

OLIVIA

Full Strengths Report presents a holistic view of your strengths profile.

YOUR UNIQUE STRENGTHS PROFILE

Below you can see the entire sequence of your strengths as identified by HIGH5 test. This sequence of strengths is as rare as 1 in 121.64 quadrillion. It is what makes you unique - it is what makes you stand out from the crowd.

FOCUS	LEVERAGE	NAVIGATE	DELEGATE
1. Optimist	6. Philomath	11. Chameleon	16. Catalyst
2. Analyst	7. Believer	12. Peace Keeper	17. Focus Expert
3. Coach	8. Thinker	13. Storyteller	18. Self-Believer
4. Empathizer	9. Strategist	14. Time Keeper	19. Commander
5. Brainstormer	10. Problem Solver	15. Deliverer	20. Winner

FOCUS: Strengths from 1 to 5 are your most powerful strengths or your HIGH5. Science shows that if they are your greatest chance to succeed in your professional life and to be happy in your personal life. To maximize your potential you need to focus on applying these 5 powerful strengths every day. Considering their importance, the rest of the report will focus on that.

LEVERAGE: Strengths from 6 to 10 represent strengths that you might use on situational basis. They are not as dominant as the top 5, however, by learning to leverage them in specific conditions. Think of them as your support system for you.

NAVIGATE: Strengths from 11 to 14 demonstrate patterns that might not come so natural to you. Therefore, to stop them from hindering your potential, you need to learn how to navigate situations that require these capabilities by leveraging your top 10 strengths.

DELEGATE: Despite the popular misconception, strengths from 16 to 20 are not necessarily your weaknesses. They are your least powerful strengths. They are the least likely to bring outstanding results. Therefore, these are traits you would be better off looking in your partner or a teammate.

STRENGTH #1: OPTIMIST

Optimist Description

Your objective is to bring positive spirit. If there is someone believing that the glass is half-full instead of half-empty - then it's you. Whether it's a work project or a daily situation - you always manage to find a way to make everything more exciting. You inject enthusiasm into people and that's why they love to be around with you. Sure, there are people who don't buy your positivity - but could it set you back? No way! Your optimism simply would not allow it! In a team environment, you are generous with praise, grateful for people and circumstances, and quick to find positive in every situation, which is key in motivating people and mitigating conflicts.

Optimist Watch Outs

Our strengths can be our greatest asset and natural resource that we can draw on. Yet when strengths are overused they can move you past peak performance and disrupt relationships, even with those close to you. Here are blind spots one needs to be mindful of:

- They can be operating in a mode of denial rather than hope.
- They can briefly lose sight of their Optimistic view, and the emotional impact of this swing can have a ripple effect with the team.
- Instead of connecting or providing inspiration, overly large outbursts of optimism can overwhelm others.

Optimist Action Ideas

For many, the biggest mystery of strengths-based development is: how do you take something that is already good and turn it into something even better? This section highlights hands-on action steps for developing your strengths further:

1. DEVELOP AN ATTITUDE OF GRATITUDE

Optimism comes out best when the mind is free from worry. Even those with Optimist strength can find it hard to focus on positive thinking when their minds are bombarded with anxiety! It is easy to become anxious in a world where the list of demands keeps growing. People feel like they have 'not enough' - not enough time, not enough talent, not enough resources - and comparison with others fuels anxieties and unnecessary worries.

One practical way to resist the 'lack' mentality is to find something to give thanks for every day. This discipline helps one to be grateful for the things they have and reduces the temptation of constantly wanting more. By developing an attitude of gratitude, those with Optimist strength empower themselves to keep their spirits high. They can then be the voice of hope and encouragement to many, especially those overwhelmed by (often unnecessary) worries.

2. AVOID THE NAYSAYERS

People with Optimist strength can be easily drained and affected by those who regularly exhibit toxic behaviors. Naysayers typically use words that are unkind, malicious and critical. They are constantly complaining, which can drain others emotionally and mentally. With naysayers, even encouragements can be labelled as pretentious and affirmations seen as flattery.

Optimists would do well to avoid naysayers and to engage them 1-1 only when necessary. In situations when naysayers cannot be avoided, it would be helpful for people with Optimist strength to build in a feedback mechanism by inviting close friends or trusted aides to sound out if they sense that the positive energy and the optimistic spirit is lacking. With greater awareness, Optimists can become more aware of how much engagement with different naysayers can dampen their spirit. Engagement levels in terms of time and intensity with these naysayers can then be adjusted accordingly.

