



# CliftonStrengths® Top 5 for Andrew Stephenson

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. Futuristic®

You are inspired by the future and what could be. You energize others with your visions of the future.

## 2. Achiever®

You work hard and possess a great deal of stamina. You take immense satisfaction in being busy and productive.

## 3. Relator®

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

## 4. Significance®

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

## 5. Focus®

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

■ **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. Futuristic
- 2. Achiever
- 3. Relator
- 4. Significance
- 5. Focus

## 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



STRATEGIC THINKING

# 1. Futuristic®

**What Is Futuristic?**

People with strong Futuristic talents love to peer over the horizon. They are fascinated by the future. They anticipate and imagine in detail what tomorrow could or should be. They usually see the future positively. While the details of the picture will depend on their other strengths and interests — a better product, a better team, a better life or a better world — it will always inspire them. This vision energizes themselves and others. They can paint a picture of the future for their team members.

## Why Your Futuristic Is Unique

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

Futuristic	Achiever	Relator	Significance	Focus
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Chances are good that you often direct your attention toward what you want to accomplish in the coming months, years, or decades. Your enthusiasm naturally increases when you spend time in the company of possibility thinkers.

Instinctively, you are filled with hope every time you think about the good things you can accomplish in the coming months, years, or decades. Thinking ahead probably reinforces your sense of personal well-being. When you are forced to concentrate only on current situations, you are less enthusiastic about life.

Because of your strengths, you routinely imagine what you can do better in the coming weeks, months, years, or even decades. You envision in vivid detail the things you need to enhance and perfect. These could include your environment, yourself, another person, a system, a project, a product, or a job.

It's very likely that you envision what you can accomplish tomorrow, next week, next month, next year, or in the coming decades. Your goals and aspirations motivate you to keep moving forward. The tension you feel when a deadline is fast approaching forces you to concentrate on the right activities, discard irrelevant information, and not waste time on intriguing distractions. Your one aim is to reach your objectives.

Driven by your talents, you are eager to get started on a project once you realize what you can accomplish in the coming weeks, months, or years. You work very hard to breathe life into your big dreams. These often push and pull you into the future.



- 1. **Futuristic**
- 2. Achiever
- 3. Relator
- 4. Significance
- 5. Focus

## How Futuristic Blends With Your Other Top Five Strengths

### FUTURISTIC + ACHIEVER

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

### FUTURISTIC + RELATOR

You often see visions in your mind of how members of your family or your closest friends can have better days in the future.

### FUTURISTIC + SIGNIFICANCE

You envision a better future in your mind, and you are willing to be seen and heard so that others might hear and see your vision.

### FUTURISTIC + FOCUS

Your future dreams become realities when you concentrate your daily efforts on each incremental step along the way.

## Apply Your Futuristic to Succeed

### Energize others with your visions of the future.

- ☐ Dedicate time to dream about what could be. You inspire those around you when you put your vision into words and share it.
- ☐ Be sure to ask people how they feel about your visions of the future. If they are worried or uncomfortable, make the picture as vivid as possible using hopeful, clear and detailed language.



EXECUTING

## 2. Achiever®

### What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

### Why Your Achiever Is Unique

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

Futuristic	<b>Achiever</b>	Relator	Significance	Focus
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Chances are good that you possess a tremendous capacity for working long hours. Your mental and physical energy are seldom totally expended. However, the same cannot be said for everyone who attempts to match your pace. Your tireless efforts are typically directed toward the goals you plan to reach in the coming months, years, or decades.

It’s very likely that you are industrious, diligent, and persistent. You naturally set difficult-to-reach goals. These normally demand a great amount of your time. While your work ethic is evident, you question whether the promotions, titles, opportunities, or status symbols you desire could exact too high a price.

Instinctively, you derive much satisfaction from doing things that benefit people. You typically work as industriously on big projects as you do on everyday chores.

Driven by your talents, you need fewer detailed explanations than many people require. You contend that life is nothing more than a collection of random events. Although you work hard to reach goals, you likely trust fate to play a much larger role than you do.

Because of your strengths, you normally toil for hours to produce topnotch results. Being the very best at something is quite important to you. You have little, if any, tolerance for mediocrity, especially about the things that matter most to you.



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## How Achiever Blends With Your Other Top Five Strengths

### ACHIEVER + FUTURISTIC

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

### ACHIEVER + RELATOR

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

### ACHIEVER + SIGNIFICANCE

You are driven by an ambition to get things done and by the fans who are cheering you on.

### ACHIEVER + FOCUS

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

## Apply Your Achiever to Succeed

**Use a scoring system to keep track of all achievements.**

- ☐ Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- ☐ Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.





RELATIONSHIP BUILDING

### 3. 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.*

Futuristic	Achiever	Relator	Significance	Focus
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It’s very likely that you welcome opportunities to spend time with friends who enjoy thinking about the future. They often invite you to offer suggestions about what can and cannot be accomplished in the coming months, years, or decades.

Chances are good that you prefer to spend time with friends who have been there with you through the ups and downs and who know you inside and out. There are a precious few who make that list.

Driven by your talents, you are regarded as a hard worker and a doer. You derive a lot of satisfaction from tackling projects without anyone interfering with your plans or second-guessing how you do things.

By nature, you probably feel in sync with life once you have clarified either your own or someone else’s performance objectives. Sometimes you enjoy talking with certain types of people who seem to be aware of their personal or professional goals.

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.



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## How Relator Blends With Your Other Top Five Strengths

### RELATOR + FUTURISTIC

You often see visions in your mind of how members of your family or your closest friends can have better days in the future.

### RELATOR + ACHIEVER

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

### RELATOR + SIGNIFICANCE

The people who know you best and love you most give you your most meaningful recognition and your most powerful motivation.

