



# CliftonStrengths® Top 5 for Alexander Humphrey

This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

## 1. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

## 2. Relator®

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

## 3. Input®

You have a need to collect and archive. You may accumulate information, ideas, artifacts or even relationships.

## 4. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.

## 5. Intellection®

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

■ **EXECUTING** themes help you make things happen.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Restorative
- 2. Relator
- 3. Input
- 4. Developer
- 5. Intellection

## You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

### What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

#### EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

#### INFLUENCING

- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

#### RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

#### STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



EXECUTING

# 1. Restorative™

**What Is Restorative?**

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

## Why Your Restorative Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

- Restorative
- Relator
- Input
- Developer
- Intellection

By nature, you are enthusiastic about roadblocks, especially when others see them as too difficult to overcome. You are happiest when solutions seem impossible.

Driven by your talents, you might have little patience for excuses. You usually focus on solutions so you can move forward and do better next time.

It's very likely that you frequently point out issues, problems, or obstacles before others see them. You probably have been labeled a pessimist. You commonly reply, "I'm just being realistic. I choose to fix things before they wear out, break down, or become obsolete."

Because of your strengths, you turn to experienced individuals to help you pinpoint areas where you need to do something better. You probably seek their counsel about personal or professional matters. You often trust that their answers are correct and their solutions are feasible — that is, doable and suitable.

Instinctively, you routinely search for ways to do a better job of making sure all individuals know and abide by established rules, procedures, or guidelines.

**1. Restorative**

2. Relator

3. Input

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## How Restorative Blends With Your Other Top Five Strengths

### RESTORATIVE + RELATOR

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

### RESTORATIVE + INPUT

Your ability to diagnose and solve problems is enhanced because you know how to acquire and use tangible resources that work.

### RESTORATIVE + DEVELOPER

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

### RESTORATIVE + INTELLECTION

Your first response to a problem is to retreat and reflect. Silence and solitude are your breeding ground for solutions.

## Apply Your Restorative to Succeed

### Identify simple problems with big potential for improvement.

- ☐ Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- ☐ Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.



RELATIONSHIP BUILDING

# 2. Relator®

**What Is Relator?**

Relator talents describe a person’s attitude toward their relationships. People with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. A person with strong Relator talents forms close relationships with people.

## Why Your Relator Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Restorative	Relator	Input	Developer	Intellection
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- Because of your strengths, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all.
- Instinctively, you treasure your closest friendships, and you work hard to make time for those relationships.
- Chances are good that you typically do your best work when you can bring your expertise to an enterprise. You prefer activities that keep you busy from start to finish.
- It’s very likely that you find space in your busy routine for your close friends. You cherish the time you can spend sharing special moments with the people who matter most to you.
- By nature, you know that truly good friends are hard to find. You are determined to protect your best friendships by staying in touch and keeping the lines of communication open.



- 1. Restorative
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## How Relator Blends With Your Other Top Five Strengths

### RELATOR + RESTORATIVE

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

### RELATOR + INPUT

You value tangible, practical resources, but you also value the human resources of your close friends and family.

### RELATOR + DEVELOPER

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

### RELATOR + INTELLECTION

Even though you find solitude conducive for clarifying your thoughts, it will never take the place of being with your friends.

## Apply Your Relator to Succeed

### Make time for one-on-one interactions with your friends.

- ☐ Make sure you get enough one-on-one time with the important people in your life. Periodic opportunities to interact with them will energize you.
- ☐ Take time to tell others how your relationship with them creates happiness in your life. Ask them how it enhances their happiness. Doing this with each person will show you care about them.

**STRATEGIC THINKING**

## 3. Input®

**What Is Input?**

People with strong Input talents are inquisitive and always want to know more. They crave information. They might collect ideas, books, memorabilia, quotations or facts. Whatever they collect, they do so because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes spent surfing the internet may turn into hours once their curiosity takes off. They constantly acquire, compile and file things away. Their pursuits keep their minds fresh. They know that one day the information or things they've gathered will prove valuable.

### Why Your Input Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

**Restorative****Relator****Input****Developer****Intellelection**

Chances are good that you relish conversations with people whose vocabulary is as sophisticated as their thinking. Discussing philosophies, theories, or concepts is exhilarating. You do not have to translate this or that word or explain the basic points of a complex thought. You love to ask questions and be readily understood. As engaged as you are in the dialogue, you still make a point of pulling together insights so you can use this knowledge later.

