

Professional Assessment Report: *Karen W. Sesona*

THE GALLUP ORGANIZATION: STRENGTHS FINDER *(taken Oct. 2006)*

The Signature Themes report below displays KAREN'S five most dominant themes of talent, as indicated by responses to the Clifton StrengthsFinder, The Gallup Organization's Web-based talent assessment tool.

Karen's Signature Themes are:

- **Maximizer:** People strong in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
- **Focus:** People strong in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize then act.
- **Achiever:** People strong in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.
- **Deliberative:** People strong in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.
- **Significance:** People strong in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.



Karen W. Sesona
Marketing Specialist

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Learn more about this leading personal assessment tool at: <http://www.gallup.com/publications/strengths.asp>

MEYER'S BRIGGS CAREER PERSONALITY ASSESSMENT *(taken Oct. 2006)*

Karen's Career Personality / Work Type is: ESTJ (Extravert, Sensing, Thinking, Judging)

ESTJs direct their energy towards the outside world of actions and spoken words. They introduce a logical organization and structure into the way things are done. They prefer dealing with facts and the present, and are likely to implement tried and trusted solutions to practical problems in a businesslike and professional manner.

That means that based on the standard measure of personality traits, you have a quiet determination and sharp mind — you're very focused and buckle down when it comes to work. You are the type of person one looks to in a crisis. While others may provide emotional support in a situation, your clear and logical thinking allows you to solve the problem at hand.

You may be firm, but your actions are generally fair. You believe in putting in the work and don't expect favors to get ahead. Additionally, you want objective feedback to determine your success. You are a careful thinker and get all the details before making any decisions. You don't jump to conclusions and stick with the facts provided. In other words, you're the go-to person for the real story, not the spin or gossip. While others may sometimes see you as stubborn, they begrudgingly respect your ethics and straightforward approach.

The reason employers and recruiters might be on the lookout for you is that only about 12% of the U.S. population shares the unique characteristics of your personality type. Research shows that businesses succeed when employers create a good balance of personality types in the office. And since only 12% of the U.S. population shares your type, that means employers are looking for you.

Learn more about the Meyers Briggs Personality Assessment at <http://www.teamtechnology.co.uk/mb-types/mb-types.htm>