



# CliftonStrengths® Top 5 for Joonsung Byun

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. Focus®

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

## 2. 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.

## 3. Relator®

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

## 4. Discipline®

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

## 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. Focus
- 2. Consistency
- 3. Relator
- 4. Discipline
- 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

**EXECUTING**

# 1. 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.*

**Focus****Consistency****Relator****Discipline****Harmony**

Chances are good that you prefer to identify the most appropriate course of action or solution before you do anything. You are determined to do things correctly, ethically, and right. Why? You probably aim to make important contributions, influence key people, or rise to high-level positions. Settling for the status quo is not an option for you. You aspire to much more in life.

Because of your strengths, you feel life is wonderful when you can channel your mental and physical energy into things that intrigue you. Your interest is ordinarily piqued — that is, awakened or aroused — by activities, ideas, problems, opportunities, and people that challenge your mind.

Instinctively, you see yourself as a person who strives to reach your goals and succeed. You are driven to accomplish a great deal each day.

Driven by your talents, you sometimes like being an individual performer. Why? Maybe working alone permits you to concentrate your energy on what you want to accomplish in the coming months, years, or decades.

By nature, you might be unsentimental and realistic, especially when you must plan how to do something efficiently, reliably, or predictably time after time. Perhaps you streamline some of your daily, weekly, monthly, or annual chores. You may identify the steps needed to complete the task. You might study the requirements, overlooking no details. You might tend to concentrate on the basic facts. Maybe you avoid letting prejudice or favoritism cloud — that is, confuse — your judgment.

**1. Focus**

2. Consistency

3. Relator

4. Discipline

5. Harmony

## How Focus Blends With Your Other Top Five Strengths

### FOCUS + CONSISTENCY

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

### FOCUS + RELATOR

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

### FOCUS + DISCIPLINE

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

### 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**

## 2. 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.*

**Focus****Consistency****Relator****Discipline****Harmony**

Driven by your talents, you might feel a need to evaluate the overall quality of your work by assessing your performance in each step. You may be pleased with yourself when you can figure out how something functions. Perhaps you have the patience to take things apart piece by piece. You might identify the steps of particular processes or plans. Sometimes other people's opinions of your results matter little to you. Your assessment may be the only one you consider.

By nature, you exhibit some awareness of needing to use material resources and money sparingly. To some degree, you might create prosperity or abundance. Perhaps you are a bit tough-minded — that is, realistic and unsentimental — about saving money and practicing good financial management in specific parts of your life. Thus, you sometimes foresee ways to provide for the future. Certain individuals may trust they will receive equal shares of whatever resources or monies you make available to them.

Chances are good that you prefer routine schedules. A feeling of tranquility often comes over you as you settle into an orderly rhythm.

It's very likely that you derive some pleasure from being physically and/or mentally engaged in certain kinds of work. Perhaps you willingly accept each day's assignments. Maybe you are delighted when you can finish them before quitting time. You might have noticed that disagreements or conflicts are kept to a minimum when people do what they have been asked to do.

Instinctively, you sometimes struggle to remember what you are supposed to do or when you are supposed to do it. Maybe you devise methods for dealing with repetitious activities such as paying the bills, shopping, keeping appointments, meeting deadlines, or completing projects. By having step-by-step tactics in place and following them, you might be able to fulfill certain kinds of personal or professional obligations for the day, the week, the month, or the year.



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

## How Consistency Blends With Your Other Top Five Strengths

### CONSISTENCY + FOCUS

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

### CONSISTENCY + RELATOR

Your friendships have a depth of quality and equality. There is no ranking among your friends.

### CONSISTENCY + DISCIPLINE

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

### 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

### 3. Relator®

#### What Is Relator?

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

### Why Your Relator Is Unique

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

Focus

Consistency

**Relator**

Discipline

Harmony

By nature, you typically build deep relationships that last. The friends you have had the longest are probably your best friends.

Instinctively, you might be well-read in particular subjects. Some people whom you have befriended may turn to you for guidance. By referring to something you have read, occasionally you can help a person see a specific situation or a particular problem from a different perspective. For you, reading might be a key that opens the door to a world of fresh ideas. Maybe you collect them, never knowing whether something you read will benefit someone else.

Chances are good that you might be sought out by friends for your expert counsel. Some individuals may ask for your opinions or suggestions. When they know you have gained knowledge or acquired skills in a particular area, some of them may turn to you for guidance.

