
Zawadi Sliepen

Strengths Insight Guide

SURVEY COMPLETION DATE: 04-26-2022



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

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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. Learner
2. Harmony
3. Restorative
4. Relator
5. Analytical

Theme Contributions and Needs

Zawadi Sliopen

| | I Bring This is what I can contribute (The value I add) | I Need This is what I need (My Energizers) |
|--------------------|--|--|
| Learner | <p>A more complete picture. An inquisitive mind with a desire to learn and find out more. A curiosity to discover new things. A desire for continuous improvement. Courage when venturing into the unknown.</p> | <p>Room to grow and develop. Ongoing learning opportunities. Times to share or apply the information learned. Exposure to new information, opportunities and experiences. Variety.</p> |
| Harmony | <p>Calmness amongst confusion. Balance in one-sided situations. The glue to hold a team together. A practical and pragmatic approach. Conflict reduction by seeking areas of agreement.</p> | <p>Limited conflict and friction. A focus on practical matters with scope to take clear action. Opportunities to help others work together to find common ground. Clarity and confidence in my approach.</p> |
| Restorative | <p>Order out of chaos. A solution oriented mindset. A sense of calmness with courage and creativity to problematic situations. Comfort with identifying and removing obstacles that others may not detect.</p> | <p>Problems that must be solved. Acceptance that there is a problem. Situations to turn around that others avoid. Opportunities to analyze symptoms, identify what is wrong and find the solution.</p> |
| Relator | <p>Social depth and transparency. Informality that sets others at ease. Solid, genuine, and mutually rewarding relationships that foster trust. An ability to work hard with friends to achieve goals.</p> | <p>Opportunities for one on one interactions. Time to learn about the goals of others. Outlets to learn about the talents and strengths of those around me. Opportunities to form meaningful, close relationships with colleagues. People to be valued over processes.</p> |
| Analytical | <p>A logical and objective approach. Simplicity in the midst of complexity. Objective thinking to emotional issues. An urge to get to the root of the problem. An ability to think about all of the factors that might affect a situation.</p> | <p>Time to think. Data and facts to prove ideas. Exact, well-researched numbers. Patience as I collect the evidence. Information about all of the factors affecting a decision.</p> |

Personal Insights

| | Learner | Harmony | Restorative | Relator | Analytical |
|-------------------------------------|---|---|--|---|---|
| Zawadi Sliepen | People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them. | People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement. | People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it. | People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal. | People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation. |
| Descriptive Words | Curious, interested, inquisitive, open-minded, studious, passionate, competent | Practical, concrete, conflict-reducing, collaborative, agreeable, task-oriented | Problem-oriented, driven, investigative, weakness-oriented, responsive, unintimidated, insightful | Friendly, caring, authentic, genuine, intimate, transparent, truthful, revealing | Objective, numbers-oriented, data-driven, dispassionate, skeptical, questioning, scientific |
| The Role I Play | Student, explorer, discoverer, self-helper, continuous-improver, expert | mediator, negotiator, arbitrator, ombudsman, ambassador, diplomat, pragmatist, peacemaker | Fixer, diagnoser, trouble-shooter, investigator, rehabilitator, resuscitator | Friend, family member, loyalist, care-taker | Scientist, measurer, counter, fact-finder/user, observer, logician |
| I am (being) | one who enjoys the experience of being a learner | calm, even-keeled | not intimidated by points of pain or dysfunction | genuine and authentic | logical and objective in approach |
| I will (doing) | follow things that interest me | seek and eliminate the waste of emotional energy | seeks the bug in the system, diagnose what is wrong | get to know more about the people closest to me | find simplicity in the midst of complexity |
| The Value I Bring | a learning perspective | a peace loving, conflict-resistant approach | courage and creativity to problematic situations | social depth and transparency | dispassionate thinking to emotional issues |
| The Needs I Have (Give me..) | exposure to new information and experiences | areas of agreement, common ground | problems that must be solved | time and opportunities for one-on-one interactions | time to think |
| Metaphor / Image | yes to learning curves, no to learning plateaus | smoothing ruffled feathers | medical model | knowing and being known by friends | a reduction - boiling down to essence |
| Barrier Label | curiosity may lead to irrelevance or non-productivity | afraid of conflict | perceived as a negative because of association with problems | cliquish cronyism | paralysis by analysis |
| My Motivators (I Love) | to live on the frontier / the cutting edge | sacrifice personal agendas to facilitate group performance | finding solutions | close, caring, mutual relationships | data and facts |
| My Demotivators (I Dislike) | knowing it all and know-it-all's | the negative effects of friction | the idea that problems will disappear if they are ignored | the initial social discomfort of meeting someone new | things that are not or cannot be proven |

Themes 1 - 5

Prepared by Shane Hatton - Shane Michael Hatton

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?

