

Rank	Talent	Strength Potential	Main Objective	Description	Score
1	Thinker	Intellect	Intellect and thinking to filter information.	Individuals with the Thinker talent can have deepness in their thoughts and are introspective. This talent can help to simplify complex information, concepts or ideas.	100
2	Solutions Finder	Ideate	Ideate new ways to solve problems.	Individuals with the Solutions Finder talent love concepts and ideas. This talent can help them to see underlying concepts that unite disparate ideas.	96
3	Information Excavator	Information Input	To dig and validate information.	Individuals with the Information Excavator talent are good at digging into information and collecting things. This talent can help to collect and review things and information in order to find errors.	93
4	Believing	Believe	Believe and doing the 'right thing'	Individuals with the Believing talent can have a solid set of core values by which they choose to live. This talent can enhance ethical standards and integrity, and when presented with alternative paths will tend to choose the 'right one'.	91
5	Integrator	Include	Include left out people to generate social improvement.	Individuals with the Integrator talent can recognize when others are excluded and fully understand the repercussions. This talent can help the person to work diligently to include everyone and generate social improvement.	87
6	Equalizer	Be Fair	Be Fair and treat people the same.	Individuals with the Equalizer talent are aware of the importance of treating people the same. This talent can help them to treat people equally to promote impartiality and fairness.	87
7	Student	Learn	Learn to do things to reduce time to performance	Individuals with the Student talent are energized by the process of learning and continuously improve their expertise. This talent can help to bring new or better knowledge to an activity or project.	82
8	Visionary	Futurist	Envision a better Future.	Individuals with the Visionary talent are inspired by the future and its endless possibilities. This talent can help to inspire people to create new projects and initiatives.	80
9	Fixer	Restore	Restoration and troubleshooting to solve problems.	Individuals with the Fixer talent can be very good at finding what is wrong in a problem and solving it. This talent can restore things to their normal functioning.	80
10	Presenter	Communicate	Communicate (messages) information.	Individuals with the Presenter talent like to be heard and find it easy to convert thoughts into words. This talent can help them to explain complex concepts and use words to inspire action and education.	78
11	Analyst	Analyze	Analyze to find root causes.	Individuals with the Analyst talent can be very good at understanding cause and effect. This talent can help explain how things work and how they are related.	78
12	Structurer	Disciplined	Be Disciplined and create routines to avoid rework.	Individuals with the Structurer talent like order and rules; they set a plan and follow it. This talent can bring order, discipline and structure into an activity or project.	76
13	Prudent	Deliberate	Deliberate carefully to find a safe solution.	Individuals with the Prudent talent can take serious care when making decisions and will look to anticipate potential obstacles. This talent can bring a detailed step-by-step plan taking into account every possible scenario.	76
14	Recognition	Significant	Get Recognition and be in front of others.	Individuals with the Recognition talent can seek to have influence and to be important. This talent can generate the necessary drive to try to make a difference in the world.	76
15	Concensus	Harmonize	Harmonize in order to solve conflicts.	Individuals with the Concensus talent can have the ability to calm tense situations. This talent can help in a conflict, to lookout for areas of agreement and search for win-win solutions.	73
16	Personalizer	Individualize	Individualize people to understand their differences.	Individuals with the Personalizer talent can have an innate sense to identify people's differences. This talent can be used to find the uniqueness of individuals to create successful teams.	71
17	Commitment	Responsible	Be Responsible in order to complete activities.	Individuals with the Commitment talent often take personal ownership of the promise they made. This talent can bring extra effort in order to follow through on commitments.	71
18	Prioritizer	Focusing	Focusing on important things.	Individuals with the Prioritizer talent can have the ability to find and focus on the important things. This talent can bring a clear sense of direction and reduce the effort required to accomplish a task or project.	71
19	Understand Others	Empathize	Be Empathic to people's emotions to help solve them.	Individuals with the Understand Others talent can have a unique ability to sense the emotions of others. This talent can help them to identify and conciliate people's emotions.	71
20	Initiator	Activate	Activate new Projects.	Individuals with the Initiator talent can allow a person to start a lot of things. This talent can help transform thoughts into actions and get things into motion.	69
21	Potential Cultivator	Develop	Develop people's potential.	Individuals with the Potential Cultivator talent love to work around people's development. This talent provides the ability to recognize and cultivate the potential in others.	69
22	Unifier	Connect	Connect and unite people & things.	Individuals with the Unifier talent can believe that there are few coincidences in life; every event has a profound meaning. This talent can help them to show there is a "bigger" reason for every event in life and bring spirituality.	67
23	Motivator	Positive	Positive attitude and motivation to move people. Maximize performance by	Individuals with the Motivator talent can have a unique ability to get others excited about something. This talent can find and show the positive side to any situation and to reduce fear when confronting new situations.	67
24	Excellence Group	Maximize	Focusing on people's potential.	Individuals with the Excellence talent like to stimulate group and personal performance to their maximum. This talent can help them to focus on people's strengths in order to improve them average to great performance.	64
25	Relations	Relate	Relate in order to integrate groups.	Individuals with the Group Relations talent like to have deep bonds and close relationships with others. This talent can have the ability to build stronger relationships between people.	62
26	Organizer	Arrange	Arrange and optimize resources.	Individuals with the Organizer talent like to organize and can have the flexibility to place things right where they need to be. This talent can help people to figure out how all pieces come together for the best results.	60
27	Foreman	Commanding	Commanding and directing (people).	Individuals with the Foreman talent can be direct, decisive and take control of a situation. This talent can help a person to be a leader without fear of confrontation.	58
28	Historian	Contextualize	Contextualize situations in order to not repeat the same mistakes.	Individuals with the Historian talent need to know and look into the past. This talent can be used to look into the past to make better decisions in the present.	56
29	Winner	Compete	Compete with others to win.	Individuals with the Winner talent love to measure their performance against other people. This talent can stimulate others to set higher standards for their own performance.	56
30	Charismatic	Meet People	Meet people to get new relations.	Individuals with the Charismatic talent like the challenge of meeting new people. This talent can help to have a special magnetic appeal to others that will make it easier for them to create connections with people.	55
31	Hard Worker	Achieve	Achieve results.	Individuals with the Hard Worker talent can have a constant drive to accomplish meaningful tasks. This talent can help a person to be willing to work unobtrusively to reach a goal.	51
32	Confidence	Self-Confident	Self-Confidence to lead or create new ways.	Individuals with the Confident talent can trust in their abilities to manage their life. This talent can bring certainty when making decisions.	49
33	Flexibility	Adapt	Adapt in chaotic environments.	Individuals with the Flexibility talent can have the ability to change direction as quickly as needed. This talent can bring great adaptability in order to work better in constantly changing environments.	44
34	Planner	Strategize	Strategize; plan and identify relevant obstacles (to avoid them).	Individuals with the Planner talent can be able to see a clear direction through the complexity of a situation. This talent can bring efficient ways around obstacles in order to reach a goal.	36