It's very likely that you probably have a special place in your heart for the times you spend with good friends. Whether frequent or seldom, those interactions are often when you build the memories that reinforce your friendships and help them continue to grow.

Because of your strengths, you occasionally feel pleased when friends seek your counsel. Perhaps being asked for guidance uplifts you. It may give meaning to your life.



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

### RELATOR + FOCUS

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

### RELATOR + CONSISTENCY

Your friendships have a depth of quality and equality. There is no ranking among your friends.

### RELATOR + DISCIPLINE

You always seem to have time for your family and close friends because you intentionally schedule them on your calendar.

### RELATOR + HARMONY

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

## Apply Your Relator to Succeed

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

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



## EXECUTING

## 4. 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.*

Focus

Consistency

Relator

Discipline

Harmony

By nature, you may be exceptionally inclined to finish the projects you start. You might double check and even triple check your own or others' work. You are willing to do whatever it takes to complete your assignments on schedule.

Instinctively, you may be capable of putting certain types of things in their proper order or sequence. Sometimes you double check your work to reassure yourself that everything is in its place or every detail is accurate.

Driven by your talents, you occasionally think about ways you could become more organized. Maybe you can complete certain assignments before they are due. Perhaps you execute your plans better when you have ample time to process your ideas in an orderly or efficient manner.

It's very likely that you might have a reputation for creating certain types of agendas, itineraries, processes, or procedures for recurring activities. You may leave few things to chance. By outlining goals, timelines, deadlines, assignments, and other details, perhaps you expect certain people to automatically implement your plan. Maybe you appreciate individuals who follow it step by step. However, you might grow impatient with those who ignore it in part or altogether. Periodically their lack of order causes inefficiencies, gaps in performance, errors, or quarrels.

Because of your strengths, you may gravitate to serious conversations where specific people exchange certain types of ideas, concepts, or theories. To some extent, you try to avoid small talk, rumors, or gossip. Considering the information you might have gathered, perhaps you can decide what is and is not worth remembering. You might have a way of cataloging some of these thoughts so you can recall them later.



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

## How Discipline Blends With Your Other Top Five Strengths

### **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 + RELATOR**

You always seem to have time for your family and close friends because you intentionally schedule them on your calendar.

### **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.



## 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.*

Focus

Consistency

Relator

Discipline

Harmony

Driven by your talents, you may be pleased with yourself when you can make unhurried yet measured progress. You might feel that this approach permits you to do some of your finest work.

Instinctively, you sometimes recognize that certain individuals appreciate your practical, straightforward, or realistic way of thinking. Perhaps you enjoy coming to the aid of people who value the fact that you treat them evenhandedly — that is, the same.

It's very likely that you might live happily without the pressure of certain types of due dates. Even so, you sometimes accept certain ones as a necessity of life. When you must interact and work with others, you may agree it is only right to adhere to the schedule. Perhaps your motivation to meet deadlines comes from your desire to give people an equal opportunity to do good work.

Chances are good that you may prefer to move forward at a sure and even pace, especially when you must perform certain types of tasks. Perhaps you try to balance the quality and the quantity of your outcomes. Sometimes you want people to grant you the same opportunities to succeed that they have been given.

By nature, you are drawn to discussions when you have confidence in your expertise on the topic. In those instances, you are certain you have something worthwhile to contribute.



- 1. Focus
- 2. Consistency
- 3. Relator
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- 5. **Harmony**

## How Harmony Blends With Your Other Top Five Strengths

### 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.

### HARMONY + RELATOR

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

### HARMONY + DISCIPLINE

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

## 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.

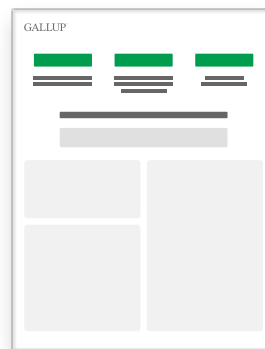
#### Claim It

- 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](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.

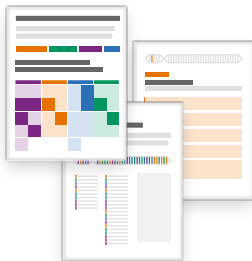
[Click here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.

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

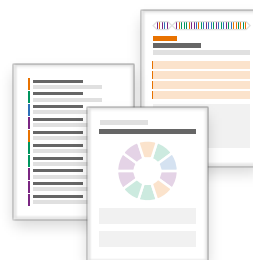


## Apply Your CliftonStrengths® in Specific Roles

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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