By nature, you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energizes you. You are likely to escape from situations and avoid people who want you to keep doing what you already know how to do well. Maintaining an intellectual status quo is unacceptable to you. Driven by your talents, you sometimes do whatever it takes for as long as it takes to excel in your studies or work-related assignments. Perhaps this is one reason why you may prefer to tackle particular challenges on your own rather than team up with someone who lacks your drive. Chances are good that you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt. Because of your strengths, you might apply yourself to categories of work or study for however long it takes to gain the knowledge or skills you need to do things. Perhaps you dislike being placed into unfamiliar situations without adequate preparation. It's very likely that you probably place your confidence in professionals, especially when you need instruction or realize you can benefit from their experiences. Asking specialists questions and respectfully paying attention to their responses are just two ways you keep the peace. You are apt to count on these individuals to help you handle sensitive problems, make appropriate choices, or design workable solutions that people can accept.

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?

Harmony

SHARED THEME DESCRIPTION

People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you long to attain mental and emotional steadiness in your personal and professional life. For this reason, you prefer to perform all the tasks assigned to you each day. You resist the temptation to overdo things — that is, go to extremes, become obsessed, or exhaust yourself. You appear determined to give equal attention to the important parts of your life. By nature, you enjoy helping certain individuals discover what they may have in common. When people realize they are more alike than different, they may start collaborating on projects, solving problems, or sharing resources. From time to time, you are the one who makes several people aware of the way things really are. Straightforward and objective, perhaps you lay out some facts so those involved might agree to move forward together in one direction. Instinctively, you may be delighted to simply rank among the topmost performers when comparisons are made or scores are kept. Knowing that others also have distinguished themselves may allow you to put your accomplishment in its proper perspective. You understand that you cannot win every contest, and now and then you even prefer to share honors with certain people. Maybe this is one way to avoid the conflicts or disagreements that might occur when only one individual is declared the winner. It's very likely that you are friendly and logical. You intentionally avoid arguments and fights. Peaceful coexistence is one of your core values. You strive to be cooperative. Within reason, of course, you are willing to carry out the wishes of others. Chances are good that you rely on the collective intelligence and wisdom of experts to guide you toward the best solutions or answers.

Questions

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2. Out of all the talents in this insight, what would you like for others to see most in you?

Restorative

SHARED THEME DESCRIPTION

People who are especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you search for opportunities to improve yourself. You are determined to confront your weak points and correct them. Because of your strengths, you may be an individual performer. Sometimes you are determined to conquer your limitations without the support or help of others. Perhaps you are motivated to eliminate flaws that prevent you from accomplishing as much as you would like. Chances are good that you may spend time working hard to overcome your real or perceived shortcomings, limitations, or flaws. Perhaps self-improvement activities rank high on your list of personal and professional goals. It's very likely that you might engage in self-improvement activities once you have identified things you need to know more about or do better. Perhaps you hope to minimize some of your shortcomings. Instinctively, you are sometimes particularly aware of what you could or should do better. Perhaps you invest a lot of time, effort, and energy in overcoming your limitations. Maybe you have decided to let your natural abilities — your talents — grow on their own, while you attend to problem areas.

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?

Driven by your talents, you are sometimes open and honest about who you are, what you have done, what you can do, and what you cannot do. Maybe your straightforward explanations and stories help listeners see you as you see yourself. You might reveal your strengths and limitations. You might choose to be forthright and plainspoken. This partially explains why various people seek your company and want to work with you. Perhaps your words and examples move them to action. By nature, you may welcome opportunities to spend time with friends who enjoy thinking about the future. Once in a while, they invite you to offer suggestions about what can and cannot be accomplished in the coming months, years, and decades. Because of your strengths, you may enjoy activities when things makes sense. Perhaps you gravitate to tasks where facts, events, processes, or ideas are methodically outlined. Chances are good that 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. It's very likely that you may enjoy helping people by performing tasks they dislike or do not have time to complete. Perhaps this is one way you keep yourself busy and make their lives less burdensome.

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?

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?

Because of your strengths, you try to collect pertinent and precise data. You may refuse to stop searching until you find accurate facts. You might collect information that is relevant to your life, your work, or your studies. By nature, you periodically produce precise and thoroughly documented facts or data. Certain processes, issues, opportunities, proposals, historic records, questions, or solutions may occupy your thoughts for extended periods of time. Chances are good that 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. It's very likely that you periodically feel restless until you have collected enough insights to thoughtfully examine certain kinds of abstract concepts, theories, or ideas. This may be one reason why you are attracted to specific people. Perhaps they engage in intelligent conversations. Possibly they refrain from casual chit-chat or meaningless small talk. Driven by your talents, you may critically examine the essential elements of the current condition. Perhaps you toil tirelessly to identify the basic parts of plans, problems, opportunities, processes, or 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?