
Nanette Nortje

Strengths Insight Report

SURVEY COMPLETION DATE: 06-20-2019



DON CLIFTON

Father of Strengths Psychology and
Inventor of CliftonStrengths

Nanette Nortje

SURVEY COMPLETION DATE: 06-20-2019

Your Top 5 Themes

1. Achiever
2. Discipline
3. Relator
4. Responsibility
5. Significance

Achiever

SHARED THEME DESCRIPTION

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Chances are good that you approach your work-related or academic assignments with a great deal of intensity. You are known for putting in long hours and working hard. It's very likely that you routinely reduce elaborate or intertwined ideas, processes, legal documents, and/or action plans to their basic elements. As a result, people usually turn to you for plainspoken, easy-to-understand explanations. Instinctively, you work with intensity to advance in your job or studies. You expect to be rewarded for your hours of effort. You want to be acknowledged for your successes. Because of your strengths, you probably set goals regarding the amount of recognition you give your coworkers. You aim to lavish them with compliments. Why? You want each person to feel valued and appreciated. Recipients of your abundant praise usually are eager to please you again. They often are willing to help whenever you ask. By nature, you are eager to get started on a project once you realize what you can accomplish in the coming weeks, months, or years. You work very hard to breathe life into your big dreams. These often push and pull you into the future.

Discipline

SHARED THEME DESCRIPTION

People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Depending on the order of your themes and how you responded to the assessment, some of your themes may share identical insight statements. If this occurs, the lower ranked theme will not display insight statements to avoid duplication on your report.

1185317308 (Nanette Nortje)

© 2000, 2006-2012 Gallup, Inc. All rights reserved.

Driven by your talents, you willingly assume moral, legal, and mental accountability for people, processes, or assignments. Your outward behavior demonstrates your reliability. Others view you as a person who can be trusted to follow through on commitments. Instinctively, you regularly create structured processes to reach goals and handle everyday chores. To some extent, these routines free you to concentrate your mental or physical energy on immediate challenges, opportunities, events, problems, assignments, joys, or beauty. It's very likely that you choose to be a solo performer. Working alone frees you to check and double check things before declaring, "Everything is in its proper place." Because of your strengths, you regularly create a set of procedures to follow to do your job or handle your studies. These repetitious behaviors often ensure that tasks get done and deadlines are met. Having processes in place usually serves you well, especially when you choose to work on projects by yourself. Chances are good that you sometimes open yourself to diverse types of people. You are comfortable living a more structured life than most people.

Relator

SHARED THEME DESCRIPTION

People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

It's very likely that you describe reading as a pleasure, not a chore. Generally you gain insights and acquire information whether you prefer fiction or nonfiction writing. You are likely to pull together ideas from printed materials or Internet sites. Typically you can talk about complicated topics or situations by highlighting only the basic points. Usually people can grasp what you are saying the first time because you refrain from burdening them with every detail you know. Because of your strengths, you are naturally open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples. Instinctively, you enjoy being busy, especially when you can assist someone in need. You are likely to be a good partner at home, in the workplace, at school, or in the community. You tend to do more than is expected of you. Why? You probably worry about wasting time. This explains your habits of volunteering for projects and asking for extra duties. Chances are good that you thrive in settings where you can accomplish things. Of course, you have your own step-by-step way of performing repetitious tasks. As long as you can stick to your preferred plan of action,

Depending on the order of your themes and how you responded to the assessment, some of your themes may share identical insight statements. If this occurs, the lower ranked theme will not display insight statements to avoid duplication on your report.

you usually enjoy handling the details and deadlines related to jobs, chores, projects, hobbies, assignments, or errands. By nature, you sense that you are already being as productive as you can be. You are meticulous — that is, you carefully and thoroughly consider all the details — when designing methods for managing your commonplace assignments. As a result, you probably can handle recurring tasks quite efficiently. Your well-defined tactics enable you to wisely use your time, energy, effort, and talents.

Responsibility

SHARED THEME DESCRIPTION

People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Driven by your talents, you draw on your reserve of personal accountability when pressed to complete tasks. Fulfilling your commitments spurs you to do whatever it takes to complete projects. You realize others depend on you. This explains why you seldom rest until your work is done. It's very likely that you have a strong sense of commitment. It motivates you to make sure that things are carried through to completion even when difficulties arise. Because of your strengths, you automatically work hard to do things properly and ethically. You blame yourself when you fall short of your high standards. Being a solo performer probably frees you to work at a task until you decide it perfectly meets the specifications or aligns with your moral principles. By nature, you are known as a reliable and dependable person. You are motivated to work diligently. You cannot rest until you have completed what you told someone you would do. Instinctively, you may feel pleased with yourself and life in general when you do certain tasks correctly or behave in accordance with your core values.

Depending on the order of your themes and how you responded to the assessment, some of your themes may share identical insight statements. If this occurs, the lower ranked theme will not display insight statements to avoid duplication on your report.

Significance

SHARED THEME DESCRIPTION

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

YOUR PERSONALIZED STRENGTHS INSIGHTS

What makes you stand out?

Instinctively, you want people to listen attentively to you. You expect them to take seriously what you say. Chances are good that you might want specific individuals to conclude you are trustworthy, competent, and accomplished. Perhaps you aim to impress key authority figures, experts, family members, peers, neighbors, or friends. It's very likely that you derive much satisfaction from doing whatever you can to help people prosper and flourish. You probably boost their spirits each time you acknowledge their accomplishments, talents, knowledge, and/or skills. By nature, you have an uncanny ability to feel what someone is going through mentally, physically, or emotionally. Instinctively, you understand when and how to spotlight someone's finest accomplishments. You call attention to individuals' moments of excellence. You know how to make others feel good about themselves. Driven by your talents, you occasionally turn to teammates for help when obstacles arise and pressures mount to produce perfect results. Even though you are just one member of the group, you want to be the person who ultimately makes the important decisions. Why? You realize your choices are apt to influence the perceptions people have of you.

Depending on the order of your themes and how you responded to the assessment, some of your themes may share identical insight statements. If this occurs, the lower ranked theme will not display insight statements to avoid duplication on your report.

1185317308 (Nanette Nortje)

© 2000, 2006-2012 Gallup, Inc. All rights reserved.