

Strengths Finder

Think about yourself at work. Now, read the following descriptors and indicate which of these best describes you and your work-style. Check if it most or least describes you.

TAKE ONLY ABOUT 2 SECONDS TO CONSIDER YOUR RESPONSES!

- People especially talented in this theme can make things happen by turning thoughts into action. They are often impatient.

Least like me_ _____ Most like me

- People especially talented in this theme 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.

Least like me_ _____ Most like me

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

Least like me_ _____ Most like me

- People especially talented in this theme 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.

Least like me_ _____ Most like me

- People especially talented in this theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

Least like me_ _____ Most like me

- People especially talented in this theme have presence. They can take control of a situation and make decisions.

Least like me_ _____ Most like me

- People especially talented in this theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

Least like me _____ **Most like me**

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

Least like me _____ **Most like me**

- People especially talented in this theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

Least like me _____ **Most like me**

- People especially talented in this theme 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.

Least like me _____ **Most like me**

- People especially talented in this theme enjoy thinking about the past. They understand the present by researching its history.

Least like me _____ **Most like me**

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

Least like me _____ **Most like me**

- People especially talented in this theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Least like me _____ **Most like me**

- People especially talented in this theme enjoy routine and structure. Their world is best described by the order they create.

Least like me _____ **Most like me**

- People especially talented in this theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

Least like me _____ **Most like me**

- People especially talented in this theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

Least like me_

_____Most like me

- People especially talented in this theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Least like me_

_____Most like me

- People especially talented in this theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Least like me_

_____Most like me

- People especially talented in this theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

Least like me _____ **Most like me**

- People especially talented in this 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.

Least like me _____ **Most like me**

- People especially talented in this theme have a craving to know more. Often they like to collect and archive all kinds of information.

Least like me _____ **Most like me**

- People especially talented in this theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Least like me _____ **Most like me**

- People especially talented in this theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Least like me _____ **Most like me**

- People especially talented in this theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something especially talented into something superb.

Least like me _____ **Most like me**

- People especially talented in this theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

Least like me _____ **Most like me**

- People who are especially talented in this theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

Least like me _____ **Most like me**

- People especially talented in this theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Least like me _____ **Most like me**

- People especially talented in this theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Least like me_ _____ Most like me

- People especially talented in this theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Least like me_ _____ Most like me

- People especially talented in this theme want to be very important in the eyes of others. They are independent and want to be recognized.

Least like me_ _____ Most like me

- People especially talented in this theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Least like me_ _____ Most like me

- People especially talented in this theme 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.

Least like me_ _____ Most like me

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