
Les Sandoval

Strengths Insight Guide

SURVEY COMPLETION DATE: 12-29-2022



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

Les Sandoval

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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. Context
2. Restorative
3. Learner
4. Analytical
5. Deliberative

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?

By nature, you sometimes experience a burst of enthusiasm when you meet a newcomer who shares your interest in past events, historic places, or prominent figures. Perhaps you have little, if any, difficulty initiating discussions and keeping them moving. Why? As history buffs — that is, enthusiasts — both of you might be eager to ask and answer questions. Chances are good that 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. Driven by your talents, you are an enthusiastic student of the past. Why? The past offers insights about the coming months, years, or decades. When you can make sense of what has occurred, you are much more prepared to deal with upcoming changes or opportunities. It's very likely that you may be excited about discovering new facts about historic events or key people. Periodically you rely on experts who have conducted in-depth research on certain periods of history. Because of your strengths, 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.

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?

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 are keenly aware of your limitations and deficiencies. This knowledge motivates you to take advantage of self-improvement opportunities in the workplace, educational settings, or your community. By nature, you regularly study your mistakes. You want to understand what you must do differently in the future to succeed. Because of your strengths, you search for opportunities to improve yourself. You are determined to confront your weak points and correct them. Chances are good that you usually are more upbeat about life when you can determine why you failed to reach a goal or standard of excellence. Once you identify your errors, lack of knowledge, or need to practice certain skills, you are apt to devise a plan to improve your performance. Instinctively, you might engage in self-improvement activities once you have identified things you need to know more about or do better. Perhaps you hope to minimize some of your shortcomings.

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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?

Driven by your talents, you may be attracted to assignments that demand original and inventive thinking. In some cases, you track down new ideas, facts, or data. Your out-of-the-box thinking might challenge some people to abandon, or at the very least to question, specific conventional practices. When you cause one or two of them to suggest options, maybe their need to protect the status quo will be replaced by a desire to gather more information. Because of your strengths, you sometimes devote your entire attention to specific tasks you desire to complete. From time to time, you study what needs to be done and how you can tackle particular assignments. To some extent, your curiosity draws you to interesting sources of information: people, printed materials, the Internet, formal classes, casual conversations, or personal experiences. You might be happier when you know a few more things today than you knew yesterday. It's very likely that you may long to gather certain types of information about specific individuals. Perhaps your "need to know" is rarely satisfied. The more facts you gather, the easier it might be for you to understand someone's strengths, limitations, interests, likes, dislikes, or goals. You might be inclined to study human beings one by one. To some degree, your ongoing observations of selected individuals provide you with interesting insights into human nature. Instinctively, you may identify the specific traits or experiences that distinguish one person from the next. When you familiarize yourself with someone, you might be able to predict how the person will react in different situations. Chances are good that you may have started asking people questions as a child and continue to do so today. Others might notice that you are genuinely interested in what they have to say. Sometimes your inquiries turn tense frowns into relaxed smiles. Maybe the warmth of your presence can transform a timid person into a talkative one. To some degree, you offer compliments. Perhaps few things delight you as much as hearing a stranger say, "I really like you — and I've just met you!"

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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?

Because of your strengths, you exhibit talent when interpreting numerical data. You are much more confident about your abilities and life in general when individuals ask you to tell them what the numbers mean. Chances are good that you are fascinated by data. You examine numbers line by line. You usually know how grades, profits, or budgets are calculated. You probably use established criteria, formulas, or equations to determine scores, ratings, or rankings. By nature, you sometimes stop to identify the causes of problems, outcomes, mistakes, or circumstances. Maybe you use your logical thinking to detect and study all the variables. Perhaps you scrutinize how each element functions or fails to function properly. You also might study how each part links or fails to link with the next step in the sequence of a program, process, contract, regulation, or timeline. Instinctively, you are an objective person. You investigate the problems you must face in life. You methodically reason through these difficulties. Often you create workable solutions. It's very likely that you may rely on credible facts or objective data when you are faced with a difficult choice. Perhaps you refuse to act in haste. Occasionally you might ask for more time to examine the evidence or evaluate the situation before deciding on a course of action.

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Deliberative

SHARED THEME DESCRIPTION

People who are especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you are intentional and purposeful about what you do. "Rash" and "impulsive" are not adjectives most people would use to describe you. Typically you think through things thoroughly before speaking or acting. By nature, you tend to be businesslike in your approach to personal and professional issues. By nature, you might be especially aware of flattery and equate it with dishonesty. This partially explains why you are a bit cautious when giving feedback to individuals. Perhaps your integrity forces you to say what you mean and mean what you say. Some people may value your compliments. Why? Maybe they realize that any praise coming from you is hard-won and genuine. Because of your strengths, you sometimes withhold recognition until you have sufficient proof the recipient has earned it. Perhaps people appreciate your compliments because you give so few of them. Chances are good that you are a no-nonsense person. People generally notice that you carefully think through things before taking action. Many have watched you break down an idea into its basic parts. Others have seen you dissect a process into its steps. You tend to be quite businesslike. Even so, many individuals appreciate your cheerfulness, liveliness, and optimism about life. Driven by your talents, you are quite pleased with life as long as you find enough time for solitude and self-reflection. You place a high value on not telling others about your personal finances, decisions or thoughts. Many of your coworkers, classmates, teammates, family members or friends say you know much more about their lives than they know about yours. These guarded relationships are apt to last longer than those involving individuals who constantly probe for information you prefer to keep to yourself.

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