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**Strengths Based Leadership** Tom Rath,Barry Conchie,2008 From the authors of the bestselling StrengthsFinder 2.0 comes a landmark study of great leaders teams and the reasons why people follow them

**Character Strengths and Virtues** Christopher Peterson, Martin E. P. Seligman, 2004-04-08 Character has become a front and center topic in contemporary discourse but this term does not have a fixed meaning Character may be simply defined by what someone does not do but a more active and thorough definition is necessary one that addresses certain vital questions Is character a singular characteristic of an individual or is it composed of different aspects Does character however we define it exist in degrees or is it simply something one happens to have How can character be developed Can it be learned Relatedly can it be taught and who might be the most effective teacher What roles are played by family schools the media religion and the larger culture This groundbreaking handbook of character strengths and virtues is the first progress report from a prestigious group of researchers who have undertaken the systematic classification and measurement of widely valued positive traits They approach good character in terms of separate strengths authenticity persistence kindness gratitude hope humor and so on each of which exists in degrees Character Strengths and Virtues classifies twenty four specific strengths under six broad virtues that consistently emerge across history and culture wisdom courage humanity justice temperance and transcendence Each strength is thoroughly examined in its own chapter with special attention to its meaning explanation measurement causes correlates consequences and development across the life span as well as to strategies for its deliberate cultivation This book demands the attention of anyone interested in psychology and what it can teach about the good life

*Living Your Strengths* Don Clifton, Albert L. Winseman, Curt Liesveld, 2004-10-10 Living Your Strengths shows readers how to use their innate gifts to enrich their faith communities how to identify and affirm their talents and how to use them for growth and service

