



CliftonStrengths® Top 5 for Austin Allen

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. Learner®

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

2. Connectedness®

You have faith in the links among all things. You believe there are few coincidences and that almost every event has meaning.

3. Developer®


You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.

4. Positivity®


You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.


5. Intellection®

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

 **EXECUTING** themes help you make things happen.

 **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

 **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

 **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Learner
- 2. Connectedness
- 3. Developer
- 4. Positivity
- 5. Intellection

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



STRATEGIC THINKING

1. 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.

Learner

Connectedness

Developer

Positivity

Intellecion

By nature, you are a history buff — that is, someone ardently devoted to studying the past. You are especially drawn to firsthand accounts of global conflicts. You link people to events and trace timelines. You are likely to examine major battles from the perspective of foes and allies as well as neutral parties. The sum of your findings probably allows you to determine what started and eventually ended each war.

Because of your strengths, you probably gather lots of information, facts, or insights from a variety of written materials. Fortunately, your passion for reading fills you with the reassurance you need to render a proper decision, state the right points, or tackle an assignment correctly.

It's very likely that 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.

Instinctively, you are intrigued by newcomers and outsiders. Unusual individuals capture your attention because they are different. Immediately, your curiosity impels you to ask lots of questions and attentively listen to their responses. You appear to study human beings the way others study for final tests. Your approach is direct. Your gaze is intense. Your interest is sincere. You probably are determined to introduce these people to your acquaintances, family, or friends.

Driven by your talents, you absorb all sorts of information from books, publications, or other written materials. You display a voracious — that is, never fully satisfied — appetite for knowledge. You devour the written word to savor useful facts. For you, a great day is one during which you have added new insights to your mind's storehouse of ideas.



- 1. Learner
- 2. Connectedness
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- 5. Intellection

How Learner Blends With Your Other Top Five Strengths

LEARNER + CONNECTEDNESS

You are glad there are some things that are beyond your comprehension. You love to study, but you hate to know it all.

LEARNER + DEVELOPER

A steep learning curve brings out the best in you. The journey is even better when someone goes with you and grows with you.

LEARNER + POSITIVITY

You get excited when you are exposed to something new. This enthusiasm and passion for learning are often contagious.

LEARNER + INTELLIGENCE

You are a student of the world in which you live, and you are student of the world of thoughts that lives within you.

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.



RELATIONSHIP BUILDING

2. Connectedness®

What Is Connectedness?

Things happen for a reason. Those with strong Connectedness talents are sure of it. They have a powerful conviction that everyone is connected. While each person is responsible for their own judgments and actions, those with strong Connectedness believe everyone is part of something larger. This belief implies certain responsibilities. Their awareness of these responsibilities creates their value system. They are considerate, caring and accepting. Confident in the unity of humankind, they build bridges for people of different cultures. They give others comfort that there is a purpose beyond everyday existence. Their faith is strong. It sustains them and their close friends in the face of life's mysteries.

Why Your Connectedness Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Learner**Connectedness****Developer****Positivity****Intellection**

Instinctively, you underscore what people have in common even though their backgrounds, experiences, languages, cultures, or interests vary greatly. You facilitate dialogue between individuals. You create peace within groups and between people by linking them to one another.

Chances are good that you continually seek wisdom from people with whom you have intelligent conversations. You not only listen but also share your thoughts. In the process, you are likely to move beyond concrete facts. Your curiosity draws you to speculate — that is, reflect or wonder — about theories, ideas, or concepts. To keep your mind fresh, you frequently quiz individuals who are equally fascinated with the intangible and abstract aspects of life.

By nature, you occasionally sense you are part of something bigger or more important than yourself. Maybe this conviction influences choices you make in life.

Driven by your talents, you occasionally set out to build bridges of understanding between diverse people. Perhaps you accept individuals as they are rather than as you wish them to be. Maybe this frees your mind to search for ideas, interests, or personal experiences you share with others.

