
Louis Pugliese

Strengths Insight and Action-Planning Guide

SURVEY COMPLETION DATE: 03-19-2018



DON CLIFTON

**Father of Strengths Psychology and
Inventor of CliftonStrengths**

Louis Pugliese

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YOUR TOP 5 THEMES

1. Analytical
2. Individualization
3. Ideation
4. Competition
5. Activator

Section I: Awareness

Analytical

SHARED THEME DESCRIPTION

People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you may feel more confident when you have identified a step-by-step sequence that produces predictable outcomes. Perhaps this is one way you convince people you are qualified to handle certain jobs, assignments, or projects. Chances are good that you frequently examine the factors leading up to an event. Therein you discover the reasons why things happened the way they did. A number of individuals and/or groups probably appreciate your logical thinking style. Driven by your talents, you generally use logic and reason to unravel how something works. You typically begin by reducing a process, plan, problem, solution, etc. into its most elemental parts. Because of your strengths, you critically examine the essential elements of the current condition. You toil tirelessly to identify the basic parts of various plans, problems, opportunities, processes, or ideas. By nature, you may have an actual blueprint — that is, a detailed outline — for what you want to accomplish in the coming weeks, months, years, or decades. Sometimes each part of your design fits seamlessly with the step preceding it and the one immediately following it.

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?

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.

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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?

Chances are good that you may derive satisfaction from helping youngsters. The exact nature of your assistance might be influenced by your talents as well as your knowledge and skills. By nature, you may want to offer your assistance to people. Sometimes, however, you struggle to find the words to tell them you are willing to lend a helping hand. It's very likely that you may help people know you better as a person when you openly share what you think, feel, have done, are doing, or hope to accomplish. To some extent, you are eager to tell your story. Why? When others know more about you, perhaps the relationship helps you more easily convince them to get busy working on a particular project, assignment, or chore. Instinctively, you periodically enjoy watching people. In the process, you may discover what makes each individual truly unique or special. You may be a student of humankind who is curious about the backgrounds and interests of each person. Driven by your talents, you constantly investigate the "hows" and "whys" of a given situation. You find relationships between the final result and the events preceding it. These links enable you to understand how things come into being. You draw logical conclusions. These often broaden your knowledge base.

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Ideation

SHARED THEME DESCRIPTION

People who are especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you occasionally figure out how to get ahead and stay ahead of others. You usually generate more new ideas than anyone else in the group. Sometimes your brainpower gives you the advantage you need to succeed. Driven by your talents, you are sometimes aware of the opinions people have of you. Maybe you know when individuals approve or disapprove of your contributions, accomplishments, talents, shortcomings, words, or deeds. It's very likely that you occasionally wonder whether some people view you as aloof or standoffish. Perhaps you give this impression because beginning discussions or engaging in small talk is difficult for you. Because of your strengths, you regard yourself as logical and reasonable. You spontaneously reduce mechanisms, processes, proposals, ideas, or formulas to their basic parts. You figure out how the pieces interrelate. Your discoveries tell you why something does or does not function the way it should. Instinctively, 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.

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Competition

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People who are especially talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you labor tirelessly when you know your performance and results are being compared to those of other people. You probably find it hard to recall a time when you failed for lack of effort. You are naturally motivated to be the very best — not merely one of the top finishers. Your satisfaction comes from being “number one.” Because of your strengths, you periodically rely on your sophisticated vocabulary to outthink certain people. Whether speaking or writing, you might interject technical or subject-specific terms to confront resistance or force specific issues into the open. This authoritarian stance may put a few people on notice that you are clever. Sometimes their confidence begins to crumble. Perhaps your ease with language and artful tactics signal that you are the one in charge. It’s very likely that you notice that multiple solutions to nagging problems automatically pop into your mind. You usually study each option from many different angles. After carefully evaluating the entire situation, you likely choose the alternative that makes the most sense. Why? You habitually aim to outscore or outperform most of your rivals most of the time. By nature, you set very high expectations for yourself. Typically you push yourself until you reach your goals. You are not content unless you deliver the best performance or produce the most outstanding results. Chances are good that you concentrate much harder on your work or studies when a deadline looms over you. Knowing the clock is ticking generally forces you to ignore fascinating distractions. Time restrictions compelyou to think of nothing but capturing the top prize. Your need to be the first person to finish increases during the final week, day, hour, or minutes of a project or a contest.

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Activator

SHARED THEME DESCRIPTION

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you sometimes rely on your expertise or knowledge to help you make specific choices. Perhaps you act more quickly when what you are doing directly relates to your areas of mastery or past success. Instinctively, you occasionally feel comfortable telling certain individuals stories about your personal habits, qualities, experiences, or background. Your forthcoming nature might enable some people to share their thoughts and feelings with you. It's very likely that you empower people with your air of certitude — that is, confidence. Your very presence reassures them that they indeed are quite ready and capable of tackling assignments, spearheading projects, or playing key positions on a team. By nature, you strive to energize people. You are determined to generate a lot of enthusiasm around various projects, events, or activities. Chances are good that you often tackle assignments with great enthusiasm and speed. Your “Let's just do it right now!” attitude causes many of your friends to pitch in and work alongside you. They probably share your desire to capture topmost honors and first-place titles.

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