chances are good that you approach most win-lose situations in a practical and realistic manner. When you are intent on being victorious, you automatically extinguish any sentimental feelings you have toward your rivals. It's very likely that you yearn to get ahead. You strive to acquire many of the status symbols and special privileges that come with rank, title, or position. Instinctively, you are eager to broaden your knowledge and expand your skills when comparisons are made between you and your opponents. Sometimes your rivalries are public. Sometimes they are known only to you. Either way, you are determined to be victorious by capturing the top prize, finishing in first place, or being declared the very best. Because of your strengths, you consistently aim to turn in the prize-winning performance. A second- or third-place finish can send you into an emotional tailspin. Your ability to pull out of it depends on your other talents.

### 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?

## 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?*

Driven by your talents, you may dream up new tasks to do. Perhaps you realize the inventive process cannot be rushed. Sometimes you are frustrated by individuals who appreciate your originality but fail to give you enough time to generate novel ideas. By nature, you may feel more favorable about life when you can freely use your sophisticated vocabulary. Perhaps your enjoyment of language is multiplied when your choice of words stimulates the thinking of others. Chances are good that you favor conversations where information, facts, or data are considered objectively — that is, emotions do not distort the truth. You pose questions, evaluate answers, and figure out how things work. Reducing an idea, theory, or process to its most basic parts provides you with many insights. You are likely to archive — that is, preserve — your discoveries so you can use them later. Because of your strengths, you may consider yourself an idea person. Perhaps your job, studies, or life in general feels a bit more exciting when people ask you to think up novel assignments, activities, or campaigns. It's very likely that you now and then take advantage of opportunities that allow you to generate original ideas.

### 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?

## 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?*

Because of your strengths, you want your life to really matter. You are determined to contribute to the well-being of individuals and the human family. You sense you can be an influence for good in the world. It's very likely that you definitely want to benefit humankind and the environment. You seek to bring about major and minor changes that are needed. You identify what you can do as a person to make life better for others. Your values are expressed through your words and deeds. Your sense of mission — whatever it happens to be — fills your life with meaning and purpose. Instinctively, you occasionally inconvenience yourself to help someone else. Maybe the person's appreciation, smile, or words of thanks make you feel good about yourself and life in general. Perhaps you have a bit more energy for your own job or studies after you have done a good deed. By nature, you strive to find meaning in your existence. Adding value to the lives of other people enriches your own. Chances are good that you occasionally sense you are part of something bigger or more important than yourself. Maybe this conviction influences choices you make in life.

### 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?

## Questions

---

1. How does this information help you better understand your unique talents?
2. How can you use this understanding to add value to your role?
3. How can you apply this knowledge to add value to your team, workgroup, department, or division?
4. How will this understanding help you add value to your organization?
5. What will you do differently tomorrow as a result of this report?



## Section II: Application

### Input

#### Ideas for Action:

- Look for jobs in which you are charged with acquiring new information each day, such as teaching, research, or journalism.
- Devise a system to store and easily locate information. This can be as simple as a file for all the articles you have clipped or as sophisticated as a computer database.
- Partner with someone with dominant Focus or Discipline talents. This person will help you stay on track when your inquisitiveness leads you down intriguing but distracting avenues.
- Your mind is open and absorbent. You naturally soak up information in the same way that a sponge soaks up water. But just as the primary purpose of the sponge is not to permanently contain what it absorbs, neither should your mind simply store information. Input without output can lead to stagnation. As you gather and absorb information, be aware of the individuals and groups that can most benefit from your knowledge, and be intentional about sharing with them.
- You might naturally be an exceptional repository of facts, data, and ideas. If that's the case, don't be afraid to position yourself as an expert. By simply following your Input talents, you could become known as the authority in your field.
- Remember that you must be more than just a collector of information. At some point, you'll need to leverage this knowledge and turn it into action. Make a point of identifying the facts and data that would be most valuable to others, and use this information to their advantage.
- Identify your areas of specialization, and actively seek more information about them.
- Schedule time to read books and articles that stimulate you.
- Deliberately increase your vocabulary. Collect new words, and learn the meaning of each of them.
- Identify situations in which you can share the information you have collected with other people. Also make sure to let your friends and colleagues know that you enjoy answering their questions.

#### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Intellection

### Ideas for Action:

- Consider beginning or continuing your studies in philosophy, literature, or psychology. You will always enjoy subjects that stimulate your thinking.
- List your ideas in a log or diary. These ideas will serve as grist for your mental mill, and they might yield valuable insights.
- Deliberately build relationships with people you consider to be “big thinkers.” Their example will inspire you to focus your own thinking.
- People may think you are aloof or disengaged when you close your door or spend time alone. Help them understand that this is simply a reflection of your thinking style, and that it results not from a disregard for relationships, but from a desire to bring the most you can to those relationships.
- You are at your best when you have the time to follow an intellectual trail and see where it leads. Get involved on the front end of projects and initiatives, rather than jumping in at the execution stage. If you join in the latter stages, you may derail what has already been decided, and your insights may come too late.
- Engaging people in intellectual and philosophical debate is one way that you make sense of things. This is not the case for everyone. Be sure to channel your provocative questions to those who similarly enjoy the give and take of debate.
- Schedule time for thinking; it can be energizing for you. Use these occasions to muse and reflect.
- Take time to write. Writing might be the best way for you to crystallize and integrate your thoughts.
- Find people who like to talk about the same issues you do. Organize a discussion group that addresses your subjects of interest.
- Encourage people around you to use their full intellectual capital by reframing questions for them and by engaging them in dialogue. At the same time, realize that there will be some who find this intimidating and who need time to reflect before being put on the spot.

### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Competition

### Ideas for Action:

- Select work environments in which you can measure your achievements. You might not be able to discover how good you can be without competing.
- List the performance scores that help you know where you stand every day. What scores should you pay attention to?
- Identify a high-achieving person against whom you can measure your own achievement. If there is more than one, list all the people with whom you currently compete. Without measurement, how will you know if you won?
- Try to turn ordinary tasks into competitive games. You will get more done this way.
- When you win, take the time to investigate why you won. You can learn a great deal more from a victory than from a loss.
- Let people know that being competitive does not equate with putting others down. Explain that you derive satisfaction from pitting yourself against good, strong competitors and winning.
- Develop a “balanced metric” — a measurement system that will monitor all aspects of your performance. Even if you are competing against your own previous numbers, this measurement will help you give proper attention to all aspects of your performance.
- When competing with others, create development opportunities by choosing to compare yourself to someone who is slightly above your current level of expertise. Your competition will push you to refine your skills and knowledge to exceed those of that person. Look one or two levels above you for a role model who will push you to improve.
- Take the time to celebrate your wins. In your world, there is no victory without celebration.
- Design some mental strategies that can help you deal with a loss. Armed with these strategies, you will be able to move on to the next challenge much more quickly.

### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Ideation

### Ideas for Action:

- Seek a career in which you will be given credit for and paid for your ideas, such as marketing, advertising, journalism, design, or new product development.
- You are likely to get bored quickly, so make some small changes in your work or home life. Experiment. Play mental games with yourself. All of these will help keep you stimulated.
- Finish your thoughts and ideas before communicating them. Lacking your Ideation talents, others might not be able to “join the dots” of an interesting but incomplete idea and thus might dismiss it.
- Not all your ideas will be equally practical or serviceable. Learn to edit your ideas, or find a trusted friend or colleague who can “proof” your ideas and identify potential pitfalls.
- Understand the fuel for your Ideation talents: When do you get your best ideas? When you’re talking with people? When you’re reading? When you’re simply listening or observing? Take note of the circumstances that seem to produce your best ideas, and recreate them.
- Schedule time to read, because the ideas and experiences of others can become your raw material for new ideas. Schedule time to think, because thinking energizes you.
- You are a natural fit with research and development; you appreciate the mindset of visionaries and dreamers. Spend time with imaginative peers, and sit in on their brainstorming sessions.
- Partner with someone with strong Analytical talents. This person will question you and challenge you, therefore strengthening your ideas.
- Sometimes you lose others’ interest because they cannot follow your abstract and conceptual thinking style. Make your ideas more concrete by drawing pictures, using analogies or metaphors, or simply explaining your concepts step by step.
- Feed your Ideation talents by gathering knowledge. Study fields and industries different from your own. Apply ideas from outside, and link disparate ideas to generate new ones.

### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Belief

### Ideas for Action:

- Clarify your values by thinking about one of your best days ever. How did your values play into the satisfaction that you received on that day? How can you organize your life to repeat that day as often as possible?
- Actively seek roles that fit your values. In particular, think about joining organizations that define their purpose by the contribution they make to society.
- The meaning and purpose of your work will often provide direction for others. Remind people why their work is important and how it makes a difference in their lives and in the lives of others.
- Your Belief talents allow you to talk to the hearts of people. Develop a “purpose statement” and communicate it to your family, friends, and coworkers. Your powerful emotional appeal can give them a motivating sense of contribution.
- Create a gallery of letters and/or pictures of the people whose lives you have substantially influenced. When you are feeling down or overwhelmed, remind yourself of your value by looking at this gallery. It will energize you and revive your commitment to helping others.
- Set aside time to ensure that you are balancing your work demands and your personal life. Your devotion to your career should not come at the expense of your strong commitment to your family.
- Don’t be afraid to give voice to your values. This will help others know who you are and how to relate to you.
- Actively cultivate friends who share your basic values. Consider your best friend. Does this person share your value system?
- Partner with someone who has strong Futuristic talents. This person can energize you by painting a vivid picture of the direction in which your values will lead.
- Accept that the values of other people might differ from your own. Express your beliefs without being judgmental.

### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

### Section III: Achievement

Look for signs of achievement as you read these real quotes from people who share your top five themes.

Input sounds like this:

Ellen K., writer: “Even as a child, I found myself wanting to know everything. I would make a game of my questions. ‘What is my question today?’ I would think up these outrageous questions, and then I would go looking for the books that would answer them. I often got in way over my head, deep into books that I didn’t have a clue about, but I read them because they had my answer someplace. My questions became my tool for leading me from one piece of information to another.”

John F., human resources executive: “I’m one of those people who thinks that the Internet is the greatest thing since sliced bread. I used to feel so frustrated, but now if I want to know what the stock market is doing in a certain area or the rules of a certain game or what the GNP of Spain is or other different things, I just go to the computer, start looking, and eventually find it.”

Kevin F., salesperson: “I am amazed at some of the garbage that collects in my mind, and I love playing Jeopardy and Trivial Pursuit and anything like that. I don’t mind throwing things away as long as they’re material things, but I hate wasting knowledge or accumulated knowledge or not being able to read something fully if I enjoy it.”

### Intellection sounds like this:

Lauren H., project manager: “I suppose that most people who meet me in passing presume that I am a flaming extrovert. I do not deny the fact that I love people, but they would be amazed to know how much time alone, how much solitude, I need in order to function in public. I really love my own company. I love solitude because it gives me a chance to allow my diffused focus to simmer with something else. That’s where my best ideas come from. My ideas need to simmer and ‘perk.’ I used this phrase even when I was younger: ‘I have put my ideas in, and now I have to wait for them to perk.’”

Michael P., marketing executive: “It’s strange, but I find that I need to have noise around me or I can’t concentrate. I need to have parts of my brain occupied; otherwise, it goes so fast in so many directions that I don’t get anything done. If I can occupy my brain with the TV or my kids running around, then I find I concentrate even better.”