By nature, you are sometimes a critical reader. That is, you occasionally take apart writers' ideas and examine them bit by bit. Afterward, you might be able to judge whether specific thoughts have merit. To some extent, your scrutiny of the written word, rather than your emotions, guides your decision-making process.

Driven by your talents, you tend to be earnest, businesslike, and dignified in what you say and do. Understandably, the books and publications you read are apt to reflect your no-nonsense approach to life. You aim to accumulate knowledge whenever you peruse — that is, studiously examine — the printed word.

It's very likely that you may feel good about life when you can sit down and read. Perhaps for you the acquisition of information is a basic need. Perhaps for you following the twists and turns of a well-crafted plot populated with interesting characters is a form of relaxation.

Because of your strengths, you might be earnest, businesslike, and dignified in what you say and do. Perhaps some of the books or publications you read reflect your no-nonsense approach to life. To some extent, you aim to accumulate specific kinds of knowledge. Possibly this occurs when you allow yourself sufficient time to peruse — that is, studiously examine — printed materials. These may be specially selected by you or someone else.





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## How Input Blends With Your Other Top Five Strengths

### INPUT + RESTORATIVE

Your ability to diagnose and solve problems is enhanced because you know how to acquire and use tangible resources that work.

### INPUT + RELATOR

You value tangible, practical resources, but you also value the human resources of your close friends and family.

### INPUT + DEVELOPER

You are always on the lookout for tangible tools and resources that can help you in your quest to help others grow.

### INPUT + INTELLECTION

Just because your thinking can be deep and philosophical does not mean that it cannot be practical and useful.

## Apply Your Input to Succeed

**Find different ways to gather and organize resources.**

- ☐ Develop a system for storing and easily finding information to share with others. This can be as simple as an email folder setup or as sophisticated as a computer database. This system will help you quickly locate information that you can share with others.
- ☐ Meet with people interested in learning about the information you have collected. During your conversation, ask them to help you by taking notes or recording the talk. This could be another way to keep track of your resources.



RELATIONSHIP BUILDING

# 4. Developer®

**What Is Developer?**

Developers see the potential in others. They naturally recognize others’ capacity to change for the better, and they are drawn to people for this reason. Being part of another person’s development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

## Why Your Developer Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Restorative	Relator	Input	Developer	Intellelection
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- Driven by your talents, you probably, out of respect and courtesy, step back so others can step forward. Frequently you choose to spotlight their contributions rather than draw attention to your own. You derive much joy from seeing individuals whom you have mentored, taught, or coached excel. Often they credit you with giving them emotional support when they needed it most.
- By nature, you like to lift the spirits of the people around you. You know what to do and say so individuals feel useful, valued, appreciated, and important.
- It’s very likely that you typically go out of your way to tell your coworkers how much you value their contributions, talents, ideas, and successes.
- Instinctively, you have a knack for talking to others. You know how to engage people in discussions. You encourage them to share their stories, ideas, and feelings. You have much to contribute to the dialogue. You look for opportunities to express yourself as often as possible. You routinely acknowledge and affirm each person’s comments.
- Because of your strengths, you have the ability to instruct, train, or offer suggestions to people who look to you for assistance.



- 1. Restorative
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## How Developer Blends With Your Other Top Five Strengths

### DEVELOPER + RESTORATIVE

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

### DEVELOPER + RELATOR

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

### DEVELOPER + INPUT

You are always on the lookout for tangible tools and resources that can help you in your quest to help others grow.

### DEVELOPER + INTELLECTION

Solitude and deep reflection often help prepare you to invest in another's growth.

## Apply Your Developer to Succeed

**Support others' progress by sharing with them what you notice.**

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



## STRATEGIC THINKING

# 5. Intellection®

### What Is Intellection?

People with strong Intellection talents 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. The theme of Intellection does not dictate what these people are thinking about; it simply describes that they like to think. 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.

## Why Your Intellection Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Restorative

Relator

Input

Developer

**Intellection**

It’s very likely that you rely, to some extent, on your passion for reading to help you launch conversations. Engaging in small talk or casual chitchat might be difficult for you. As a result, you may draw upon the ideas you find on the printed page or the Internet to spark certain discussions. Perhaps some writers’ thoughts prompt you to ask questions to “break the ice” — that is, conquer the first challenges in starting a dialogue. Now and then, this tactic permits others to begin talking and allows you to simply listen.

