
Sydney Kapral

Your Signature Theme Report

SURVEY COMPLETION DATE: 01-25-2023



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

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Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five."

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

Harmony®

You look for areas of agreement. In your view, there is little to gain from conflict and friction, so you try to keep them to a minimum. Always looking for common ground, you steer people with different views away from confrontation and toward consensus. When others strongly express their fervently held beliefs, claims and opinions, you hold your peace. When others make a decision, you instinctively modify your objectives to merge with theirs, as long as their values do not clash with yours. When others are locked in disagreement, you can help unlock them. You can't quite believe how much time people waste trying to impose their views on others. You have no use for unnecessary arguments. Instead, you know that focusing on practical matters that everyone can agree on is more productive.

Positivity®

You are generous with praise, quick to smile and have a naturally positive outlook. People want to be around you because your enthusiasm is contagious, and you make their world look better. Those who don't have your optimism sometimes find their world dull with repetition or heavy with pressure when bad things happen. You find a way to reassure them and lighten their spirit. You bring positive energy to every project, celebrate every achievement and find ways to make everything more exciting. Some cynics may reject

your optimism, but you are rarely dragged down. Your Positivity won't allow it. You believe that it is good to be alive, work can be fun and no matter what the setbacks, everything will be OK.

Consistency®

Fairness, balance and predictability are important to you. You are keenly aware of the need to treat all people the same. When someone misses out on opportunities because of circumstances they can't control — or if they have an unfair advantage because of their connections or their background — this truly offends you. You are a guardian against inequity and favoritism. You believe that people function best in a consistent environment with clear rules that apply to everyone equally. These routines and rules comfort you because they support your need for fairness and predictability — and give each person the same chance to participate and show their worth.

Arranger®

You are a conductor. When faced with a complex situation involving many variables, you enjoy managing them all — aligning and realigning them until you are sure you have found the most productive configuration possible. In your mind, there is nothing special about what you are doing. You are simply trying to figure out the best way to get things done. Whether you are changing travel schedules at the last minute because of a better fare or considering just the right combination of people and resources to accomplish a new project, you are a shining example of effective flexibility. When confronted with the unexpected, some complain that plans cannot be changed, while others find comfort in existing rules or procedures. You don't do either. Instead, you jump into the confusion, devise new options, look for new paths of least resistance and figure out new partnerships — because after all, there might just be a better way.

Adaptability®

You live in the moment. You don't see the future as a fixed destination. Instead, you see it as a place that you create out of the choices you make right now, one decision at a time. This doesn't mean you don't have plans. But because of your strong Adaptability, you respond willingly to the demands of the moment even if they pull you away from your plans. You are naturally composed and levelheaded, and you rarely get flustered. You don't resent sudden requests or unforeseen detours. You expect them. On some level, you look forward to them. Your ability to navigate change and respond quickly to uncertainty while remaining calm reassures others and builds confidence and stability during times of transition or confusion.

You are, at heart, a flexible, unflappable person who can stay productive when the demands of work and life are pulling you in many different directions at once.

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