Jorge H., factory manager and former political prisoner: “We used to get put into solitary confinement as a punishment, but I never hated it as much as the others did. You might think that you would get lonely, but I never did. I used the time to reflect on my life and sort out the kind of man I was and what was really important to me: my family, my values. In a weird way, solitary actually calmed me down and made me stronger.”

### Competition sounds like this:

Mark L., sales executive: “I’ve played sports my entire life, and I don’t just play to have fun — let me put it that way. I like to engage in sports I am going to win and not ones I am going to lose, because if I lose, I am outwardly gracious but inwardly infuriated.”

Harry D., general manager: “I’m not a big sailor, but I love the America’s Cup. Both boats are supposed to be exactly the same, and both crews have top-notch athletes. But you always get a winner. One of them had some secret up their sleeves that tipped the balance and enabled them to win more often than lose. And that’s what I am looking for — that secret, that tiny edge.”

Sumner Redstone, chairman of Viacom (now known as CBS Corporation), on his efforts to acquire that company: “I relished every minute of it because Viacom was a company worth fighting for and I enjoyed a contest. If you get involved in a major competitive struggle, and the stress that inevitably comes with it, you’d better derive some real sense of satisfaction and enjoyment from the ultimate victory. Wrestling control of a company like Viacom was warfare. I believe the real lesson it taught me was that it is not about money, it’s about the will to win.”



### Ideation sounds like this:

Mark B., writer: “My mind works by finding connections between things. When I was hunting down the Mona Lisa in the Louvre museum, I turned a corner and was blinded by the flashing of a thousand cameras snapping the tiny picture. For some reason, I stored that visual image away. Then I noticed a ‘No Flash Photography’ sign, and I stored that away too. I thought it was odd because I remembered reading that flash photography can harm paintings. Then about six months later, I read that the Mona Lisa has been stolen at least twice in this century. And suddenly I put it all together. The only explanation for all these facts is that the real Mona Lisa is not on display in the Louvre. The real Mona Lisa has been stolen, and the museum, afraid to admit their carelessness, has installed a fake. I don’t know if it’s true, of course, but what a great story.”

Andrea H., interior designer: “I have the kind of mind where everything has to fit together or I start to feel very odd. For me, every piece of furniture represents an idea. It serves a discrete function both independently and in concert with every other piece. The ‘idea’ of each piece is so powerful in my mind, it must be obeyed. If I am sitting in a room where the chairs are somehow not fulfilling their discrete function — they’re the wrong kind of chairs or they’re facing the wrong way or they’re pushed up too close to the coffee table — I find myself getting physically uncomfortable and mentally distracted. Later, I won’t be able to get it out of my mind. I’ll find myself awake at 3:00 a.m., and I walk through the person’s house in my mind’s eye, rearranging the furniture and repainting the walls. This started happening when I was very young, say seven years old.”

**Belief sounds like this:**

Michael K., salesperson: “The vast majority of my nonworking time goes to my family and to the things we do in the community. I was on the countywide Boy Scouts board of directors. And when I was a Boy Scout, I was pack leader. When I was an Explorer, I was junior assistant leader for the Boy Scouts. I just like being with kids. I believe that’s where the future is. And I think you can do a whole lot worse with your time than investing it in the future.”

Lara M., college president: “My values are why I work so hard every day at my job. I put hours and hours into this job, and I don’t even care what I get paid. I just found out that I am the lowest paid college president in my state, and I don’t even care. I mean, I don’t do this for the money.”

Tracy D., airline executive: “If you are not doing something important, why bother? Getting up every day and working on ways to make flying safer seems important to me, purposeful. If I didn’t find this purpose in my job, I don’t know if I could work through all the challenges and frustrations that get in my way. I think I would get demoralized.”

## Questions

---

1. Talk to friends or coworkers to hear how they have used their talents to achieve.
  
2. How will you use your talents to achieve?