StrengthsQuest Donald O. Clifton, Edward "Chip" Anderson, 2016-01-01 Students who use their natural talents achieve the most but they need to know what those talents are StrengthsQuest includes the Clifton StrengthsFinder an online assessment that reveals students top five themes of talent And StrengthsQuest also helps students make the most of those talents Students and learners of all ages continually face the challenges of gaining direction making decisions and building self confidence Fortunately the keys to successfully meeting these challenges your own natural talents already exist within you Through these talents you will produce your greatest achievements Over the course of 30 years Gallup conducted millions of psychological interviews and identified 34 themes of talent that are indicative of success In the StrengthsQuest program Gallup offers you the opportunity to discover talents from your top five themes and build on them to achieve academic career and personal excellence More than 100 000 students have benefited from the program Your quest starts with the Clifton StrengthsFinder a 30 minute assessment that reveals your top five themes of talent This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths You ll gain access to action items specific to your top themes covering general academic life study habits relationships and career You ll also be challenged to think about applying your talents for success in other settings such as on projects and teams and in leadership StrengthsQuest was written by the late Donald O Clifton who was the former chairman of Gallup coauthor of the bestseller Now Discover Your Strengths and recognized as the Father of Strengths Based Psychology and the late Edward Chip Anderson who taught education psychology and leadership at UCLA and Azusa Pacific University Revised portions of the text were written by Laurie A Schreiner who has taught psychology and higher education at Azusa Pacific University and Eastern University Your quest starts with the Clifton StrengthsFinder a 30 minute assessment that reveals your top five themes of talent This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths You ll gain access to action items specific to your top themes covering general academic life study habits relationships and career You ll also be challenged to think about applying your talents for success in other settings such as on projects and teams and in leadership StrengthsQuest was written by the late Donald O Clifton former chairman of Gallup coauthor of the bestseller Now Discover Your Strengths and recognized as the Father of Strengths Based Psychology and the late Edward Chip Anderson who taught education psychology and leadership at UCLA and Azusa Pacific University Revised portions of the text were written by Laurie A Schreiner who has taught psychology and higher education at Azusa Pacific University and Eastern University

*Teach With Your Strengths* Rosanne Liesveld, Jo Ann Miller, Jennifer Robison, 2005-10 In *Teach With Your Strengths* you ll hear from great teachers many of whom reveal their unorthodox and sure to be controversial approaches You ll gain key insights gleaned from 40 years of research into great teaching And you ll take an online assessment that reveals your Signature Themes of talent As you read this book you ll discover your own innate talents as a teacher And you ll learn how to liberate those talents to inspire the next generation of students  
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Go Put Your Strengths to Work Marcus Buckingham, 2010-12-28 Strengths movement founder Marcus Buckingham answers the ultimate question How can you actually apply your strengths for maximum success at work

**StandOut 2.0** Marcus Buckingham,2015-07-14 The Groundbreaking Strengths Assessment from the Leader of the Strengths Revolution In the years since the publication of First Break All the Rules and Now Discover Your Strengths millions have come to the simple but powerful realization that to get the most out of people you must build on their strengths And yet as Marcus Buckingham astutely points out though the strengths based approach is now conventional wisdom the tools and systems inside organizations performance appraisals training programs and succession planning systems remain stubbornly remedial and exclusively focused on measuring skills finding gaps and attempting to plug them It s a crisis for individuals and organizations with management ideas and everyday practice utterly out of sync That s about to change StandOut 2 0 is a revolutionary book and tool that enables you to identify your strengths and those of your team and act on them The original edition of StandOut provided top notch insights from one of the world s foremost authorities on strengths as well as access to a powerful cutting edge online assessment tool StandOut 2 0 also includes the assessment and a robust report on your most dominant strengths The report is easily exported so you can use it to present the very best of yourself to your team and your company StandOut 2 0 is your indispensable guide for building on your strengths to further your career and help your team and organization win

First, Break All The Rules Marcus Buckingham,Curt Coffman,1999-05-05 The greatest managers in the world seem to have little in common They differ in sex age and race They employ vastly different styles and focus on different goals Yet despite their differences great managers share one common trait They do not hesitate to break virtually every rule held sacred by conventional wisdom They do not believe that with enough training a person can achieve anything he sets his mind to They do not try to help people overcome their weaknesses They consistently disregard the golden rule And yes they even play favorites This amazing book explains why Marcus Buckingham and Curt Coffman of the Gallup Organization present the remarkable findings of their massive in depth study of great managers across a wide variety of situations Some were in leadership positions Others were front line supervisors Some were in Fortune 500 companies others were key players in small entrepreneurial companies Whatever their situations the managers who ultimately became the focus of Gallup s research were invariably those who excelled at turning each employee s talent into performance In today s tight labor markets companies compete to find and keep the best employees using pay benefits promotions and training But these well intentioned efforts often miss the mark The front line manager is the key to attracting and retaining talented employees No matter how generous its pay or how renowned its training the company that lacks great front line managers will suffer Buckingham and Coffman explain how the best managers select an employee for talent rather than for skills or experience how they set expectations for him or her they define the right outcomes rather than the right steps how they motivate people they build on each person s unique strengths rather than trying to fix his weaknesses and finally how great managers develop people they find the right fit for each person not the next rung on the ladder And perhaps most important this research which initially generated thousands of different survey questions on the subject of employee opinion finally produced the twelve simple questions that work to distinguish the strongest departments of a company from all the rest This book is the first to present this essential measuring stick and to prove the link between employee opinions and productivity profit customer satisfaction and the rate of turnover There are vital performance and career lessons here for managers at every level and best of all the book shows you how to apply them to your own situation

StandOut Marcus Buckingham,2011-09-13 Offers advice that employees and managers can use to find their strengths and succeed at work

Authentic Happiness Martin Seligman,2011-01-11 In this important entertaining book one of the world s most celebrated psychologists Martin Seligman asserts that happiness can be learned and cultivated and that everyone has the power to inject real joy into their lives In Authentic Happiness he describes the 24 strengths and virtues unique to the human psyche Each of us it seems has at least five of these attributes and can build on them to identify and develop to our maximum potential By incorporating these strengths which include kindness originality humour optimism curiosity enthusiasm and generosity into our everyday lives he tells us we can reach new levels of optimism happiness and productivity Authentic Happiness provides a variety of tests and unique assessment tools to enable readers to discover and deploy those strengths at work in love and in raising children By accessing the very best in ourselves we can improve the world around us and achieve new and lasting levels of authentic contentment and joy

StrengthsQuest Donald O. Clifton,Edward Anderson (Ph. D.),2001 StrengthsQuest Discover and Develop Your Strengths in Academics Career and Beyond is a primary component in The Gallup Organization s StrengthsQuest program The book and the program help students understand their unique natural talents and develop those talents into strengths that can be productively applied for success in academics and other areas The book is shrink wrapped and contains a unique ID code that allows the buyer to take one StrengthFinder assessment and have access to other program s online components such as a Learning Center and an Online Strengths Community

*Strengths Based Selling* Tony Rutigliano,Brian Brim,Gallup,2011-03 Explains how to identify and maximize sales talent outlines the basic steps of the selling process and includes an access code to an online assessment test

*Life's Great Question* Tom Rath,2020-02-04 Life is not what you get out of it it s what you put back in Yet our current means for summarizing life s work from resumes to salaries are devoid of what matters most This is why the work we do is often bad for our wellbeing when it should be making us happier and healthier What are the most meaningful contributions we can make This is Life s Great Question Life is about what you do that improves the world around you It is about investing in the development of other people And it is about efforts that will continue to grow when you are gone Life s Great Question will show you how to make your work and life more meaningful and greatly boost your wellbeing In this remarkably quick read author Tom Rath describes how finding your greatest contribution is far more effective than following talent or passion alone More than a book each copy includes a code for an online program that identifies the most significant contributions you can make This deeply practical book will alter how you look at your work and change the way you live each day

