

# Your CliftonStrengths® 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential:

- **Read and reflect on your results** to understand what you naturally do best.
- **Learn how to apply** your strongest CliftonStrengths every day.
- **Share your results with others** to create stronger relationships and improve teamwork.



## STRENGTHEN

1. Input
2. Learner
3. Intellection
4. Achiever
5. Context
6. Strategic
7. Adaptability
8. Belief
9. Ideation
10. Maximizer

## NAVIGATE

11. Positivity
12. Arranger
13. Futuristic
14. Connectedness
15. Relator
16. Self-Assurance
17. Responsibility
18. Communication
19. Discipline
20. Significance
21. Consistency
22. Focus
23. Individualization
24. Developer
25. Includer
26. Activator
27. Restorative
28. Empathy
29. Deliberative
30. Command
31. Competition
32. Woo
33. Harmony
34. Analytical

You lead with **Strategic Thinking** CliftonStrengths themes.

**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.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE](#)

# Unleash Your Infinite Potential: Your Strongest CliftonStrengths®



- 1. Input
- 2. Learner
- 3. Intellection
- 4. Achiever
- 5. Context
- 6. Strategic
- 7. Adaptability
- 8. Belief
- 9. Ideation
- 10. Maximizer

## **The CliftonStrengths at the top of your profile are the most powerful.**

These themes represent how you are uniquely talented. They are the starting point for living your strongest life possible.

## **Develop these CliftonStrengths to maximize your potential**

Your greatest chance to succeed — at work or anywhere else — lies in strengthening what you naturally do best and doing more of it.

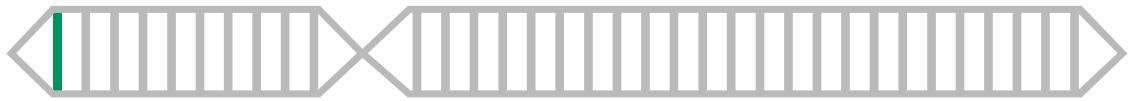
## **Start with your top five.**

They are your most powerful natural talents.

1. Read everything about your top CliftonStrengths. To make the most of your talents, you first need to understand them and how to describe them to others.
2. Reflect on who you are. Think about your experiences, your motivations and how you see yourself. Then, consider how your CliftonStrengths shape you: what you do, how you do it and why.
3. Use these CliftonStrengths every day. Start with the suggestions in this report for applying your most powerful CliftonStrengths.
4. Watch out for blind spots. Sometimes how you exhibit your strongest CliftonStrengths can cause unintended negative misperceptions. Read the "What Is a Weakness?" section to learn more about preventing your strongest CliftonStrengths from getting in your way.

## **Then focus on your CliftonStrengths 6-10.**

Apply the same strategies to make the most of your next five CliftonStrengths. You will excel and become the absolute best version of yourself when you take a strengths-based approach to your life. Do more of what you do best, and you'll feel more engaged, empowered and energized.

**STRATEGIC THINKING**

# 1. Input<sup>®</sup>

**HOW YOU CAN THRIVE**

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

**WHY YOUR INPUT IS UNIQUE**

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

It's very likely that you believe you make great strides mentally when you have opportunities to exchange ideas, theories, or concepts with intelligent people. You delight in accumulating unusual insights. Often you expand on these thoughts. You probably are eager to test them during conversations with other intelligent individuals. This is one way you broaden your knowledge base.

Instinctively, you desire to take in additional facts, data, or background information. These insights probably permit you to assist others whenever the opportunity presents itself.

Because of your strengths, you continually expand your sphere of knowledge by reading. A good book or a well-written magazine article can transport you to other cultures or centuries. The printed word — whether on paper or on a computer screen — is your passport to new destinations. Like world travelers, you pick up a variety of souvenirs from your reading, such as facts, data, characters, plots, insights, or tips.

Driven by your talents, you aim to finish reading books, publications, or Internet sites once you have started. You do not dawdle — that is, move slowly — when amassing information that may or may not prove useful at a later date. Quite simply, you enjoy the act of reading and the process of collecting ideas.

