



StrengthsFinder 2.0 Report

Strengths Insight and Action-Planning Guide

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Your Top 5 Themes

Learner
Input
Intellection
Connectedness
Relator

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

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?

It's very likely that you aim to lead a big organization one day. You invest time gathering information about the responsibilities of the top position. In essence, you become a student of the job as well as the institution's opportunities, problems, challenges, shortcomings, or resources. Methodically, you acquire the knowledge and skills needed to apply for this role when it becomes available. You are determined that your credentials will outshine everyone else's. By nature, you absorb all sorts of information from books, publications, or other written materials. You display a voracious — that is, never fully satisfied — appetite for knowledge. You devour the written word to savor useful facts. For you, a great day is one during which you have added new insights to your mind's storehouse of ideas. Chances are good that you exhibit a never-ending need to gather lots of facts, data, or background information. Frequently you combine your interest in collecting ideas with your ability to make individuals feel truly valued. For example, when a person enlightens you about something you did not know, you are apt to tell him or her how much you appreciate that insight. People usually recognize your sincerity. They enjoy having influenced you. Instinctively, you fill your mind with new ideas by asking questions, reading, studying, observing, or listening. Normally, you accumulate facts, data, stories, examples, or background information from the people you meet. Determining what they want to accomplish in the coming weeks, months, or years generally satisfies your curiosity. These insights also allow you to understand why individuals behave the way they do in different situations. Driven by your talents, you are grateful when your questions are answered, your studies yield new information, or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results.

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?

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?

By nature, you may interpret and straightforwardly outline ideas, processes, or projects that some people have difficulty understanding. Driven by your talents, 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. Because of your strengths, you read to stimulate your mind, to broaden your perspective, and to explore familiar as well as unfamiliar subjects. Reading is a solitary activity, which is one of the reasons why you like it so much. You are quite comfortable being alone with your books and your thoughts. Chances are good that you delight in the opportunity to hear leading thinkers discuss their theories and insights. The “life of the mind” appeals to you greatly. You relish acquiring new information about profound, out-of-the-ordinary, or scholarly ideas. It’s very likely that you sometimes enjoy life a bit more when you are speaking to people who understand your complicated or technical vocabulary. Perhaps you can quickly describe theories or processes to these individuals without having to explain the meanings of most terms.

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 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. Driven by your talents, you enjoy reading as long as you can savor each sentence and consider each idea. Your goal is to comprehend everything you read. It makes no sense to you to rush through books, magazine or newspaper articles, Internet sites, or other forms of written material just to say you finished them. It's very likely that 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. Instinctively, you are the ideal example of a person with an open and agile mind. Thinking consumes a great portion of your time. You like to exchange ideas with individuals who are as well-read as you are. Your passion for the written word fuels your thought processes and lays the groundwork for sophisticated conversations. When you are alone, you probably reflect upon the thoughts of brilliant writers or the findings of notable researchers. By nature, you have a strong, no-nonsense, sober side to your personality. It explains why you often engage in conversations that delve into weighty or philosophical matters. You like to think deeply and carefully about various issues. Then you want to talk with serious-minded people who can help you explore, expand upon, question, or modify your thinking.

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?

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 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. Because of your strengths, you usually come away refreshed after conversing with future-oriented thinkers. You probably inspire many of them with your passion for projects or causes that benefit humanity as well as the environment. You likely feel restless when your life lacks a noble purpose. By nature, you have no doubts about being linked in some way with everything in the universe. This includes all creation and all humankind. Driven by your talents, you sense that everything in life is somehow interrelated and interdependent. This idea steels — that is, fortifies — you to calmly face most of life's challenges and difficulties. Instinctively, you may bring a more optimistic perspective to life than some people do. Why? You somehow feel linked to other members of the human family. Perhaps knowing you are not alone in your suffering or joy encourages you.

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 quite comfortable being honest about yourself with others. You harbor very few illusions about who you really are. Furthermore, you can openly acknowledge your mistakes and shortcomings. This is apt to distinguish you from most people. Because of your strengths, you find it easier to befriend people when they tell you what they want to accomplish. Knowing that much, you probably read books, journals, newspapers, correspondence, or Internet sites to broaden your knowledge about their interests. When you can share information that helps people move closer to their goals, you understand each other better. By nature, you are naturally open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples. Chances are good that you periodically are sought out by people whom you have befriended. They may trust you when you have taken time to know them individually. This may partially explain why certain people come back again and again for ideas or suggestions. They might realize you try to tailor your words of wisdom to fit their unique situations, needs, strengths, limitations, goals, or personalities. Instinctively, you occasionally feel pleased when friends seek your counsel. Perhaps being asked for guidance uplifts you. It may give meaning to your 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

