

STRENGTHS FINDER

2.0

#1 New York

StrengthsFinder 2.0 Report

Ori Bengal

Your Top 5 Themes

Command
Strategic
Futuristic
Activator
Self-Assurance

What's in This Guide?

[Section I: Awareness](#)

- A brief Shared Theme Description for each of your top five themes
- Your Personalized Strengths Insights, which describe what makes you stand out from others with the same theme in their top five
- Questions for you to answer to increase your awareness of your talents

[Section II: Application](#)

- 10 Ideas for Action for each of your top five themes
- Questions for you to answer to help you apply your talents

[Section III: Achievement](#)

- Examples of what each of your top five themes "sounds like" -- real quotes from people who also have the theme in their top five
- Steps for you to take to help you leverage your talents for achievement

Section I: Awareness

Command

Shared Theme Description

People who are especially talented in the Command theme have presence. They can take control of a situation and make decisions.

Your Personalized Strengths Insights

What makes you stand out?

Driven by your talents, you earnestly apply yourself to seeing things as they really are. You bring a practical, matter-of-fact, and unsentimental outlook to various discussions, projects, or planning meetings. Instinctively, you often give individuals confidence and courage by accepting them just as they are. You thrive in environments where you are surrounded by people from different cultures or backgrounds. You actively seek the company of people who speak a foreign language, wear native attire, or practice their culture's customs. Chances are good that you notice that people heed your demands. What you say and how you say it can even frighten and threaten people. You probably have used this effect to influence individuals to do what you want. By nature, you motivate your friends with your passion for moving ideas from the talking stage to the action stage. Your dedication to various projects rallies numerous individuals to work alongside you. Because of your strengths, you influence people into seeing things differently. You often influence their actions. You can tell individuals or groups they must think beyond current rules, traditions, or practices.

Questions

1. As you read your personalized 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?

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 Personalized Strengths Insights

What makes you stand out?

Because of your strengths, you comprehend what has gone wrong. Eagerly, you uncover facts. Sorting through lots of information rarely intimidates you. You welcome the abundance of information. Like a detective, you sort through it and identify key pieces of evidence. Following these leads, you bring the big picture into view. Next, you generate schemes for solving the problem. Finally, you choose the best option after considering prevailing circumstances, available resources, and desired outcomes. By nature, you select the right combination of words to convey your ideas or feelings. In the middle of discussions, your vocabulary provides you with precise phrases and terminology. You probably express yourself with ease and grace. Chances are good that you invent original ideas of your own. Your imagination is typically stimulated when you collaborate — that is, team up — with future-oriented thinkers. It's very likely that you work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people. Instinctively, you commonly opt to work by yourself. You trust your talents, knowledge, and skills to identify problems. You consider numerous solutions before you pinpoint the most appropriate course of action. Questions and answers materialize without a lot of effort on your part.

Questions

1. As you read your personalized 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?

Futuristic

Shared Theme Description

People who are especially talented in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

Your Personalized Strengths Insights

What makes you stand out?

Because of your strengths, you take advantage of every opportunity to describe to others all the amazing things you see happening in the coming months, years, or decades. Your vision opens people's minds to new and wondrous possibilities. You challenge them to consider ideas they might not have thought of on their own. Instinctively, you look to the future rather than review what has already occurred in your life. You see little reason to cling to the past. The future is full of potential. You set your sights on being accomplished and successful. Chances are good that you channel your energy toward what you can accomplish in the coming months, years, or decades. Your mind churns out new and inventive ways of reaching your goals. You risk becoming bored and delivering a lackluster performance when you are constantly forced to adhere to a predetermined process, a tried-and-tested procedure, or a traditional method. You can hear yourself pleading, "But, if we only did it this way, it would be so much better." By nature, you channel your mental and physical energies toward what you can accomplish in the months, years, or decades ahead. The question you must answer is this: "How far into the future can I think before my ideas start becoming vague or uninspiring?" Driven by your talents, you treasure the one-on-one conversations you have with visionary thinkers. Their ideas can force you to expand on your plans for the future.

