

BENNETT GOLDBERG

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

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: STRATEGIST

Strategist Description

Your objective is to see the big picture. Have you heard about 'taking the helicopter view'? In your case, you are constantly on this helicopter! That's not even a skill, it's a special way of seeing things - a special perspective on the world at large, where everything is interconnected. While others could be confused by your short-term steps, in your mind you have a clear multi-step strategy on how to arrive at the desired outcome and to avoid paths leading nowhere. Such a strategist is an essential asset for any team determined to find a clear direction in a complex situation.

Strategist 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 move too quickly for others as they do not see the big picture that the Strategist sees.
- They can exclude others from decision-making as others might be that fast to connect the dots.
- They can have a hard time making the final decision.

Strategist 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. CLARIFY. COMMUNICATE. COLLABORATE.

A Strategist can grow by adopting this simple 3-step process.

Clarify the team outcome. In a team, different people can have different agendas. Strategists who take time to listen and to clarify the outcome often present greater alternatives and solutions to the team as opposed to those who seek to impose their ideals. Learning to listen to team members and clarifying key outcomes required by the team are critical steps in turning Strategist into a real strength.

Communicate your intent. Often, the Strategist sees many alternatives to an outcome and these alternatives can often result in cost savings, time savings and greater efficiency. However, some of these alternatives might be perceived as shortcuts that not everyone can appreciate. A person with the Strategist strength can overcome this challenge by choosing to communicate his intentions early and being upfront.

Collaborate with others. Strategists can often be skilled negotiators given the innate talent to see the end goal and alternatives to reach there. When these people choose to be team-centered (through collaboration) rather than self-centered, the outcome is a win-win situation for everyone.

2. WIN THE HEARTS OF TEAM MEMBERS

When people follow, they often do so because they want to, not because they have to. The genius of the Strategist is the ability to quickly weigh various alternative paths and determine the one that will work best and most efficiently. However, in a team, this innate talent is not necessarily recognized should this person fail to understand a simple leadership principle - the right to be followed must be earned. Those with the Strategist strength must recognize that followers tend to follow the guide more than the path. Strategists must win the trust and the hearts of team members before they can make consistent and effective contributions to the team. Otherwise, it would not be surprising that the Strategist strength in its infancy stage can cause team members to easily feel that they are pawns in a game or resources for a task rather than people to be valued.

Strategist 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.

STRATEGIST + BELIEVER

I am able to see the long-term vision for what I do and how it will go in line with my values in the future

STRATEGIST + EMPATHIZER

My mind can create a long-term vision or a path towards it, while my heart can anticipate all of its emotional implications

STRATEGIST + PHILOMATH

My curiosity is a constant source of new information and experiences that serve as inputs for creating a long-term vision

STRATEGIST + STORYTELLER

I have a lot of stories up my sleeve, and my ability to see the big picture allows me to choose the right one to give a better perspective

Best Partners For Strategist

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?

DELIVERER

Deliverers prefer not to cut corners. Partnering someone strong in the Deliverer strength allows for discussions that can encourage a Strategist to consider responsible behavior. Questions that surface in the thought process may include: Is this the right thing to do? Will taking this shortcut potentially affect our team's good reputation? Will venturing into this grey zone lead to corruption?

EMPATHIZER

Those with the Empathizer strength prefer to be fair and just to everyone. They prefer to treat everyone fairly and hate preferential treatment. The Strategist who partners one with the Empathizer can enter into discussions which help to check their motivations and reconsider behaviours that can be deemed as manipulative.

STRENGTH #2: STORYTELLER

Storyteller Description

Your objective is to communicate a message. You are a natural storyteller and it's not only your natural talent but also a strength that you are constantly working on. You are always in search for a perfect phrase and powerful word combination to attract and to capture the attention of the audience. That's why people love listening to you. In your mind - the presentation and communication are everything. You might have the best idea or concept but in the end the way you present it is what makes a real difference. Strong communication skills make you a great addition to any team - be it for inspiring team members to act or for presenting the output of your work to external stakeholders.

Storyteller 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 hog the stage, being a showoff and needing attention.
- They can ignore the audience by being a poor listener.
- They talk a lot as they process the thoughts verbally and do not always let people know that is what they are doing.
- They can appear to be outer-directed but they are actually being self-absorbed.

Storyteller 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. FIND AN OUTLET THAT ENGAGES YOUR COMMUNICATION TALENT

Some love to write. Some love to speak. Some love to sing. Find an outlet that allows your Storyteller talent to be expressed and used productively. Write blog posts or publish articles on topics you are passionate about, take on emcee roles, seek out speaking engagements, or sign up for singing performances. Do whatever it takes to find an outlet that can engage your Storyteller talent. When others spot this talent at work and encourage you, it will motivate you to keep improving and to find ways to be productive.

2. COMMUNICATE WITH AN OUTCOME IN MIND

As you communicate, remember that the goal of any good communication is outcome-driven. Good communication can lead to paradigm shifts, a greater understanding of any given subject, or an action that needs to be taken. Every time you speak with someone or to a group, give them something to feel, something to understand, something to remember, or something to do.

