



# CliftonStrengths® Top 5 for Annu Bharti

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. Communication®

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

## 2. Positivity®

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

## 3. Harmony®

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

## 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. Empathy®

You can sense other people's feelings by imagining yourself in others' lives or situations.

**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. Communication
- 2. Positivity
- 3. Harmony
- 4. Developer
- 5. Empathy

## 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
- | Incluser
- | Individualization
- | Positivity
- | Relator

#### STRATEGIC THINKING

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

**INFLUENCING**

# 1. Communication®

**What Is Communication?**

People with strong Communication talents like to explain, describe, host, present and write. Using their natural talents, they bring ideas and events to life. They turn thoughts and actions into stories, images, examples and metaphors. They want their information — whether an idea, an event, a discovery or a lesson — to captivate the audience. This drives them to hunt for the perfect phrase and draws them toward dramatic words and powerful statements, which is why people like listening to them. Their word pictures pique interest, provide clarity and inspire others to act.

## Why Your Communication Is Unique

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

**Communication****Positivity****Harmony****Developer****Empathy**

It's very likely that you may be able to engage in verbal give-and-take. Perhaps you keep discussions or dialogues alive by asking specific questions or introducing new topics.

Driven by your talents, you hope just about every person you encounter greets you warmly, thinks well of you, and chooses to spend more time with you. You truly enjoy the company of others. You trust they feel the same way.

Chances are good that you usually dive into conversations when you have a story to tell or a point to make. You enjoy speaking with people. You recognize that conversations are a valuable source of new information. You probably want to share what you know with others. When you are involved in a group discussion, you typically add to it.

Instinctively, you very much enjoy the animated give-and-take of a lively discussion.

By nature, you usually prefer to partner with others to accomplish things rather than work alone. This explains why you welcome a wide range of personalities into your life.

**1. Communication**

- 2. Positivity
- 3. Harmony
- 4. Developer
- 5. Empathy

## How Communication Blends With Your Other Top Five Strengths

### COMMUNICATION + POSITIVITY

When you talk with others about what you have together and what is working, it creates hope and restores energy.

### COMMUNICATION + HARMONY

If people get too emotional, your voice calms them down. If discussions get too theoretical, your words become more practical.

### COMMUNICATION + DEVELOPER

You can help other people grow by having conversations with them or by making presentations to them.

### COMMUNICATION + EMPATHY

You want to understand and to be understood, so you express yourself with words that clarify your mind and with emotions that reveal your heart.

## Apply Your Communication to Succeed

### Help people put their ideas into words.

- ☐ Capture other people's thoughts in words and relay them back to these individuals. This will help you connect with people by bringing attention to and refining their messages.
- ☐ If you are in a group, volunteer to summarize any necessary communication after a meeting or social gathering. With your ability to clarify what others say, you bring attention to what needs to be heard.



RELATIONSHIP BUILDING

# 2. Positivity®

What Is Positivity?

People with strong Positivity talents are generous with praise, quick to smile and always on the lookout for the upside of the situation. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and dynamic.

## Why Your Positivity Is Unique

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

- Communication
- Positivity
- Harmony
- Developer
- Empathy

Chances are good that you typically accentuate what is good about people and situations. Individuals usually feel better about themselves after they have spent time with you.

Instinctively, you may feel life is wonderful when you can channel your mental or physical energy into things that intrigue you. Perhaps your interest is piqued — that is, awakened or aroused — by certain activities, ideas, problems, opportunities, or people.

It’s very likely that you sometimes acknowledge and applaud people’s accomplishments. Perhaps you set a good example of giving others credit for their contributions.

Because of your strengths, you feel much more upbeat about yourself and life in general when you can continually expand your knowledge or gain new skills.

Driven by your talents, you attribute your upbeat outlook on life to an ability to take things as they come. This flexibility probably enables you to embrace change rather than resist it.



- 1. Communication
- 2. Positivity**
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## How Positivity Blends With Your Other Top Five Strengths

### **POSITIVITY + COMMUNICATION**

When you talk with others about what you have together and what is working, it creates hope and restores energy.

### **POSITIVITY + HARMONY**

Emotion influences performance, so you manage the normal emotional friction in groups and lift individuals' spirits.

### **POSITIVITY + DEVELOPER**

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

### **POSITIVITY + EMPATHY**

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

## Apply Your Positivity to Succeed

**Encourage others by reminding them of the positives you see.**

- ☐ Commit to praising the people you interact with most. Try to tailor this recognition to each person's needs. When you remind others of the positives you see, they feel better about life, and so do you.
- ☐ Make sure your praise and positivity are genuine. Some people are used to hearing the negatives, so make sure your praise and positivity are authentic. But keep repeating the positives to let these people trust you will always point out the upside.



RELATIONSHIP BUILDING

### 3. 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.*

Communication	Positivity	Harmony	Developer	Empathy
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Chances are good that you are viewed as a practical thinker. You frequently seek out specialists who have the best information on a particular topic. You trust their answers and insights are correct.