Questions

1. As you read your personalized 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?

Activator

Shared Theme Description

People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you sometimes reach conclusions by using reason. Sometimes you evaluate all the facts to pinpoint what is and is not relevant. The mental rigor you demand of yourself might prepare you to launch projects or initiate plans. Driven by your talents, you relish talking to others. Frequently you help people express their opinions, thoughts, or viewpoints with enthusiasm. Your words frequently energize individuals or groups. It's very likely that you typically take the lead. You seldom wait for orders or directions from people in positions of authority. You probably operate on the premise that it is better to ask for forgiveness than to ask for permission. Using this approach, you have delivered impressive results and reached important goals. Instinctively, you are comfortable telling others stories about your personal habits, qualities, experiences, or background. Your forthcoming nature probably enables others to share their thoughts and feelings with you. Because of your strengths, you intentionally show your approval of an individual by referring to interesting points the person made during a conversation or presentation. You frequently convince people you value them by paying very close attention when they speak.

Questions

1. As you read your personalized 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?

Self-Assurance

Shared Theme Description

People who are especially talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Your Personalized Strengths Insights

What makes you stand out?

Chances are good that you crave positions in which you can channel your energy and creativity into activities that distinguish you from others. Because you trust your judgment and your abilities, it is imperative that your work be both invigorating and challenging. You want it to be a vital expression of who you are. Driven by your talents, you are attracted to volunteer projects, academic courses, or careers that challenge your intellect, skills, talents, and stamina. You trust yourself completely. This explains why you move toward rather than away from important, difficult, or meaningful endeavors. By nature, you choose to associate with people who think big and think smart. Exchanging ideas, concepts, or theories with intelligent individuals exhilarates you. You pull together as many thoughts as possible from these animated conversations. You never know when someone's question or suggestion will be valuable. You mentally file away or physically document these snippets — that is, small bits — of insight or wisdom for easy retrieval. Instinctively, you give people the gift of simplicity. You carefully think through convoluted problems and complicated projects. You reduce them to their fundamental points. Rather than tell listeners everything you know about the situation, you present only the highlights. You build mental bridges from one point to the next. Your audience does not know what is missing. Why? You give them the most important facts, and you do so logically. Because of your strengths, you exhibit an awareness about what you do and do not do well. You trust your instincts in this regard. Over time, you have progressed faster and moved further by relying on your talents. You simply refuse to risk losing confidence in yourself by tackling assignments for which you lack the talent, even when you may possess some relevant knowledge, skills, or experience.

Questions

1. As you read your personalized 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?

Questions

1. How does this information help you better understand your unique talents?
2. How can you use this understanding to add value to your role?
3. How can you apply this knowledge to add value to your team, workgroup, department, or division?
4. How will this understanding help you add value to your organization?
5. What will you do differently tomorrow as a result of this report?

Section II: Application

Command

Ideas for Action:

- Your Command talents might compel you to wrestle for the reins of power because you love being in the driver's seat. But remember that even when you are not formally in charge, your presence can be an unseen yet powerfully felt force.
- Step up and break bottlenecks. Others count on your natural decisiveness to get things moving. When you remove roadblocks, you often create new momentum and success that would not have existed without you.
- Consider taking the lead on a committee. You have definite ideas about what you would like to see happen, and you can naturally influence a group to follow you. You might be comfortable spearheading new initiatives.
- Seek roles in which you will be asked to persuade others. Consider whether selling would be a good career for you.
- Find a cause you believe in and support it. You might discover yourself at your best when defending a cause in the face of resistance.
- You will always be ready to confront. Practice the words, the tone, and the techniques that will turn your ability to confront into real persuasiveness.
- In your relationships, seize opportunities to speak plainly and directly about sensitive subjects. Your unwillingness to hide from the truth can become a source of strength and constancy for your colleagues and friends. Strive to become known as a candid person.
- Ask people for their opinions. Sometimes your candor will be intimidating, causing others to tread lightly for fear of your reaction. Watch for this. If necessary, explain that you are upfront simply because it feels uncomfortable to keep things bottled up, not because you want to frighten other people into silence.
- Partner with someone with strong Woo or Empathy talents. Some obstacles do not need to be confronted; they can be circumvented. This person can help you avoid obstacles through relationships.
- Your "take charge" attitude steadies and reassures others in times of crisis. When faced with a particularly trying challenge, use your Command talents to assuage others' fears and convince them you have things under control.

Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Strategic

Ideas for Action:

- Take the time to fully reflect or muse about a goal that you want to achieve until the related patterns and issues emerge for you. Remember that this musing time is essential to strategic thinking.
- You can see repercussions more clearly than others can. Take advantage of this ability by planning your range of responses in detail. There is little point in knowing where events will lead if you are not ready when you get there.
- Find a group that you think does important work, and contribute your strategic thinking. You can be a leader with your ideas.
- Your strategic thinking will be necessary to keep a vivid vision from deteriorating into an ordinary pipe dream. Fully consider all possible paths toward making the vision a reality. Wise forethought can remove obstacles before they appear.
- Make yourself known as a resource for consultation with those who are stumped by a particular problem or hindered by a particular obstacle or barrier. By naturally seeing a way when others are convinced there is no way, you will lead them to success.
- You are likely to anticipate potential issues more easily than others. Though your awareness of possible danger might be viewed as negativity by some, you must share your insights if you are going to avoid these pitfalls. To prevent misperception of your intent, point out not only the future obstacle, but also a way to prevent or overcome it. Trust your insights, and use them to ensure the success of your efforts.
- Help others understand that your strategic thinking is not an attempt to belittle their ideas, but is instead a natural propensity to consider all the facets of a plan objectively. Rather than being a naysayer, you are actually trying to examine ways to ensure that the goal is accomplished, come what may. Your talents will allow you to consider others' perspectives while keeping your end goal in sight.
- Trust your intuitive insights as often as possible. Even though you might not be able to explain them rationally, your intuitions are created by a brain that instinctively anticipates and projects. Have confidence in these perceptions.
- Partner with someone with strong Activator talents. With this person's need for action and your need for anticipation, you can forge a powerful partnership.
- Make sure that you are involved in the front end of new initiatives or enterprises. Your innovative yet procedural approach will be critical to the genesis of a new venture because it will keep its creators from developing deadly tunnel vision.

Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Futuristic

Ideas for Action:

- Choose roles in which you can contribute your ideas about the future. For example, you might excel in entrepreneurial or start-up situations.
- Take time to think about the future. The more time you spend considering your ideas about the future, the more vivid your ideas will become. The more vivid your ideas, the more persuasive you will be.
- Seek audiences who appreciate your ideas for the future. They will expect you to make these ideas a reality, and these expectations will motivate you.
- Find a friend or colleague who also has powerful Futuristic talents. Set aside an hour each month for “future” discussions. You can push each other to greater heights of creativity and vividness.
- Partner with someone with strong Activator talents. This person can remind you that you do not discover the future, you create it with the actions you take today.
- You inspire others with your images of the future, yet your thinking may be too expansive for them to comprehend. When you articulate your vision, be sure to describe the future in detail with vivid words and metaphors. Make your ideas and strategies more concrete via sketches, step-by-step action plans, or mock-up models so that others can readily grasp your intent.
- Surround yourself with people who are eager to put your vision into motion. They will feel exhilarated by your Futuristic talents, and you can harness their energy to propel the vision toward reality.
- Be prepared to provide logical support for your futuristic thinking. Your exciting visions of future success will be best received when rooted in real possibility.
- Your Futuristic talents could equip you to be a guide or coach for others. Unlike you, they might not be able to easily see over the horizon. If you catch a vision of what someone could be or do, don't assume that he or she is aware of that potential. Share what you see as vividly as you can. In doing so, you may inspire someone to move forward.
- Musing about the future comes naturally to you. Read articles about technology, science, and research to gain knowledge that will fuel your imagination.

Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Activator

Ideas for Action:

- Seek work in which you can make your own decisions and act on them. In particular, look for start-up or turnaround situations.
- At work, make sure that your manager judges you on measurable outcomes rather than your process. Your process is not always pretty.
- You can transform innovative ideas into immediate action. Look for creative and original thinkers, and help them move their ideas from conceptual theory to concrete practice.
- Look for areas that are bogged down by discussion or blocked by barriers. End the stalemate by creating a plan to get things moving and spur others into action.
- You learn more from real experience than from theoretical discussions. To grow, consciously expose yourself to challenging experiences that will test your talents, skills, and knowledge.
- Remember that although your tenacity is powerful, it may intimidate some. Your Activator talents will be most effective when you have first earned others' trust and loyalty.
- Identify the most influential decision makers in your organization. Make it a point to have lunch with each of them at least once a quarter to share your ideas. They can support you in your activation and provide critical resources to make your ideas happen.
- You can easily energize the plans and ideas of others. Consider partnering with focused, futuristic, strategic, or analytical people who will lend their direction and planning to your activation, thereby creating an opportunity to build consensus and get others behind the plan. By doing this, you complement each other.
- Give the reasons why your requests for action must be granted. Otherwise, others might dismiss you as impatient and label you a 'ready, fire, aim' person.
- You possess an ability to create motion and momentum in others. Be strategic and wise in the use of your Activator talents. When is the best time, where is the best place, and who are the best people with whom to leverage your valuable influence?

Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Self-Assurance

Ideas for Action:

- Look for start-up situations for which no rulebook exists. You will be at your best when you are asked to make many decisions.
- Seek roles in which you convince people to see your point of view. Your Self-Assurance talents (especially when combined with Command or Activator talents) can be extremely persuasive. Leadership, sales, legal, or entrepreneurial roles might suit you.
- Let your self-confidence show. It can be contagious and will help the people around you grow.
- Realize that sometimes you will find it hard to put your certainty or intuition into words, possibly leading others to see you as self-righteous. Explain that your confidence does not mean that they should withhold their opinions. It might not seem like it to them, but you do want to hear their ideas. Your conviction doesn't mean that you are unwilling to listen to them.
- Your independent streak can leave you standing alone. If this happens, make sure you are out in front, or partner with someone who can help others see how they can benefit from following you.
- Partner with someone with strong Strategic, Deliberative, or Futuristic talents. This person can help you assess the goals to which you commit. You need this help because once you set your sights on a goal, you are likely to stay with it until you achieve it.
- Your exceptionally hard work and long hours are natural products of the passion and confidence you feel about your work. Don't assume that others are similarly wired.
- You can be decisive, even when things get dynamic and distracting. When there is chaos around you, intentionally display and share the calm and certainty within you. This will give others comfort and security.
- Set ambitious goals. Don't hesitate to reach for what others see as impractical and impossible, but what you see as merely bold and exciting — and most importantly — achievable with some heroics and a little luck. Your Self-Assurance talents can lead to achievements that you may not have otherwise even imagined.
- You don't have a great need for direction and support from others. This could make you particularly effective in situations that require independent thinking and action. Recognize and actively contribute the value of your Self-Assurance talents when confidence and self-control are crucial.

Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

Section III: Achievement

Look for signs of achievement as you read these real quotes from people who share your top five themes.

Command sounds like this:

Malcolm M., hospitality manager: “One reason I affect people is that I am so candid. Actually, people say that I intimidate them at first. After I work with them a year, we talk about that sometimes. They say, ‘Boy, Malcolm, when I started working here, I was scared to death.’ When I ask why, they say, ‘I’ve never worked with anyone who just said it. Whatever it was, whatever needed to be said, you just said it.’”

Rick P., retail executive: “We have a wellness program whereby if you consume less than four alcoholic beverages a week, you get twenty-five dollars; if you don’t smoke, you get twenty-five dollars a month. So one day I got word that one of my store managers was smoking again. This was not good. He was smoking in the store, setting a bad example for the employees, and claiming his twenty-five dollars. I just can’t keep stuff like that inside. It wasn’t comfortable, but I confronted him with it immediately and clearly: ‘Stop doing that, or you are fired.’ He’s basically a good guy, but you can’t let things like that slide.”

Diane N., hospice worker: “I don’t think of myself as assertive, but I do take charge. When you walk into a room with a dying person and his family, you have to take charge. They want you to take charge. They are a bit in shock, a bit frightened, a bit in denial. Basically, they’re confused. They need someone to tell them what is going to happen next, what they can expect — that it’s not going to be fun but that in some important ways, it will be all right. They don’t want mousy and soft. They want clarity and honesty. I provide it.”

Strategic sounds like this:

Liam C., manufacturing plant manager: “It seems as if I can always see the consequences before anyone else can. I have to say to people, ‘Lift up your eyes; look down the road a ways. Let’s talk about where we are going to be next year so that when we get to this time next year, we don’t have the same problems.’ It seems obvious to me, but some people are just too focused on this month’s numbers, and everything is driven by that.”

Vivian T., television producer: “I used to love logic problems when I was a kid — you know, the ones where ‘if A implies B, and B equals C, does A equal C?’ Still today, I am always playing out repercussions, seeing where things lead. I think it makes me a great interviewer. I know that nothing is an accident; every sign, every word, every tone of voice has significance. So I watch for these clues and play them out in my head, see where they lead, and then plan my questions to take advantage of what I have seen in my head.”

Simon T., human resources executive: “We really needed to take the union on at some stage, and I saw an opportunity — a very good issue to take them on. I could see that they were going in a direction that would lead them into all kinds of trouble if they continued following it. Lo and behold, they did continue following it, and when they arrived, there I was, ready and waiting. I suppose it just comes naturally to me to predict what someone else is going to do. And then when that person reacts, I can respond immediately because I have sat down and said, ‘Okay, if they do this, we’ll do this. If they do that, then we’ll do this other thing.’ It’s like when you tack in a sailboat. You head in one direction, but you jinx one way, then another, planning and reacting, planning and reacting.”

