



CliftonStrengths® Top 5 for juan crisantes

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. Harmony®

You look for consensus. You have no use for unnecessary friction and guide others toward practical solutions.

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. Context®


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


4. Relator®

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


5. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and love when you see someone make progress.

 **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. Harmony
- 2. Consistency
- 3. Context
- 4. Relator
- 5. Developer

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



RELATIONSHIP BUILDING

1. 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.

Harmony	Consistency	Context	Relator	Developer
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Instinctively, you stay on high alert when you have to manage projects. You are determined to make sure that you can make progress without difficulties, and you pay attention to potential pitfalls so that everyone can move forward together.

Chances are good 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.

By nature, 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.

Because of your strengths, you might consider yourself a no-nonsense, practical thinker. Some people have called your approach businesslike. Perhaps you have a reputation for pointing out things others fail to notice.

Driven by your talents, you might not want any one thing to consume every minute of your day. For practical purposes, you may choose to handle some personal or professional problems matter-of-factly or deal with information unemotionally. Perhaps you minimize conflict between people by not taking sides. Instead, you try to make certain individuals aware of things as they actually are. Maybe you emphasize what they have in common. Sometimes you manage to move adversaries toward peaceable solutions or general agreements.



- 1. Harmony
- 2. Consistency
- 3. Context
- 4. Relator
- 5. Developer

How Harmony Blends With Your Other Top Five Strengths

HARMONY + CONSISTENCY

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

HARMONY + CONTEXT

Preserving the best of the past and the productive peace of today are high on your list of priorities.

HARMONY + RELATOR

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

HARMONY + DEVELOPER

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

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.



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

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Harmony	Consistency	Context	Relator	Developer
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Driven by your talents, you sometimes discover ways to make people’s daily chores easier to perform. Perhaps you identify a recurring pattern of essential steps or create shortcuts for handling things such as paperwork, filing, inventory, or data entry. Maybe you help individuals who are willing to use your streamlined methods. You might pay less attention to those who fuss and fume about change. Why? They might create problems for everyone else.

Chances are good that you may worry less when you have a detailed outline for handling tasks or problems that arise on an hourly, daily, weekly, or monthly basis. Sometimes you want to perform on par with everyone else. Perhaps this is why you appreciate standard operating procedures that give clear direction to people who do the same things you do.

By nature, you sometimes have to set up systems that ease you into doing your homework, reading, or assignments. You might struggle to get started. Perhaps people who intrude on your time upset your schedule just enough that you put off doing what you should be doing. You may function better in an organized environment where everything is in its place. Perhaps individuals who take things like pencils, paper, staples, and reference books without asking permission provide you with yet another excuse not to study.

Instinctively, you may create structured processes to reach specific goals or handle everyday chores. To some extent, certain routines free you to concentrate your mental or physical energy on immediate challenges, opportunities, events, problems, assignments, joys, or beauty.

It's very likely that you sometimes are matter-of-fact — that is, straightforward and unemotional. You may refrain from exaggerating what someone has done well. Perhaps you think it is more honest to state the facts without embellishing them. As a result, certain people believe what you tell them about themselves or their accomplishments. A few words from you might be more meaningful than numerous compliments from someone else. Maybe you have a knack for giving credit to individuals who truly deserve it.



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How Consistency Blends With Your Other Top Five Strengths

CONSISTENCY + HARMONY

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

CONSISTENCY + CONTEXT

Your memory of what has and has not worked helps create more efficient systems of operation moving forward.

CONSISTENCY + RELATOR

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

CONSISTENCY + DEVELOPER

You create fair and efficient environments that support and enhance your investment in the growth of others.

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.



STRATEGIC THINKING

3. Context®

What Is Context?

Perspective and background are important for people with strong Context talents. They value the retrospective viewpoint because they believe that is where the answers lie. They look back to understand the present. From the past, they can discern blueprints for the future. People with dominant Context talents might feel disoriented when they can't see patterns stemming from prior events. Others may become impatient with them as they strive to understand the history of a given situation. But this historical context gives them confidence in their decisions.

Why Your Context Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony	Consistency	Context	Relator	Developer
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- It's very likely that you believe that understanding the past is the best way to ensure that history is not the same as destiny.
- Instinctively, you might enjoy seminars, presentations, or programs that feature historic material.
- Driven by your talents, you occasionally spend time listening to people who study the past. Perhaps the insights you gain help you figure out how historic events or prominent individuals contributed to events occurring today.
- By nature, you sometimes use reason, not emotion, to examine interesting events or people from history. Perhaps you gravitate to historians when they appreciate or share your practical outlook on the past.
- Because of your strengths, you periodically spend time with people who study past events or notable individuals. Perhaps you become acquainted with each of these students of history. How? Maybe some common interests or shared experiences draw you together.



