

ⓘ **A NOTE OF CAUTION:**

Because many of your CliftonStrengths® responses were neutral, the themes listed are based only on the pairs of descriptors to which you did respond with something other than a neutral response.

Some people do not choose one descriptor from any given pair because they feel that neither — or both — descriptors fit them well. While this is acceptable, it does mean that any feedback you might receive that is based on these results may not be as personalized as it would be if your results were stronger.

Please keep this in mind when you consider how well you feel your top five themes describe you.



# CliftonStrengths® Top 5 for Peter Plevko

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. Relator®

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

## 2. Harmony®

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

## 3. Achiever®

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

## 4. Consistency®

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

## 5. Learner®

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

■ **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. Relator
- 2. Harmony
- 3. Achiever
- 4. Consistency
- 5. Learner

## 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. 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.*

**Relator**

Harmony

Achiever

Consistency

Learner

Chances are good that you have people you know, and then you have people you feel like you have always known. Your connections to your closest friends are not optional for your overall wellbeing — they are required.

It's very likely that you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all.

Because of your strengths, you easily differentiate good times with others from favorite times with your closest friends. While you don't mind interacting with people, memorable moments with your good friends are your fuel.

Instinctively, you are a well-read individual. People whom you have befriended turn to you for guidance. Often you help them see a situation or problem from a different perspective because of something you discovered while surveying a book, article, letter, or Internet site. For you, reading is the key that opens the door to a world of fresh ideas. You collect them, never knowing when something you read will benefit someone else.

Driven by your talents, you have a small number of close friends who share a foundation of intimacy and trust. You care less about how many friends you have and more about how precious those friends are.

**1. Relator**

2. Harmony

3. Achiever

4. Consistency

5. Learner

## 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 + ACHIEVER

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

### RELATOR + CONSISTENCY

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

### RELATOR + LEARNER

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

## 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

# 2. 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.*

Relator	Harmony	Achiever	Consistency	Learner
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Chances are good that you feel a sense of accomplishment when others notice and appreciate your determination to produce excellent outcomes. You find security in a job well done.

Driven by your talents, you love when people work together well. You naturally reduce stress and friction by finding consensus. You feel great when you can resolve conflict and move forward.

By nature, you enjoy being physically and/or mentally active. This is especially true when you are assigned tasks to finish by day’s end. As long as the overall workload is evenly distributed among people, you tend to be willing and eager to perform your daily chores.

It’s very likely that you view your life much more favorably when you can say, “I gave that project my best effort, and I am pleased about the things I did right.”

Because of your strengths, you bring a spirit of friendliness to whatever you do. Your personal warmth and congenial disposition cause others to be kind and generous. People find it is easier to work together when you are part of the group. In your absence, they probably notice a difference in the overall level of cooperation.



- 1. Relator
- 2. Harmony**
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- 5. Learner

## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + RELATOR

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

### HARMONY + ACHIEVER

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

### HARMONY + CONSISTENCY

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

### HARMONY + LEARNER

You believe the best educational environments are those characterized by conceptual variety and emotional stability.

## 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**

## 3. Achiever®

**What Is Achiever?**

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

### Why Your Achiever Is Unique

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

**Relator****Harmony****Achiever****Consistency****Learner**

By nature, you routinely contrive innovative ideas. The art of invention stimulates your mind. You likely spring from one original thought to an entirely different one. You usually find unique ways to link two or more concepts.

Instinctively, you ordinarily describe yourself as practical and realistic. You labor earnestly to find specialists who can help you figure out the right responses to questions. “Why reinvent the wheel?” you ask when they already know what to do.

It’s very likely that you welcome opportunities to methodically examine details in data. You notice when a series of numbers repeats itself. Your hours of mental labor enable you to spot important pieces of information that most people overlook.

Because of your strengths, you can mentally zero in on tasks for hours at a time when you have a goal to reach. When the assignment demands extra time, you would be wise to honor your body’s natural rhythms. In other words, if you are a “morning person,” work in the morning. Work in the afternoon if that is when you hit your stride. Work in the evening if that is when you think better. Work around midnight after everyone has gone to bed if you are someone who usually stays up very late.



Chances are good that you devote your energy, intelligence, and time to fixing things about yourself. You are inclined to concentrate on acquiring knowledge and skills you do not possess. You probably strive to conquer your shortcomings.



- 1. Relator
- 2. Harmony
- 3. Achiever**
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- 5. Learner

## How Achiever Blends With Your Other Top Five Strengths

### ACHIEVER + RELATOR

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

### ACHIEVER + HARMONY

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

### ACHIEVER + CONSISTENCY

You tend to be most productive when you are part of a group that has efficient processes and a culture of fairness.

### ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

## Apply Your Achiever to Succeed

**Use a scoring system to keep track of all achievements.**

- ☐ Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- ☐ Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.

**EXECUTING**

## 4. Consistency®

**What Is Consistency?**

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

### Why Your Consistency Is Unique

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

**Relator****Harmony****Achiever****Consistency****Learner**

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

Instinctively, you frequently break down daily, weekly, monthly, or annual activities into their fundamental parts. You examine them separately and in relation to one another. You usually produce a less labor-intensive way of performing repetitive tasks. Once you have explained your system to others, you expect them to use it for the common good. You become frustrated when individuals insist on doing things their way or the old way. You can predict how their resistance will jeopardize the group's overall effectiveness and efficiency.

Because of your strengths, you invent processes that make it easier for others to perform repetitious tasks. You outline the necessary deadlines and steps everyone needs to follow to produce uniform and consistent results. Once your rules or procedures are adopted, you expect people to use them. Those who do things their own way are likely to upset you. You favor individuals who endorse the importance of everyone doing a particular chore the same way every day.

It's very likely that you can invent reasonably sequenced processes for performing various tasks. Having familiar patterns to follow makes it easier for everyone involved to handle recurring activities with ease and efficiency. You probably think favorably about individuals who rely on your processes day after day. People who say they cannot and will not use your system often irritate you.

By nature, you genuinely like honoring individuals and groups for their successes, contributions, and progress. You usually establish standard criteria to identify people worthy of recognition. You probably pick dates each week, month, or year to present awards and announce special commendations.



- 1. Relator
- 2. Harmony
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## How Consistency Blends With Your Other Top Five Strengths

### **CONSISTENCY** + **RELATOR**

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

### **CONSISTENCY** + **HARMONY**

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

### **CONSISTENCY** + **ACHIEVER**

You tend to be most productive when you are part of a group that has efficient processes and a culture of fairness.

### **CONSISTENCY** + **LEARNER**

You want education to be scalable and available, so you strive to create systems that are efficient and fair.

## 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

# 5. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people’s confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the “getting there.”

## Why Your Learner Is Unique

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

Relator	Harmony	Achiever	Consistency	Learner
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Chances are good that 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 think intensely whenever you are working on tasks that match your area of expertise or pique — that is, arouse and excite — your natural curiosity. Rarely do you allow distractions to pull your mind away from topics, issues, questions, or experiments that intrigue you. Intrusions that often distract others are seldom a problem for you.

By nature, you center your efforts on making improvements that you decide are intriguing and relevant to your life. You devote a great deal of time and energy to acquiring the knowledge and skills that you sense you lack. You regularly challenge yourself to address your shortcomings.

Because of your strengths, you yearn to acquire additional knowledge and skills. Often you use these to do something better, more perfectly, or more completely than you have in the past. You seek opportunities to enhance your capacity for fixing things, correcting mistakes, or overcoming weaknesses.

It's very likely that you enjoy pondering what you can revise, correct, renovate, upgrade, or relocate. When you are curious about a person, event, topic, project, activity, or idea, you devote much energy and time to studying it.



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

### LEARNER + RELATOR

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

### LEARNER + HARMONY

You believe the best educational environments are those characterized by conceptual variety and emotional stability.

### LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### LEARNER + CONSISTENCY

You want education to be scalable and available, so you strive to create systems that are efficient and fair.

## Apply Your Learner to Succeed

**Develop expertise in areas that interest you the most.**

- ☐ Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- ☐ Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.



## 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.

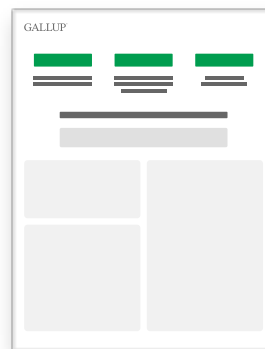
#### Claim It

- 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



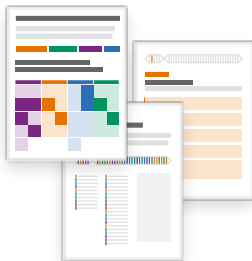
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

**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

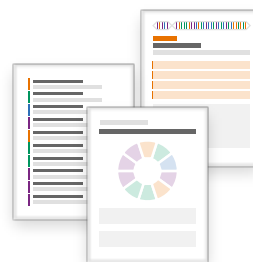


## Apply Your CliftonStrengths® in Specific Roles

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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