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Strengths-Based Leadership Report (Brief)

SURVEY COMPLETION DATE: 08-29-2017



DON CLIFTON

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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
Deliberative			Input
Achiever			Learner
			Intellection

Your Personalized Strengths Insights

DELIBERATIVE

Instinctively, you are highly selective about how much you reveal to anyone about your history, future intentions, or current affairs. Consistently you refrain from intruding on people's privacy. Why? You realize this puts you in the position of being asked and expected to answer very personal questions. Typically you let others begin conversations. This is not your forte — that is, strong point. Perhaps you are content just to listen and observe. You probably prefer to keep your thoughts to yourself. Because of your strengths, you are very choosy about the company you keep and the people you call "friends." Many individuals recognize that you are keenly aware of what they are thinking and feeling at a particular moment. By nature, you ponder your decisions rather than react without thinking through things. You weigh the possible ramifications, consequences, outcomes, and effects. You aim to understand the basic "whys" and "hows" of a situation, problem, or opportunity. People trust you to be cautious. They expect you to raise important issues that require further consideration. It's very likely that you often are described as a no-nonsense person. You are determined to examine the smallest details of processes, problems, regulations, plans, and contracts. Breaking these into their basic parts helps you better understand them. You are easily annoyed by individuals who fail to give you enough time to methodically investigate, study, or think through things. Chances are good that you divulge your innermost thoughts and feelings to a small, close-knit circle of confidants. With great caution, you expose your beliefs, fears, hopes, desires, failures, worries, dreams, or personal history. Understandably, you are careful to consider all circumstances and possible consequences about what you reveal.

INPUT

Because of your strengths, you pay close attention to current events. Numerous people merely recount what they heard, saw, or read. Typically you dive deeper into the topic. You are likely to generate theories, concepts, or philosophies to explain the reasoning behind newsmakers' decisions. You routinely gather information about events, policy statements, people, or crises. Your fresh insights are likely to draw equally engaged thinkers into the conversation. Chances are good that you have acquired a sophisticated vocabulary, comprised of technical, subject-specific, or complicated words. Whenever you describe the intricate steps of procedures, you are likely to rely on this terminology. Your attention to detail works to your advantage when you are addressing experts. Because you comprehend the meanings of their words, you can talk about how things function in a language they understand. By nature, you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you

already know prompts you to ask questions and delve even deeper into a subject or problem. Instinctively, you are more comfortable talking about ideas than issuing orders or dealing with conflict. You gravitate to conversations with intelligent people. You intentionally cast aside emotions and concentrate on the facts. You continually search for evidence to make your points and wish others would do the same. It's very likely that you prepare for important conversations or discussions by collecting lots of background information. It is not unusual for you to set aside at least five hours of quiet time each week to consider what you have discovered. You are likely to use this time to expand your thinking. A new piece of material can send you hunting for additional evidence to support your theories, concepts, or proposals.

LEARNER

Instinctively, you frequently examine the factors leading up to an event. Therein you discover the reasons why things happened the way they did. A number of individuals and/or groups probably appreciate your logical thinking style. Because of your strengths, you enjoy reflecting on what you already know and on what you want to know. Your concentration leads you to major and minor discoveries. You need ample quiet time to critically examine new information, theories, concepts, or philosophies. Wherever you go and whatever you do, your mind is seldom at rest. You consider what you have observed. You pose never-before-asked questions. Thinking deeply about things is a necessity for you. It is not a luxury. It is not an option. Chances are good that you treasure books and other publications because they are rich sources of information. You regard the printed word as a gateway to a vast world of new ideas. Your quest to interpret events, grasp facts, or understand concepts appears limitless. Frequently you read to broaden your perspective on very familiar, as well as altogether unfamiliar, topics. It's very likely that you yearn to increase your knowledge by being kept in the information loop. This explains why you gravitate to people who converse about ideas at a deeper and more thoughtful level than most individuals are capable of doing. "Making small talk" — that is, engaging in idle conversation — probably seems like a waste of time to you. Driven by your talents, you typically enroll in demanding classes. You thrive in situations where you can test your talents as well as your endurance to discover how much you can accomplish. You need to prove yourself to yourself each day.

INTELLECTION

Instinctively, you designate a minimum of five hours a week for solitary thinking. You probably have figured out how to eliminate distractions and interruptions. You accept the fact that you have less free time to spend with family, friends, coworkers, teammates, or classmates. Driven by your talents, you make time and seek places for quiet reflection. You probably examine new theories and concepts. You are impelled to acquire more information. This satisfies your deep-seated need to educate yourself. When you concentrate without interruption, you usually make discoveries and establish links between facts. Chances are good that you probably enjoy sharing your love of reading with children. You are likely to find age-appropriate stories to read to youngsters in your family, little ones you baby-sit, or students at day care centers or schools. Because of your strengths, you are inclined to read books, publications, or Internet sites that offer tips on how you can improve yourself as a person, a

parent, a student, a professional, an investor, or a craftsperson. Making apologies to no one, you aim to conquer your shortcomings. By nature, you wade into the middle of thought-provoking conversations. You speak theoretically — that is, you talk about things that have not been invented, proved, produced, or put into practice. Your vocabulary is as complicated as your thinking. This explains why you consider at length an array of insights, concepts, or philosophies. You prefer talking with individuals who instantly grasp the meaning of your sophisticated words.

ACHIEVER

Chances are good that you make an effort to be friendly and talkative whenever the situation demands. Even so, you treasure your work or study time. Why? You yearn to produce tangible results each day. Socializing, while important, fails to provide outcomes to which you can point and measure. As a result, you likely resist devoting time to activities that impede progress, compromise productivity, or waste precious time. Driven by your talents, you invest a lot of time, effort, and energy in winning followers. You probably aspire to leadership roles. You already realize the backing of loyal individuals is essential. By nature, you ordinarily take time and exert extra effort to comprehend what you are reading. You probably refuse to rush through written material. Why? You likely intend to commit to memory as many facts and concepts as possible. It's very likely that you consciously invest time and energy in understanding how your talents, skills, and knowledge contribute to your overall success and well-being. You have discovered effective ways to remind yourself about the things you do best. Instinctively, you often draw newcomers or strangers into various groups, conversations, or activities. Making all kinds of individuals feel like they belong is one way you choose to measure your success.