By nature, you put yourself in the middle of mentally stimulating conversations. You want to gather new ideas, discover new approaches, hear about new theories, consider new concepts, or apply new technologies. Often you are one of the early discoverers of innovations. Others can lag behind if they wish, but you consistently acquire knowledge. You exhibit little need to know precisely where all this information ultimately will lead you.

**WHY YOU SUCCEED USING INPUT**

You seek and store information. Your pursuit of mastery and access to knowledge empowers you to make credible and well-informed decisions.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Keep exploring; always be curious.*

- Find out more about areas you want to specialize in. Consider jobs or volunteer opportunities where you can acquire and share information every day, such as teaching, journalism or research work.
- Regularly read books and articles that motivate you. Increase your vocabulary by collecting new words and learning their meaning.
- Devise a system to store and easily locate information you have found so you can access it quickly. Use whatever approach works best for you — a file for articles you have saved, a database or spreadsheet, or a list of your favorite websites.
- Position yourself as an expert. Share your exceptional archive of facts, data and ideas with others when they need help or advice.
- Seek out subject-matter experts who would be interested in knowing what you are learning and who would find it stimulating to hear about the questions and ideas you generate through your exploration.

**WATCH OUT FOR BLIND SPOTS**

- Unrestrained input can lead to intellectual or physical clutter. Consider occasionally taking inventory and purging what you don't need so that your surroundings — and your mind — don't become overloaded.
- You might have a tendency to give people so much information or so many resources that you can overload and overwhelm them. Before you share your discoveries with others, consider sorting out what is most meaningful so they don't lose interest.

**STRATEGIC THINKING**

## 2. Learner®

**HOW YOU CAN THRIVE**

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

**WHY YOUR LEARNER IS UNIQUE**

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

It's very likely that you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt.

By nature, you value education and scholarship at any level and at any age. Your thirst for knowledge causes you to explore many topics of study or specialize in one particular subject. You thoroughly enjoy opportunities to acquire additional information, skills, and experiences.

Instinctively, you usually choose to associate with people who value yesteryear's stories, events, feats of daring, and interesting personalities. You demonstrate a need to acquire lots of historic information. This likely leads you to experts who appreciate many of your thought-provoking questions.

Driven by your talents, you enjoy reading about topics that fascinate you. People are not surprised to find you with your nose in a book and reading all the time. When a subject intrigues you, you review a wide range of materials. You gather as much information as you possibly can about your areas of greatest interest.

Chances are good that you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energizes you. You are likely to escape from situations and avoid people who want you to keep doing what you already know how to do well. Maintaining an intellectual status quo is unacceptable to you.

## WHY YOU SUCCEED USING LEARNER

You love to learn, and you intuitively know how you learn best. Your natural ability to pick up and absorb information quickly and to challenge yourself to continually learn more keeps you on the cutting edge.

## TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

*Use your passion for learning to add value to your own and others' lives.*

- Become an early adopter of new technology, and keep your coworkers, friends and family informed. You learn quickly, and others will appreciate when you share and explain cutting-edge developments to them.
- Respect your desire to learn. Take advantage of educational opportunities in your community or at work. Discipline yourself to sign up for at least one new course or class each year.
- Find opportunities to expand your knowledge. Take on increasingly difficult topics, courses or projects. You love the challenge of a steep learning curve, so beware of learning plateaus.
- Be a catalyst for change. New rules, skills or circumstances might intimidate others. Your willingness to absorb new and different factors can calm their fears.
- Keep track of your learning progress. If a skill or topic has distinct levels or stages of learning, celebrate your progression from one level to the next. If not, create them for yourself. For example, set a goal of reading five books on a new subject.

## WATCH OUT FOR BLIND SPOTS

- You place a high value on learning and studying, and you may tend to impose this value on others. Be sure to respect others' motivations, and resist pushing them toward learning for learning's sake.
- You love the process of learning so much that the outcome might not matter to you. Be careful not to let the process of knowledge acquisition get in the way of your results and productivity.

**STRATEGIC THINKING**

## 3. Intellection®

**HOW YOU CAN THRIVE**

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

**WHY YOUR INTELLECTION IS UNIQUE**

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

Because of your strengths, you pay close attention to current events. Numerous people merely recount what they heard, saw, or read. Typically you dive deeper into the topic. You are likely to generate theories, concepts, or philosophies to explain the reasoning behind newsmakers' decisions. You routinely gather information about events, policy statements, people, or crises. Your fresh insights are likely to draw equally engaged thinkers into the conversation.

