



Growability®

CAREER SWEET SPOT

SAMPLE REPORT | JANUARY 01, 2026

CAREER SWEET SPOT OVERVIEW

SAMPLE REPORT

This report is designed to help you see where work is most likely to feel natural, useful, and sustainable. It shows how personality and strengths shape the way someone creates results, carries responsibility, brings energy, and works with others. The goal is simple: help the right person find the right fit, and help others work with them wisely.

This person is a **PEOPLE FOCUSED STRATEGIST** who helps leadership teams make wise progress by turning shared goals into clear plans, capable people, and dependable execution.



THE PURPOSE OF THIS REPORT

You are unique and uniquely gifted. No one else has your exact combination of personality, strengths, experiences, relationships, responsibilities, and opportunities. I believe meaningful work is always connected to service, and this report was created to help you better understand the contribution only you can make. Sometimes the things that are most natural to us are the hardest to explain. My hope is that these pages give you clear language for what you bring, what drains you, where you fit best, and how others can work with you wisely.

Joshua MacLeod - Founder of Growability

POTENTIAL CAREERS

- Learning and Development Manager
- Talent Development Specialist
- Program Manager
- Strategy and Planning Consultant
- Client Success Manager
- Training and Facilitation Specialist
- Organizational Development Consultant

YOUR CAREER SWEET SPOT NICKNAMES

The following characteristics and nicknames offer a quick snapshot of your unique strengths, with each one explained in greater depth in the pages that follow.

PERFORMANCE — **Strategy Simplifier** — This person turns complex goals into clear plans and practical next steps. She works best where careful thinking, people development, and dependable execution must work together.

ATTITUDE — **Thoughtful Responder** — This person brings calm, thoughtful energy and helps people feel heard without losing direction. Her tone is strongest in respectful environments and may tighten under needless pressure or disorder.

RELIABILITY — **Commitment Keeper** — This person follows through most naturally when commitments are clear, meaningful, and realistically scoped. She protects trust through ownership but can become overloaded when every need becomes her responsibility.

TEAMWORK — **People Reader** — This person reads people well, explains ideas clearly, and helps groups match responsibilities to strengths. She contributes best on collaborative teams that value preparation, trust, and shared ownership.

PERFORMANCE OVERVIEW

SAMPLE REPORT

This page explains how you create results. It highlights the type of work where your contribution multiplies and the conditions where your strengths produce the greatest impact.



YOUR PERFORMANCE SWEET SPOT: STRATEGY SIMPLIFIER

This person has the natural ability to simplify complex goals and turn careful thinking into practical plans. She helps people carry those plans into dependable action while adjusting wisely when new information changes the situation. When it comes to performance at work, she excels where strategy, development, and follow-through must stay connected. Clear expectations, meaningful ownership, and room to improve strengthen both her energy and her output. Repetitive work without learning or purpose can make even manageable responsibilities feel unusually heavy.

AT THEIR BEST:

Simplifies Complexity: She separates useful information from noise and gives others a practical path through uncertainty.

Builds Usable Plans: She organizes people, ideas, and resources into steps that can be understood, assigned, and completed.

Develops Capability: She improves results by helping people grow into responsibilities rather than carrying every important task herself.

AT THEIR WORST:

Overthinks the Path: Deep reflection can delay action when enough information already exists. Others may wait for a decision she is still refining.

Takes On Too Much: Commitment and care can lead her to accept more work than one person can sustain. Quality and responsiveness may both suffer.

Changes Priorities Often: Adaptability and new learning can shift attention before earlier work is settled. Teammates may lose clarity about what matters most.

DRIVEN BY:

Clear Direction: She engages when complex work can be understood, shaped, and moved toward a practical outcome.

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the path.

DISCOURAGED BY:

Aimless Work: Work loses energy when the goal is vague and effort has no clear connection to a useful outcome.

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for work

Others agreed to carry.

Full Report shows twelve Performance Insights on this page

ATTITUDE OVERVIEW

SAMPLE REPORT

This page explains the tone, mindset, and emotional approach you bring into work. It highlights the conditions where your attitude strengthens people, protects morale, and helps progress feel possible.



YOUR ATTITUDE SWEET SPOT: THOUGHTFUL RESPONDER

This person has the natural tendency to bring a calm, thoughtful, and constructive tone into work. She listens carefully and communicates in ways that help people feel included without making the room chaotic. When it comes to attitude at work, she is most life-giving in honest, respectful, and hopeful environments. She steadies uncertainty by adding perspective, practical encouragement, and patient attention to what people need. Harsh pressure, chronic negativity, or careless communication can make her more guarded and less expressive.