By nature, you need uninterrupted quiet time to be alone with your thoughts. Seldom do you automatically accept all the ideas of someone who has authored a book, been interviewed by the media, or been invited to address an audience. Instead, you scrutinize the theories and concepts of writers, speakers, and philosophers. You probably are a critical thinker.

Driven by your talents, you are the ideal example of a person with an open and agile mind. Thinking consumes a great portion of your time. You like to exchange ideas with individuals who are as well-read as you are. Your passion for the written word fuels your thought processes and lays the groundwork for sophisticated conversations. When you are alone, you probably reflect upon the thoughts of brilliant writers or the findings of notable researchers.

Chances are good that you enjoy socializing. You are stimulated by the company of others. Interestingly, you are just as comfortable spending time alone thinking through things.

Because of your strengths, you regularly examine your thought processes and personal experiences to understand yourself better. You prefer to let someone else engage people in serious dialogue or small talk. When you have something valuable to say, you join in the discussion. Otherwise, you are likely to simply listen.



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## How Intellection Blends With Your Other Top Five Strengths

### INTELLECTION + RESTORATIVE

Your first response to a problem is to retreat and reflect. Silence and solitude are your breeding ground for solutions.

### INTELLECTION + RELATOR

Even though you find solitude conducive for clarifying your thoughts, it will never take the place of being with your friends.

### INTELLECTION + INPUT

Just because your thinking can be deep and philosophical does not mean that it cannot be practical and useful.

### INTELLECTION + DEVELOPER

Solitude and deep reflection often help prepare you to invest in another's growth.

## Apply Your Intellection to Succeed

### Make time to think by yourself and with others.

- ☐ Set aside a few minutes every day just to think. Doing this refines your ideas and sharpens your thinking.
- ☐ Identify topics that fascinate you and find a like-minded person to explore them with. Spend time delving into these topics with this person to stimulate your thinking even further.

## What's Next?

Take these steps to start unlocking your full potential using your CliftonStrengths.



### Learn to Use Your Dominant Strengths

Read about each of your top five CliftonStrengths in this report and reflect:

- What did you read that **inspires** you?
- What did you read that **surprises** you?
- What did you read that **excites** you?
- What did you read that **challenges** you?

[Click here](#) or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

#### Name It

- Pick one of your top CliftonStrengths.
- List the words or phrases you read about this strength that resonate strongly with you.

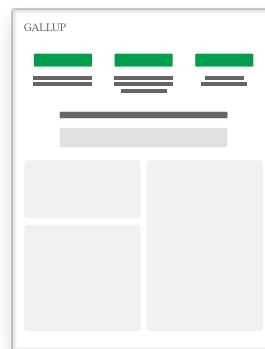
#### Claim It

- When has this strength helped you be successful in the past?
- How does this strength help you be successful in your role?

#### Aim It

- In what two ways could you start using this strength more intentionally right away?

Hint: Read the action items in this report and on your [my.gallup.com](https://my.gallup.com) dashboard for ideas.



[Click to View Activity](#)



### Use Your Resources in Gallup® Access



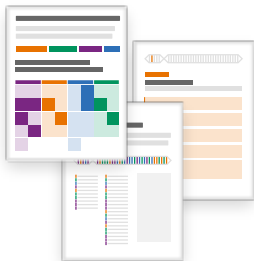
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

[Click here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.

Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.



## Explore All 34 of Your CliftonStrengths®



Already have your CliftonStrengths 34 report? Great! Take some time to explore your full results.

**If you don't have it yet, [click here](#) or scan the QR code to learn how your CliftonStrengths 34 report can help you:**

- reveal your complete talent profile of 34 CliftonStrengths
- learn how to use your top 10 CliftonStrengths to set and achieve goals
- navigate your 11-34 CliftonStrengths, including understanding and managing weaknesses



## Apply Your CliftonStrengths® in Specific Roles

Take time to explore any role-based CliftonStrengths reports you already have.

**If you don't have any, [click here](#) or scan the QR code to browse a range of reports tailored to specific roles and responsibilities.**

We offer a suite of reports designed to help you use your CliftonStrengths to excel in various areas, whether it's in management, leadership or even as a student.



## Engage in a Conversation About Your CliftonStrengths®



Share your CliftonStrengths results with the people closest to you, including your family, friends, coworkers and teammates.

Spend time talking about your CliftonStrengths with a coach, manager, mentor or adviser — someone invested in your personal and professional development.

**[Click here](#) or scan the QR code for helpful ways to share and discuss your CliftonStrengths with others.**



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