Because of your strengths, you sense that you are inextricably linked to your friends and colleagues. You understand that your success depends on each one of them just as their individual success depends on you.



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How Connectedness Blends With Your Other Top Five Strengths

CONNECTEDNESS + LEARNER

You are glad there are some things that are beyond your comprehension. You love to study, but you hate to know it all.

CONNECTEDNESS + DEVELOPER

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

CONNECTEDNESS + POSITIVITY

You tend to be optimistic and hopeful about your world. We are all in this together; let's celebrate and have some fun.

CONNECTEDNESS + INTELLECTION

It is important for you to think deeply and personally about the global and spiritual nature of life.

Apply Your Connectedness to Succeed

Help people and groups better understand how to relate to and rely on each other.

- ☐ Offer to listen to and counsel people. You can easily see connections between what they are saying and doing. Help them by providing directions on how to see connection and purpose in everyday occurrences.
- ☐ Support others in finding meaning in the unpredictability of their world. Doing this provides a sense of comfort and stability in the face of uncertainty.



RELATIONSHIP BUILDING

3. 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.

Learner	Connectedness	Developer	Positivity	Intellecion
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Because of your strengths, you cheer up people by telling jokes and funny stories. Your comedic flair and your clever wit often evoke laughter. You can make others smile regardless of the circumstances.

Driven by your talents, you might receive and even welcome diverse types of people into your life. Sometimes you comment favorably about their individual talents, efforts, skills, knowledge, contributions, or accomplishments.

Instinctively, you may welcome the questions or concerns voiced by people. You might listen compassionately to some and offer counsel to others. People sometimes seek you out because your insights are helpful. Maybe they appreciate the way you occasionally cause them to think in new ways.

It’s very likely that you may acknowledge newcomers and/or welcome outsiders to your workgroup, team, or class. Occasionally you invite visitors to join a discussion or engage in friendly chitchat. Perhaps you are comfortable starting conversations with some strangers.

Chances are good that you may understand the importance of giving certain people credit when their contributions warrant special attention.



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How Developer Blends With Your Other Top Five Strengths

DEVELOPER + LEARNER

A steep learning curve brings out the best in you. The journey is even better when someone goes with you and grows with you.

DEVELOPER + CONNECTEDNESS

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

DEVELOPER + POSITIVITY

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

DEVELOPER + INTELLECTION

Solitude and deep reflection often help prepare you to invest in another's growth.

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.

**RELATIONSHIP BUILDING**

4. Positivity®

What Is Positivity?

People with strong Positivity talents are generous with praise, quick to smile and always on the lookout for the upside of the situation. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and dynamic.

Why Your Positivity Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Learner**Connectedness****Developer****Positivity****Intellection**

Instinctively, you often experience satisfaction with your life when someone asks you to scrutinize, assess, examine, or evaluate things such as people, processes, plans, or mechanisms.

Chances are good that you normally feel better about life when you can choose your own companions. You are very prudent — that is, quite cautious and not rash — whenever you select teammates, classmates, coworkers, bosses, employees, or friends.

Because of your strengths, you encourage individuals by expressing confidence in them. You comment favorably about their knowledge, skills, talents, or successes. You undoubtedly feel life is grand when your words of encouragement and support motivate someone to excel or attempt something for the first time.

It's very likely that you recognize what is going right in your life as long as you have meaningful challenges to call your own. You become much more optimistic about reaching your goals when you can work alone.

Driven by your talents, you normally feel very good about life, especially when specific people accept your bold, assertive, and self-reliant style. You are even more optimistic when the same individuals permit you to make your own choices.



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How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + LEARNER

You get excited when you are exposed to something new. This enthusiasm and passion for learning are often contagious.

POSITIVITY + CONNECTEDNESS

You tend to be optimistic and hopeful about your world. We are all in this together; let's celebrate and have some fun.

POSITIVITY + DEVELOPER

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

POSITIVITY + INTELLECTION

Your thinking is deep but seldom without hope. When you meditate, you experience a light and joy that is contagious.