Learner

Ideas for Action:

- Refine how you learn. For example, you might learn best by teaching; if so, seek out opportunities to present to others. You might learn best through quiet reflection; if so, find this quiet time.
- Develop ways to track the progress of your learning. If there are distinct levels or stages of learning within a discipline or skill, take a moment to celebrate your progression from one level to the next. If no such levels exist, create them for yourself (e.g., reading five books on the subject or making three presentations on the subject).
- Be a catalyst for change. Others might be intimidated by new rules, new skills, or new circumstances. Your willingness to soak up this newness can calm their fears and spur them to action. Take this responsibility seriously.
- Seek roles that require some form of technical competence. You will enjoy the process of acquiring and maintaining this expertise.
- As far as possible, shift your career toward a field with constantly changing technologies or regulations. You will be energized by the challenge of keeping up.
- Because you are not threatened by unfamiliar information, you might excel in a consulting role (either internal or external) in which you are paid to go into new situations and pick up new competencies or languages quickly.
- Research supports the link between learning and performance. When people have the opportunity to learn and grow, they are more productive and loyal. Look for ways to measure the degree to which you and others feel that your learning needs are being met, to create individualized learning milestones, and to reward achievements in learning.
- At work, take advantage of programs that subsidize your learning. Your organization may be willing to pay for part or all of your instructional coursework or for certifications. Ask your manager for information about scholarships and other educational opportunities.
- Honor your desire to learn. Take advantage of adult educational opportunities in your community. Discipline yourself to sign up for at least one new academic or adult learning course each year.
- Time disappears and your attention intensifies when you are immersed in studying or learning. Allow yourself to “follow the trail” by scheduling learning sessions during periods of time that will not be interrupted by pressing engagements.

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.

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

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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.

Connectedness

Ideas for Action:

- Consider roles in which you listen and counsel. You can become adept at helping other people see connection and purpose in everyday occurrences.
- Explore specific ways to expand your sense of connection, such as starting a book club, attending a retreat, or joining an organization that puts Connectedness into practice.
- Within your organization, help your colleagues understand how their efforts fit in the larger picture. You can be a leader in building teams and helping people feel important.
- You are aware of the boundaries and borders created within organizations and communities, but you treat these as seamless and fluid. Use your Connectedness talents to break down silos that prevent shared knowledge.
- Help people see the connections among their talents, their actions, their mission, and their successes. When people believe in what they are doing and feel like they are part of something bigger, commitment to achievement is enhanced.
- Partner with someone with strong Communication talents. This person can help you with the words you need to describe vivid examples of connection in the real world.
- Don't spend too much time attempting to persuade others to see the world as a linked web. Be aware that your sense of connection is intuitive. If others don't share your intuition, rational argument will not persuade them.
- Your philosophy of life compels you to move beyond your own self-interests and the interests of your immediate constituency and sphere of influence. As such, you see the broader implications for your community and the world. Explore ways to communicate these insights to others.
- Seek out global or cross-cultural responsibilities that capitalize on your understanding of the commonalities inherent in humanity. Build universal capability, and change the mindset of those who think in terms of "us" and "them."
- Connectedness talents can help you look past the outer shell of a person to embrace his or her humanity. Be particularly aware of this when you work with someone whose background is very different from yours. You can naturally look past the labels and focus on his or her essential needs.

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.

Relator

Ideas for Action:

- Find a workplace in which friendships are encouraged. You will not do well in an overly formal organization. In job interviews, ask about work styles and company culture.
- Deliberately learn as much as you can about the people you meet. You like knowing about people, and other people like being known. By doing this, you will act as a catalyst for trusting relationships.
- Let it be known that you are more interested in the character and personality of others than in their status or job title. This is one of your greatest talents and can serve as a model for others.
- Let your caring show. For example, find people in your company to mentor, help your colleagues get to know each other better, or extend your relationships beyond the office.
- No matter how busy you are, stay in contact with your friends. They are your fuel.
- Be honest with your friends. True caring means helping the other person be successful and fulfilled. Giving honest feedback or encouraging your friend to move out of a role in which he or she is struggling is a compassionate act.
- You probably prefer to be seen as a person, an equal, or a friend, rather than as a function, a superior, or a title. Let people know that they can address you by your first name, rather than formally.
- You might tend to withhold the most engaging aspects of your personality until you have sensed openness from another person. Remember, building relationships is not a one-way street. Proactively “put yourself out there.” Others will quickly see you for the genuine individual you are, and you will create many more opportunities to cultivate strong, long-lasting connections.
- Make time for family and close friends. You need to spend quality moments with those you love in order to “feed” your Relator talents. Schedule activities that allow you to get even closer to the people who keep you grounded and happy.
- Make an effort to socialize with your colleagues and team members outside of work. It can be as simple as lunch or coffee together. This will help you forge more connected relationships at work, which in turn can facilitate more effective teamwork and cooperation.

