

# Strength Finder

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# Strength Finder: [high5test.com](http://high5test.com) & [123test.com](http://123test.com)

DON'T SPEND  
VALUABLE TIME  
TRYING TO "FIX" YOUR  
WEAKNESSES

FOCUS INSTEAD ON  
REFINING YOUR  
STRENGTHS AND  
OFFERING THEM TO  
THE WORLD



## Strength Finder Test- Your top 5 Strengths

Test: Clifton Strengths Finder-Paid

High 5 Strengths Test-Free

Test: Big 5 Personality Factors - Free

**About:** Strengths are the unique combination of talents, knowledge, and skills that every person possesses. People who do focus on their strengths every day are six times as likely to be engaged in their jobs. They are more productive too, both individually and in teams. And they are more than three times as likely to say they have an excellent quality of life.

**Big 5 Free Test:** 120 Questions. Sign up at the end for report. For full 30 page report answer 10 advertising questions at the end.

**High 5 Strengths Test:** Sign in with Facebook, Instagram or Email

**Paid Test:** Top 5 strengths; purchase an access code to take the test; totally worth it!

# High5test.com: Why know your strengths

## **They are more satisfied with life aka they feel happier**

Studies show that people who have a chance to use their strengths at least once a day report lower levels of depression, higher levels of positivity and stronger mental health.

- **They experience less stress**
- 
- **They feel healthier and have more energy**
- 
- **They are more confident**
- 
- **They experience faster growth and development**
- 
- **They are more creative and agile at work**
- 
- **They are more engaged at work**

## Benefits of Strengths

Historical Context

Traditional Deficit Approach

Strengths-Based Approach

**VIA Survey and Martin Seligman**

**StrengthsFinder and Donald Clifton**

**Applying Strengths in Practice**

**Future of Strengths-Based Approach**

# High5test.com: Strength Results Meaning

Therefore, it is important for us to clarify what your HIGH5 strengths results mean:

*HIGH5 strengths are recurring patterns of thoughts, decisions, actions, and feelings that satisfy 5 major criteria:*

- 1. You feel natural at using and developing your ability;*
- 2. You get positive energy when using your strengths;*
- 3. Others also perceive it as your strength;*
- 4. It goes along with your values and understanding of a strength;*
- 5. It satisfies your inner needs.*

# High5test.com: Description of Strengths 1 of 4

## **Analyst**

Analysts are energized by getting to look for simplicity and clarity through a large amount of data. Analysts are frustrated when someone asks them to follow their heart rather than logic and proven facts.

## **Believer**

Actions of Believers are driven by the core higher values that cannot be compromised at expense of the success. Believers are drained if their beliefs and values are getting questioned or misaligned with what they have to do.

## **Brainstormer**

Brainstormers are excited when asked to come up with new no-limits ideas and to connect seemingly unconnectable. Brainstormers get quickly bored by standard practices or closed minded people.

## **Catalyst**

Catalysts enjoy getting things started and creating momentum in a stagnant environment. Catalysts cannot stand waiting and wasting time when they could be getting things off the ground.

## **Chameleon**

Chameleons draw excitement from constantly changing environments, surprises, unexpected detours and working 'on the fly'. They are bored to tears by predictability and routine.

# High5test.com: Description of Strengths 2 of 4

## **Coach**

Coaches enjoy discovering the potential in other people and supporting their personal growth. They find it hard to accept when this potential is getting wasted.

## **Commander**

Commanders love to be in charge, to speak up, and to be asked for a direct opinion. They do not avoid conflicts and cannot understand 'beating around the bush' mentality.

## **Deliverer**

Deliverers follow through on their commitments and they enjoy seeing how it builds more trust and respect among others. They feel horrible if promises get broken - both on the receiving and on the giving side.

## **Empathizer**

Empathizers are great at noticing how others feel and using this understanding to do something good. They are frustrated when asked to disregard feelings and emotions and follow strict logic instead.

## **Focus Expert**

Focus Experts enjoy getting one project until the finish line rather than changing course regularly. They cannot stand distraction that can interrupt them from focusing on one thing at a time.