Instinctively, you are determined to stay up to date on the news. You probably satisfy your hunger for current information by habitually reading newspapers, magazines, correspondence or websites.

By nature, you are comfortable saying, "I am a fine educator." You probably converse with others in your field about ideas, theories, or concepts to gather the latest thinking. Using these insights, you are apt to draw your students into discussions that entice them to explore topics. You want them to really understand the subject rather than memorize a few facts just to pass a test.

It's very likely that you can escape the tension, pressure, or stress of everyday life by reading a good book, diving into a publication's articles, or pulling up information on the Internet. You are apt to take reading material with you on vacations, business trips, rest breaks at work, or tables for one at restaurants. You routinely dog-ear pages, underline key ideas, or scribble notes in the margins so your latest discoveries can be easily retrieved.

Chances are good that you read to stimulate your mind, to broaden your perspective, and to explore familiar as well as unfamiliar subjects. Reading is a solitary activity, which is one of the reasons why you like it so much. You are quite comfortable being alone with your books and your thoughts.

## WHY YOU SUCCEED USING INTELLECTION

You love to think, muse and reflect. Your powerful mental processing and intellectual activity empower you to clarify and explain, regardless of the topic or situation.

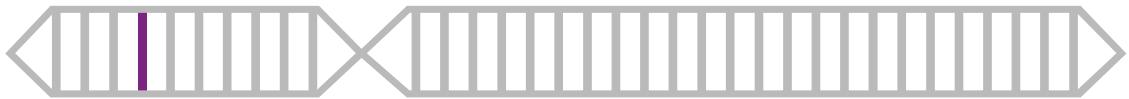
## TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

*Think deeply. Think often.*

- Set aside a few minutes every day to collect your thoughts. This reflection time will energize you, and your thinking will become sharper and more effective.
- Get involved in big projects or initiatives in the early stages, before the action begins. You have the ability to follow a trail to see where it leads, and your insights enable projects to move forward intelligently and without backtracking.
- Take time to write. Writing might be the best way to crystallize and integrate your thoughts. Make a list of your best ideas, and refer to it often. Revisiting your thoughts can give you valuable insights.
- Give people time to think through the thoughts and ideas you present. Remember that they have not spent as much time as you have pondering, so they might not grasp your message right away.
- Deliberately build relationships with people you consider to be "big thinkers." Their example will inspire you to focus your own thinking.

## WATCH OUT FOR BLIND SPOTS

- Because you are comfortable with silence and solitude, others might view you as isolated, disinterested or disengaged. Be prepared to tell them that solitary thinking is just your natural process and not necessarily a reflection of how much you care.
- Some people might think you create needless complexity during discussions and may want you to make decisions faster than you do. Consider tailoring your approach; sometimes it's better to keep it simple and go more in depth later.

**EXECUTING**

## 4. Achiever®

**HOW YOU CAN THRIVE**

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

**WHY YOUR ACHIEVER IS UNIQUE**

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

Driven by your talents, you naturally resist being held back, restrained, or controlled by people or events. You much prefer to be in charge of situations, materials, schedules, budgets, human resources, processes, or decisions. Waiting for someone else to issue orders or level judgments certainly is not your forte — that is, strength.

Because of your strengths, you strive to complete many tasks prior to their deadlines. As a result, you usually have ample time to think through your ideas, decisions, or plans. You tend to feel ill-prepared when you are forced into action.

Instinctively, you do a fine job of imparting knowledge to individuals. You spend a lot of time preparing appropriate stories, vivid examples, graphic illustrations, or useful materials to enliven your training sessions.

By nature, you devote yourself to figuring out what makes a person unique and special. You likely invest a lot of energy in this activity. You typically consider yourself successful when you can identify a person's talents, weaknesses, interests, motivations, moods, or experiences.

Chances are good that you diligently examine past events. You find patterns that keep recurring. This information allows you to anticipate what can happen in the future. You grasp the meaning of George Santayana's warning: "Those who cannot remember the past are condemned to repeat it."

**WHY YOU SUCCEED USING ACHIEVER**

You love to complete tasks, and your accomplishments fulfill you. You have a strong inner drive — an innate source of intensity, energy and power that motivates you to work hard to get things done.

