

## **Review & Reflect #1: CliftonStrengths First Impressions**

### **1. What was your first reaction to your top five themes?**

My initial reaction to my top five themes was intrigue, as I wasn't expecting four out of my five to be related to relationship building based on my recollection of the answers I gave in the assessment. I was also curious about the accuracy due to the 20-second time constraint for each question, and if I took this assessment again with more time to consider my answers if the results would differ from these initial results. Despite the majority of my strengths connecting to relationship-building, this actually made me more interested in the one outlier result and how that could play into the way I utilize my strengths going forward.

### **2. What did you discover about yourself after reading your report?**

One of the most surprising things was having "empathy" as my #2 strength, or in my top five at all, as I personally have considered myself someone with "low empathy" (but high sympathy) for a most of my life. This has made me reconsider how I view my thoughts and actions about not just my empathy skills, but other areas I may have considered myself not as "good" in. This has also made me wonder in general how many assumptions I make both about myself, the world, and others around me that often go unchallenged, which only leads to a cycle of self-reinforcement until something like this strengths assessment breaks that cycle.

### **3. What part of your top five surprised you?**

Aside from Empathy, I was also surprised to see "Developer" as my #5 strength, as it was not something I considered a skill before now. The ability to recognize and encourage the potential seen in others has always just interwoven with my other relationship-building experiences and not something I particularly focused a lot of energy thinking about. In reading about the pros and cons of this strength I was surprised by the accuracy (alongside some self-revelations once more) about how this can lead to me putting others before myself too often or being dragged down trying to help someone else. I've always been told by my dad that I'm like him, in that we wear our hearts on our sleeves and that we want so badly to help others, and this was a welcome reminder that I to best utilize this as a strength I need to know when it's me who needs to see the potential in myself before helping someone else.

### **4. What particular theme did you expect to see among your top five but didn't?**

I was expecting to see a lot more themes along the lines of strategic thinking, with some relationship building, but what I ended up with was the opposite. A lot of what is

mentioned in my top five as strengths are things I did not consider as “true strengths” before this assessment opened my eyes to that possibility, hence why I was expecting more strategic thinking strengths as that is something I also pride myself on. This has shown me that I need to consider a lot of the things I take as “natural intuition” or “not a real skill” with a bit more respect than I have been giving both to these strengths and to myself.

**5. Which theme among your top five stands out to you and why?**

A theme that stands out the most to me after reading through is the one titled “Harmony,” as it is one that even in our class on Wednesday, I shared I struggle with setting boundaries and avoiding conflict at all costs, which is directly called out in potential ways this theme could get in the way of my success. It’s a skill I’ve known I needed to work on, but I had no idea there were benefits to seeking harmonious agreement in group settings to the degree that I do. Seeing it up in my top five gives me more interest in trying to hone this skill and make it a stronger aspect of my strengths through learning how to effectively manage conflict within situations without fear and anxiety of “rocking the boat.”