

Developing Your Strength

Individualization

The genius of your Individualization talent is that you see each and every person and a one of a kind, distinct individual. But more than that, you see the particular factors, qualities, characteristics, thoughts, and perception that make each person distinct. You see each person as a mosaic of highly individual factors each of which contribute to a person's distinctiveness. This includes both personal qualities and past events that have formed the person. You are curious about their individual characteristics and you find yourself thinking and asking questions about what makes each person so distinct. This results in people feeling special and prized by your attention. But all of this simply lays a foundation for the genius of your Individualization. Your genius is that armed with all of this thinking and question-asking, you attempt to interact with each person based on their individual qualities. This leads to meaningful and very helpful relationships.

Adapted from "The Genius and Beauty found within The Clifton StrengthsFinder Themes of Talent," by Edward C. Anderson

Applying Individualization Talents in Careers

- You realize that there is a unique fit between who you are and what you do with your life. Go to the career center and take several career inventories. How does each one offer you a unique picture of yourself and your interests?
- Interview people who are currently in jobs that interest you. Shadow them to see what they really do day in and day out. Think about how each one responds differently to their work.
- Your talents can be useful on search committees and in recruiting processes, as you are able to see ways in which people's talents can fit particular roles.
- Careers in which you could work one-on-one with people would allow your Individualization talents to flourish, as you see each one as a distinct person and empower them to grow.
- Environments in which you can mentor others or provide feedback to individuals about their performance may bring out your best.
- Interview teachers, counselors, corporate trainers, and other individuals who are able to see the uniqueness in others. How do they use their talents in their work?

Adapted from StrengthsQuest website: www.strengthsquest.com

Career Plan of Action:

Applying Individualization Talents in Academics

General Academic Life

- Build on your curiosity about people by observing the different ways in which people learn and process information.
- Read, read, read about people. Their uniqueness fascinates you.
- Constantly observe those around you, seeing how your talents make you similar to each other, yet different.
- Study various cultures. Their uniqueness will intrigue you.

Study Techniques

- Establish a study group with people who possess a wide variety of talents and perspectives, thereby expanding your own horizons and viewpoints.
- As you read a novel, take notes about how the author vividly sets up the uniqueness of each character.
- Note how your style of learning, studying, writing papers, and taking tests compares to others. You will learn about some of the natural differences between people.
- As you read about well known people, make a chart listing specific differences among them. This will hone your observation talents.

Relationships

- See the great talents in people, and encourage people to follow their own dreams. Help them understand and maximize the power of their talents.
- Help your friends and classmates see and appreciate the uniqueness in each other.
- Create small support systems, using your Individualization talents to determine who might benefit from another's insights.

Class Selection

- Enroll in classes about people, such as literature, sociology, and psychology.
- Choose classes that promote discussion, bringing out varying beliefs from students.
- Choose professors who allow students to make choices regarding their own learning.

Extracurricular Activities

- Be a mentor. You will pinpoint people's unique qualities and encourage them to follow their own paths.
- Seek peer-counseling opportunities that make use of your ability to know each person as an individual.
- Keep a journal that includes specific observations about individual people. Write some feature articles about people on campus for the school newspaper.

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Academic Plan of Action:
