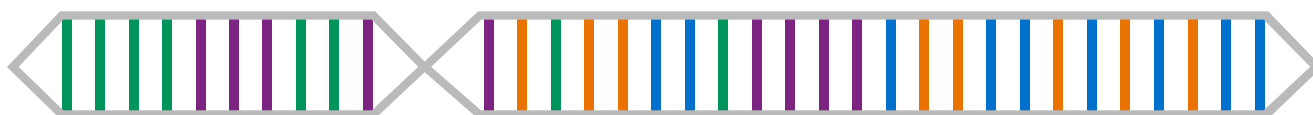


Your CliftonStrengths 34 Results

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. **Analytical**
2. **Context**
3. **Strategic**
4. **Learner**
5. **Discipline**
6. Responsibility
7. Focus
8. Input
9. Intellection
10. Achiever

NAVIGATE

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

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. **Learner**
- 2. **Context**
- 3. **Strategic**
- 4. **Analytical**
- 5. **Discipline**
- 6. Responsibility
- 7. Focus
- 8. Input
- 9. Intellection
- 10. Achiever

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. 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 personalized Strengths Insights are specific to your CliftonStrengths results.

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.

By nature, you are comfortable offering suggestions to people who regularly seek your counsel — that is, recommendations about a decision or course of action they are considering. These individuals usually feel deep affection for you. You are likely to spend time together socializing as well as working or studying.

Instinctively, you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention.

Driven by your talents, you enjoy sharing your point of view with individuals who ask, “What do you think?” When you are familiar with the topic, problem, or people involved, you are quite comfortable expressing yourself. Otherwise, you set out to discover the facts and weigh them with care before speaking your mind — that is, giving advice or openly stating your ideas.

Because of your strengths, you gravitate to activities that force you to stretch your mind. You typically reduce a mass of information into separate facts. Then you question, critique, and/or reflect on each one. This is apt to be your way of understanding the whole story, theory, plan, process, or program. You tend to pose questions no one else raises, and you frequently find your own answers.

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**

2. Context

HOW YOU CAN THRIVE

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

WHY YOUR CONTEXT IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

It's very likely that you likely enjoy seminars, presentations, or programs that feature historic material.

Instinctively, you carefully examine circumstances, opportunities, or problems. You sift through the past to understand the present. You probably listen to experts discuss current events. No fact, object, or document is too minor. You figure out how bits and pieces of history explain what is happening today. You grasp the complexity of most situations. Your time-consuming investigations are likely to puzzle those who notice and deal with only what is most obvious.

Driven by your talents, you routinely gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. You often wait to determine whether this information is useful. Your interest in history probably has no purpose other than to answer your own questions. You are simply intrigued by the past and its people. The future starts to take shape in your mind as soon as you begin to rummage through your collection of historic truths and objects.

Because of your strengths, you often seek the company of historically astute individuals. You value the clarity of their thinking about past events. They probably help you evaluate the roles of principal figures in history.

By nature, you enjoy spending time with those who think about historical events and the people who played a major or minor role in them. Reading historians' writings or listening to their conversations probably fills your mind with questions. You enjoy filing away the answers, sensing one day all this information will be useful. Whether it actually does become useful makes no difference to you. Knowledge is its own reward, in your opinion.

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**

3. 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 YOUR STRATEGIC IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Because of your strengths, you customarily pinpoint the core problems and identify the best solutions. You artfully and skillfully eliminate distractions. This helps people gain a clear understanding of what is happening and why it is happening. You frequently identify ways to transform an obstacle into an opportunity.

It's very likely that you usually identify problems others fail to notice. You repeatedly create solutions and find the right answers. You yearn to improve things about yourself, other people, or situations. You are drawn to classes, books, or activities that promise to give you the skills and knowledge you seek.

By nature, you pay close attention to what is going on around you. You listen. You quiz people. You read. You probably take notes on key points. As you accumulate lots of information, you disregard what is unrelated, and pay heed to what is really important. The more you reflect on what you know, the more problems begin to reveal themselves, and eventually solutions start taking shape in your mind. Finally, given the situation, you select the best plan from your list of options.

Chances are good that you thoroughly examine many of the problems you face in your life. For simple difficulties, you probably discover the right solution early in the process. When handling complex matters, however, you frequently labor long and hard to identify what is actually causing the predicament. Often you can pinpoint fundamental glitches or missing steps. Eventually, an economical, efficient, or diplomatic remedy becomes apparent to you.

Driven by your talents, you might notice that the right word enters your mind exactly when you need it. Perhaps your comfort with language makes the oral or written exchange of ideas or feelings almost effortless.

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.
- Find a group that does important work, and contribute your strategic thinking. Your ideas and expert planning can make you a strong leader in any group.
- Be prepared to explain your thought process; sometimes people can misinterpret your Strategic talents as criticism of their ideas. Help them understand that, instead, you are considering what is already working well and what others have already done.

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.

**STRATEGIC THINKING**

4. Analytical

HOW YOU CAN THRIVE

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

WHY YOUR ANALYTICAL IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

By nature, you use reason to predict what you need to have done before a meeting begins. Your methodical thinking allows you to anticipate information you could present, inquiries you could make, or questions you could answer. Not wanting to be caught off guard — that is, not being alert to potential danger or opportunity — you generate your own list of topics, agenda items, or tasks. Depending on how much is at stake, you typically conduct your own research before the group convenes. Simply put: You have a reputation for being ready and able to participate in most activities.

Driven by your talents, you are described as level-headed. You use reason to determine which activities need to be done first, second, and third. You are typically eager to finalize your plan so you can start working.

It's very likely that you normally exhibit a methodical and rational thinking style. You determine what you could and should upgrade or improve. Your reasonable approach is apt to have a calming effect on illogical and emotional people.

Chances are good that you typically follow an established procedure for getting things done. Usually you identify the most pressing needs. Then you respond to each one in the order of its importance and urgency.

Because of your strengths, you typically design repetitious patterns for handling the mundane, yet necessary, parts of your life. You probably have methodical ways for paying bills, shopping for groceries, making appointments, preparing for meetings, exercising, or moving through your day.

WHY YOU SUCCEED USING ANALYTICAL

Your natural ability to investigate, diagnose and identify patterns results in valuable insights that are logical and well-thought-out. Your critical thinking helps clarify reality and provides objectivity.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Use your logical, objective approach to make important decisions.

- Identify credible sources you can rely on. Find helpful books, websites, experts or other resources that you can use as references.
- Get involved in the planning stages of a new initiative or project so you can evaluate its feasibility and direction before it gets too far along.
- Accept that sometimes you will need to take action before all the facts are in place.
- Choose assignments or work that allows you to analyze data, find patterns or organize ideas.
- Develop your Analytical talents by sharing your ideas with other analytical minds who specialize in your area.

WATCH OUT FOR BLIND SPOTS

- Your objective and fact-based approach to decision-making may seem skeptical or critical. Keep in mind that others will have emotional, subjective and personal opinions — and that their input is just as valuable as yours is.
- Because you ask many questions, people may think that you always doubt the validity of their ideas, that you do not trust them and that you are tough to work with. Explain your analysis so they will be more likely to trust your process and your motives.

**EXECUTING**

5. Discipline

HOW YOU CAN THRIVE

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

WHY YOUR DISCIPLINE IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Because of your strengths, you conduct yourself in an exceptionally mature and orderly fashion even when your teammates, classmates, friends, coworkers, and colleagues are acting childish.

By nature, you traditionally exhibit the ability to complete whatever you start. Often you design detailed systems or rules for handling minor as well as major tasks. These jobs probably demand attention on a daily, weekly, monthly, or annual basis. This approach allows you to reduce an activity's level of difficulty while you increase your own level of consistency.

Instinctively, you often discover ways to make people's daily chores easier to perform. You can identify a recurring pattern of essential steps. You can create shortcuts for handling things such as paperwork, filing, inventory, or data entry. You enjoy helping individuals who are willing to use your streamlined methods. You probably pay far less attention to those who constantly fuss and fume about change. Why? They cause problems for everyone else.

Driven by your talents, you regularly stay up to date on newsworthy events. You are likely to have a process in place to monitor issues that interest you personally or professionally. You get updates from the internet and broadcast media. One-on-one conversations with informed individuals are a natural part of your day. By balancing everything you hear, read or see, you usually can sort fact from fiction.

Chances are good that you have a reputation for showing care and precision in whatever you do. Your distinct and noticeable attention to detail can be seen in your financial records, personal appearance, study notes, home, workplace, closets, drawers, or computer files. You want to keep things orderly. You also are impelled to do things right. When you are ultimately held accountable, your need for order and structure intensifies.

WHY YOU SUCCEED USING DISCIPLINE

You need organization, order and precision. Your controlled planning and routines increase efficiency and bring predictability and structure to turmoil.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Create structure, and keep things organized.

- Check as often as necessary to ensure that tasks and projects are completed correctly and on time. You feel an urge to do it anyway, and soon enough, others will begin to expect it from you.
- Share your routines and structure. Your detailed lists of tasks, goals and timelines can increase others' efficiency.
- Accept that not many people are as disciplined as you. Instead of letting their processes frustrate you, try to focus on their results and not their methods.
- Look for roles and responsibilities that are structured and predictable.
- Help others add order to their lives. If you are genuine and respectful when you offer to help, they are likely to appreciate it even more.

WATCH OUT FOR BLIND SPOTS

- Because of your need for predictability and control, others might view you as rigid and inflexible. Try not to automatically dismiss ideas that do not directly fit into the neat framework you have created.
- As much as you thrive on structure and organization, others thrive on the freedom to innovate. Be careful about expecting others to follow any structure you put in place.

**EXECUTING**

6. Responsibility

HOW YOU CAN THRIVE

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

WHY YOU SUCCEED USING RESPONSIBILITY

You have a deep sense of dedication and feel ownership for your commitments. You are a person of your word, and others know they can rely on and trust you.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Take ownership for the things that matter most to you.

