



CliftonStrengths® Top 5 for Erdun E

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. Analytical®

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

2. Discipline®

You enjoy routine and structure. Your world is best described by the order you create.

3. Focus®

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

4. Consistency®

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

5. Harmony®

You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.

■ **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. Analytical
- 2. Discipline
- 3. Focus
- 4. Consistency
- 5. Harmony

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. Analytical®

What Is Analytical?

People with strong Analytical talents challenge others to prove it. They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another: how they combine, the outcome and if the result fits with the theory or the situation. Others see them as logical and rigorous. Some might feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination to things enabling them to find the causes and effects, and then developing clear thoughts based on facts.

Why Your Analytical Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Analytical	Discipline	Focus	Consistency	Harmony
------------	------------	-------	-------------	---------

By nature, you might search for the factors that produced a certain outcome or started a particular chain of events. Sometimes you are frustrated until you figure out why things happened the way they did.

Because of your strengths, you are occasionally described as a no-nonsense person. Perhaps people notice that you carefully think through things before taking action. Maybe they have watched you break down an idea into its basic parts. Maybe they have seen you dissect a process into steps. To some degree, you are businesslike. Even so, some individuals might appreciate your cheerful, lively, and optimistic perspective on life.

Instinctively, you take time to make decisions. You rely on reason to support your choices. Instinctively, you reduce ideas, problems, processes, or arguments to their simplest parts. You examine how each element functions or fails to function. Critical thinking cannot be rushed, in your opinion. You derive satisfaction from having ample time to delve into assignments. Your thorough approach can irritate individuals who make decisions quickly and immediately take action.

Driven by your talents, you sometimes present yourself to others as a no-nonsense person. Maybe some of them understand that you prefer to work or study by yourself.

It's very likely that you favor reading about precise research results or thoroughly conducted projects. You love to collect information you can use someday. You are attracted to books, journals, documents, or Internet sites that many people would find quite boring and beyond their ability to understand.



- 1. Analytical
- 2. Discipline
- 3. Focus
- 4. Consistency
- 5. Harmony

How Analytical Blends With Your Other Top Five Strengths

ANALYTICAL + DISCIPLINE

You love logic because it's objective, objectivity because it's orderly, and order because it's efficient.

ANALYTICAL + FOCUS

You are aware of all the contributing factors in a situation. But at the same time, you can concentrate on the most critical priority.

ANALYTICAL + CONSISTENCY

Your commitment to objective measurements and protective regulations helps maintain and improve performance.

ANALYTICAL + HARMONY

You look for patterns in the multiplicity of facts, and you manage the tension that comes from a variety of feelings.

Apply Your Analytical to Succeed

Find ways to express and put your thoughts into action.

- ☐ Find credible data and facts to help support your thinking. Use these sources of information to reinforce your thought process when talking with others.
- ☐ Provide simple, logical and objective advice to the people that matter most to you. Your ability to uncover the essential facts can transform complex situations into understandable actions.



EXECUTING

2. Discipline®

What Is Discipline?

People with strong Discipline talents thrive in an organized and orderly environment. They like their days to be predictable and planned, so they instinctively find ways to organize their lives. They set up routines. They focus on timelines and deadlines. They break long-term projects into a series of specific, short-term steps and follow their plan diligently. They are not necessarily neat and tidy, but they do need precision. They create order and structure where needed. Some people may label the highly disciplined as compulsive, meticulous or control freaks, but these attributes make them productive — often more so than their critics.

Why Your Discipline Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Analytical	Discipline	Focus	Consistency	Harmony
------------	------------	-------	-------------	---------

Chances are good that you sometimes clear the clutter from your immediate environment. This might free you to concentrate on more pressing matters. Perhaps your orderly approach to your job or studies provides you with sufficient time to complete tasks by their due date.

Driven by your talents, you may feel marvelous about life when you can bring structure and order to what you are doing. You might spend more time setting up your workspace or arranging your study materials than some people do. Even so, you might be more efficient than they are. Why? Perhaps you save time and eliminate distractions by placing everything you will need within easy reach.

By nature, you might be intent on finishing tasks ahead of schedule. Having this goal may improve your concentration a little bit. Occasionally you are orderly in your approach to work. Maybe you make sure you have ample time to accomplish your major objectives.

It's very likely that you occasionally arrive more ready for action than other people in a group. Perhaps your ability to describe all the steps or parts of a plan, process, task, idea, or set of tactics distinguishes you from many of your coworkers, classmates, or teammates.

