

## Strengths Themes Discussion Guide

**Achiever** – Tell me about a typical day for you. What is it like to have this strength? What do you enjoy about your day? What goals are you working toward?

**Activator** – Tell me about something you have made happen. How do you typically start taking action? What is your “system” for getting things going?

**Adaptability** – What do you like about your typical day? Give me an example of what this strength looks like. You need to avoid roles that demand structure and predictability. Are you labeled as spontaneous?

**Analytical** – What data have you been considering lately? What “feeds” your analytical need? Who might benefit from the information and facts you know?

**Arranger** - List all of the “balls” you have in the air at the moment. What do you like best about pulling all of the pieces together? Do you enjoy organizing a big event?

**Belief** – What are some of your core values? How do your beliefs influence your decision? What type of activities make you feel you are doing something important? Having strong beliefs does not equate with being judgmental.

**Command** – Tell me what you like about being in charge? You are not afraid to take risks. When did you last persuade someone? About what?

**Communication** – Tell me about your last birthday. Do you like to tell stories? Do you enjoy being in front of a group and presenting? What’s your major? What do you want to do for a career?

**Competition** – Who do you compete with? How do you know or how will you know if you have won? What kind of contests are you in?

**Connectedness** – Do you have a sense of purpose in your life? Give an example of when you have used your connectedness strength (“nothing happens by accident”, you are considerate, caring, accepting; consider roles that ask you to listen and to counsel).

**Consistency (Fairness)** – What do you do to make sure people are being treated the same? How important is it that people follow the rules? Why? How do you make sure you are treating your friends the same?

**Context** – What is it like to have context? You make better decisions because you take time to understand the underlying structure. As you look to the past, the present becomes more stable.

**Deliberative** – How would you describe yourself? How do others describe you? Tell me about your close friends. (you are careful, vigilant, private person, fairly serious approaching life with a certain reserve, plan ahead so you can anticipate what might go wrong, life is not a popularity contest) How do you help others think through decisions?

**Developer** – Could you make a list of people you have helped to learn and grow? Could you make a list of people you would like to develop? What do you like about helping others? Who are you helping right now? How?

**Discipline** – How does order help you? How do you like to have your day structured? Describe your room.

**Empathy** – Tell me about someone’s feelings that you noticed today. Do you feel like you are a “counselor” to many? What is it like to have empathy? (You are a “feeling magnet”) Do you feel exhausted at the end of a day?

**Focus** – What goals do you have for yourself? How do you keep track of how you are doing with your goals? How does your focus strength help you when it comes to studying?

**Futuristic** – Tell me about your vision for the future? How do you plan to make it happen? What can you do to help create a future when you can make a difference in the world?

**Harmony** – Describe how you encourage others to work together or how you help people in conflict reach an agreeable consensus.

**Ideation** – Tell me about your latest idea that you are excited about? How do you get your ideas? How do you put your ideas into practice/become reality? Do you get bored easily?

**Includer** – Describe your actions when you realize someone is being left out of the group. What comments do you hear from others regarding you including them?

**Individualization** – Tell me about your three best friends. What is unique about each one? What did you buy for each of them on their last birthday?

**Input** – What stimulates you intellectually? Do you have a collection of any kind? What are you most curious about/want to know more about?

**Intellection** – You like to think and exercise your muscles in your brain. What have you been thinking about lately? What types of courses/activities stimulate your thinking? Do you spend much time writing/journaling/listing your ideas/reflecting?

**Learner** – What are you learning that is exciting to you? What types of things do you like to learn about? Tell me about your last trip to the library? You went to look for a magazine article, went straight to the mag rack, got it, copied it, and left...?? How do you learn best?

**Maximizer** – What would you like to be involved in that you are not right now? How do you help others know their strengths? Describe how you use this strength.

**Positivity** – What kinds of comments do people make about you and your outlook on life? Is the glass half empty or half full? Tell me about how you have helped others have fun lately. Do others notice your positive outlook on life? How do you help others to stay focused on the positive?

**Relator** – Describe what it means to be a friend? Tell me about the friend you have known the longest. What do you do to deepen your existing relationships and to extend them “beyond the office” so to speak?

**Responsibility** – Do you ever feel guilty? For what? When? What do you feel responsible for right now? How often do you say “no”?

**Restorative** – Tell me something you have fixed or made better lately. What are some problems you have solved recently? Your strong restorative theme might cause you to be overly self-critical.

**Self-Assurance** – What are you sure you can do? You enjoy making decisions. You trust your instincts. How does your intuition guide you? What kind of risks have you taken lately?

**Significance** – From whom do you want recognition? Tell me about your best moment of recognition or praise. What was it for? Who gave it to you? Who was the audience? Where or when have you shown how significant your contributions can be?

**Strategic** – How do you help others to see the big picture in particular situations when they can see only the pieces? Describe a time/situation when you helped someone avoid an obstacle in the future because you could “see down the road”. This theme enables you to sort through the clutter and find the best route. It can not be taught. You see patterns that enable you to play out scenarios...”what if...”

**Woo** – How many new people have you met in the last month? Tell me about your typical behavior at a social function/party. In a typical day – how many individuals can you get to return your “hi”? In your world – there are no strangers, only friends you haven’t met yet. How many friends/acquaintances would you say you have? You put people at ease. You are a charmer.