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Herman Heng

# Strengths Insight Guide

SURVEY COMPLETION DATE: 09-17-2019



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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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.

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## Your Top 5 Themes

1. Learner
2. Empathy
3. Input
4. Strategic
5. Achiever

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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?

Instinctively, 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. It’s very likely that you might offer assistance to people when the predicament in which they find themselves fascinates you. Maybe you come to the aid of others when they ask you to study an intriguing problem, unanswered question or unfamiliar subject. Occasionally you are delighted to report back to them your discoveries and conclusions. Because of your strengths, you spend some of your time examining problems, malfunctions or glitches. If you experience a personal or professional loss, make a mistake or suffer a defeat, you might investigate. Perhaps you feel restless until you have answers to your basic questions: What? How? When? Where? Who? Why? By nature, 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 occasionally sign up for rigorous courses of study rather than enrol in easy classes. This might satisfy your need to master things that do not come naturally. Perhaps you trust you can handle unpleasant or difficult assignments. Maybe the struggle to expand your knowledge, broaden your skills, conquer your limitations or fix problems motivates you to welcome academic challenges.

#### 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?

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## Empathy

### SHARED THEME DESCRIPTION

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

### YOUR PERSONALISED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you pay attention to what others think. You make them feel valued. You validate their ideas by talking about them. Typically people sense that you appreciate what they say. This probably explains why many people enjoy spending time with you. It's very likely that you might question a person's thinking or actions even if you sense your candour makes the individual feel a bit uncomfortable. Sometimes you combine your straightforward style with your caring nature. Perhaps you raise certain issues some people prefer to ignore. Particular family members, friends, colleagues or classmates may count on you to confront emotionally charged situations or deal with demanding individuals. Driven by your talents, you occasionally sense your own feelings of regret, failure, disappointment or loss. Perhaps some of your talents help you deal with certain negative emotions, people or experiences. Instinctively, you may rely on your intuition rather than reason alone to handle certain types of difficult, perplexing or distressing issues. By nature, you have a special gift for helping people realise that you truly value them and hold them in high regard.

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## Input

### SHARED THEME DESCRIPTION

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

### YOUR PERSONALISED STRENGTHS INSIGHTS

#### What makes you stand out?

Because of your strengths, you pay close attention to intelligent conversations. You have a knack for giving credit to individuals who make key points that advance everyone's understanding of a theory, concept or idea. You file away or make a mental note about this information, knowing it will be useful one day. It's very likely that you thirst for new ideas and knowledge. Often you lose yourself in a book. You pore over the ideas contained on its pages for long stretches of time. Why? You want to absorb as much information as you can. Chances are good that you are determined to push for changes that will benefit humankind or Earth itself. Your desire to have an impact motivates you to enter into conversations with intelligent people. Drawing on their wealth of knowledge and ideas as well as sharing your treasure trove of wisdom is exciting. These discussions frequently cause you to think in new ways and to reexamine your purpose in life. Driven by your talents, you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday. Instinctively, you possess the physical and mental endurance needed to spend hours studying, reading or researching. The more you know, the more questions you have to ask. Your diligence reflects your need to work harder and longer than most people can. You set lofty goals for yourself and relentlessly pursue them. Once you have reached your objective, you direct much of your energy toward a second goal. You are self-motivated. You prefer to push yourself rather than relax.

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## Strategic

### SHARED THEME DESCRIPTION

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

### YOUR PERSONALISED STRENGTHS INSIGHTS

#### What makes you stand out?

Chances are good that you might generate certain types of ideas quickly. Occasionally you draw links between facts, events, people, problems or solutions. You may present numerous options for consideration. Perhaps your innovative thinking fosters ongoing dialogue between and among associates, committee members, teammates or classmates. Because of your strengths, you might recognise recurring sequences in data, events, information or people's comments. These insights might enable you to form links between things that others cannot. Instinctively, you may have little difficulty finding the right words to express your ideas on specific topics. Perhaps you are comfortable talking about ways to make certain people or things better. It's very likely that you might spot some emerging trends or problems others fail to notice. You sometimes generate innovative ideas before selecting the best option. Perhaps your proposals, coupled with your optimism, ignite people's enthusiasm for certain endeavours. By nature, you may have a tendency to produce original ideas. Perhaps your imagination is stimulated when you collaborate — that is, team — with future-oriented thinkers.

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## 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?

It's very likely that you often go out of your way to stay informed about newsworthy topics. Numerous people probably count on you to tell them about information updates, due dates, meeting changes or special assignments. By nature, you probably set goals regarding the amount of recognition you give your coworkers. You aim to lavish them with compliments. Why? You want each person to feel valued and appreciated. Recipients of your abundant praise usually are eager to please you again. They are often willing to help whenever you ask. Instinctively, you occasionally work in earnest to coordinate things for people. Activities can include orchestrating a cross-country move, accommodating a handicapped person's special needs, planning a project or directing a community event. Chances are good that you routinely raise the spirits of people by putting aside what you are doing and giving them your undivided attention. You work diligently to repeat the key ideas or questions they voiced. Because of your strengths, you labour tirelessly when you know your performance and results are being compared with those of other people. You probably find it hard to recall a time when you failed for lack of effort. You are naturally motivated to be the very best — not merely one of the top finishers. Your satisfaction comes from being “number one.”

#### Questions

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