# High5test.com: Description of Strengths 3 of 4

## **Optimist**

Optimists enjoy giving praise on what's right about people and being grateful for what they have. They find it hard to be around people who constantly pick out what's wrong in everything.

## **Peace Keeper**

Peace Keepers are masters of balance, finding alignment and building bridges among people to get to the best outcome. They feel emotionally drained by constant frictions among people, who do not look for common ground.

## **Philomath**

Philomaths are in love with learning - exploring many interests, following new paths, learning as many things as possible. They do not enjoy companies of 'know-it-all' people are not curious to learn something new or to explore new ideas.

## **Problem Solver**

Problem Solvers love finding bugs, uncover flaws, diagnosing problems and finding solutions to them. They find it hard to sweep problems under the rug and keep going while ignoring unsolved issues.

## **Self-Believer**

Self-Believers are independent and self-sufficient people, inspiring others with their certainty and confidence. They cannot stand when others tell them what to do or control their actions.

# High5test.com: Description of Strengths 4 of 4

## **Storyteller**

Storytellers are masters of communication. They like to host, speak in public and to be listened to. They drain in situations that do not allow expressing themselves through words.

## **Strategist**

Strategists have the skill to see the big picture, which enables them to find the best route through the clutter. Because connecting the dots comes so naturally for them, they get impatient with people who make slow decisions.

## **Thinker**

Thinkers enjoy the mental activity, intellectual discussions and spending time alone thinking. They find it hard to work in teams where acting before thinking is the norm.

## **Time Keeper**

Nothing excites Time Keeper more than meeting the deadline. They enjoy setting up processes, timelines, and plans. Time Keepers get confused in chaos where neither outcomes nor ways to achieve them are clear.

## **Winner**

Winners can turn any mundane task into a game or challenge because the feeling of competition is essential for them. They feel lost in the environments with no defined measure of success.

# The Big 5 Factors ([123test.com](http://123test.com))

Valid and Reliable

## The Big 5

**Conscientiousness** – (efficient/organized vs. easy-going/careless). A tendency to show self-discipline, act dutifully, and aim for achievement; planned rather than spontaneous behavior.

**Agreeableness** – (friendly/compassionate vs. cold/unkind). A tendency to be compassionate and cooperative rather than suspicious and antagonistic towards others.

**Neuroticism** – (sensitive/nervous vs. secure/confident). A tendency to experience unpleasant emotions easily, such as anger, anxiety, depression, or vulnerability.

**Openness to experience** – (inventive/curious vs. consistent/cautious). Appreciation for art, emotion, adventure, unusual ideas, curiosity, and variety of experience.

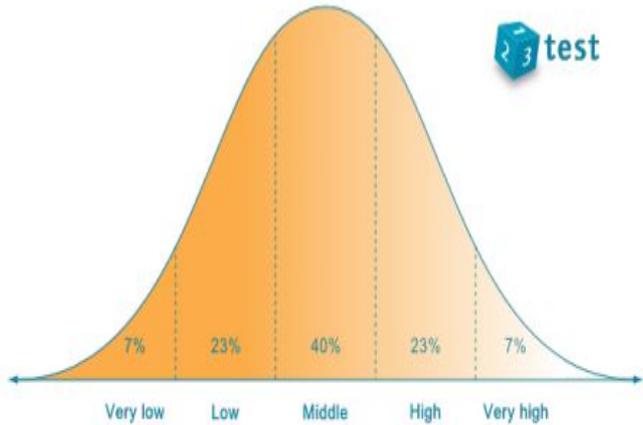
**Extraversion** – (outgoing/energetic vs. solitary/reserved). Energy, positive emotions, surgency, and the tendency to seek stimulation in the company of others.