AT THEIR BEST:

Brings Calm Hope: She helps people believe progress is possible without dismissing the difficulty they are facing.

Preserves Dignity: She considers how words and decisions affect people, especially when expectations or correction must be discussed.

Stays Constructive: She can name a problem without letting the emotional tone become cynical, careless, or defeated.

AT THEIR WORST:

Withdraws Warmth: Under strain, she may become quieter and more guarded. Others may not know what she is thinking or needing.

Avoids Hard Truth: A desire for steadiness can delay direct conversations, allowing uncertainty or frustration to remain longer than necessary.

Sounds Overcritical: When accuracy or responsibility feels threatened, she may lead with what is wrong before honoring effort or intent.

ENERGIZED BY:

Respectful Connection: Warm, thoughtful interaction at work helps her remain engaged and generous with people.

Meaningful Work: Her strength in taking on challenges and solving problems can flatten her sense of purpose.

Honesty: Her direct communication or lack of transparency about how she feels can flatten her sense of purpose.

DRAINED BY:

Harsh Pressure: Abrupt demands or sharp communication can strain her patience and reduce her willingness to speak openly.

Overly Critical: When accuracy or responsibility feels threatened, she may lead with what is wrong before honoring effort or intent.

Full Report shows twelve Attitude Insights on this page

RELIABILITY OVERVIEW

SAMPLE REPORT

This page explains what others can count on from you over time. It highlights the commitments, structures, and working conditions where your follow-through becomes steady, trusted, and useful.

YOUR RELIABILITY SWEET SPOT: COMMITMENT KEEPER



This person is consistent with commitments that have clear purpose, ownership, and a realistic path to completion. She brings dependable effort, organizes moving parts, and stays engaged when problems need repair. When it comes to reliability at work, she is strongest when priorities are visible and agreements are specific. Her flexibility helps her adjust the path without abandoning the outcome or the people depending on it. Reliability becomes harder when she accepts too many requests or works inside constantly changing expectations.

AT THEIR BEST:

Keeps Commitments Visible: She remembers what was promised and helps clarify who owns each practical next step.

Organizes Moving Parts: She can adjust people, resources, and timing while protecting the outcome the team agreed to deliver.

Repairs What Breaks: She stays with important problems long enough to restore useful progress and rebuild confidence in the work.

AT THEIR WORST:

Overcommits Capacity: Her sense of duty can fill the calendar beyond what steady, high-quality follow-through can support.

Carries Others' Work: She may quietly absorb responsibilities that belong elsewhere, creating overload and unclear accountability over time.

Lets Priorities Drift: Frequent adjustments can weaken consistency when the team lacks a firm deadline or visible decision.

EQUIPPED BY:

Clear Ownership: Specific agreements help her protect commitments without taking responsibility for everything around her.

Visible
helps

Useful
completion
though

HINDERED BY:

Too Many Commitments: Competing promises can divide her attention and make dependable completion harder to protect over time.

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planned responsibilities.

Full Report shows twelve Reliability Insights on this page

TEAMWORK OVERVIEW

SAMPLE REPORT

This page explains how you participate with others to move work forward. It highlights the team settings where your communication, collaboration, and role fit help people work better together.



YOUR TEAMWORK SWEET SPOT: PEOPLE READER

This person participates on teams by reading people carefully, explaining ideas clearly, and matching responsibilities to individual strengths. She combines thoughtful questions with a steady willingness to support growth and follow through. When it comes to teamwork, she is useful where groups need clear roles, strong trust, and practical coordination. She can adapt her approach without losing the shared goal. Collaboration becomes strained when decisions are isolated, expectations remain vague, or constant conflict becomes her primary responsibility.

AT THEIR BEST:

Reads Individual Needs: She notices differences in pace, motivation, and ability, then adjusts support without lowering shared expectations.

Connects Work to Purpose: She helps teammates understand how their responsibilities fit the larger goal and why their contribution matters.

Guides Clear Handoffs: She explains next steps, checks understanding, and helps ownership move between people without unnecessary confusion.

AT THEIR WORST:

Overcustomizes the Work: Too much accommodation can make roles inconsistent and leave the group unsure which expectations apply to everyone.

Holds Concerns Too Long: She may wait for the right moment to speak, allowing small misunderstandings to become harder to resolve.

