

INDIVIDUALIZATION

Our uniqueness, our individuality, and our life experience molds us into fascinating beings.

- Linda Thompson

Who are we?

People with strong Individualization talents are intrigued by and understand the unique qualities of each person. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how they think, and how they build relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them to build productive teams. While some search around for the perfect team "structure" or "process," they know instinctively that the secret to great teams is casting by individual strength so that everyone can do a lot of what they do well. —Gallup CliftonStrengths

I am...

I am a customizer.

I will see the potential rather than problem in human diversity.

I love people getting to do what they do best.

I dislike a one-size-fits-all approach.

I bring an understanding of people.

I need individual expectations that are created to fit a person.

Power, Joy, Beauty & Hope

My Power is my ability to observe and value uniqueness.

My Joy comes when I customize plans to meet individual needs.

My Beauty is seen when all people are given what they need to excel.

My Hope is that people will be placed in areas where they will thrive and excel.

Reflection Questions

1. How do you contribute to an inclusive environment where everyone's unique contributions are valued?
2. How do you handle situations where individuals may feel misunderstood or overlooked?
3. How do you identify people's strengths?

Action Verbs

Adapted

Advocated

Ascertained

Assessed

Attuned

Connected

Customized

Discerned

Differentiated

Distinguished

Empathized

Empowered

Enhanced

Evaluated

Identified

Individualized

Influenced

Leveraged

Mentored

Personalized

Tailored

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In Your Career

Job Search

Your individualization talents help you see the unique fit between who you are and what you do with your life. You are motivated to find a job that matches your personality and purpose.

Search for careers that give you the opportunity to make a personal impact. You excel at helping others realize and act upon their potential.

Tips: While searching for different positions, make a chart listing specific differences. Use the chart to find out the best fit for you.

Interview

Highlight your deep understanding of your own values as well as your ability to understand the specific needs and talents of others.

In job interviews, you are naturally able to articulate how the job is uniquely a good fit for you and what you can do to contribute to the goals of the organization.

Example questions:

- Tell me about a time you helped a team find unity.
- What is your approach to a task that doesn't excite you or where you don't excel?
- What is your approach to understanding the perspectives of colleagues from different backgrounds?

Tips: Become an expert in describing your own talents and style. For example, answer questions such as these: What is the best praise you've ever received? What is your best method for building relationships? How do you learn best?

New Position

Your individualization talents help you build relationships with co-workers as you take note of what is important about each of them. Check in about their roles and projects and get to know them on a personal level.

Remember to use this information to your advantage. It will help you identify who to approach for assistance with tasks or, if you are in a managerial position, who will most efficiently complete a task.