### RELATOR + FOCUS

You are intent on reaching your goals. But the priority you place on performance doesn't keep you from valuing relational intimacy.

## 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.



INFLUENCING

# 4. Significance®

**What Is Significance?**

People with strong Significance talents want others to see their worth. They want people to recognize, hear and value them. Particularly, they want others to know and appreciate them for their unique strengths. They want people to view their contributions as substantial, powerful and significant. Their intense yearning for others to recognize them motivates them away from the mediocre and toward the exceptional.

## Why Your Significance Is Unique

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

Futuristic	Achiever	Relator	Significance	Focus
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By nature, you express your ideas and feelings so others take notice. You delight in conversations, storytelling, presentations, debates, or discussions. The verbal give-and-take between human beings is something you value and do quite well.

Instinctively, you are quite comfortable presenting yourself as highly talented, knowledgeable, or skilled. It is very important to you that individuals recognize and value your expertise. You especially appreciate people who listen thoughtfully and take what you have to say seriously.

Because of your strengths, you continually sharpen your methods for adding new words to your everyday vocabulary as well as your academic or professional vocabulary. You frequently use sophisticated terminology to make sure people who are well-educated about a topic or an issue really listen to what you say.

It's very likely that you might work hard to be the victor, regardless of whether you are your team's leader or simply a team member. To some extent, you energize people so they deliver winning performances.

Driven by your talents, you may encourage people by accepting them just as they are. Maybe you thrive in environments where you are surrounded by people from different cultures or backgrounds. Sometimes you actively seek the company of people who speak a foreign language, wear native attire, or practice their culture's customs.



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## How Significance Blends With Your Other Top Five Strengths

### SIGNIFICANCE + FUTURISTIC

You envision a better future in your mind, and you are willing to be seen and heard so that others might hear and see your vision.

### SIGNIFICANCE + ACHIEVER

You are driven by an ambition to get things done and by the fans who are cheering you on.

### SIGNIFICANCE + RELATOR

The people who know you best and love you most give you your most meaningful recognition and your most powerful motivation.

### SIGNIFICANCE + FOCUS

Able to concentrate on important outcomes, you focus on what you can achieve. Comfortable with visibility, others can watch you.

## Apply Your Significance to Succeed

### Make a list of goals that will inspire you.

- ☐ Think about your strengths as you write down your goals. Use this list to think about how your goals and strengths can make the world a better place and how you want others to acknowledge them.
- ☐ Keep in mind your desire to influence people, groups and society in a substantial way. This understanding will guide you in identifying goals that align with your aspirations.



EXECUTING

# 5. Focus®

**What Is Focus?**

People with strong Focus talents prioritize and then take action. They set goals that serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to decide whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

## Why Your Focus Is Unique

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

Futuristic	Achiever	Relator	Significance	Focus
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It's very likely that you enjoy pondering what you can revise, correct, renovate, upgrade, or relocate. When you are curious about a person, event, topic, project, activity, or idea, you devote much energy and time to studying it.

Driven by your talents, you think intensely whenever you are working on tasks that match your area of expertise or pique — that is, arouse and excite — your natural curiosity. Rarely do you allow distractions to pull your mind away from topics, issues, questions, or experiments that intrigue you. Intrusions that often distract others are seldom a problem for you.

Instinctively, you routinely create vivid mental images of what you plan to accomplish in the coming weeks, months, or years. You delight in sharing your dreams and goals with others. Formal and informal discussions usually capture your interest and keep your attention. You welcome opportunities to refine your thinking about what is possible.

Because of your strengths, you are an individual performer. You usually channel your mental and physical energy into things that really intrigue you.

Chances are good that you usually consider what you need to do better as a person or as a professional. You are surprised when you realize how much time you have spent thinking about an important problem, issue, or question.



- 1. Futuristic
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## How Focus Blends With Your Other Top Five Strengths

### FOCUS + FUTURISTIC

Your future dreams become realities when you concentrate your daily efforts on each incremental step along the way.

### FOCUS + ACHIEVER

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

### FOCUS + RELATOR

You are intent on reaching your goals. But the priority you place on performance doesn't keep you from valuing relational intimacy.

### FOCUS + SIGNIFICANCE

Able to concentrate on important outcomes, you focus on what you can achieve. Comfortable with visibility, others can watch you.

## Apply Your Focus to Succeed

**Decide what you must do, prioritize and then act.**

- ☐ Say no to projects or tasks that do not align with your end goal. While you can't always say no, when you can, it will help you concentrate on your most important priorities.
- ☐ Trust your internal compass to make necessary adjustments as you work toward a goal. You have an instinct that ensures things will not distract you as you work to achieve the desired outcome.

## 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.

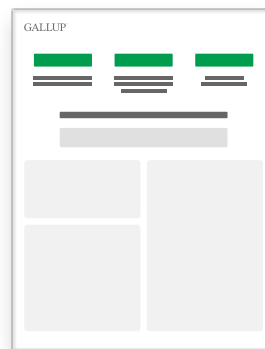
#### Claim It

- 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.

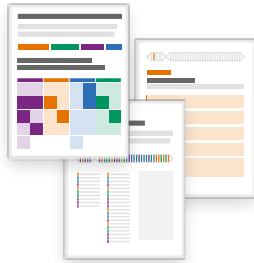
[Click here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.

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

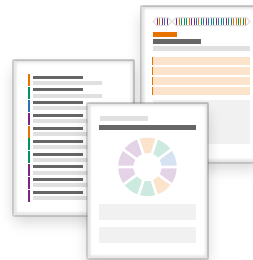


## Apply Your CliftonStrengths® in Specific Roles

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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