It's very likely that you choose to do just what is assigned to you each day. The measured yet consistent progress you make pleases you greatly. You have an ability to pay close attention to the task at hand. Knowing the expectations of others inspires you to concentrate your physical and/or mental energy on the right activities. When you and others finish your daily assignments, no one feels overworked.

Because of your strengths, you accomplish everything that others count on you to do.

By nature, you sometimes turn to knowledgeable and experienced individuals to help you pinpoint areas where you need to do something better. Perhaps you seek their counsel about personal or professional matters. You might trust that their answers are correct or that their solutions are feasible — that is, doable and suitable.

Instinctively, you sometimes feel life would be less harried and more simple if specific timelines were abolished. You might admit this idea is unrealistic and impractical. Nonetheless, you attempt to finish certain tasks on schedule. Perhaps you want to avoid being the target of anyone's wrath or anger. Maybe you are motivated to meet your deadlines because it prevents disagreements or arguments.





- 1. Communication
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## How Harmony Blends With Your Other Top Five Strengths

### **HARMONY + COMMUNICATION**

If people get too emotional, your voice calms them down. If discussions get too theoretical, your words become more practical.

### **HARMONY + POSITIVITY**

Emotion influences performance, so you manage the normal emotional friction in groups and lift individuals' spirits.

### **HARMONY + DEVELOPER**

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

### **HARMONY + EMPATHY**

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

## 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.



## 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.*

Communication

Positivity

Harmony

**Developer**

Empathy

Driven by your talents, you might be sympathetic to the idea that no monetary reward can buy you or anyone else contentment, peace, or a sense of personal well-being.

Chances are good that you may show your approval of an individual by referring to some interesting points the person made during a conversation or presentation. Sometimes you convince people you value them by paying particularly close attention when they speak.

Because of your strengths, 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.

It's very likely that you might be prone to taking a common-sense approach in certain situations. Possibly you "name" the emotions you believe people are exhibiting. This practice might help you understand what to say or do in situations that demand diplomacy or understanding.

Instinctively, you may have quick and ready insights into the moods and emotions of specific individuals. This awareness might enhance your effectiveness as a trainer, guide, or instructor. Perhaps your sensitivity allows you to help certain people express what they are thinking or feeling.



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

### DEVELOPER + COMMUNICATION

You can help other people grow by having conversations with them or by making presentations to them.

### DEVELOPER + POSITIVITY

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

### DEVELOPER + HARMONY

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

### DEVELOPER + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

## 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.



RELATIONSHIP BUILDING

# 5. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others’ eyes and share their perspectives. They perceive people’s pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

## Why Your Empathy Is Unique

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

Communication	Positivity	Harmony	Developer	Empathy
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- Chances are good that you consistently figure out what makes individuals distinct and special. Your natural intuition helps you pinpoint subtle differences between people. You comprehend what someone says and does. You also detect what the person feels.
- By nature, you bring an emotional awareness to conversations. Many times, you ease the stress of individuals when they are about to make an important decision. You can also calm those who are struggling with the uncertainty of change. You are likely to pose probing questions to direct the thinking of others. However, you refrain from telling people what they should and should not do.
- Instinctively, you are a person who feels things very deeply. This is one reason why you place high importance on having others know who you are as a person and as a professional. You probably hope individuals grasp what you think, feel, need, dream, and desire.
- Because of your strengths, you routinely rely on your intuition to confront and resolve difficult, perplexing, or distressing matters. You recognize that reason alone fails to provide answers for numerous problems.
- Driven by your talents, you usually choose to spend most of your time with adults instead of youngsters. Your natural ability to tune in to what adults are thinking and feeling explains this preference.



- 1. Communication
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## How Empathy Blends With Your Other Top Five Strengths

### EMPATHY + COMMUNICATION

You want to understand and to be understood, so you express yourself with words that clarify your mind and with emotions that reveal your heart.

### EMPATHY + POSITIVITY

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

### EMPATHY + HARMONY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

### EMPATHY + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

## Apply Your Empathy to Succeed

**Help people be more sensitive to others' feelings.**

- ☐ Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- ☐ Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.

## 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.

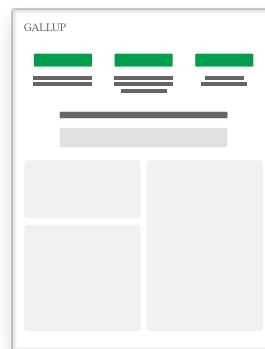
#### Claim It

- 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



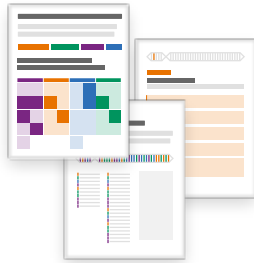
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

**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

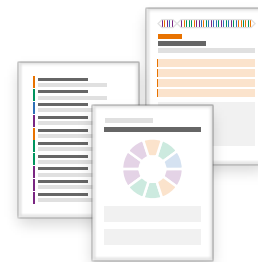


## Apply Your CliftonStrengths® in Specific Roles

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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