- Always check your schedule and to-do list before taking on a new request. This will help you realistically meet all of your commitments without overworking yourself and demonstrate to others that you are serious about your responsibilities.
- Align yourself with those who share your sense of commitment. You will thrive when you are surrounded by others who take their responsibilities as seriously as you do.
- Be an ethical watchdog for your school, organization or community by taking action to eliminate and prevent any unethical behavior you see.

WATCH OUT FOR BLIND SPOTS

- Because you find it difficult to turn down others' requests, sometimes you overcommit. Try to manage your Responsibility talents by giving up something before you take on a new task.
- Too many obligations can keep you from spending time with the most important people in your life. Remember that sometimes, no is the best answer for the health of your relationships.

**EXECUTING**

7. Focus

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING FOCUS

You have a powerful ability to prioritize, set goals and work efficiently. You avoid time-consuming distractions and stay on track toward an overall objective.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Set specific goals with timelines to motivate yourself.

- Attach timelines and measurements to your goals, and keep track of your progress. Regularly meeting your objectives will prove that you are moving forward and inspire you to do more.
- Try putting a daily “power hour” of complete focus on your calendar each week. During this hour, turn off all your social media alerts, get away from your email, find a committed space and work toward one important goal — and nothing else.
- Write down your goals and refer to them often. You will feel more in control of your life.

WATCH OUT FOR BLIND SPOTS

- You may focus so intently on your own work that you don’t notice when goals and priorities change. Remember to occasionally stop what you’re doing so you can re-evaluate your objectives.
- When you are absorbed in something, you may be slow to respond to others’ immediate needs and appear emotionally distant. Acknowledge that sometimes, you will have to stop and respond to interruptions from the important people in your life.

**STRATEGIC THINKING**

8. Input

HOW YOU CAN THRIVE

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

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.

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**

9. Intellection

HOW YOU CAN THRIVE

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

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.

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**

10. 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 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

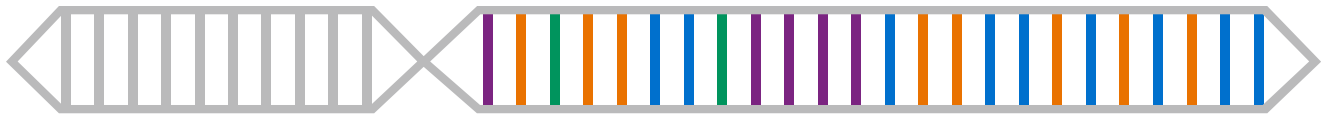
Bring intensity and effort to the most important areas of your life.

- 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.

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.

Navigate the Rest of Your CliftonStrengths



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

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

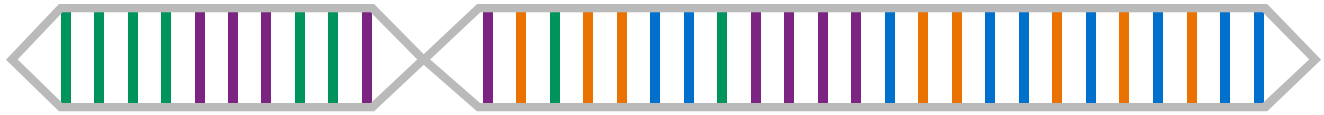
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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?



1. Learner
2. Context
3. Strategic
4. Analytical
5. Discipline
6. Responsibility
7. Focus
8. Input
9. Intellection
10. Achiever
11. Deliberative
12. Self-Assurance
13. Futuristic
14. Maximizer
15. Significance
16. Individualization
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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

EXECUTING

People with dominant Executing themes make things happen.

INFLUENCING

People with dominant Influencing themes take charge, speak up and make sure others are heard.

RELATIONSHIP BUILDING

People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

STRATEGIC THINKING

People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.

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

Learner

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

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.

Analytical

Use your logical, objective approach to make important decisions.

Discipline

Create structure, and keep things organized.

Responsibility

Take ownership for the things that matter most to you.

Focus

Set specific goals with timelines to motivate yourself.

Input

Keep exploring; always be curious.

Intellection

Think deeply. Think often.

Achiever

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

Your CliftonStrengths 34 Theme Sequence

1. 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.

2. Context

STRATEGIC THINKING

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

3. 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.

4. 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.

5. Discipline

EXECUTING

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

6. 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.

7. 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.

8. 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.

9. Intellection

STRATEGIC THINKING

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

10. 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.

11. 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.

12. 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.

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. 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.

15. 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.

16. 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.

17. 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.

18. Ideation

STRATEGIC THINKING

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

19. 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.

20. 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.

21. 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.

22. 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.

23. Harmony

RELATIONSHIP BUILDING

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

24. Command

INFLUENCING

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

25. 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.

26. 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.

27. 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.

28. 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.

29. 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.

30. 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.

31. 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.

32. 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.

33. Empathy

RELATIONSHIP BUILDING

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

34. 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.