3. USE OPEN-ENDED QUESTIONS

Open-ended questions encourage others to express their thoughts and feelings more freely, without fixed structures. This is particularly important when it comes to 1-to-1 or small group conversations that focus on building deep relationships and trust. Seek to communicate by demonstrating that you are interested to discover more. Instead of yes-no questions, ask questions that provide opportunities for conversation. For example, a close-ended question like, 'Did you have a good day at work?' can easily be changed to an open-ended question, 'Can you share about your day at work with me?' Coupled with feedback, this technique of asking open-ended questions might allow you to find words to express thoughts and feelings for others as you listen in.

Storyteller Internal Compatibility

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STORYTELLER + BELIEVER

My values and the purpose are crystalized - I am able to speak with passion and conviction

STORYTELLER + EMPATHIZER

I am able not only to express my emotions in words, but also to create stories that touch emotions of others

STORYTELLER + PHILOMATH

I learn through stories - my best educational experiences happen when crafting stories for others

STORYTELLER + STRATEGIST

I have a lot of stories up my sleeve, and my ability to see the big picture allows me to choose the

right one to give a better perspective

Best Partners For Storyteller

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 enjoy listening to people in order to understand what others are going through. They prefer to listen first before speaking. Storytellers usually do the exact opposite, preferring to talk and share stories to excite and engage others. Effective communication requires both listening and talking and such a partnership can help one another to be sharpened and become better communicators.

CHAMELEON

Chameleons are very flexible and can respond quickly in circumstances that would otherwise be frightening or intimidating to many. They can easily imagine a scenario, unfold a game plan and perform in the most optimal way that best suits the situation. Chameleons are talented in areas which demand that they adapt to situations on their feet. These can include live performances or emceeing roles. It has been observed that Storytellers can partner very well with Chameleons in speaking engagements. While the Storyteller enjoys sharing in a dynamic way that captures attention, the Chameleon is often talented at responding to the public speaking dynamics and fills the gaps with their own imaginative ideas. Such a dynamic partnership often has the greatest potential to captivate the audience.

STRENGTH #3: BELIEVER

Believer Description

Your objective is to believe and to do 'the right thing'. Of course, 'the right thing' differs from person to person, but one thing is true - you have a certain set of values that you are not ready to compromise. Moreover, these values are like a compass guiding you, providing a direction and giving your life meaning and satisfaction. You believe that money is not the ultimate measure of success. Some people call you the person of purpose. Correspondingly, you choose people you spend time with and companies you work for with respect to the alignment to these values. It makes you very trustworthy and reliable in any environment. Your team members will always value your consistency.

Believer 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 need to accept the beliefs of others without judgment, and with an understanding that being open is a sign of strength (and not one of giving in).
- They need to watch that they do not undervalue the ideas and considerations of team members.
- Their certain approach can be seen as stubborn or set in their ways.
- They can come across as being self-righteous, especially when their focus is aimed 'against something' rather than 'for something'

Believer 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. TAKE TIME TO THINK ABOUT YOUR CORE VALUES AND WRITE THEM DOWN IN SIMPLE VALUE STATEMENTS

This, in part, allows these values to grow from the subconscious to the conscious level and be intentionally lived out.

A person's core values represent his/her unique wiring - the ways his or her views and approaches to life are shaped. Values are underlying assumptions that shape and form our mindsets or convictions that shape a person's actions and decisions. They are usually born out of lessons we learn and then forged into our psyche, often through difficult times.

A good value statement is short, concise and applicable in everyday life. An example of a Value Statement would be, 'My family is my PRIORITY. My wife and my children come FIRST in all my conflicting schedules.' Such a statement reminds one to orient his/her decisions in a value-driven manner. Another example would be, 'Cultivate respect for others. Catch people doing good.' Such a statement reminds one that there is a genius in everybody and nurtures a heart of respect and appreciation for others.

When a Value Statement is shared with co-workers, it facilitates greater understanding from colleagues and bosses, potentially reducing conflicts.

2. REFLECT ON HOW YOU MAY HAVE IMPOSED YOUR VALUES ON OTHERS.

Ask those around you to share what they perceive to be your values and take time to listen to their perspectives. Your values can often be strengthened when they are given feedback. Values that are tested and adjusted with humility are robust and are a gateway to influencing others. Your values can be imparted to future generations when they are the cornerstone to your successes in life.

3. BE PART OF SOMETHING LARGER

It is one thing to believe in something larger and another to actually be part of it. Join a greater cause. Volunteer in areas where you can contribute beyond your regular work. If you are in a religious group, make it a point to be actively involved in a cause that is important to you. This can include joining a 'feed the hungry' program, organizing a singing, dancing, or art class for the less fortunate, or perhaps serving the handicapped. There are many programs through which you can make a difference.

Believer 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.

BELIEVER + EMPATHIZER

My values emphasize my emotional nature. I know what others stand for and they know what I stand for.

BELIEVER + PHILOMATH

I am able to pursue few things that truly matter for me, while maintaining curiosity of my mind

BELIEVER + STORYTELLER

My values and the purpose are crystalized - I am able to speak with passion and conviction

BELIEVER + STRATEGIST

I am able to see the long-term vision for what I do and how it will go in line with my values in the future

Best Partners For Believer

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?