Apply Your Positivity to Succeed

Encourage others by reminding them of the positives you see.

- ☐ Commit to praising the people you interact with most. Try to tailor this recognition to each person's needs. When you remind others of the positives you see, they feel better about life, and so do you.
- ☐ Make sure your praise and positivity are genuine. Some people are used to hearing the negatives, so make sure your praise and positivity are authentic. But keep repeating the positives to let these people trust you will always point out the upside.

**STRATEGIC THINKING**

5. Intellection®

What Is Intellection?

People with strong Intellection talents like to think. They like mental activity. They like to exercise the “muscles” of their brain, stretching them in multiple directions. This need for mental activity may be focused; for example, they may be trying to solve a problem, develop an idea or understand another person’s feelings. The exact focus will depend on their other strengths. The theme of Intellection does not dictate what these people are thinking about; it simply describes that they like to think. They like to let their thoughts go in many directions. People with strong Intellection talents are introspective. This introspection gives them time to reflect and ponder. Wherever it leads them, their mental hum is a constant in their lives.

Why Your Intellection Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Learner**Connectedness****Developer****Positivity****Intellection**

Driven by your talents, you probably enjoy reading because it gives you so many topics to talk about other than yourself. Characteristically you prefer to discuss ideas rather than delve — that is, make a detailed search for information — into your own or another’s personal life.

Instinctively, you might like to ponder how the many steps of a plan, task, process, idea, or policy contribute to its overall efficiency and continuity.

It’s very likely that you occasionally enjoy having time to mull over theories, philosophies, or important questions. Being permitted to process your thoughts may contribute to your sense of well-being or enhance your optimism.

Because of your strengths, you are eager to rid your world of bullying and coercion — that is, the use of power to persecute others. You declare that brute force, assaults, unrelenting pressure, random violence, and war have no place in a civilized society. For this reason, you enter into conversations with intelligent individuals who yearn to foster peace by using their brains, not their physical strength or deadly weapons. Customarily, you collect ideas, theories, or concepts to counteract the evils of hate, prejudice, bigotry, or intolerance.

Chances are good that you may derive enjoyment from certain types of reading material. Perhaps the ideas of certain writers prompt you to think about things you could make better or upgrade.



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How Intellection Blends With Your Other Top Five Strengths

INTELLECTION + LEARNER

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INTELLECTION + CONNECTEDNESS

It is important for you to think deeply and personally about the global and spiritual nature of life.

INTELLECTION + DEVELOPER

Solitude and deep reflection often help prepare you to invest in another's growth.

INTELLECTION + POSITIVITY

Your thinking is deep but seldom without hope. When you meditate, you experience a light and joy that is contagious.

Apply Your Intellection to Succeed

Make time to think by yourself and with others.

- ☐ Set aside a few minutes every day just to think. Doing this refines your ideas and sharpens your thinking.
- ☐ Identify topics that fascinate you and find a like-minded person to explore them with. Spend time delving into these topics with this person to stimulate your thinking even further.

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.

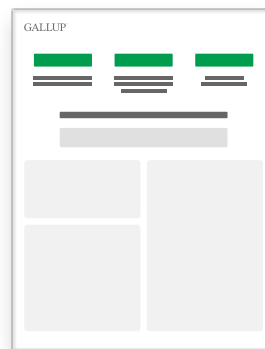
Claim It

- 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



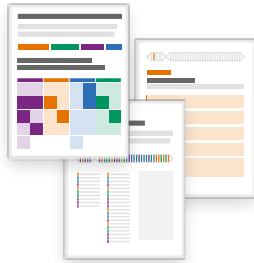
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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

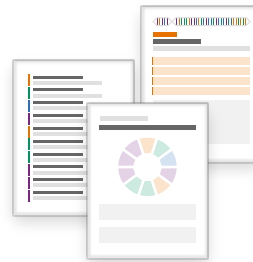


Apply Your CliftonStrengths® in Specific Roles

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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