Source: [http://en.wikipedia.org/wiki/Big\\_Five\\_personality\\_traits](http://en.wikipedia.org/wiki/Big_Five_personality_traits)

The Big Five Factors	The 30 Personality Facets that make up each factor	
<b>Openness to experience</b>	Imagination	Willingness to experiment
	Artistic interests	Intellectual curiosity
	Depth of emotions	Tolerance for diversity
<b>Conscientiousness (Work ethic)</b>	Sense of competence	Achievement striving
	Orderliness	Self-discipline
	Sense of responsibility	Deliberateness
<b>Extraversion</b>	Warmth	Activity level
	Gregariousness	Excitement seeking
	Assertiveness	Positive emotions
<b>Agreeableness</b>	Trust in others	Compliance
	Sincerity	Modesty
	Altruism	Sympathy
<b>Natural reactions</b>	Anxiety	Self-consciousness
	Angry hostility	Self-indulgence
	Moodiness/Contentment	Sensitivity to stress

# Understanding the Scoring ([123test.com](https://123test.com))



Approximate distribution for normal adult working population:

Ranges	Very Low	Low	Middle	High	Very High
Cumulative percentile	< 7%	7% > 30%	30% > 70%	70% > 93%	> 93%
Range size	7%	23%	40%	23%	7%

## The Strongest Personality Factor

The Factor test score furthest away from 50 - above or below - indicates the person's strongest personality trait. This personality trait is likely to have the greatest influence on your overall behaviour, motivation, values and reactions to life and work situations. The next furthest away from 50 - above or below - is likely to have the next greatest influence and so on.

# Overview: Openness to Experience ([123test.com](https://www.123test.com))



Describing a low range scoring person...

Percentile (range)

Describing a high range scoring person...

## Openness to experience

Traditionalist - down-to-earth -

practical - conservative - prefers

traditional outlooks and technical

problem-solving

58%

(Middle)

Imaginative - open-minded -

experimental - prefers creative

conceptual problem-solving

# Overview: Conscientiousness (work ethic) ([123test.com](https://123test.com))



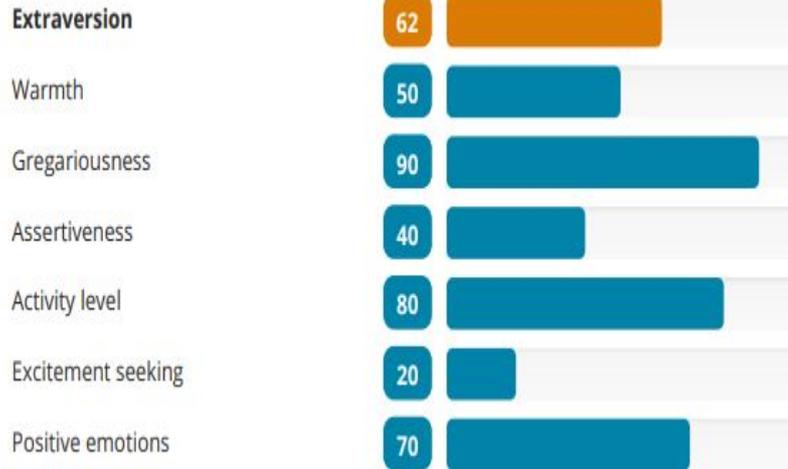
## Conscientiousness (Work ethic)

Spontaneous - disorganised -  
prefers flexible plans - dislikes  
precise details

95%  
(Very high)

Conscientious - disciplined - efficient -  
well organised - likes precise detail -  
strong sense of duty - (Very High  
scorers could be described as  
workaholics)

# Overview: Extraversion [\(123test.com\)](https://www.123test.com)



## Extraversion

Reserved - formal - serious - quiet

- prefers working alone - avoids

direct leadership roles

62%

(Middle)

Outgoing - friendly - assertive - likes

working with others - enjoys direct

leadership roles

# Overview: Agreeableness [\(123test.com\)](https://www.123test.com)

## Agreeableness



## Agreeableness

Hard-headed - sceptical -  
competitive - proud - prefers  
competition over co-operation

77%  
(High)

Compassionate - eager to please - good  
natured - prefers co-operation over  
competition and conflict

# Overview: Natural Reactions [\(123test.com\)](https://www.123test.com)

## Natural reactions



## Natural reactions

Not easily upset in stressful situations - relaxed - resilient - calm

16%  
(Low)

Experiences negative emotional reactions and feelings of anxiety - prone to worry - easily upset