Optimist Internal Compatibility

Your HIGH5 strengths do not exist in solitude, but rather complement each other forming a unique mix of strengths. The table below demonstrates how each of your HIGH5 strengths expands the impact of the strength in focus. Simply put, two of them in combination can do what each of them was not able to do alone.

OPTIMIST + ANALYST

While my mind is focused on numbers and facts, I enjoy being light-hearted at times to break the formality

OPTIMIST + BRAINSTORMER

My enthusiasm for new ideas and approaches is contagious and brings positive energy to any creative process

OPTIMIST + COACH

I am able to inspire and encourage growth, because I am excited about any baby steps a person is doing towards their potential

OPTIMIST + EMPATHIZER

Because of my ability to sense the feelings of others, I know when and how to lighten their emotions and to lift up their mood

Best Partners For Optimist

The best partnerships happen when strengths of two people complement each other. The strengths of one cancel out the other's weaknesses, and vice versa. Both accomplish together what could not be done separately. Who are these partners for you?

COMMANDER

People with Commander strength create clarity for themselves and for others by polarizing right and wrong behaviors. They give their frank and objective assessments when deciding who to trust. Sometimes, they are misread as being heartless. People with Optimist strength prefer to see the good in people and are often more trusting. Sometimes, they are misread as being naive. A partnership between Commanders and Optimists creates a powerful dynamic that helps overcome each other's blind spots.

PROBLEM SOLVER

People with Problem Solver strength are able to spot and tackle problems that arise. In contrast, Optimists are able to be good cheerleaders who strive to keep team morale high. Such a partnership helps to keep the team's spirit up even while addressing problems, so that team members don't become demotivated when facing challenges.

STRENGTH #2: ANALYST

Analyst Description

Your objective is to analyze in order to find root causes. It's not that you don't like ideas, theories, concepts, but you want to see them proven. And what's a better way to prove something than with data? While unbearable for some, large quantities of data make you feel like a fish in the water, because you constantly look for patterns, connections and root causes behind any result. You feel data helps you to be objective, unbiased and dispassionate. As the result, others see you as logical and rigorous. Surrounding people usually come to you to hear an unbiased perspective on their idea. If your analysis is delivered in a kind manner, it would make you into a great asset for any team that is full of daydreamers.

Analyst Watch Outs

Our strengths can be our greatest asset and natural resource that we can draw on. Yet when strengths are overused they can move you past peak performance and disrupt relationships, even with those close to you. Here are blind spots one needs to be mindful of:

- They can hijack meetings / presentations in his pursuit of the truth.
- Their logical approach can be off-putting, especially in heated topics.
- Sometimes there is not any more data to be found, or the data is conflicting. This can trigger either Analysis Paralysis, or Perfectionism.
- They may lose sight that there are other, equally meaningful non-data-based ways, to process decisions. When others are not at the same logical place in their thinking, this may cause them to

become impatient, judgmental, and even angry at times.

- They can need reminders that sometimes data is just plain boring to others. It just is.

Analyst Action Ideas

For many, the biggest mystery of strengths-based development is: how do you take something that is already good and turn it into something even better? This section highlights hands-on action steps for developing your strengths further:

1. IDENTIFY AND CONSULT EXPERTS/CREDIBLE RESOURCES

Because Analysts insist on the soundness of a theory, it is helpful for them to gather a base of credible sources they can rely on in their respective fields. Books, websites, or other sources can serve as helpful references. Many of these sources can be consulted in formulating their theories and informing their decision-making. For example, given that there is a huge amount of false information appearing on the Internet, people with the Analyst strength can arm themselves with highly credible resources to do fact-checking. In this way, they can clearly communicate the relevant data when explaining their theories.

It would also be helpful to identify experts in their respective fields with whom they can build good working relationships. They can develop their Analyst strength by sharing their ideas with these specialists.

2. SET ASIDE TIME TO THINK

Because the genius of the Analyst strength is in their ability to uncover the root causes of each issue, it would be helpful for them to set aside time each week to think about the issues their teams and organizations are facing. This time away from the action will allow them to fully apply their analytical minds and gain insights that will lead to effective solutions.

Analyst Internal Compatibility

Your HIGH5 strengths do not exist in solitude, but rather complement each other forming a unique mix of strengths. The table below demonstrates how each of your HIGH5 strengths expands the impact of the strength in focus. Simply put, two of them in combination can do what each of them was not able to do alone.

