Strengths Academy

StrengthsFinder Descriptions

Azusa Pacific University
Achiever

- Hard working
- Stamina
- Busy, long “to do” list
- Highly productive
- Goal-oriented
- Highly motivated

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- Turn ideas into actions
- Impatient with talking about doing things—wants to do them now
- Powerful force in making things happen
- Action is the best method for learning—learn by doing

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Live in the moment

Future will be determined by the choices made today

Adjust easily

Go with the flow

Handle the unexpected well

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- Search for reasons for why things are
- Cause and effect
- Want to see the evidence
- Ask questions
- Objective and data-driven
- Look for patterns and connections
- Logical and rigorous

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Highly organized

Flexible

Order out of chaos

Multi-tasker

Able to find the right combination of people and resources to get things done

At their best in dynamic situations, confronting the unexpected

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Enduring core values

Deeply held ideas about life, purpose, and how things should be

Energized by activities that are mission-congruent

Dependable, consistent

Highly ethical

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- See what needs to be done and say so
- Willing to confront
- Take charge in a crisis
- Very willing to share opinions with others
- Push others to take risks
- Presence and poise

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Enjoy talking—and do it well

Good at explaining clearly

Captivating stories, images, metaphors

Inspirational and motivating

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Competition

- Wants to excel, to win
- Tend to compare self to others
- Pushes self and others to be the best
- Good at selecting venues where they can excel and achieve
- Performance-oriented

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See that all things happen for a reason

Believe that all things are connected to each other

Respectful, considerate, accepting, caring for others because of this connection

Bridge builder

Strong sense of purpose in life

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Balance is important

Clear rules and procedures enable them to treat everyone fairly and equally

Warrior against special treatment or favoritism

Predictable and even-handed

Fair and just in their treatment of others

Good at designing and implementing policy

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Context

- Look to the past to understand the present
- See patterns that emerge from studying what happened before
- Need to understand the history of an event and the surrounding dynamics of decisions
- Want to understand how we got to where we are
- Understanding initial intentions and underlying structure gives them confidence to make decisions

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Think through all the pros and cons before making a decision

Making the right decision is more important than the timing of the decision

Almost always make good decisions—just not quickly

Thorough and careful, often a private person

Good at seeing the risks inherent in any decision

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See the potential in others

Love to see progress — they appreciate the baby steps others ignore

Encouraging

Like to help others experience success

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Discipline

- Highly organized
- Get things done on time
- Create order and structure where needed
- Efficient, effective, & task-oriented
- Need predictability
- Most productive when there is a routine and can feel in control of the situation

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Instinctive understanding of others

Sense what it is like to be someone else

Pick up on the pain and joy of others, sometimes before they express it

People felt heard and understood by them and are drawn to them by this

Form close supportive relationships with others

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Prioritize actions
Good follow-through
Goal-oriented—need to see a clear destination
Stay on track
Filter out anything that doesn’t get them toward the goal

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Can see in detail what the future might hold

See possibilities

Visionary

Energized by what lies ahead

Can paint a picture for others

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Harmony

- Peacemakers
- Seek consensus
- Can see points of view that people have in common
- Good at helping others work together
- Hold conflict to a minimum
- Practical

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Creative and original

Love to brainstorm

Always look for connections and new perspectives

See possibilities

Good at helping others reframe things

Can synthesize a lot of different ideas into simpler concepts

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Reach out to the “outsider”

Accepting of others

Want others to feel a part of things

Nonjudgmental

Believe everyone is equally important and valued

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See others as distinct, unique persons

Can see how people who are very different can work together

Can build productive teams because they see the talents and strengths and structure their teams around those strengths

Form powerful relationships with others that build on trust and being taken seriously

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Inquisitive collectors

Crave information

Active curiosity

Expert

May feel they don’t have enough information yet to make a decision

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- Love to study and engage in intellectual discussions
- Need time to think – really enjoy the thinking process
- Love to reflect and ponder – need time alone to do that

Introspective

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Love the process of learning as much as what is actually learned

Want to continuously improve

Learning builds confidence

Thrive in dynamic work environments and short-term projects

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See talents and strengths in others, sometimes before they do

Love to help others become excited by their potential

Capacity for seeing what others do best and how to match people to tasks

Good networker

Stimulate group excellence

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Enthusiastic

Optimistic

Energetic

Stimulate others to be more productive and hopeful

Generate energy and enthusiasm in others

Generous with praise, quick to smile

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- Enjoy working hard with close friends to achieve a goal together
- Deep relationships with a small circle
- Pulled toward people they already know
- Comfortable with intimacy
- Self-disclosing

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Responsibility

- Dependable
- Others count on them
- Keep their word
- Take psychological ownership for anything they commit to
- Good follow-through
- Conscientious
- No excuses
Energized by problem-solving

Readily take on projects others see as “unsalvageable”

Can analyze a situation and see immediately what needs to be fixed

Quickly recognize problems others don’t see

Love to “save the day”

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Self-confident

Have faith in their strengths

Able to take risks, meet challenges, deliver on promises

Confident in own judgment and ability to manage their own life

Resilient—bounce back from disappointments

Not pressured by what others may think
Significance

- Want to have an impact on others—making a difference in the world is important
- Powerful contributors
- Enjoy recognition
- Goal-oriented and achievement-oriented
- Independent—want to be given choices and do things their own way

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- Create multiple ways to do things
- Always have Plan B
- Can quickly see relevant patterns and issues in any problem
- Always ask “what if?”
- Can see different ways of reaching a goal or solving a problem

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- Winning others over

- Capacity to quickly connect with others and generate positive responses from them

- Comfortable with strangers and crowds—always seem to know what to say

- Enjoy the challenge of meeting new people and getting people to like them

- Rarely at a loss for words

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