*The Extraordinary Leader: Turning Good Managers into Great Leaders* John H. Zenger, Joseph Folkman, 2009-06-07 People can learn how to lead This was the position John H Zenger and Joseph R Folkman took when they wrote their now classic leadership book *The Extraordinary Leader* and it is a fact they reinforce in this new completely updated edition of their bestseller When it was first published *The Extraordinary Leader* immediately attracted a wide audience of aspiring leaders drawn to its unique feature the extensive use of scientific studies and hard data which served to demystify the concept of leadership and get readers thinking about the subject in a pragmatic way Now Zenger and Folkman revisit the subject to address leaders most pressing concerns today The result is an up to date essential leadership guide for the twenty first century that includes Late breaking research on the psychology of leadership New information on leading in a global environment A breakthrough case study on measuring improved leadership behavior Studies revealing the importance of follow through *The Extraordinary Leader* is a remarkable combination of expert insight and extensive research The authors analyzed more than 200 000 assessments describing 20 000 managers by far the most expansive research ever conducted for a leadership book Zenger and Folkman have created the leadership book of the ages *The Extraordinary Leader* explains how to build leadership skills that will take you and your organization to unimagined success

**The Wiley Blackwell Handbook of the Psychology of Positivity and Strengths-Based Approaches at Work** Lindsay G. Oades, Michael Steger, Antonelle Delle Fave, Jonathan Passmore, 2020-01-07 A state of the art psychological perspective on positivity and strengths based approaches at work This handbook makes a unique contribution to organizational psychology and HRM by providing comprehensive international coverage of the contemporary field of positivity and strengths based approaches at work It provides critical reviews of key topics such as resilience wellbeing hope motivation flow authenticity positive leadership and engagement drawing on the work of leading thinkers including Kim Cameron Shane Lopez Peter Clough and Robert Biswas Diener

*5 Voices* Jeremie Kubicek, Steve Cockram, 2016-02-11 Discover your leadership voice and unlock your potential to influence others *5 Voices* is the code for unlocking your capacity to have honest conversations and build deeper more authentic relationships with your teams your families and your friends In order to lead others effectively we need a true understanding of ourselves our natural tendencies and patterns of behavior In learning what your leadership voice sounds like to others you will discover what it feels like to be on the other side of your personality as well as how to hear and value others voices namely the Pioneer the Connector the Creative the Guardian and the Nurturer Once you understand your own leadership voice you will discover how best to communicate with each of the other voices which will transform your communication at every level of relationship both personal and professional In mastering the *5 Voices* of leadership you will increase your emotional intelligence allowing you to gain a competitive advantage as a leader You will also be equipped with a simple easy to remember vocabulary that when shared has a track record for decreasing the drama misunderstanding and miscommunication in all spheres of influence Are you focused on relationships values and people Or are you oriented more toward tradition money and resources Do you know how others hear your voice Do you appreciate the contributions of others on your team This book will help you identify your natural leadership style and give you a framework for leveraging your strengths Find your foundational leadership voice Learn to hear and value the voices of others Know yourself before leading others Connect and communicate well with team family and friends All five leadership voices come with their own particular set of strengths and all have areas for growth Understanding both sides of the equation is the key to taking your leadership to the next level and is the secret to increasing your ability to influence your team family and friends *5 Voices* is a simple key which unlocks complicated relational dynamics and improves the health and alignment of all your relationships



**Business Chemistry** Kim Christfort, Suzanne Vickberg, 2018-05-22 A guide to putting cognitive diversity to work Ever wonder what it is that makes two people click or clash Or why some groups excel while others fumble Or how you as a leader can make or break team potential Business Chemistry holds the answers Based on extensive research and analytics plus years of proven success in the field the Business Chemistry framework provides a simple yet powerful way to identify meaningful differences between people s working styles Who seeks possibilities and who seeks stability Who values challenge and who values connection Business Chemistry will help you grasp where others are coming from appreciate the value they bring and determine what they need in order to excel It offers practical ways to be more effective as an individual and as a leader Imagine you had a more in depth understanding of yourself and why you thrive in some work environments and flounder in others Suppose you had a clearer view on what to do about it so that you could always perform at your best Imagine you had more insight into what makes people tick and what ticks them off how some interactions unlock potential while others shut people down Suppose you could gain people s trust influence them motivate them and get the very most out of your work relationships Imagine you knew how to create a work environment where all types of people excel even if they have conflicting perspectives preferences and needs Suppose you could activate the potential benefits of diversity on your teams and in your organizations improving collaboration to achieve the group s collective potential Business Chemistry offers all of this you don t have to leave it up to chance and you shouldn t Let this book guide you in creating great chemistry

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