
Michal Michalik

Strengths Insight Guide

SURVEY COMPLETION DATE: 08-28-2022



DON CLIFTON

Father of Strengths Psychology and
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Michal Michalik

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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. Achiever
2. Restorative
3. Individualization
4. Learner
5. Deliberative

Achiever

SHARED THEME DESCRIPTION

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

YOUR PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

By nature, you channel your energy into your work or studies. You seldom count the hours you work. Feeling fully engaged in what you do is a major source of satisfaction. You believe there is always something more challenging you can pursue. Given your ability to withstand hardship, adversity and stress, it is no surprise you love what you do. You strive to do more and more of it each day. Because of your strengths, you are an enterprising person. You effortlessly launch new ventures. You are likely to measure your progress on a regular basis. This information probably inspires you to work even harder. It's very likely that you have the extra energy to work hard whenever you are acquiring information to broaden your base of knowledge. You desire to deepen your understanding of various topics, opportunities, problems, solutions, situations, events or people. Chances are good that you are determined to share your knowledge and skills with people you coach, mentor or train. Driven by your talents, you possess the physical and mental endurance to withstand hardships as well as stress. Characteristically you work harder and longer than most people are capable of doing.

Questions

1. As you read your personalised 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 PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you may have a knack for generating innovative ideas for certain types of projects. Perhaps you are attracted to endeavours in which things need to be made better or upgraded. Chances are good that you might yearn to capture the top prize or be the best at something. This partially explains why you reflect on what you need to do better to outperform, outproduce or outscore everyone else. It's very likely that you may create opportunities to spend time thinking with forward-looking people. You might rely on their vivid imaginations to help you work out how to fix things in your personal or professional life. By nature, you sometimes acquire knowledge or skills when your aim is to deliver better outcomes. Perhaps you have an interest in fixing things that are broken. This might inspire you to enrol in subjects that relate to your job or area of study. You might be eager to apply your classroom experiences to real-life situations. Because of your strengths, you centre your efforts on making improvements that you decide are intriguing and relevant to your life. You devote a great deal of time and energy to acquiring the knowledge and skills that you sense you lack. You regularly challenge yourself to address your shortcomings.

Questions

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2. Out of all the talents in this insight, what would you like for others to see most in you?

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 working out how people who are different can work together productively.

YOUR PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you routinely assist people who are in need or struggling. You might be especially helpful to teammates when you are seeking victory. Because of your strengths, you enjoy being busy, especially when you can assist someone in need. You are likely to be a good partner at home, in the workplace, at school or in the community. You tend to do more than is expected of you. Why? You probably worry about wasting time. This explains your habits of volunteering for projects and asking for extra duties. By nature, you often marvel at your ability to sense the feelings and perspectives of other people. You feel very good about yourself and life in general when you put aside your opinions, biases or preferences. Your satisfaction probably comes from working out why someone behaves, feels or thinks differently from you. Driven by your talents, you embrace a wide array of people. You honour their differences with ease. You identify specific things each one does quite well. These insights help you mix and match one person's talents, skills and knowledge with those of others in the group. Ultimately, you position individuals in such a way that cooperation becomes the norm rather than the exception. Chances are good that 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.

Questions

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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 PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you endorse the importance of acquiring additional knowledge and gaining new skills. You regard education as an ongoing activity. It's very likely that you have little difficulty giving intense effort to projects, problems or opportunities that capture and keep your attention. By nature, you may diligently examine what needs to be revamped, revised, modified or fixed. Periodically you give all your attention to a single problem. It might be related to your personal life, your job or your studies. Because of your strengths, you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energises 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. Instinctively, you are attracted to difficult and challenging endeavours. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt.

Questions

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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 PERSONALISED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you are willing to sacrifice affection and relationships to be true to yourself. In your opinion, life is not a popularity contest. By nature, you choose not to reveal to others too much about yourself, your thoughts and your feelings. You exercise great care and weigh all possible risks when you interact with people. You prefer to give sincere and well-deserved compliments. You are likely to refrain from acknowledging the talents, contributions and accomplishments of individuals and groups until you have clear evidence they merit special acclaim. Because of your strengths, you may be earnest, solemn or businesslike when circumstances require socially correct behaviour. Perhaps you thoroughly study certain things before making decisions, designing plans or taking action. It's very likely that you may be earnest and businesslike about some of the things you need to do better. Perhaps you think it is necessary to upgrade specific processes, practise particular skills or expand your knowledge of certain subjects. Driven by your talents, you select your friends with great care. You are comfortable nurturing up-close and personal relationships with these chosen individuals. The quality of your relationships is much more important to you than the number of people who say you are their friend.

Questions

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