Takes Over Coordination: When others are unreliable, she may reorganize the work herself and unintentionally reduce shared ownership.

IDEAL TEAM ROLE:

People Development Partner: She helps individuals grow through practical feedback, patient guidance, and responsibilities matched to their abilities.

Strategic
comp
pract

Project
parts,
without losing sight of people.

NON-IDEAL TEAM ROLE

Constant Conflict Manager: Repeated mediation and aggressive tension can consume energy better used for growth, planning, and constructive support.

of repetitive
action

agency,
demands may
limit her thoughtful, people-aware approach.

Full Report shows twelve Teamwork Insights on this page

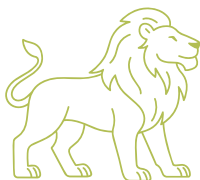


Growability®

DISC PERSONALITY PROFILE

CONSCIENTIOUSNESS + STEADINESS

SAMPLE REPORT | JANUARY 01, 2026



YOUR DISC PERSONALITY OVERVIEW

SAMPLE REPORT

This page explains your DISC personality tendencies. No profile can fully define a person, but these patterns provide useful language for improving communication, reducing frustration, and helping people work together wisely.

DISC (C+S) - PRIMARY MOTIVATORS

This personality is generally motivated by reliable work, clear expectations, and enough time to think before committing. With a tendency toward balance, people with this pattern also want a steady pace and considerate decisions. They engage when standards are clear and the work can be completed carefully. Predictable support and thoughtful collaboration help them stay present. They lose energy when instructions remain vague or decisions are forced before the facts are ready. Repeated disruption, harsh pressure, or careless rework can make sustained engagement harder.

DISC (C+S) - PRIMARY TRUST ANCHORS

This personality will trust those who bring accurate information, explain their reasoning, and finish what they start. They look for situations where expectations are clear and people consider how decisions affect the team. Careless claims or vague assignments create distance, while calm communication makes honest questions easier to raise. They do not need endless detail, but they do need the important facts handled responsibly. They become cautious when standards change without explanation or pressure replaces thoughtful discussion. Trust grows when people are careful with the work and considerate with one another.

DISC (C+S) - RAW VS. MATURE

When people with this personality are still developing, conflict often comes from overchecking, early correction, or withheld concerns. They may keep preparing after enough clarity exists or hold tightly to a process that no longer fits. They may also listen patiently without speaking directly, then carry frustration longer than others realize. Under pressure, concern for quality and people can become delay, quiet resentment, or overly cautious decisions. When they are mature, they check the important facts and then act. They explain the standard before critiquing, name concerns early, and allow others time to respond. They build repeatable processes without making simple work rigid. People can rely on careful decisions, considerate communication, and steady,



PERSONALITY COMMON TRAITS

CONSCIENTIOUSNESS + STEADINESS

This page explains common traits found in the following personalities.

C - COMMON TRAITS

MATURE

RAW

PURSUES ACCURACY	Handles facts and details carefully so the team can trust the information being used.	Keeps checking details after there is enough clarity, which can slow progress unnecessarily.
PREPARES THOROUGHLY	Gets ready before important moments so conversations, decisions, and work can hold up under pressure.	Keeps preparing when action is needed, which can turn readiness into delay.
Full Report shows Growability Defined Common Traits for your top two DISC tendencies.		

S - COMMON TRAITS

MATURE

RAW

LISTENS PATIENTLY	Gives people time to explain, process, and feel understood so trust can form.	Listens for too long without speaking directly, which can allow confusion or poor decisions to continue.
Full Report shows Growability Defined Common Traits for your top two DISC tendencies.		
REMAINS LOYAL	Builds trust through steady presence, dependable follow-through, and long-term commitment.	Stays committed past healthy limits, which can keep people, roles, or patterns in place longer than they should be.

CONSCIENTIOUSNESS PERSONALITY DEEP

**C - GAINS ENERGY FROM:**

Accuracy - Reliable facts, clean data, careful thinking, and correct information.

Clarity - Clear instructions, defined expectations, and specific success criteria.

C - DRAINS ENERGY FROM:

Inconsistency - Changing standards, unclear rules, or expectations that shift without a good reason.

Inaccuracy - Bad data, sloppy thinking, preventable mistakes, or decisions that ignore facts.

Full Report shows Growability Defined Common Traits for your top two DISC tendencies.

