* **Your Talent Themes**
* Use the accompanying **Quick Guide to Talent Themes** and **Talent Categories Graph** to complete this exercise.
* List your top 5 talent themes and their category (relating, influencing, executing and thinking).
* **Talent Theme**  **Category**
* 1.
* 2.
* 3.
* 4.
* 5.
*
* How many themes fall in each category?
* Relating \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Influencing \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Executing \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Thinking \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* Which is your “go to” category (the one with the highest number of talents)? In case of a tie, choose the category that you feel fits you best.
* My “go to” category is: ­­
*

**Quick Guide to Clifton Strengthsfinder Talent Theme Categories and Descriptions**

|  |  |  |
| --- | --- | --- |
| **Talent Theme** | **Category (Stregths Based Leadership)** | **Description: This person . . .** |
| **ACHIEVER** | **Executing** | . . . has a great deal of stamina and workshard; they take great satisfaction in being busy and productive |
|  |
| **ACTIVATOR** | **Influencing** | . . . can make things happen by turningthoughts into action; they are often impatient |
|  |
| **ADAPTABILITY** | **Relating** | . . . goes with the flow; they tend to be now people who take things as they come |
|  |
| **ANALYTICAL** | **Thinking** | . . . searches for reasons and causes;they have the ability to think about all the factors that might affect a situation |
|  |
| **ARRANGER** | **Executing** | . . . can organize, and they have aflexibility that compliments this ability as well |
|  |
| **BELIEF** | **Executing** | . . . has certain core values that areunchanging; out of these values emerges a defined purpose for life that energizes them to act |
|  |
| **COMMAND** | **Influencing** | . . . has presence; they can take control ofa situation and make decisions |
|  |

|  |  |  |
| --- | --- | --- |
| **Talent Theme** | **Category (Stregths Based Leadership)** | **Description: This person . . .** |
| **COMMUNICATION** | **Influencing** | . . . finds it easy to put thoughts into words; good conversationalists and presenters |
|  |
| **COMPETITION** | **Influencing** | . . . measures progress against theperformance of others; they strive to win first place and revel in contests |
|  |
| **CONNECTEDNESS** | **Relating** | . . . has faith in the links between allthings; they believe there are few coincidences |
|  |
| **CONSISTENCY** | **Executing** | . . . is keenly aware of the need to treatpeople the same; they try to treat everyone with consistency by setting up clear rules and adhering to them |
|  |
| **CONTEXT** | **Thinking** | . . . enjoys thinking about the past; theyunderstand the present by researching history |
|  |
| **DELIBERATIVE** | **Executing** | . . . is described by the serious care theytake in making decisions or choices; they anticipate the obstacles |
|  |
| **DEVELOPER** | **Relating** | . . . recognizes and cultivates the potentialin others; they spot signs of small improvements and derive satisfaction from these improvements |
|  |

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|  |  |  |
| --- | --- | --- |
| **Talent Theme** | **Category (Stregths Based Leadership)** |  **Description: This person . . .** |
| **DISCIPLINE** | **Executing** | . . . enjoys routine and structure; they create order to get things done |
|  |
| **EMPATHY** | **Relating** | . . . can sense the feelings of other peopleby imagining themselves in others' lives or situations |
|  |
| **FOCUS** | **Executing** | . . . can take a direction, follow through,and make the corrections necessary to stay on track; they prioritize, then act |
|  |
| **FUTURISTIC** | **Thinking** | . . . is inspired by the future and whatcould be; they inspire others with their visions of the future |
|  |
| **HARMONY** | **Relating** | . . . looks for consensus; when in conflictthey find areas of agreement |
|  |
| **IDEATION** | **Thinking** | . . . is fascinated by ideas; they are able tofind connections between seemingly disparate phenomena |
|  |
| **INCLUDER** | **Relating** | . . . is accepting of others; they showawareness of those who feel left out and make an effort to include them |
|  |

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|  |  |  |
| --- | --- | --- |
| **Talent Theme** | **Category (Stregths Based Leadership)** | **Description: This person . . .** |
| **INDIVIDUALIZATION** | **Relating** | . . . is intrigued with the unique qualities of each person; they have a gift for figuring out how people who are different can work together productively |
|  |
| **INPUT** | **Thinking** | . . . has a craving to know more; oftenthey like to collect and archive all kinds of information |
|  |
| **INTELLECTION** | **Thinking** | . . . is characterized by intellectual activity;they are introspective and appreciate intellectual discussions |
|  |
| **LEARNER** | **Thinking** | . . . has a great desire to learn and wantto continuously improve |
|  |
| **MAXIMIZER** | **Influencing** | . . . is focused on strengths as a way tostimulate personal and group excellence; they seek to transform something strong into something superb |
|  |
| **POSITIVITY** | **Relating** | . . . has an enthusiasm that is contagious;they are upbeat and can get others excited about what they are going to do |
|  |
| **RELATOR** | **Relating** | . . . enjoys close relationships with others;they find deep satisfaction in working hard with friends to achieve a goal |
|  |

**Quick Guide to Clifton Strengthsfinder Talent Theme Categories and Descriptions**

|  |  |  |
| --- | --- | --- |
| **Talent Theme** | **Category (Stregths Based Leadership)** | **Description: This person . . .** |
| **RESPONSIBILITY** | **Executing** | . . . takes psychological ownership of what they say they will do; they are committed to stable values such as honesty and loyalty |
|  |
| **RESTORATIVE** | **Executing** | . . . is adept at dealing with problems; theyare good at figuring out what is wrong and resolving it |
|  |
| **SELF ASSURANCE** | **Influencing** | . . . feels confident in their ability tomanage their own life; they possess an inner compass that gives them confidence that their decisions are right |
|  |
| **SIGNIFICANCE** | **Influencing** | . . . wants to be known for making adifference, reaches for goals and achievements |
|  |
| **STRATEGIC** | **Thinking** | . . . creates alternative ways to proceed;faced with any given scenario, they can quickly spot the relevant patterns and issues |
|  |
| **WOO** | **Influencing** | . . . loves the challenge of meeting newpeople and winning them over; they derive satisfaction from breaking the ice and making a connection with another person |
|  |