
Long Duong

Strengths-Based Leadership Report (Brief)

SURVEY COMPLETION DATE: 02-03-2017



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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
Arranger		Relator	Analytical
Responsibility			Strategic

Your Personalized Strengths Insights

ANALYTICAL

Driven by your talents, you might find it easiest to agree with others when their ideas are grounded in reason or supported by facts. You might enjoy thinking through things when you are working with people who exhibit good judgment. Because of your strengths, you are somewhat reasonable about what you plan to accomplish in the future. Perhaps you can identify the steps and the order in which you must perform them. To some degree, this improves the chances of reaching your intended goal. It's very likely that you periodically produce precise and thoroughly documented facts or data. Certain processes, issues, opportunities, proposals, historic records, questions, or solutions may occupy your thoughts for extended periods of time. Instinctively, you periodically show your teammates how people, time, materials, and money converge to create unique sets of circumstances, unexpected problems, novel solutions, or welcome opportunities. Chances are good that you might be a rational thinker. That is, you sometimes exhibit good judgment and exercise sound reasoning. These thought processes may serve you well when you set out to acquire true knowledge and/or gain skill. Perhaps you school yourself by reading, investigating, examining, experiencing, or receiving instruction in specific subjects.

ARRANGER

Chances are good that you may join certain teams to enhance your chances of attaining fame, fortune, power, prestige, promotions, or success. Sometimes you do things to build up your resume. By nature, you may gravitate to groups that make assignments based on an individual's unique talents. Sometimes you avoid teams whose members think anyone can do anything when the person devotes enough effort or time to the task. Perhaps you notice you do good work or progress quickly when you are allowed to use your natural abilities. It's very likely that you may persevere until you complete whatever you start. Perhaps you enjoy working with teammates who share this trait. Driven by your talents, you may be the team member who delights in coordinating new projects, scheduling activities, or gathering materials for others. You sometimes play a key role in your team's success. Instinctively, you are sometimes asked to study data for your team. Perhaps numbers make sense to you. Interestingly, the very same data might baffle, confound — that is, confuse — or frustrate some of your teammates. Maybe these individuals are appreciative of your proficiency with mathematics.

STRATEGIC

Because of your strengths, you may be inclined to examine the basic elements of certain types of problems. You might attempt to understand how and why things work or fail to work. These insights

might stimulate your thinking. Then you try to generate a few alternative plans. Considering prevailing circumstances, available resources, and time constraints, you might narrow down your options. Perhaps the plan that offers the best chance of solving the problem naturally reveals itself. Chances are good that you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources. It's very likely that you sometimes know what has gone wrong. You try to uncover facts. Perhaps you are not intimidated by an overwhelming amount of information. Like a detective, you might sort through it, attempting to identify pieces of evidence. Following a few leads, you might begin to see the big picture. Maybe you generate schemes for solving the problem. You might choose the best option after considering some of the prevailing circumstances, available resources, or desired outcomes. Driven by your talents, you may have little difficulty finding the right words at the right time to express what you are thinking or feeling. Maybe you can present your concepts in a reasonable, orderly, or methodical way. Perhaps you generate a few options for others to consider. As a result, certain individuals might say you know how to get your ideas across to people. By nature, you occasionally demonstrate an ease with language. Sometimes you effortlessly verbalize your thoughts. You might delight in the opportunity to share your insights. Maybe you derive exceptional pleasure from actively participating in conversations as long as group members propose ideas, seek solutions, or debate issues.

RELATOR

Chances are good that you may welcome opportunities to spend time with friends who enjoy thinking about the future. Once in a while, they invite you to offer suggestions about what can and cannot be accomplished in the coming months, years, and decades. Driven by your talents, you may be regarded by some individuals as a fine trainer, tutor, or instructor. Occasionally you describe yourself in these terms. By nature, you may exercise good judgment or demonstrate common sense when congratulating someone. Your comments might be sparing. However, some of them might carry weight. Certain people might value your compliments. Perhaps particular individuals grow personally or professionally because you call attention to their specific moments of excellence. To some extent, they understand that any recognition you give them is hard won. Because of your strengths, you may have quick and ready insights into the moods and emotions of specific individuals. This awareness might enhance your effectiveness as a trainer, guide, or instructor. Perhaps your sensitivity allows you to help certain people express what they are thinking or feeling. It's very likely that you may have friends who come to you for guidance, suggestions, or recommendations. Topics might include situations in their personal or professional lives.

RESPONSIBILITY

By nature, you may enjoy hearing people describe you as more serious than some of your colleagues, classmates, teammates, friends, or coworkers. Driven by your talents, you may be a person whose work ethic is as much a matter of conscience as it is a matter of completing tasks. Perhaps you need to do what you know is right, true, proper, or accurate. Instinctively, you may have a reputation for

exhibiting more adult-like behavior than a few of your colleagues, teammates, classmates, friends, or others. Some individuals regard you as an expert in your field. Perhaps they notice you are talented, skilled, and/or knowledgeable. When certain people appreciate these traits, you might be motivated to use them on a daily basis. It's very likely that you may appear to be a dependable person. Perhaps you know the right thing to do in specific situations. Your methodical thinking and thoughtful nature sometimes influence your words or deeds. Because of your strengths, you may be exact about certain things you do or how you do them. Perhaps you follow your conscience when you need to distinguish right from wrong or excellence from mediocrity.