
Mark Razo

Strengths Insight Report

SURVEY COMPLETION DATE: 12-10-2018



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

Mark Razo

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Your Top 5 Themes

1. Focus
2. Individualization
3. Analytical
4. Learner
5. Input

Focus

SHARED THEME DESCRIPTION

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

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you usually feel in sync with life once you have helped clarify either your own or someone else's performance objectives. You enjoy talking with people who are keenly aware of their personal and professional goals. By nature, you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention. Driven by your talents, you enjoy pondering what you can revise, correct, renovate, upgrade, or relocate. When you are curious about a person, event, topic, project, activity, or idea, you devote much energy and time to studying it. Because of your strengths, you prefer to identify the most appropriate course of action or solution before you do anything. You are determined to do things correctly, ethically, and right. Why? You probably aim to make important contributions, influence key people, or rise to high-level positions. Settling for the status quo is not an option for you. You aspire to much more in life. Chances are good that you are likely to have a reputation for wanting to succeed, to be noticed, and to make a good impression on important people. You aim to acquire titles, promotions, or pay increases. You probably yearn to gain these and other status symbols.

Individualization

SHARED THEME DESCRIPTION

People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

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.

It's very likely that you can pacify all sorts of individuals. You have ways to eliminate the confusion, noise, or chaos that troubles them. Perhaps you know you have been successful when the person relaxes enough to become quiet and peaceful. Chances are good that you watch people and talk with them, and when you see opportunities to help them, you do so. You probably pinpoint each person's unique interests, strengths, and goals. These insights permit you to tailor your response to each individual. By nature, you like to set up systems for dealing with repetitious tasks. You are delighted when everyone in a group adopts your methodical procedures. People who insist on performing an assignment, chore, or program their own way annoy you. These individuals probably create problems for others by missing deadlines, delivering incomplete work, forgetting to fill out forms, spending time on the wrong activities, or wasting money. Instinctively, you truly enjoy the company of people who look toward the future. You are willing to assist these individuals. Why? While you are working with them, you probably gather insights about what the coming months, years, or decades will be like for you and others. Driven by your talents, you sense that every person is one of a kind. You can quickly discover what makes someone distinct from everyone else.

Analytical

SHARED THEME DESCRIPTION

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

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Because of your strengths, you consistently weigh the pros and cons before you make a decision. As a result, you avoid rushing headlong into action without giving adequate forethought to the consequences and benefits of what you plan to do or say. Your need to perform ethically, accurately, and properly forces you to consider all aspects of a project, idea, or activity before you do anything. Driven by your talents, you may like to talk about grand ideas with your coworkers, classmates, or teammates. Perhaps you force them to ask hard questions. How much will this cost? Can we raise the funds? How many people will need to be involved? How do we break down the project into manageable tasks? How much time will this job require? What has to be eliminated from the plan? What has to be changed? By nature, you often wish you could switch off your overly active brain — but you know that is impossible. Why? You enjoy having time alone to evaluate ideas, philosophies, theories, concepts, plans, or issues. You are impelled to test whether your thoughts and those of others make sense. Usually your conclusions can withstand close scrutiny. Instinctively, you typically

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follow an established procedure for getting things done. Usually you identify the most pressing needs. Then you respond to each one in the order of its importance and urgency. Chances are good that you probably examine facts, data, or the sequence of events to determine why something happened. You customarily use reason to make sense of whatever is going on in your life.

Learner

SHARED THEME DESCRIPTION

People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you sometimes engage in academic pursuits for extended periods of time. You may be less inclined than some people to join a study group to absorb new information or reinforce what you already know. Driven by your talents, you routinely gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. You often wait to determine whether this information is useful. Your interest in history probably has no purpose other than to answer your own questions. You are simply intrigued by the past and its people. The future starts to take shape in your mind as soon as you begin to rummage through your collection of historic truths and objects. Chances are good that you are grateful when your questions are answered, your studies yield new information, or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results. Because of your strengths, you yearn to acquire additional knowledge and skills. Often you use these to do something better, more perfectly, or more completely than you have in the past. You seek opportunities to enhance your capacity for fixing things, correcting mistakes, or overcoming weaknesses. By nature, you can be scholarly if you have a desirable goal to reach. Perhaps you are willing to examine certain topics for extended periods of time. This might satisfy your need for knowledge or your desire to make measurable progress.

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Input

SHARED THEME DESCRIPTION

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you trust yourself to decide when and when not to use intricate, sophisticated, or complicated words. You really enjoy inserting academic or professional terminology into your conversations, debates, and correspondence. You routinely reinforce your knowledge and build your confidence by using your extensive vocabulary. Difficult-to-understand words typically give you an advantage that many people lack. Driven by your talents, you eagerly welcome opportunities to think out loud about ideas, theories, or philosophies. You derive pleasure from conversations that force you to ponder matters that exist only in the realm of thought, not in reality. Because of your strengths, you capitalize on your ability to ask questions and listen to people's answers, especially when meeting strangers or newcomers. You might even be tempted to eavesdrop on what they are telling someone else. Not wanting anyone to feel like an outsider, you are apt to draw individuals into the conversation. Unquestionably, you search for reasons to involve them in your own or the group's activities. Instinctively, you are drawn to the process of gaining knowledge and skills. You long to build on what you already know. You yearn to improve on what you already can do. When you meet people who value education as much as you do, you are eager to hear about their personal or professional ambitions, intentions, or goals. Understanding what others aim to accomplish in the coming weeks, months, or years can be the beginning of a practical partnership or an enduring friendship. By nature, you intentionally include uncommon, highly technical, or sophisticated words in your vocabulary. You realize that language is a form of knowledge that gives you an upper hand — that is, controlling power — in conversations, debates, or discussions. It quickly establishes you as an authority figure in listeners' minds. First, you capture their attention. Then you take charge of events, projects, meetings, or problem solving.

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895933809 (Mark Razo)

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