ANALYST + BRAINSTORMER

My mind can both generate a continuous flow of ideas and also objectively evaluate in each one of them

ANALYST + COACH

I am passionate about helping others to reach their full potential, but I need this growth to be measurable to see the result

ANALYST + EMPATHIZER

I am able to combine both rational intelligence and emotional intelligence in my daily life

ANALYST + OPTIMIST

While my mind is focused on numbers and facts, I enjoy being light-hearted at times to break the formality

Best Partners For Analyst

The best partnerships happen when strengths of two people complement each other. The strengths of one cancel out the other's weaknesses, and vice versa. Both accomplish together what could not be done separately. Who are these partners for you?

EMPATHIZER

Empathizers have an intuitive grasp of the feelings of the people around them. They have a natural ability to draw out the underlying emotions that are at play in decision-making. In contrast, Analysts prefer not to give much voice to emotions, as they can often be difficult to quantify or ground in hard facts. Such a partnership often encourages Analysts to take into account the more emotive aspects of decision-making, as although these traits can be difficult to measure, they are often powerful motivators and therefore valuable considerations in moving forward.

OPTIMIST

Optimists enjoy bringing lightheartedness to the atmosphere. They're generous with praise, quick to smile, and always on the lookout for the 'silver lining.' This is especially helpful when the team encounters challenges, as Optimists are able to bring hope and lighten the spirits of those around them. In contrast, Analysts are always digging deeper to uncover the reasons behind setbacks and obstacles. This partnership often encourages those with the Analyst strength to keep the team's spirits up while identifying underlying causes and the best way forward.

STRENGTH #3: COACH

Coach Description

Your objective is to develop people's potential. Contrary to what others might think, you believe that every person has the potential for development. None of the people have achieved the ultimate level of excellence - there is always space to grow. You perceive it as a personal mission to help others utilize their potential and to experience success. As the result, you look for ways to facilitate their learning process - from challenging their thoughts in a discussion to creating environments which would facilitate learning process. You are one of those leaders that really care about the development of team members and they really appreciate it.

Coach Watch Outs

Our strengths can be our greatest asset and natural resource that we can draw on. Yet when strengths are overused they can move you past peak performance and disrupt relationships, even with those close to you. Here are blind spots one needs to be mindful of:

- They can stay too long in a situation that is not turning itself around.
- They need to realize that they can't furnish motivation or make choices for their team members.

- They need to watch out that they doesn't sacrifice
- the development of the high performer who is exceeding expectations, in favor of the lower performer who requires more attention.
 - They can be too persnickety - choosing when to accept and when to stretch her team members.

Coach Action Ideas

For many, the biggest mystery of strengths-based development is: how do you take something that is already good and turn it into something even better? This section highlights hands-on action steps for developing your strengths further:

1. BE A MENTOR

While being a Coach means there is an innate desire to see others grow, it requires intentionality and taking active steps to invest into the lives of others. For Coaches to grow towards maturity, it is important to be doing what they do best - developing people. Be proactive in identifying people around you that you can mentor or coach. This could be people at work or people in the community. Start by building a relationship. Share your personal success stories and also failures. Impart skills.

When imparting skills, consider this 6-step process in developing others: tell them what the skills are for, tell them why the skill set is important, show them how to execute, let them execute on their own, debrief the experience with them, and encourage them to teach others.

In a mentoring or coaching relationship, identify growth milestones. Milestones can start from completing certain activities such as 'facilitate a team discussion' or 'share a 5-minute presentation' to a more advanced level of 'teach someone to facilitate a team discussion.' For every milestone that is reached, a Coach would do well to celebrate the success of the mentee.

2. GROW YOURSELF

There is a saying that goes, 'You cannot lead others until you can lead yourself.' As a Coach, it is important to ensure that you are making good progress to grow yourself. The sense of personal growth provides the impetus to share the growth journey with others. Many Coaches struggle to grow this talent because the lack of personal development. There are a variety of ways to grow oneself. It can be learning from others who are inspiring and finding a personal mentor or coach. It can also mean having the discipline of reading or journaling. Growing oneself is also about establishing a system of personal development that is customized to suit the individual. Be committed to grow yourself in order to grow others.

Coach Internal Compatibility

Your HIGH5 strengths do not exist in solitude, but rather complement each other forming a unique mix of strengths. The table below demonstrates how each of your HIGH5 strengths expands the impact of the strength in focus. Simply put, two of them in combination can do what each of them was not able to do alone.

COACH + ANALYST

I am passionate about helping others to reach their full potential, but I need this growth to be measurable to see the result

COACH + BRAINSTORMER

I am full of ideas of how I can help others in realizing their growth potential

COACH + EMPATHIZER

I can help others utilize their growth potential by letting them understand their emotions

COACH + OPTIMIST

I am able to inspire and encourage growth, because I am excited about any baby steps a person is doing towards their potential

Best Partners For Coach

The best partnerships happen when strengths of two people complement each other. The strengths of one cancel out the other's weaknesses, and vice versa. Both accomplish together what could not be done separately. Who are these partners for you?

