



Strengths-Based Leadership Report
(with your personalized Strengths Insights)

Leader: Jean-François Grenier

Gallup found that it serves a team well to have a representation of strengths in each of the four domains of leadership strength: Executing, Influencing, Relationship Building, and Strategic Thinking. Instead of one dominant leader who tries to do everything or individuals who all have similar strengths, contributions from all four domains lead to a strong and cohesive team. This doesn't mean that each person on a team must have strengths exclusively in a single category. In most cases, each team member will possess some strength in multiple domains.

According to our latest research, the 34 Clifton StrengthsFinder themes naturally cluster into these four domains of leadership strength. See below for how your top five themes sort into the four domains. As you think about how you can contribute to a team and who you need to surround yourself with, this may be a good starting point.

Your Top Five Clifton StrengthsFinder Themes

Executing	Influencing	Relationship Building	Strategic Thinking
		Individualization	Ideation
			Futuristic
			Strategic
			Learner

Your Personalized Strengths Insights

Ideation

Driven by your talents, you handle whatever tasks come your way in the course of the day. Mind-numbing routines, processes, paperwork, or production lines eventually bore you. On the other hand, you thrive in environments where you must deal with unexpected requests, unanticipated problems, or changing priorities. Being flexible by nature, you enjoy creating solutions as needs arise. Actually, you think better and accomplish more when your ability to

respond to situations on a moment's notice is acknowledged, used, and appreciated. By nature, you rely on reason to reduce things to their simplest parts. You closely examine each element to discover how it does or does not benefit the overall situation. Instinctively, you enjoy spending time with possibility thinkers. This is often the case when they present intriguing ideas that no one else has considered. You enjoy exploring the fascinating frontiers of medicine, politics, fashion, renewable energy sources, humanitarian aid, or the arts. It's very likely that you contribute many innovative ideas to the group during brainstorming sessions. You tend to be highly imaginative when proposals are fully heard and any criticism is reserved for a later time. Chances are good that you have a keen awareness of how others see you. From time to time, you are delighted to be in the company of certain admirers.

Futuristic

By nature, you are very reasonable about what you plan to accomplish in the future. You are likely to identify the steps and the order in which you must perform them. This probably improves the chances of reaching your intended goal. Driven by your talents, you sharpen your ideas about the future by spending time with possibility thinkers. These individuals regularly talk about inventions, medicines, designs, technologies, or food supplies that no one else has even considered. Because of your strengths, you invest considerable time creating the future of your own choosing. You frequently share your ideas about what will be possible in the coming months, years, and decades. You probably capture people's attention whenever you describe in vivid detail what you imagine. Instinctively, you are innovative, inventive, original, and resourceful. Your mind allows you to venture beyond the commonplace, the familiar, or the obvious. You entertain ideas about the best ways to reach a goal, increase productivity, or solve a problem. First, you think of alternatives. Then you choose the best option. It's very likely that you possess a high level of skill and/or knowledge about specialized issues, subjects, processes, or programs. You probably combine this expertise with your ability to set definite goals for the coming weeks, months, years, or decades.

Strategic

By nature, you invent original ideas of your own. Your imagination is typically stimulated when you collaborate -- that is, team up -- with future-oriented thinkers. It's very likely that you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you already know prompts you to ask questions and delve even deeper into a subject or problem. Driven by your talents, you comprehend what has gone wrong. Eagerly, you uncover facts. Sorting through lots of information rarely intimidates you. You welcome the abundance of information. Like a detective, you sort through it and identify key pieces of evidence. Following these leads, you bring the big picture into view. Next, you generate schemes for

solving the problem. Finally, you choose the best option after considering prevailing circumstances, available resources, and desired outcomes. Chances are good that you enjoy brainstorming -- that is, a group problem-solving technique that involves the spontaneous contribution of ideas from all participants. Because you have acquired special skills and knowledge, you can suggest a number of alternative solutions. Your expertise often serves as a springboard for your own and others' imaginations. This is the case when you are encouraged to think about the future. Instinctively, you customarily pinpoint the core problems and identify the best solutions. You artfully and skillfully eliminate distractions. This helps people gain a clear understanding of what is happening and why it is happening. You frequently identify ways to transform an obstacle into an opportunity.

Individualization

Driven by your talents, you possess a gift for watching people, then identifying the traits that make each person truly unique, distinct, and special. When you observe others' actions and listen to their words, you tend to identify each one's talents, weaknesses, likes, dislikes, moods, motivations, interests, preferences, or background. Because of your strengths, you thoroughly examine the idiosyncrasies, interests, talents, successes, fears, or dreams of each person you encounter. You contend that no two people are the same. You argue that the same individual reacts quite differently depending on the circumstances and the human beings present. People simply fascinate you. By nature, you often help visionaries discover ways they can work with people who concentrate on the past or the present. Rather than let differences separate them, you point out areas where they share similar backgrounds, work styles, talents, or interests. You understand the loneliness that forward-looking people can experience when listeners call their ideas "far-fetched," "impractical," or "ridiculous." You are quick to show people how their unique traits complement each other. Instinctively, you think systematically to identify patterns in processes, data, facts, relationships, agendas, timelines, or contracts. You see distinct linkages between this factor and that consequence, this decision and that result, or this action and that reaction. People trust you to make informed and reasonable choices. They are likely to ask what you think before they finalize a plan or state their position. It's very likely that you are keenly aware of people's unique traits. You notice characteristics that distinguish each person from everyone else.

Learner

Driven by your talents, you are drawn to the process of gaining knowledge and skills. You long to build on what you already know. You yearn to improve on what you already can do. When you meet people who value education as much as you do, you are eager to hear about their personal or professional ambitions, intentions, or goals. Understanding what others aim to accomplish in the coming weeks, months, or years can be the beginning of a practical partnership or an enduring friendship. Instinctively, you may devote yourself to things that intrigue you. Sometimes your attention intensifies if you are encouraged to immerse yourself

in a specific activity or topic. By nature, 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. It's very likely 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. Chances are good that you may prefer to read, write, and ponder philosophies, theories, or concepts that interest you. You might prefer to be alone with your thoughts rather than engage people in small talk at a social event.