STORYTELLER

Storytellers are gifted as spokespersons, able to put the right words to concepts to bring them to life. Believers, on the other hand, can be described as missionaries or inspiring leaders because of the foundation of their rock-solid core values. Partnering with someone with Storyteller strength would thus enable Believers to express your core values into simple and concise value statements to be shared and lived out intentionally.

CATALYST

Catalysts bring momentum and energy to their environments. Because of their yearning to start new things, they're often breaking into fresh ground or beginning new initiatives. In contrast, Believers derive energy from living out their core values. Such a partnership would thus enable those with the Believer strength to think about how their core values could be more intentionally lived out in life.

STRENGTH #4: PHILOMATH

Philomath Description

Your objective is to learn new things. Due to your love of learning people tend to say you are a very curious person. You like to experiment with different styles of learning as well - in the end, there is something to learn from that as well, right? As it's the processes itself that excite you, you are not necessarily interested in becoming a subject matter expert. Instead you prefer learning something fast and then shift to a new thing to learn. Thanks to this strength, you learn very fast and thrive in short projects and dynamically changing environments. Needless to say, you will always be the one to contribute with new knowledge to your team as well.

Philomath 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 spend too much time learning than executing.
- They can ask too many questions, which can have the effect of either annoying others or making them feel like they need to produce an answer 'on the spot'.
- On the flip side, they can come across as knowing everything there is to be known about everything. (But not in a good way.)
- They can dip too heavily into the process of learning instead of stepping up into the process of leading. This can come across as having a lack of confidence.

Philomath 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. TEACH OTHERS

Philomaths will naturally absorb new knowledge and pick up new skills to satisfy their intrinsic desires. However, for one to intentionally grow this talent into maturity, one of the key ways is to impart their learnings to others.

'While we teach, we learn', said the Roman philosopher, Seneca. It is reported through research that students who tutor others work harder to understand the material and apply it more effectively. Teaching others brings learning to an entirely new level of competency. Many students who teach others score higher on tests than students who are learning only for their own sake. Scientists call this 'the protege effect.' Philomaths who teach others are more likely to grow effectively and engage this talent productively for work.

2. SET INTEGRATED GOALS

For Philomaths, the goal of learning should be tied to a wider objective. For example, students can be coached to tie their natural goal of learning to the goal of achieving proficient grades in school assignments. After a piece of schoolwork has been graded and returned, Philomaths can be encouraged to seek out clear feedback on what they have done well and which areas of learning can be improved. This way, instead of seeing grades as separate from the learning process, the grades received will become more meaningful and useful to Philomaths as a reflection of their progress toward learning goals. Philomaths will thus be better able to connect their desire to learn with the aim of improving their grades in school.

In the workplace, the goal of learning for an individual can be tied together with the goal of performing well for the team or organization. For different job tasks, Philomaths should identify areas where they are motivated to gain further knowledge and skill sets in order to increase their performance. Training courses and mentorship opportunities can be undertaken for the Philomath to meet their need for continuous learning and improvement. At the same time, individuals and bosses can agree upon areas of evaluation and feedback that will review work performance as well as learning goals in an integrated way. The synergy between the work objectives and the learning goals is more likely to generate outcomes that will benefit both the individual and the wider team.

Philomath Internal Compatibility

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PHILOMATH + BELIEVER

I am able to pursue few things that truly matter for me, while maintaining curiosity of my mind

PHILOMATH + EMPATHIZER

While my mind is open to new concepts and ideas, my heart is open to feel and learn about new emotions of others and mine

PHILOMATH + STORYTELLER

I learn through stories - my best educational experiences happen when crafting stories for others

My curiosity is a constant source of new

PHILOMATH + STRATEGIST information and experiences that serve as inputs for creating a long-term vision

Best Partners For Philomath

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?

FOCUS EXPERT

Focus Experts instinctively evaluate whether a particular action will help a person move toward his goal. Partnering those with the Focus Expert strength allows the Philomaths to clarify their learning goals and better direct their planned actions. This ensures their learning is focused and that it will move them toward their goals compared to learning in a haphazard manner. This is especially important in environments where lots of learning opportunities exist. The hunger to learn and absorb new knowledge can actually work against them if there is no clarity of learning goals. Directed learning or focused learning will increase the Philomath's effectiveness.

EMPATHIZER

Empathizers sense the differences between individuals, their needs and emotions. They instinctively observe each person's style, each person's motivation, how each thinks, and how each builds relationships. Partnering those with Empathizer strength empowers the Philomath to understand the different ways people learn effectively so that approaches can be customized. This partnership can be especially helpful for teachers with the Philomath strength. For managers with the Philomath strength, leveraging the knowledge and keen observations of those with the Empathizer strength will provide greater understanding of the learning needs of different staff.

STRENGTH #5: 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

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EMPATHIZER + STRATEGIST

My mind can create a long-term vision or a path towards it, while my heart can anticipate all of its emotional implications

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.