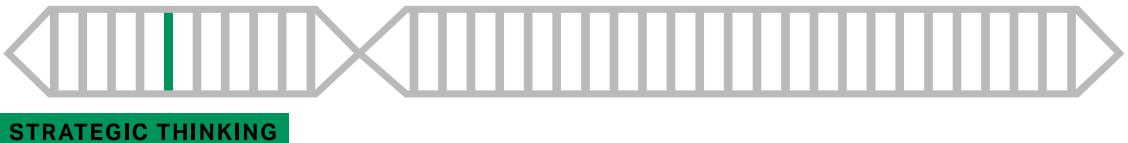
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Bring intensity and effort to the most important areas of your life.*

- Set challenging goals. Take advantage of your self-motivation with a more ambitious goal every time you finish a project.
- Take time to celebrate each success before moving on to your next item or task, even for just a few minutes.
- Limit your commitments to projects or assignments that align with your highest priorities as much as you can.
- Be sure to take regular breaks, even though you might be naturally equipped to work harder and longer than others.
- Make sure your to-do lists include tasks and responsibilities beyond work.

**WATCH OUT FOR BLIND SPOTS**

- You might get frustrated when others don't work as hard as you do, and they might see you as too demanding. Remember that not everyone has the same high expectations for themselves or is driven to work as hard as you are.
- Your pressing need to get things done might cause you to take on projects or agree to deadlines before you know everything that's involved. Before you commit to something, make sure you have the time and resources you need to do it right.

**STRATEGIC THINKING**

## 5. Context<sup>®</sup>

**HOW YOU CAN THRIVE**

You enjoy thinking about the past. You understand the present by researching its history.

**WHY YOUR CONTEXT IS UNIQUE**

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

By nature, you periodically investigate some of the events, policies, or people whose actions contributed to worldwide wars. You might delve into materials that reveal how these global conflicts were brought to an end.

Chances are good that you generally accept invitations to participate in discussion groups that concentrate their attention on studying the past. Probably the sessions you enjoy most involve an animated exchange of ideas between people who recognize the relevance of history in their everyday lives.

Instinctively, you are intrigued by experts who can enlighten you about past events or historic people. You are particularly interested in history's contribution to the current state of affairs.

It's very likely that you intentionally spend time with people who study past events and notable individuals. You become well-acquainted with each of these students of history. How? Your common interests and shared experiences probably draw you together.

Because of your strengths, you derive much pleasure from conversing with people who value history. You are intrigued by the varied philosophical views these experts have concerning the causes of events and the behavior of historic figures.

**WHY YOU SUCCEED USING CONTEXT**

You look to history to understand the present. Your distinctive ability to see the link between where you have been and where you are going is extremely valuable for planning and decision-making.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Look to the past to build a better tomorrow.*

- Help your school, team or organization strengthen its culture via folklore. For example, collect symbols and stories about the past, or suggest naming an award after someone you can memorialize for their contributions.
- Find a mentor who has lived in your community or worked in your organization for a long time. Listening to this person's experiences will likely spark your thought process and accelerate your learning.
- Study your past successes. Try to identify the specific actions or behaviors that contributed to them so you can draw on them again.
- Become an agent for positive change. Having strong Context talents does not mean that you live in the past. It means that you can clearly identify which aspects of the past to discard and which to keep to build a better, more sustainable future.
- Empower others to make more informed choices. When a problem occurs, ask them to identify the factors that led to it so they can learn from the situation and make better decisions in the future.

**WATCH OUT FOR BLIND SPOTS**

- Some people might think that you live in the past and are resistant to change. Consider explaining the value of understanding history and what has — and has not — worked in the past, but keep an open mind when new situations arise.
- You are often fascinated by history and the lessons it reveals, but others may find this information boring or overwhelming. Keep this in mind as you share your perspectives, and look for signs that you've lost people's attention or interest.



## STRATEGIC THINKING

# 6. Strategic®

### HOW YOU CAN THRIVE

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

### WHY YOU SUCCEED USING STRATEGIC

You quickly weigh alternative paths and determine the best one. Your natural ability to anticipate, play out different scenarios and plan ahead makes you an agile decision-maker.

### TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

*Always have at least three options in mind so you can adapt if circumstances change.*

- Strengthen the groups you belong to by using your talent to discover the best path to success. Because you can do this quickly, it may look as if you are "winging it," so explain yourself along the way to help others understand what you see.
- Schedule time each day to think about your goals and strategies. Time alone might be the best way for you to evaluate all your options and to find the right course of action for each goal.
- Trust your insights. Because you consider options so naturally and easily, you might not realize how you came up with a strategy. But because of your exceptional talents, it will likely be successful.

### WATCH OUT FOR BLIND SPOTS

- When working with others, sometimes they may misinterpret your strong Strategic talents as criticism. Be mindful of what is already working well and what others have accomplished.
- Because you evaluate patterns and pathways so quickly, others might find it difficult to follow or understand your thought process. Be aware that sometimes, you might have to backtrack to explain how you got to where you are.

**RELATIONSHIP BUILDING**

## 7. Adaptability<sup>®</sup>

**HOW YOU CAN THRIVE**

You prefer to go with the flow. You tend to be a "now" person who takes things as they come and who discovers the future one day at a time.

**WHY YOU SUCCEED USING ADAPTABILITY**

You are flexible and can quickly adjust to changing or unexpected circumstances that upset or intimidate others. Your calm response to chaos reassures others and helps you respond to what people need.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*React immediately, and be a positive force for change.*

- Look for opportunities to respond to people and situations that need your attention. Your natural ability to adapt relieves pressure during stressful situations and calms coworkers and friends.
- Fine-tune how you respond to the unexpected. For example, if your job requires you to travel on short notice, learn how to pack and leave in 30 minutes. If your workload is unpredictable, practice the first three moves you will make when the pressure hits.
- Don't apologize for your spontaneity. Your willingness to seize the moment means that you won't miss out on valuable experiences and opportunities.

**WATCH OUT FOR BLIND SPOTS**

- You're so willing to live in the moment that you might constantly shift your priorities. Be aware that frequent changes can feel endless and often unnecessary to those who thrive on structure and stability.
- You may have a tendency to miss deadlines or run late for appointments. Make sure you keep track of the most important due dates and meetings.

**EXECUTING**

## 8. Belief®

**HOW YOU CAN THRIVE**

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

**WHY YOU SUCCEED USING BELIEF**

Your core values guide you and give you purpose. You provide clarity, conviction and stability by living your values.

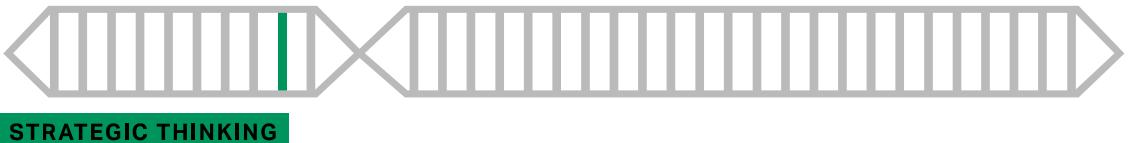
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Honor your values; they keep you on course during tough times.*

- Keep reminders of your personal mission around. In difficult situations, these reminders will help you focus on your objective and the valuable contribution you make.
- Have courage in your ability to select projects to work on. Ask about their intended outcomes and target audiences. When possible, get involved in ideas and projects that match your values.
- Try to keep an appropriate balance between your work and personal life. Both areas will benefit when you dedicate enough time and attention to each.

**WATCH OUT FOR BLIND SPOTS**

- Because you are passionate about your own beliefs, others might view you as stubborn or set in your ways. Keep in mind that everyone has a unique worldview, and often, it will not be the same as yours.
- Be careful not to pass judgment on others' principles and motivations. Their values and belief systems deserve your respect, even when you don't agree with them.

**STRATEGIC THINKING**

## 9. Ideation®

**HOW YOU CAN THRIVE**

You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.

