

Andrew Newsome's Strengths

KOLBE

9 5 1 5

Natural Advantage: Researcher

You are excellent at researching and proving new ideas or new solutions. You are constantly specifying and prioritizing projects and tasks. Your talent and instinctive nature to calculate opportunities, and defining plans and materials makes you essential to any massive effort.

Fact Finder is how you gather and share information. Your way of doing it is to **Specify**.

Follow Thru is how you organize. Your way of doing it is to **Maintain**.

QuickStart is how you deal with risk and uncertainty. Your way of doing it is to **Stabilize**.

Implementer is how you handle space and tangibles. Your way of doing it is to **Restore**.

PRINT

Unconscious Motivators®

5 MAJOR to be knowledgeable and smart
1 MINOR for things to be perfect, correct, and right

Strength of the 1 in relation to 5 is MEDIUM.

At their best, 5-1's are independent and self-sufficient who provide thoughtful analysis to any issue. Described as possessing curious minds, 5-1s enjoy researching and an outstanding capacity for sustained concentration. Their problem solving skills and forward thinking ideas are second to none. Best Self 5-1 are terrific when complex issues need to be understood, explained and resolved.

WORKING GENIUS

Top 5 Strengths

ANALYTICAL®: People who are especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

CONTEXT®: People who are especially talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

LEARNER®: People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

FOCUS®: People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.

RESTORATIVE®: People who are especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

Your *likely* areas of **Working Genius** are **Wonder** and **Tenacity**.

W: You are naturally gifted at and derive energy and joy from pondering the possibility of greater potential and opportunity in a given situation.

T: You are naturally gifted at and derive energy and joy from pushing projects and tasks through to completion to ensure that the desired results are achieved.

Your *likely* areas of **Working Frustration** are **Galvanizing** and **Invention**.

G: You aren't naturally gifted at and don't derive energy from rallying people and inspiring them to take action around ideas, projects, or tasks.

I: You aren't naturally gifted at and don't derive energy and joy from creating original and novel ideas and solutions.

STRENGTHSFINDER®

Andrew Newsome

Andrew's Profile

- **Birth Date:** June 2nd
- **Hometown:** Seattle, Washington
- **Currently Resides In:** Shaker Heights, OH
- **Dog - One Year Old Maltese named Figaro**
- **Board Member:** United Black Fund
- **Hobbies:** TV & Movies, Podcasts, Sports, Reading
- **Vanderbilt University** - 2016, B.A. Organizational Development
- 2020 Crain's 20 in their 20's Recipient
- Former Senior Strategy and Operations Manager at McMaster-Carr
- Former Chief of Staff at the Flynn Restaurant Group
- Joined ScaleCo in 2022
- Joined the Innoplast Team as Vice President of Operations