Futuristic sounds like this:

Dan F., school administrator: “In any situation, I am the guy who says, ‘Did you ever think about . . . ? I wonder if we could . . . I don’t believe it can’t be done. It’s just that nobody has done it yet. Let’s figure out how we can.’ I am always looking for options, for ways not to be mired by the status quo. In fact, there is no such thing as the status quo. You are either moving forward, or you are moving backward. That’s the reality of life, at least from my perspective. And right now, I believe that my profession is moving backward. State schools are being out-serviced by private schools, charter schools, home schools, Internet schools. We need to free ourselves from our traditions and create a new future.”

Jan K., internist: “Here at the Mayo Clinic, we are launching a group called the Hospitalists. Rather than having patients handed off from one doctor to another during their stay in the hospital, I envision a family of providers. I envision fifteen to twenty MDs, of various genders and races, with twenty to twenty-five nurse practitioners. There will be four to five new hospital services, most of which will work with surgeons and will provide para-operative care as well as care for the hospitalized elderly. We are redefining the model of care here. We don’t just take care of the patients when they are in the hospital. If a patient comes in for a knee replacement, a member of the Hospitalist team would see him before the surgery, follow him from the day of surgery through the days of hospitalization, and then see him when he comes in six weeks later for his postoperative check. We will provide patients with a complete episode of care so that they don’t get lost in the handoffs. And to get the funding, I just saw the detailed picture in my head and kept describing this picture to the department chair. I guess I made it seem so real that they had no choice but to grant me the funds.”

Activator sounds like this:

Jane C., Benedictine nun: “When I was prioress in the 1970s, we were hit by the energy shortage, and costs skyrocketed. We had a hundred and forty acres, and I walked the acreage every day pondering what we should do about this energy shortage. Suddenly I decided that if we had that much land, we should be drilling our own gas well, and so we did. We spent one hundred thousand dollars to drill a gas well. If you have never drilled a gas well, you probably don’t realize what I didn’t realize: namely, that you have to spend seventy thousand dollars just to drill to see if you have any gas on your property at all. So they dug down with some kind of vibratory camera thing, and they told me that I had a gas pool. But they didn’t know how large the pool was, and they didn’t know if there was enough pressure to bring it up. ‘If you pay another thirty thousand dollars, we will try to release the well,’ they said. ‘If you don’t want us to, we’ll just cap the well, take your seventy thousand, and go home.’ So I gave them the final thirty thousand and, fortunately, up it came. That was twenty years ago, and it is still pumping.”

Jim L., entrepreneur: “Some people see my impatience as not wanting to listen to the traps, the potential roadblocks. What I keep repeating is, ‘I want to know when I am going to hit the wall, and I need you to tell me how much it is going to hurt. But if I choose to bump into the wall anyway, then don’t worry — you’ve done your job. I just had to experience it for myself.’”

Self-Assurance sounds like this:

James K., salesman: “I never second-guess myself. Whether I am buying a birthday present or a house, when I make my decision, it feels to me as if I had no choice. There was only one decision to make, and I made it. It’s easy for me to sleep at night. My gut is final, loud, and very persuasive.”

Pam D., public service executive: “I was raised on a remote farm in Idaho, and I attended a small rural school. One day, I returned home from school and announced to my mother that I was changing schools. Earlier in the day, my teacher had explained that our school had too many kids and that three kids would have to move to a different school. I thought about it for a moment, liked the idea of meeting new people, and decided I would be one of them — even though it meant getting up half an hour earlier and traveling farther on the bus. I was five years old.”

Deborah C., ER nurse: “If we have a death in the ER, people call on me to deal with the family because of my confidence. Just yesterday, we had a problem with a young psychotic girl who was screaming that the devil was inside her. The other nurses were afraid, but I knew what to do. I went in and said, ‘Kate, come on, lie back. Let’s say the Baruch. It’s a Jewish prayer. It goes like this: Baruch Atah Adonai, Eloheinu Melech Haolam.’ She responded, ‘Say it slowly so that I can say it back to you.’ I did, and then she said it back to me slowly. She wasn’t Jewish, but this calm came over her. She dropped back against her pillow and said, ‘Thank you. That’s all I needed.’”

Questions

1. Talk to friends or coworkers to hear how they have used their talents to achieve.

2. How will you use your talents to achieve?