



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

## Leader: Todd Stevens

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
	Maximizer	Relator	Strategic
			Learner
			Ideation

### Your Personalized Strengths Insights

#### Strategic

Instinctively, you notice that the right word usually pops into your mind exactly when you need it. Your comfort with language makes the oral or written expression of your ideas or feelings appear almost effortless. Others benefit from your ability to transmit information, thoughts, or emotions by using a vocabulary they can easily understand. It's very likely that

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. Because of your strengths, you might easily detect unusual configurations or spot new trends in data or factual information. Devising options appeals to you. You have little interest in simply repeating what worked in the past. Driven by your talents, you trust your ability to be an innovative thinker. You routinely invent many ways you can reach a single goal. Only then do you start narrowing down your options to the best one. You probably take into consideration prevailing circumstances, available resources, budgetary constraints, or pressing deadlines. By nature, you generate ideas quickly. You draw clever linkages between facts, events, people, problems, or solutions. You present others with numerous options at a pace some find dizzying. Your innovative thinking tends to foster ongoing dialogue between and among the group's participants.

### Learner

Because of your strengths, 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. By nature, you enjoy examining books, journals, documents, artifacts, or data. They broaden your knowledge and allow you to acquire new skills. Firsthand experiments and personal experiences contribute mightily to your qualifications and credibility as an expert and specialist. It's very likely that you acquire knowledge more easily when you can talk with others about ideas, concepts, or theories. Thoughts come alive for you when questions are posed and answers are proposed. You have a delightful time thinking out loud and listening to intelligent people express themselves. You naturally document or store in your mind bits and pieces of discussions. You want to refer back to these insights or facts whenever the opportunity presents itself. Driven by your talents, 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. Instinctively, you insert intricate or theoretical words into your everyday, academic, or professional conversations and writings. Your natural interest in language explains why you enjoy mastering unusual words and their multiple meanings. While others struggle to memorize new terms in classes or seminars, you tend to commit words to memory with relative ease. You probably find this process is both natural and pleasurable.

### Ideation

Instinctively, you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others. It's very likely that you are an original and innovative thinker. Others frequently rely on you to generate novel concepts, theories, plans, or solutions. You refuse to be stifled by traditions or trapped by routines. You probably bristle when someone says, "We can't change that. We've always done it this way." Driven by your talents, you occasionally generate novel ideas for campaigns, business ventures, initiatives, or special events. Because of your strengths, you ask questions. You ponder answers. You find the underlying causes of a situation, problem, system, mechanism, plan, regulation, or prohibition. Logical and ordered in your thinking, you study every detail, however small. You are determined to examine the facts. By nature, you customarily generate more new concepts than anyone else on the team. Knowing this probably motivates you to be even more prepared for upcoming meetings, presentations, activities, conversations, or debates. You have a gift for capturing and holding people's attention. You probably describe your latest thoughts, innovations, solutions, theories, or answers in ways that make sense to the group's members.

### Relator

Instinctively, 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 have quick and ready insights into the moods and emotions of individuals. This awareness amplifies your effectiveness as a trainer, guide, or coach. Your sensitivity allows you to help people express what they are thinking and feeling. Chances are good that you have close companions who frequently seek your guidance. You help them find answers to their personal and professional problems. This makes you a valuable friend. Driven by your talents, you are an effective mentor and/or trainer. You realize this is your forte — that is, strength. It's very likely that you might feel happier if you are busy, even if it means performing routine or mundane tasks. When you have nothing to do, perhaps you are the type of person who looks for something to do.

### Maximizer

Chances are good that you exhibit an awareness about what you do and do not do well. You trust your instincts in this regard. Over time, you have progressed faster and moved further by relying on your talents. You simply refuse to risk losing confidence in yourself by tackling assignments for which you lack the talent, even when you may possess some relevant knowledge, skills, or experience. Driven by your talents, you are aware that people say you can be both domineering and threatening. When situations require forcefulness, you use it to

your advantage. This is especially true when you aim to influence someone or an entire group to move to action. Because of your strengths, you regard yourself as talented, skilled, and knowledgeable in your areas of specialization. Being able to claim what you do well allows people to call on your expertise when they need it. It's very likely that you have dedicated yourself to acquiring knowledge and skills that make you an expert in various fields. Intentionally, you expand on your natural abilities. You avoid struggling to overcome your weaknesses. You wisely credit many of your past successes to doing what you know you do very well. Instinctively, you may invest time or energy in understanding how your talents contribute to your overall success and well-being. Perhaps you have discovered some effective ways to remind yourself about the things you do best.