**WHY YOU SUCCEED USING IDEATION**

You are fascinated by ideas. Because you enjoy looking at the world from different perspectives and are always searching for connections, you are a powerful and creative brainstorming partner.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Refine your creativity to inspire and energize yourself and others.*

- Make small changes in your work or home routines. Experiment. Play mental games with yourself. You likely get bored quickly, so these adjustments can keep you engaged.
- Take time to read, explore and think. Others' ideas and experiences can energize you and help you form new ideas.
- Understand the fuel for your Ideation talents. When do you get your best ideas? When you're talking with people? When you're reading? When you're simply listening or observing? Identify the circumstances when you get your best ideas so you can recreate them.

**WATCH OUT FOR BLIND SPOTS**

- Your limitless thoughts and ideas can sometimes overwhelm and confuse people. Consider refining your ideas and sharing only the best so others won't reject them simply because they cannot follow your abstract thinking.
- You might struggle to follow through on the ideas you generate. Think about collaborating with someone who can help you turn your best ideas into real results.

**INFLUENCING**

# 10. Maximizer®

**HOW YOU CAN THRIVE**

You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

**WHY YOU SUCCEED USING MAXIMIZER**

You focus on quality, and you prefer working with and for the best. By seeing what each person naturally does best and empowering them to do it, you make individuals, teams and groups better.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Strive for excellence, and encourage others to do the same.*

- Stay focused on your own strengths. Choose one talent you want to maximize each month, and invest in building on it. Refine your skills. Acquire new knowledge. Practice. Keep working toward mastery.
- Make your weaknesses irrelevant. Find a partner, devise a support system or use one of your stronger themes to compensate for your weaker ones.
- Help your friends and coworkers recognize others' talents and strengths.

**WATCH OUT FOR BLIND SPOTS**

- Your desire to exhaust all possible outcomes can frustrate those who want to come to a suitable conclusion and move forward. Sometimes, you will need to accept that "good enough" is adequate and appropriate.
- You might be disappointed when a project or initiative falls short of your definition of excellence. Try not to get discouraged when you have to work on or sign off on something that is acceptable, but not ideal, in your eyes.

# Navigate the Rest of Your CliftonStrengths®



- 11. Positivity
- 12. Arranger
- 13. Futuristic
- 14. Connectedness
- 15. Relator
- 16. Self-Assurance
- 17. Responsibility
- 18. Communication
- 19. Discipline
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- 33. Harmony
- 34. Analytical

Your greatest opportunity to reach your full potential is developing and using your strongest CliftonStrengths. But it is also important to understand all 34 of your CliftonStrengths themes.

## **Your unique CliftonStrengths 34 profile**

The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

To fully understand your talent DNA, consider how all your CliftonStrengths themes, separately or in combination, influence your work and personal life. In addition to concentrating on your top 10 themes:

- **Navigate the middle.** You might notice these CliftonStrengths themes in your behaviors from time to time. And you may need to rely on them in certain situations. Think of these themes as a support system you can use when you need to.
- **Manage the bottom.** Just as your top CliftonStrengths show you who you are, those at the bottom may tell you who you are not. They aren't necessarily weaknesses, but they are your least powerful themes. If you don't manage them properly, they could prevent you from maximizing your potential.
- **Identify weaknesses.** To determine if any themes are getting in your way, review the "What Is a Weakness?" section on the next page, and find out how to overcome potential obstacles to your success.

To learn more about your entire CliftonStrengths profile, see the "Your CliftonStrengths 34 Theme Sequence" section at the end of the report.

# What Is a Weakness?



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Focusing on your CliftonStrengths doesn't mean you can ignore your weaknesses.

**Gallup defines a weakness as anything that gets in the way of your success.**

While the CliftonStrengths assessment does not mathematically quantify weaknesses, you can use your profile to understand how *any* of your CliftonStrengths themes might prevent you from maximizing your potential.

Your strongest CliftonStrengths are your best opportunity for success. But in some situations and with some people, these same themes can hinder your effectiveness and become blind spots.

The themes at the bottom of your profile can also get in the way of your success. They aren't necessarily weaknesses, but they likely do not come naturally to you.

**To identify potential weaknesses, ask yourself:**

- Does this theme ever undermine my success?
- Have I ever received negative feedback related to this theme?
- Does my role require me to use this theme, but I feel drained when I do?

If you answered yes to any of these questions, you may be discovering areas of weakness. Don't ignore your weaknesses. Instead, focus on your strengths, and work to manage the areas that get in your way.

