Russell Khaimov

Your Signature Theme Report

SURVEY COMPLETION DATE: 05-18-2017



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.

Activator®

“When can we start?” This is a recurring question in your life. You are impatient for action. You understand that analysis has its uses and that debate and discussion can yield valuable insights. But deep down, you know that the only way to make things happen is to take action. Only action delivers results. Others may worry about unknown details or pending decisions, but this doesn’t slow you down. You must take the next step. Once you make a decision, you can’t help but do something. You learn by doing. You take action, you evaluate the outcome, and what you learn informs your next step. You know you will be judged not by what you say or think, but by what you do.

Ideation®

You are fascinated by ideas. When you discover an elegantly simple explanation for a complex situation, you are delighted. With a mind that is always looking for connections, you are intrigued when seemingly unrelated events or circumstances are somehow linked to each other. You take the world we know and turn it around so we can see it from a new perspective. You love ideas because they explain, because they clarify, because they connect and because they challenge you to reimagine the familiar. For all these reasons, you get a jolt of energy whenever a new idea occurs to you.

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Strategic®

You have the natural ability to sort through clutter and find the best way forward. This distinct way of thinking cannot be taught. You see patterns where others see complexity. Mindful of these patterns, you play out alternative scenarios, always asking, “What if this happened? OK, then what if this happened?” This recurring question helps you visualize and evaluate potential obstacles and possibilities. Guided by where you see each path leading, you start to make selections. You discard the paths that lead nowhere. You discard the paths that lead straight into resistance. You discard the paths that lead into a fog of confusion. You continually assess and make selections until you arrive at your chosen path — your strategy.

Competition®

Competition is rooted in comparison. When you look at the world, you are instinctively aware of other people’s performance. It is your ultimate benchmark. No matter how hard you try, no matter how worthy your intentions, if you reach your goal but do not outperform your peers, the achievement feels hollow. You like measurement because it makes it easier to compare. If you can compare, you can compete. If you can compete, you can win. And when you win, there is no feeling quite like it. You like other competitors because they invigorate you. You like contests because they must produce a winner. You particularly like contests when you know you have an advantage, and you will avoid contests when winning seems unlikely. You don’t compete for the fun of competing — you compete to win.

Includer®

“Stretch the circle wider.” This is your philosophy. As an instinctively accepting person, you hate the idea of someone being ignored or on the outside looking in. You want to include people and make them feel like they are part of the group. While some are drawn to exclusive clubs or cliques, you avoid groups that prohibit some people from joining. You welcome what people have to say without judgment regardless of their status, race, sex, nationality or faith. Your kindness and inclusive nature are rooted in the belief that people should respect differences and that fundamentally, we all have value and deserve to be included.

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