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.

Learner sounds like this:

Annie M., managing editor: “I get antsy when I am not learning something. Last year, although I was enjoying my work, I didn’t feel as though I was learning enough. So I took up tap dancing. It sounds strange, doesn’t it? I know I am never going to perform or anything, but I enjoy focusing on the technical skill of tapping, getting a little better each week, and moving up from the beginners’ class to the intermediate class. That was a kick.”

Miles A., operations manager: “When I was seven years old, my teachers would tell my parents, ‘Miles isn’t the most intelligent boy in the school, but he’s a sponge for learning, and he’ll probably go really far because he will push himself and continually be grasping new things.’ Right now, I am just starting a course in business-travel Spanish. I know it is probably too ambitious to think I could learn conversational Spanish and become totally proficient in that language, but I at least want to be able to travel there and know the language.”

Tim S., coach for executives: “One of my clients is so inquisitive that it drives him crazy because he can’t do everything he wants to. I’m different. I am not curious in that broad sense. I prefer to go into greater depth with things so that I can become competent in them and then use them at work. For example, recently one of my clients wanted me to travel with him to Nice, France, for a business engagement. So I started reading up on the region, buying books, and checking the Internet. It was all interesting and I enjoyed the study, but I wouldn’t have done any of it if I wasn’t going to be traveling there for work.”

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.”

Connectedness sounds like this:

Mandy M., homemaker: “Humility is the essence of Connectedness. You have to know who you are and who you aren’t. I have a piece of the wisdom. I don’t have much of it, but what I do have is real. This isn’t grandiosity. This is real humility. You have confidence in your gifts, real confidence, but you know you don’t have all the answers. You start to feel connected to others because you know they have wisdom that you don’t. You can’t feel connected if you think you have everything.”

Rose T., psychologist: “Sometimes I look at my bowl of cereal in the morning and think about those hundreds of people who were involved in bringing me my bowl of cereal: the farmers in the field, the biochemists who made the pesticides, the warehouse workers at the food preparation plants, even the marketers who somehow persuaded me to buy this box of cereal and not a different one sitting next to it on the shelf. I know it sounds strange, but I give thanks to these people, and just doing that makes me feel more involved with life, more connected to things, less alone.”

Chuck M., teacher: “I tend to be very black and white about things, but when it comes to understanding the mysteries of life, for some reason, I am much more open. I have a big interest in learning about all different religions. I am reading a book right now that talks about Judaism versus Christianity versus the religion of the Canaanites. Buddhism, Greek mythology — it’s really interesting how all of these tie together in some way.”

Relator sounds like this:

Gavin T., flight attendant: “I have many wonderful acquaintances, but as for true friends that I hold dear, not very many. And I’m real okay with that. My best times are spent with the people I’m tightest with, like my family. We are a very tight-knit Irish Catholic family, and we get together every chance we can. It’s a large family — I have five brothers and sisters and ten nieces and nephews — but we all get together about once a month and yuk it up. I’m the catalyst. When I’m back in Chicago, even if there is no birthday or anniversary or whatever, I become the excuse for getting together and hanging out for three or four days. We really enjoy one another’s company.”

Tony D., pilot: “I used to fly in the Marines, and, boy, you had better be comfortable with the word ‘friend’ in the Marines. You had better feel good about trusting someone else. I can’t tell you how many times I put my life in someone else’s hands. I was flying off my friend’s wing, and I’d be dead if he couldn’t get me back safely.”

Jamie T., entrepreneur: “I’m definitely selective about my relationships. When I first meet people, I don’t want to give them very much of my time. I don’t know them; they don’t know me — so let’s just be pleasant and leave it at that. But if circumstances make it so that we get to know each other better, it seems like a threshold is reached where I suddenly start wanting to invest more. I’ll share more of myself, put myself out for them, do things for them that will bring us a little closer, and show that I care. It’s funny because I am not looking for any more friends in my life. I have enough. And yet with each new person I meet, as soon as that threshold is reached, I feel compelled to go deeper and deeper. Now I have ten people working for me, and I would call each of them my very good friend.”

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?