**How do I manage my weaknesses?**

- Claim them: Know your weaknesses and how they get in your way
- Collaborate: Ask partners for support
- Apply a strength: Use a different theme to achieve a better outcome
- Just do it: Lean in and do your best

# Identify Your Unique Contribution: The CliftonStrengths® Domains

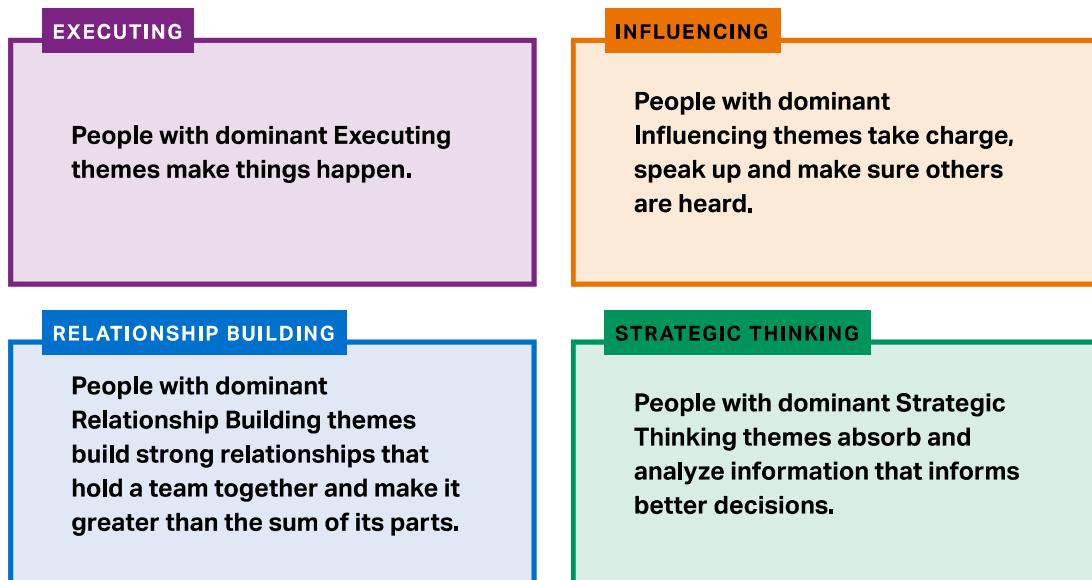
While your CliftonStrengths 34 profile helps you understand *who* you are, there is also power in knowing *how* you make things happen, influence others, build relationships and process information. The framework of the four CliftonStrengths domains — Executing, Influencing, Relationship Building and Strategic Thinking — is another way to think about your CliftonStrengths and how you contribute when you join, create or lead a team.

The best teams are made up of individuals who understand their own — and others' — unique contribution to the team. This awareness and appreciation empowers the team to be more cohesive, versatile, productive and engaged.

However, be careful not to let the four domains limit your thinking. If you don't have any top themes in a particular domain, don't worry. That doesn't mean you can't think strategically or build relationships, for example. Everyone accomplishes tasks, influences others, builds relationships and processes information. You just use your stronger themes in different domains to get to the same outcome.

The next page shows you how your unique CliftonStrengths profile sorts into the four domains. Knowing which domain you lead with can help you understand your most powerful contribution.

## The CliftonStrengths Domains



# You lead with **Strategic Thinking** CliftonStrengths® themes.

You know how to help individuals absorb and analyze information that can inform better decisions.



*This chart shows the relative distribution of your unique CliftonStrengths 34 results across the four domains. These categories are a good starting point for you to examine where you have the most potential to perform with excellence and how you can best contribute to a team.*