C - NATURALLY TRUSTS THOSE WHO

Bring Accurate Information - Use correct facts, reliable data, and careful reasoning before making claims.

C - CAUTIOUS TOWARD THOSE WHO

Improvise Too Quickly - Act without preparation when careful thinking is needed.

Full Report shows Growability Defined Common Traits for your top two DISC tendencies.

Check Important Details - Review key details before delivery so the work can be trusted.

Rush Quality - Move so quickly that accuracy, reliability, or excellence is compromised.

C - WORKS BEST WITH THOSE WHO

Clarify What "Right" Means - Define the goal, standard, timeline, examples, and success criteria before expecting strong execution.

Come Prepared - Bring the facts, context, and reasoning needed for a serious conversation or decision.

Full Report shows Growability Defined Common Traits for your top two DISC tendencies.

STEADINESS PERSONALITY DEEP DIVE

**S - GAINS ENERGY FROM:**

Predictability - Stable rhythms, clear expectations, and an environment that does not constantly shift.

Margin - Enough time to think, adjust, prepare, and move at a steady pace.

S - DRAINS ENERGY FROM:

Conflict & Tension - Relational stress, unresolved issues, harsh criticism, or emotionally unsafe situations.

Lack of Support - Feeling alone, unappreciated, or not having enough resources to move forward.

Full Report shows Growability Defined Common Traits for your top two DISC tendencies.

S - NATURALLY TRUSTS THOSE WHO

Show Consideration - Think about people before making changes and consider how decisions will affect them.

S - CAUTIOUS TOWARD THOSE WHO

Rush Change - Move too quickly without considering how people will be affected.

Full Report shows Growability Defined Common Traits for your top two DISC tendencies.

people involved.

Address Concerns - Listen to concerns before moving forward so people feel heard, supported, and safe.

Dismiss Reassurance - Treat people's need for clarity, patience, or reassurance as weakness or delay.

S - WORKS BEST WITH THOSE WHO

Create a Steady Pace - Give enough time to adjust, ask questions, and prepare before expecting immediate movement.

Use a Calm Tone - Approach hard conversations with respect, patience, and steadiness rather than pressure or force.

Explain the People Impact - Help them understand how decisions will affect the team, the work, and the people.

Full Report shows Growability Defined Common Traits for your top two DISC tendencies.



Growability®
STRENGTH ZONES

SAMPLE REPORT | JANUARY 01, 2026



STRENGTH ZONES OVERVIEW

This page outlines the eight Growability Strength Zones and how each one contributes to a healthy, effective organization. Each zone represents a grouping of strengths as listed in Clifton Strengths Finder.

INNOVATION



VISIONARY <i>Futuristic</i> Context / Ideation / Learner	Visionaries bring fresh perspective and innovate through creative insight and bold thinking. By connecting ideas to purpose, they align teams toward meaningful progress.	- Paint a vivid picture of the future - Connect past insight with clear direction - Generate ideas that spark progress - Take bold steps toward innovation - Inspire purpose and forward momentum
ARCHITECT <i>Strategic</i> Intellection / Analytical / Input	Architects build on vision, creating steps and tasks that turn ideas into plans . Their frameworks help teams move forward with confidence.	- Map clear strategies to reach defined goals - Test assumptions with data and logic - Refine ideas through thoughtful analysis - Structure information for clear decisions - Design frameworks that guide execution

TEAMWORK



Full Report Includes comprehensive descriptions for all eight Growability Strength Zones

STRENGTH ZONES OVERVIEW

SAMPLE REPORT

This page displays your top ten CliftonStrengths® themes organized into the eight Growability Strength Zones.

INNOVATION

**VISIONARY**

Imagines future possibilities grounded in wisdom.

- Futuristic

Ability to see and inspire action toward a hopeful, positive future.

- Context

Ability to draw wisdom from history to guide future progress.

- Ideation

Ability to generate creative ideas to advance visionary goals.

7 Learner**Ability to face the unknown and replace ignorance with confidence.****ARCHITECT**

Designs smart, flexible, and

1 Strategic**Ability to simplify complexity and chart the clearest path forward.****5 Intellection****Ability to think deeply and critically and clarify direction for others.**

TEAMWORK



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MOTIVATION



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and

ACCOUNTABILITY



D

SUSTAINER

Creates reliable systems for consistent success.

6 Arranger**Ability to fix disorganization and streamline for maximum efficiency.**

- Deliberative

Ability to weigh options carefully and choose the most sustainable path.