CATALYST

Catalysts love to start new initiatives and help a team build momentum. In short, they push others forward. Coaches have a nurturing heart and desire to lend a hand to those who might be struggling. In short, they pull others forward. In a team, such a partnership gives the team a unique edge in empowerment. Those who are motivated and driven will be challenged by the Catalysts to push forward. Those who might be weaker will have the opportunity to learn and grow and be mentored by the Coaches.

PHILOMATH

People with the love to learn and the curious mind are those who love to collect and share resources to empower others. Partnering with Philomaths allows Coaches to find the different resources that they might need to equip those they are mentoring or coaching. This is helpful especially for people who are new to a subject or to an environment. Resources such as a standard operating procedure or a learning guide can be easily obtained from those with Input and shared accordingly. Such resources empower Coaches to be more effective in growing others.

STRENGTH #4: EMPATHIZER

Empathizer Description

Your objective is to be empathetic to others' emotions. No one can step into the others' shoes better than you - it comes so naturally to you. You might not agree with every perspective and emotion, but most importantly you are able to understand what the person is going through. It allows you to have a personalized approach to everyone, to see their differences and specialties, to include them and to treat fairly. Naturally, it draws others to you, as you know exactly how they feel. In a team, such a strength based on kindness can be essential for mitigating conflicts by making sure all team members are aware of each other's emotions and challenges.

Empathizer Watch Outs

Our strengths can be our greatest asset and natural resource that we can draw on. Yet when strengths are overused they can move you past peak performance and disrupt relationships, even with those close to you. Here are blind spots one needs to be mindful of:

- Empathizers need to watch out not to become overly involved.
- They can get confused about boundaries.
- They can absorb too much emotion.
- They can be seen as being 'soft'.

Empathizer Action Ideas

For many, the biggest mystery of strengths-based development is: how do you take something that is already good and turn it into something even better? This section highlights hands-on action steps for developing your strengths further:

1. SET CLEAR BOUNDARIES

While Empathizers desire deep emotional connections with others, it is important to recognize that it is often these deep emotional connections that can cause hurt and pain. Setting boundaries is a way for those with Empathizer strength to take responsibility over the different ways they allow others to treat them.

Emotional boundaries can sometimes be fuzzy and difficult to set. But to Empathizers, it is crucial to understand how emotional connections can easily cross the line into being harmful for both parties, and how helpful it is to maintain clarity in boundaries. Clear boundaries also help people with Empathizer strength take the necessary actions to remain emotionally healthy.

For potentially draining relationships, here are a few recommended actions:

- Lengthen the time taken to reply to messages or emails, and have meet-ups less frequently.
- Try not to converse beyond a certain time in the evening, as late evenings tend to be filled with more raw emotions.
- Choose time with companions wisely. Avoid people with toxic behaviours.
- Build a trusted group of friends to unload to. This is a crucial part of self-care.

2. GROWING ONE'S PHYSICAL HEALTH

The physical and emotional health of individuals are found to be intrinsically linked. Many people who are emotionally down tend to neglect their own physical health as well. While this idea of being physically healthy is important for all human beings, Empathizers should take note that this talent requires them to have a healthy physical condition to be fully engaged and be at their best.

Empathizer Internal Compatibility

Your HIGH5 strengths do not exist in solitude, but rather complement each other forming a unique mix of strengths. The table below demonstrates how each of your HIGH5 strengths expands the impact of the strength in focus. Simply put, two of them in combination can do what each of them was not able to do alone.

EMPATHIZER + ANALYST

I am able to combine both rational intelligence and emotional intelligence in my daily life

EMPATHIZER + BRAINSTORMER

Coming up with new disruptive ideas is natural to me, but I am also staying aware of the emotional implications of such innovation

EMPATHIZER + COACH

I can help others utilize their growth potential by letting them understand their emotions

EMPATHIZER + OPTIMIST

Because of my ability to sense the feelings of others, I know when and how to lighten their emotions and to lift up their mood

Best Partners For Empathizer

The best partnerships happen when strengths of two people complement each other. The strengths of one cancel out the other's weaknesses, and vice versa. Both accomplish together what could not be done separately. Who are these partners for you?

ANALYST

Analysts think because of their feelings, while Empathizers think based on their feelings. The former works on logic while the latter works on emotions. Finding partners with Analyst strength enables leaders with Empathizer strength to go through a more robust process of decision-making. Such a combination allows the decision-makers to consider and understand a more comprehensive range of factors that impact team members' well-being.