Because of your strengths, you normally include in your weekly performance goals things you need to do better, repair, revise, edit, renovate, or upgrade.



- 1. Analytical
- 2. Discipline**
- 3. Focus
- 4. Consistency
- 5. Harmony

How Discipline Blends With Your Other Top Five Strengths

DISCIPLINE + **ANALYTICAL**

You love logic because it's objective, objectivity because it's orderly, and order because it's efficient.

DISCIPLINE + **FOCUS**

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

DISCIPLINE + **CONSISTENCY**

You personally need routine and structure to help you be efficient, and your groups need rules and systems to be efficient.

DISCIPLINE + **HARMONY**

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

Apply Your Discipline to Succeed

Look for places where you can bring structure and efficiency.

- ☐ Identify places in your life, workplace or community where you can create an orderly environment. Doing this will bring you joy while supporting those around you.
- ☐ Engage in planned conversations with your most trusted friends and partners. Creating a routine with them ensures that your relationships stay strong in a constantly changing world.



EXECUTING

3. 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.

Analytical	Discipline	Focus	Consistency	Harmony
------------	------------	-------	-------------	---------

Chances are good that you might not allow many distractions to interrupt your intense thinking when you are working on tasks that match your expertise or pique — that is, arouse or excite — your curiosity.

It’s very likely that you may be exceptionally industrious, diligent, and persistent. Perhaps you set difficult-to-reach goals that demand a great amount of your time. Despite your strong work ethic, you sometimes question whether the promotions, titles, power, opportunities, or status symbols you desire are won at too high a price.

Instinctively, you sometimes feel a particular yearning to control your life, and to leave your mark on the world. To some extent, you know you are somehow linked to every human being on the planet. This partially explains why you sense whatever you choose to do or not do affects them just as their choices eventually affect you. You might feel you are walking a tightrope between wanting to be totally independent and knowing you need others to survive.

Driven by your talents, you can occasionally see yourself being declared the very best or “number one” at some point in the future. Perhaps the chances for your outstanding performance increase in proportion to how intrigued you are with an activity.

Because of your strengths, you may approach certain win-lose situations in a practical and realistic manner. When you are intent on being victorious, perhaps you extinguish any sentimental feelings you might have toward your rivals.



- 1. Analytical
- 2. Discipline
- 3. Focus**
- 4. Consistency
- 5. Harmony

How Focus Blends With Your Other Top Five Strengths

FOCUS + ANALYTICAL

You are aware of all the contributing factors in a situation. But at the same time, you can concentrate on the most critical priority.

FOCUS + DISCIPLINE

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

FOCUS + CONSISTENCY

You reach your goals when you have standard operating procedures, rules, and regulations that encourage compliance.

FOCUS + HARMONY

Your persistent intention prompts you to deal with emotional distractions that may slow your and others' progress or divert your efforts.

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.



EXECUTING

4. Consistency®

What Is Consistency?

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter their situation, so the scales do not tip too far in any person’s favor. People with strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. In this setting, people have a fair chance to show their worth.

Why Your Consistency Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Analytical	Discipline	Focus	Consistency	Harmony
------------	------------	-------	-------------	---------

Driven by your talents, you sometimes welcome opportunities to acquire additional knowledge or new skills. From a practical perspective, ongoing education might allow you to take advantage of experiences or engage in activities for the first time. You may want others to be informed about these training sessions. Perhaps it strikes you as unjust or elitist — that is, snobbish — not to make this news available to everyone.

Chances are good that you periodically object when certain people favor a specific person or group. You may be equally upset when they exhibit biases that harm individuals. Perhaps you gather facts to mount a proper defense. Perhaps your presentations are effective because you carefully consider your listeners’ perspectives. Although you try to avoid confrontation, maybe you recognize when it is the only way to reestablish dialogue between individuals.

By nature, you occasionally make individuals feel valued, accomplished, or appreciated. You may be objective. Certain people know you have an awareness of things as they actually are. You might remind them about what they have in common. By supporting your ideas with facts, perhaps you help some people discover areas of agreement. Maybe the climate of cooperation you create transforms specific conflicts or differences into topics that can be discussed reasonably, or at least unemotionally.