*See chart below for more detail about your CliftonStrengths by domain.*

## Your CliftonStrengths by Domain

| EXECUTING          |                      | INFLUENCING         |                      | RELATIONSHIP BUILDING |                         | STRATEGIC THINKING |                   |
|--------------------|----------------------|---------------------|----------------------|-----------------------|-------------------------|--------------------|-------------------|
| 4<br>Achiever      | 19<br>Discipline     | 26<br>Activator     | 10<br>Maximizer      | 7<br>Adaptability     | 25<br>Includer          | 34<br>Analytical   | 1<br>Input        |
| 12<br>Arranger     | 22<br>Focus          | 30<br>Command       | 16<br>Self-Assurance | 14<br>Connectedness   | 23<br>Individualization | 5<br>Context       | 3<br>Intellection |
| 8<br>Belief        | 17<br>Responsibility | 18<br>Communication | 20<br>Significance   | 24<br>Developer       | 11<br>Positivity        | 13<br>Futuristic   | 2<br>Learner      |
| 21<br>Consistency  | 27<br>Restorative    | 31<br>Competition   | 32<br>Woo            | 28<br>Empathy         | 15<br>Relator           | 9<br>Ideation      | 6<br>Strategic    |
| 29<br>Deliberative |                      |                     |                      | 33<br>Harmony         |                         |                    |                   |

# Take Action

Discovering your CliftonStrengths is only the beginning. Achieving excellence depends on your ability to develop and apply your CliftonStrengths and maximize your potential.

Now, take the next steps:

- **Share your CliftonStrengths with others.** Conversations with those closest to you can accelerate your CliftonStrengths development.
- **Find a Gallup-Certified Strengths Coach.** A coach can help you learn to productively apply your CliftonStrengths regardless of the situation.
- **Apply your strongest CliftonStrengths every day.** Read the suggestions in your report, and use the following statements to guide you.

## HOW YOU CAN THRIVE WITH YOUR TOP CLIFTONSTRENGTHS

### **Input\***

Keep exploring; always be curious.

### **Learner\***

Use your passion for learning to add value to your own and others' lives.

### **Intellection\***

Think deeply. Think often.

### **Achiever\***

Bring intensity and effort to the most important areas of your life.

### **Context\***

Look to the past to build a better tomorrow.

### **Strategic\***

Always have at least three options in mind so you can adapt if circumstances change.

### **Adaptability\***

React immediately, and be a positive force for change.

### **Belief**

Honor your values; they keep you on course during tough times.

### **Ideation\***

Refine your creativity to inspire and energize yourself and others.

### **Maximizer\***

Strive for excellence, and encourage others to do the same.

# Your CliftonStrengths® 34 Theme Sequence

## 1. Input\*

### STRATEGIC THINKING

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

## 2. Learner\*

### STRATEGIC THINKING

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

## 3. Intellection\*

### STRATEGIC THINKING

People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

## 4. Achiever\*

### EXECUTING

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

## 5. Context\*

### STRATEGIC THINKING

People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

## 6. Strategic\*

### STRATEGIC THINKING

People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

## 7. Adaptability\*

### RELATIONSHIP BUILDING

People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be "now" people who take things as they come and discover the future one day at a time.

## 8. Belief\*

### EXECUTING

People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.

## 9. Ideation\*

### STRATEGIC THINKING

People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

## 10. Maximizer\*

### INFLUENCING

People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

## 11. Positivity\*

### RELATIONSHIP BUILDING

People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

## 12. Arranger\*

### EXECUTING

People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.

**13. Futuristic\*****STRATEGIC THINKING**

People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

**14. Connectedness\*****RELATIONSHIP BUILDING**

People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.

**15. Relator\*****RELATIONSHIP BUILDING**

People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

**16. Self-Assurance\*****INFLUENCING**

People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.

**17. Responsibility\*****EXECUTING**

People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

**18. Communication\*****INFLUENCING**

People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

**19. Discipline\*****EXECUTING**

People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

**20. Significance\*****INFLUENCING**

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

**21. Consistency\*****EXECUTING**

People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.

**22. Focus\*****EXECUTING**

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

**23. Individualization\*****RELATIONSHIP BUILDING**

People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

**24. Developer\*****RELATIONSHIP BUILDING**

People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

**25. Includer\*****RELATIONSHIP BUILDING**

People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.

**26. Activator\*****INFLUENCING**

People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.

**27. Restorative™****EXECUTING**

People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

**28. Empathy\*****RELATIONSHIP BUILDING**

People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.

**29. Deliberative\*****EXECUTING**

People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.

**30. Command\*****INFLUENCING**

People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.

**31. Competition\*****INFLUENCING**

People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

**32. Woo\*****INFLUENCING**

People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

**33. Harmony\*****RELATIONSHIP BUILDING**

People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

**34. Analytical\*****STRATEGIC THINKING**

People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

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