COMMANDER

Commanders are talented in providing clarity of thought, especially in chaotic or stressful situations. Partnering those with Commander strengths allows Empathizers to find clarity in the midst of clouded emotions. This partnership is powerful for leaders with Empathizer strength, who might need others to help them maintain clarity in the big picture while they manage the intuitive desire to care for different individuals.

STRENGTH #5: BRAINSTORMER

Brainstormer Description

Your objective is to come up with new concepts and ideas. It's not even your objective - it's your way of life. You are constantly on the lookout to connect unconnectable things and to find new perspectives on familiar challenges. Whenever a new idea comes into your mind, you literally lit up like a light bulb. New angles, approaches and perspectives no matter how contrary or bizarre give you an endless source of energy. As the result, the others might see you as an innovative person willing to turn the world around and resort to you if they need some 'out of the box' ideas. You are a clear source of creative juices in any team.

Brainstormer Watch Outs

Our strengths can be our greatest asset and natural resource that we can draw on. Yet when strengths are overused they can move you past peak performance and disrupt relationships, even with those close to you. Here are blind spots one needs to be mindful of:

- They can go on tangents;
- They can be seen as an absent-minded professor, and sometimes people just want her to stop generating so many ideas;
- They can get bored with the status quo;
- They can sometimes be impractical and come up with ideas that just don't make sense;
- They can get stuck in idea mode, and not turn the ideas into actions;
- They can create more work for others.

Brainstormer Action Ideas

For many, the biggest mystery of strengths-based development is: how do you take something that is already good and turn it into something even better? This section highlights hands-on action steps for developing your strengths further:

1. SHARE IDEAS GENEROUSLY

Many with Brainstormer strength often treat their ideas as their own babies, and fear that these original ideas might be taken away. Paul Arden had this to say: 'The problem with hoarding (ideas) is you end up living off your reserves. Eventually you'll become stale. If you give away everything you have, you are left with nothing. This forces you to look, to be aware, to replenish. Give away everything you know and more will come back to you.'

While ideas that are generated are precious, one might do well to generously share them with others. Those who share ideas freely tend to think of fresh ones while those who hoard tend to live in fear that their ideas get stolen. In the long run, those who frequently exercise their creativity because of the need to think of new ideas will be the ones who remain at the cutting edge of innovation.

2. CUT PROJECTS INTO BITE-SIZED PORTIONS

People with Brainstormer strength often enjoy the start of a project where ideas are formed and things are kept fresh. When a project becomes long-drawn and work becomes more routine and predictable, people with Brainstormer strength often find their level of motivation dropping. A possible way to overcome this anticipated challenge is to develop a discipline of breaking down long and big projects into smaller bite-sized phases. In that way, many 'start points' are created. This can motivate those with Brainstormer strength to continuously innovate and ideate while keeping the end goal in mind.

Brainstormer Internal Compatibility

Your HIGH5 strengths do not exist in solitude, but rather complement each other forming a unique mix of strengths. The table below demonstrates how each of your HIGH5 strengths expands the impact of the strength in focus. Simply put, two of them in combination can do what each of them was not able to do alone.

BRAINSTORMER + ANALYST

My mind can both generate a continuous flow of ideas and also objectively evaluate in each one of them

BRAINSTORMER + COACH

I am full of ideas of how I can help others in realizing their growth potential

BRAINSTORMER + EMPATHIZER

Coming up with new disruptive ideas is natural to me, but I am also staying aware of the emotional implications of such innovation

BRAINSTORMER + OPTIMIST

My enthusiasm for new ideas and approaches is contagious and brings positive energy to any creative process

Best Partners For Brainstormer

The best partnerships happen when strengths of two people complement each other. The strengths of one cancel out the other's weaknesses, and vice versa. Both accomplish together what could not be done separately. Who are these partners for you?

PEACE KEEPER and TIME KEEPER

Peace Keepers and Time Keepers are those who generally thrive in environments that are stable and without rapid changes. People with Brainstormer strength enjoy thinking out of the box, trying out new ideas and keeping things fresh. Such a partnership can help create a working structure which maintains an innovative edge while balancing the need to have stability within the team.

CATALYST

Catalysts have a penchant for turning ideas, even complex or seemingly cumbersome ones, into reality. Brainstormers churn out different kinds of ideas, some more complex than others.

Partnering with Catalysts allows a group to move from simply exploring these complex ideas to actually realizing them. A great synergy occurs in this partnership that can reap much fruit for organizations and teams, especially those needing to remain at the cutting edge of innovation.