Instinctively, you sometimes ease the worries of individuals who become overanxious about certain situations, rumors, or comments. Perhaps your straightforward presentation of facts offers a bit of comfort to people who feel upset or overwhelmed. You might be able help a few of them put things in perspective — that is, in order of importance or in relation to other information. Maybe you know it is right to share your knowledge with everyone rather than with a chosen few.

It's very likely that you work diligently to establish exacting rules for everyone to follow. Making exceptions for one person likely strikes you as very unjust. You probably worry chaos will reign when regulations or standard operating procedures are not uniformly enforced.



- 1. Analytical
- 2. Discipline
- 3. Focus
- 4. Consistency**
- 5. Harmony

How Consistency Blends With Your Other Top Five Strengths

CONSISTENCY + ANALYTICAL

Your commitment to objective measurements and protective regulations helps maintain and improve performance.

CONSISTENCY + DISCIPLINE

You personally need routine and structure to help you be efficient, and your groups need rules and systems to be efficient.

CONSISTENCY + FOCUS

You reach your goals when you have standard operating procedures, rules, and regulations that encourage compliance.

CONSISTENCY + HARMONY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

Apply Your Consistency to Succeed

Clarify rules or procedures that everyone can follow to get more done.

- ☐ Look for things that others might ignore. Create a standard way to ensure that these things are not lost in the shuffle and become something predictable and fair.
- ☐ Establish a routine to get things done. Your ability to create a standard approach to getting things done can help alleviate the stress of things that could otherwise become frustrating for you or others.



RELATIONSHIP BUILDING

5. Harmony®

What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

Why Your Harmony Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Analytical	Discipline	Focus	Consistency	Harmony
------------	------------	-------	-------------	---------

Because of your strengths, you occasionally infuse a spirit of friendliness into your work or study groups. Your personal warmth and congenial disposition may cause others to be a bit kinder or more generous. Some people find it is easier to collaborate with their teammates or classmates if you are involved. In your absence, however, they might notice a difference in people’s willingness to cooperate.

Chances are good that you may be open to welcoming certain types of people into your life. Because you are somewhat practical, you might realize that the individuals you meet might possess talents, skills, and experiences that you or group members lack. Perhaps you can help specific people find reasons to befriend, work, or cooperate with a few of the newcomers or outsiders.

Instinctively, you prefer a role where each day feels comfortable and each challenge seems familiar. You probably feel most at ease when you can do what you do best.

It’s very likely that you may detect impending conflict sooner than some people do. Perhaps this awareness can be attributed to your insights into what specific individuals think or feel. Before issues escalate to a boiling point — that is, get out of hand — you might direct others’ attention to the few areas where they already share the same points of view.

By nature, you sometimes say, matter-of-factly, that you work to earn a living. You may have fewer emotional ties to your job than some people do. As a result, you might be able to help others objectively look at the facts about their positions, pay, coworkers, employers, or workplace issues. Maybe you prefer to associate with individuals who can prove to people they have more in common than they first think. Perhaps you favor the company of those who avoid conflict or refrain from spreading rumors.



- 1. Analytical
- 2. Discipline
- 3. Focus
- 4. Consistency
- 5. **Harmony**

How Harmony Blends With Your Other Top Five Strengths

HARMONY + ANALYTICAL

You look for patterns in the multiplicity of facts, and you manage the tension that comes from a variety of feelings.

HARMONY + DISCIPLINE

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

HARMONY + FOCUS

Your persistent intention prompts you to deal with emotional distractions that may slow your and others' progress or divert your efforts.

HARMONY + CONSISTENCY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

Apply Your Harmony to Succeed

Help others manage conflict.

- ☐ Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- ☐ Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.

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.

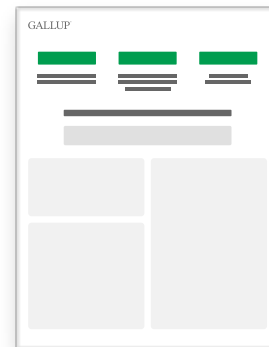
Claim It

- 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 dashboard for ideas.



[Click to View Activity](#)



Use Your Resources in Gallup® Access



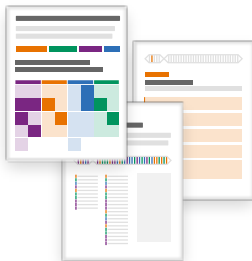
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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

COPYRIGHT STANDARDS

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Gallup®, CliftonStrengths®, Clifton StrengthsFinder®, StrengthsFinder® and each of the 34 strengths theme names are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are the property of their respective owners.