- Consistency

Ability to uphold fairness and reliability in systems and processes.

Full Report maps your Top 15 Strengthsfinder Strengths according to the Growability Strength Zones

Innovation - VISIONARY

Role: Support

| Slight Evidence



This person can add useful perspective to future-oriented work by learning quickly, exploring unfamiliar subjects, and helping others understand new possibilities. She brings an engaging and steady presence to these conversations, but ongoing ownership of vision-setting is not strongly established by this evidence.

Learner (#7) — Helps this person enter unfamiliar territory, gain useful understanding, and make new information easier for others to approach with confidence.

Innovation - ARCHITECT

Role: Lead & Support

| Strong Evidence



This person is especially effective when a complex idea needs clear direction, a workable path, and enough thoughtful examination to support a sound decision. She can communicate the path in an engaging way while remaining patient with questions and careful about the reasoning behind the plan.

Strategic (#1) — Helps this person simplify complexity, compare possible routes, and identify the clearest path toward a defined goal.

Intellection (#5) — Helps this person think deeply about important questions, examine an idea from several angles, and clarify the reasoning behind a decision.

Input (#11) — Helps this person gather useful information that can refine a plan and give others better material for making informed choices.

Teamwork - TRAINER

Role: Lead & Support

| Strong Evidence



Full Report maps your Top 15 Strengthsfinder Strengths according to the Growability Strength Zones

patient, practical

ment to a

n person and

trust, loyalty,



stances and
the original plan.

Motivation - MOBILIZER

Role: Support

| Slight Evidence



This person can add value when an established direction needs to be explained in a way that helps people understand the next step and feel included in the movement. Her engaging delivery can make a message easier to remember and act on, but repeated launch ownership and sustained rallying are less clearly supported.

Communication (#9) — Helps this person use clear, memorable language to explain ideas, hold attention, and encourage people to take practical action.

Motivation -

This person is her most natural contribution in not mean she concern for qu centered on co public challenge performance e to be a strong

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Full Report maps your Top 15 Strengthfinder Strengths according to the Growability Strength Zones

Accomplishm

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**Accomplishment - SUSTAINER**

Role: Support

| Slight Evidence



This person can support structured work by organizing moving parts, adjusting resources, and helping a team make practical use of what is available. She can bring useful order to active situations, but long-term routine maintenance, repeated process checks, and ongoing administrative structure are not strongly established by this evidence.

Arranger (#6) — Helps this person coordinate people, resources, and changing priorities so that complex work can move forward more efficiently.

YOUR 34 STRENGTHS

SAMPLE REPORT

This page displays your top ten CliftonStrengths® derived from your online assessment with Growability definitions.

TOP 10 STRENGTHS OUT OF 34

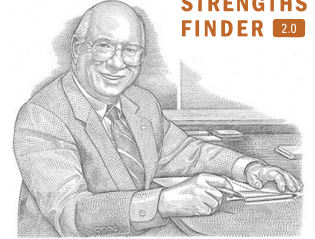
- 01 **STRATEGIC** - Ability to simplify complexity and chart the clearest path forward.
- 02 **DEVELOPER** - Ability to inspire continual growth through practical, patient guidance.
- 03 **RESPONSIBILITY** - Ability to take ownership seriously and uphold commitments with integrity.
- 04 **ADAPTABILITY** - Ability to adapt quickly and respond effectively to change.
- 05 **INTELLECTION** - Ability to think deeply and critically and clarify direction for others.

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Full Report lists all of your 34 Strengthsfinder Themes with a Growability definition

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- 31 **INCLUDER** - Ability to recognize the overlooked and help them feel connected.
- 32 **COMMAND** - Ability to lead decisively from an internal compass that inspires trust.
- 33 **SELF-ASSURANCE** - Ability to lead decisively when others hesitate or lose direction.
- 34 **SIGNIFICANCE** - Ability to filter distractions and pursue goals worthy of recognition.

STRENGTHS
FINDER 2.0

"What would happen if we studied what is right with people instead of what's wrong with them?"

Don Clifton
Founder StrengthsFinder

A strength is the ability to consistently provide **near-perfect** performance in a specific activity.

Naming your strengths is the first step. Your strengths will **mature as you apply them** in your work.

More than **30 Million** Strengths Profiles Created.

90% of **Fortune 500** Companies use Clifton Strengths.

- **INNOVATION**
- **TEAMWORK**
- **MOTIVATION**
- **ACCOMPLISHMENT**