

# Personality Strengths

## Strategic Thinking Themes

1. **Analytical** - search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
2. **Context** - enjoy thinking about the past. They understand the present by researching its history.
3. **Futuristic** - are inspired by the future and what could be. They inspire others with their visions of the future.
4. **Ideation** - are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
5. **Input** - have a craving to know more. Often they like to collect and archive all kinds of information.
6. **Intellection** - are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
7. **Learner** - have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.
8. **Strategic** - create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
9. (EK) **Big Picture thinking** - can see the “forest”, not just the trees. They provide an overall vision and keep things focused on what’s most important.
10. (EK) **Detail oriented** - are aware of the little things that can make or break a project. They make sure that all the pieces that need to be in place are there to insure success.
11. (EK) **Integrative** - pay attention to how the various aspects of operations work together. They can help create a seamless meshing of components.

## Executing Themes

12. **Achiever** - have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.
13. **Arranger** - can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

14. **Belief** - have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

15. **Consistency** - are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

16. **Deliberative** - are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

17. **Discipline** - enjoy routine and structure. Their world is best described by the order they create.

18. **Focus** - can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

19. **Responsibility** - take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

20. **Restorative** - are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

## Influencing Themes

21. **Activator** - can make things happen by turning thoughts into action. They are often impatient.

22. **Command** - have presence. They can take control of a situation and make decisions.

23. **Communication** - generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

24. **Competition** - measure their progress against the performance of others. They strive to win first place and revel in contests.

25. **Maximizer** - focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

26. **Self-Assurance** - feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

27. **Significance** - want to be very important in the eyes of others. They are independent and want to be recognized.

28. **Woo** - love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

29. (EK) **Authority/Credibility** - know what they're talking about and know that they know. They inspire confidence in others and can provide direction when needed in their area of expertise.

## Relationship Building Themes

30 **Adaptability** - prefer to "go with the flow." They tend to be "now" people who take things as they come and discover the future one day at a time.

31. **Connectedness** - have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

32. **Developer** - recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

33. **Empathy** - can sense the feelings of other people by imagining themselves in others' lives or others' situations.

34. **Harmony** - look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

35. **Includer** - are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

36. **Individualization** - 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.

37. **Positivity** - have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

38. **Relator** - enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

39. (EK) **Trusting** - have developed trust in their own connection to their inner knowing and the sources of that. This enables them to know who can be trusted to carry out what they say, and therefore to both achieve high levels of success in projects and build high functioning teams.

40. (EK) **Persistence** - understand that relationships take time to build. They are willing to put in the time and effort to create deep connections that last.

Source for the Clifton Strengths (all except those marked with EK): <https://lifexchangesolutions.com/list-of-strengths/>

Those marked with EK are my own.