
Manting Xiong

Strengths Insight Guide

SURVEY COMPLETION DATE: 02-18-2021



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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. Restorative
2. Relator
3. Individualization
4. Context
5. Learner

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?

It's very likely that you definitely desire to be an influential person. You want to be put in charge of important groups or projects. You pay close attention to the behaviors, processes, or plans you need to perfect, upgrade, or simply do better. By nature, you often are the most prepared person in the group. You naturally entertain ideas for making things better. In many situations, you feel quite comfortable suggesting improvements. Instinctively, you delve into historic events and study the actions of major and minor figures. You seek to understand why and how things happened as well as why individuals made the choices they did. These insights about the past do more than arouse your interest and feed your curiosity. They also cause you to consider what you can do better or more perfectly today. Driven by your talents, you gravitate toward people who speak truthfully when you ask for constructive criticism and honest feedback. You especially seek information about areas where you need to perform better, eliminate deficiencies, or make upgrades. Chances are good that you routinely acquire knowledge or skills when your aim is to deliver better outcomes. You have an abiding interest in fixing things that are broken. This probably inspires you to enroll in subjects that relate to your job or area of study. You usually are eager to apply your classroom experiences to real life situations.

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. Instinctively, you notice that members of your group often ask you to share your convictions, conclusions, or values. Undoubtedly, they want to understand your position about a variety of topics, people, issues, or situations. Because you express your views, many individuals feel they know you quite well. Because of your strengths, you bond with and work well with people who tell you what they want to accomplish in life. Chances are good that you are comfortable being open and honest about who you are. Often you intentionally avoid people who are less than truthful. You prefer to spend time with individuals who speak as candidly as you do about their strengths, shortcomings, hopes, disappointments, failures, or successes. By nature, you enjoy the companionship of individuals who tell you what they plan to accomplish in the coming weeks, months, or years. Once you know their goals, you can help them reach their objectives. Few things please you more than this.

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Individualization

SHARED THEME DESCRIPTION

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

By nature, 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. Chances are good that you help individuals acquire knowledge and gain skills. You are a fine instructor, tutor, and/or trainer. Driven by your talents, you have quick and ready insights into how each human being is unique and distinct from everyone else. Diversity intrigues you. You are apt to be open to individuals who possess talents, skills, and knowledge that vastly differ from your own. It's very likely that you help people do more and better work by issuing demands. You tell them it is unacceptable to simply meet minimum requirements. You want to see proof they are accomplishing what you told them to do. Instinctively, you frequently work without much rest. You typically want to pinpoint useful and intriguing facts. You likely have a need to explain why various events unfolded as they did. This information undoubtedly permits you to produce more and better results.

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Context

SHARED THEME DESCRIPTION

People who are especially talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you create a vision of the future by unraveling what happened in the past. You strive to understand the what, when, who, where, how, and why of events. You are determined to create a framework of facts so you can put things in perspective. Driven by your talents, you may derive pleasure from conversing with people who value history. Perhaps you are intrigued by the varied philosophical views certain experts have concerning the causes of specific events or the behavior of particular historic figures. It's very likely that you are a history buff — that is, someone ardently devoted to studying the past. You are especially drawn to firsthand accounts of global conflicts. You link people to events and trace timelines. You are likely to examine major battles from the perspective of foes and allies as well as neutral parties. The sum of your findings probably allows you to determine what started and eventually ended each war. By nature, you are devoted to the studying the past. This is one way you make sense of the present. It probably explains why you can predict how people will behave, how problems will be solved, how decisions will be made, or how events will unfold. Because of your strengths, you periodically enjoy listening to or talking with scholars of history. Perhaps you gravitate to specific people. They may share their unique perspectives about historic events or individuals.

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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?

Instinctively, you possess the physical and mental endurance needed to spend hours studying, reading, or researching. The more you know, the more questions you have to ask. Your diligence reflects your need to work harder and longer than most people can. You set lofty goals for yourself and relentlessly pursue them. Once you have reached your objective, you direct much of your energy toward a second goal. You are self-motivated. You prefer to push yourself rather than relax. Chances are good that you are diligent about examining what needs to be revamped, revised, modified, or fixed. When you are absorbed in these activities, hours pass quickly. You can dedicate yourself to correcting a single problem, especially when it directly and dramatically affects you. You probably read, listen, observe, discuss, experiment, and experience as much as you can to fill your mind with fresh ideas. It's very likely that you customarily figure out what makes each person special. You talk to, observe, or study individuals who produce nothing less than excellence to identify what inspires them. Unquestionably, you prefer to associate with those who share your passion for taking something good and making it better. Once you understand what drives a person, you can motivate him or her to transform whatever was made better into something utterly superb. Driven by your talents, you pay close attention to what is going on around you. You listen. You quiz people. You read. You probably take notes on key points. As you accumulate lots of information, you disregard what is unrelated, and pay heed to what is really important. The more you reflect on what you know, the more problems begin to reveal themselves, and eventually solutions start taking shape in your mind. Finally, given the situation, you select the best plan from your list of options. By nature, you are the person people turn to for insights about why certain things happened. You piece together events and unravel problems. You make discoveries and make sense of things for yourself and others.

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