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How Context Blends With Your Other Top Five Strengths

CONTEXT + HARMONY

Preserving the best of the past and the productive peace of today are high on your list of priorities.

CONTEXT + CONSISTENCY

Your memory of what has and has not worked helps create more efficient systems of operation moving forward.

CONTEXT + RELATOR

You enjoy the intimacy of a close relationship and the history of how that relationship evolved.

CONTEXT + DEVELOPER

You are most effective at helping other people grow when you understand their experiences and cultural background.

Apply Your Context to Succeed

Figure out the future by exploring what happened in the past.

- ☐ Find a mentor with an extensive history in your area of interest. Talking with this person and listening to their experiences will likely inspire you and help you prepare for the future.
- ☐ Communicate what the future holds by analyzing past experiences. Your passion for history can give great insights into where you and those around you are going in the future.



RELATIONSHIP BUILDING

4. 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.

Harmony

Consistency

Context

Relator

Developer

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

Driven by your talents, you might differentiate good times with others from favorite times with your closest friends. While interacting with people can be fun for you, being with your good friends is often unforgettable.

By nature, you don't mind spending time with acquaintances, but your closest friends are your greatest treasures. Being with those who know you best energizes you.

Chances are good that you are drawn to the process of gaining knowledge and skills. You long to build on what you already know. You yearn to improve on what you already can do. When you meet people who value education as much as you do, you are eager to hear about their personal or professional ambitions, intentions, or goals. Understanding what others aim to accomplish in the coming weeks, months, or years can be the beginning of a practical partnership or an enduring friendship.

Because of your strengths, you are not interested in idle chit-chat. When gatherings are small, conversations are real. You want your interactions to matter.



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How Relator Blends With Your Other Top Five Strengths

RELATOR + HARMONY

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

RELATOR + CONSISTENCY

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

RELATOR + CONTEXT

You enjoy the intimacy of a close relationship and the history of how that relationship evolved.

RELATOR + DEVELOPER

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

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.



RELATIONSHIP BUILDING

5. 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.

Harmony	Consistency	Context	Relator	Developer
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Because of your strengths, you sometimes compare your results to the outcomes others produce. Now and then, you even keep score. Maybe you enjoy testing your knowledge, skills, or talents against those of your classmates, teammates, or associates. Whether you win or lose, you might acknowledge the accomplishments and successes of individuals.

It's very likely that you sometimes notice when mistakes are being made or accuracy is being sacrificed. Maybe you resist the temptation to push everyone aside and take over the project. Perhaps you trust your teammates to use their individual talents to do the job with precision.

Chances are good that you offer some evidence of being an unselfish person who finds it easy to welcome into your circle specific kinds of people whom others view as different. Besides expressing your approval of someone, you occasionally look for reasons to acknowledge or compliment the individual.

Instinctively, you have a genuine approach. Others can hear your sincerity when you talk. You spend time with people and try to reinforce their sense of importance.

Driven by your talents, you occasionally compliment the people with whom you study or work. Perhaps you want individuals to know you noticed their minor and major moments of excellence.



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How Developer Blends With Your Other Top Five Strengths

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 + CONSISTENCY

You create fair and efficient environments that support and enhance your investment in the growth of others.

DEVELOPER + CONTEXT

You are most effective at helping other people grow when you understand their experiences and cultural background.

DEVELOPER + RELATOR

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

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.

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.

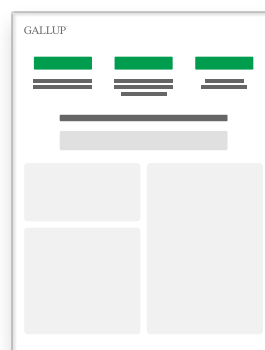
Claim It

- 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.

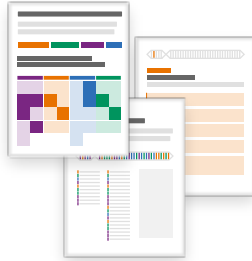
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

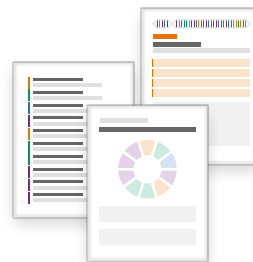


Apply Your CliftonStrengths® in Specific Roles

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.

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