

# INTELLECTION

**Thinking: the talking of the soul with itself.**

- Plato

## Who are we?

People with strong Intellection talent like to think. They like mental activity. They like to exercise the “muscles” of their brain, stretching them in multiple directions. This need for mental activity may be focused; for example, they may be trying to solve a problem, develop an idea, or understand another person’s feelings. The exact focus will depend on their other strengths. They like to let their thoughts go in many directions. People with strong Intellection talents are introspective. This introspection gives them time to reflect and ponder. Wherever it leads them, their mental hum is a constant in their lives. —Gallup CliftonStrengths

## I am...

**I am** *conceptual, deep, and solitary.*

**I will** *consider thinking as synonymous with doing.*

**I love** *the theoretical because it is the precursor to the practical.*

**I dislike** *a thoughtless approach to anything.*

**I bring** *depth of understanding and wisdom.*

**I need** *time for reflection and meditation.*

## Power, Joy, Beauty & Hope

**My Power** *is my ability and desire to wrestle with complex concepts.*

**My Joy** *comes when my mind is engaged in playing with possibilities.*

**My Beauty** *is in sharing these insights with others.*

**My Hope** *is that clarity and understanding will come after deep thought and reflection.*

## Reflection Questions

1. How do you challenge your own assumptions and expand your perspective through critical thinking?
2. When do you call others to help you initiate your ideas?
3. How do you handle mental fatigue or overthinking?

## Action Verbs

Analyzed

Brainstormed

Conceptualized

Critiqued

Curated

Deliberated

Developed

Discerned

Explored

Hypothesized

Formulated

Innovated

Investigated

Researched

Scrutinized

Speculated

Strategized

Synthesized

# INTELLECTION

*In Your Career*

## Job Search

**Your intellection** spurs you to learn about different job positions and have meaningful thoughts about each. You find enjoyment in talking with peers and colleagues about job possibilities and these conversations can lead to new ideas you haven't considered before.

**Search for careers that** provide opportunity for in-depth discussion with colleagues and where sharing ideas is the main emphasis.

**Tips:** Make a general timeline for the job search process so that you can see your progress.

## Interview

**Highlight** your ability to ask thoughtful questions to generate new ideas for a company.

**In job interviews,** you are not worried about delivering your viewpoints because you are able to articulate them well. You have taken time to envision how you will answer questions and how you would work in the position.

### Example questions:

- How do you enact the thoughts and ideas you have contemplated or shared?
- Tell me about a time when caution and deliberation benefited a decision.
- When have you invited someone else to reflect? What was the result?

**Tips:** Make time to digest the information you have received, scheduling time for your own reflection.

## New Position

**Your intellection** will lead you to ask thought-provoking questions of yourself, your colleagues, and your superiors, which can lead to higher efficiency and productivity.

**Remember** to eventually come out of the deliberating and questioning stage to begin accomplishing tasks. Make sure co-workers know you need time to think so it is not misunderstood as inactivity.