

CliftonStrengths® Top 5 for Aiden Kiefer

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. Strategic®

You quickly spot patterns and issues that others miss. You generate alternative paths forward and choose the most effective one.

2. Ideation®

You are fascinated by ideas. You see connections that others don't and can view the world from different perspectives.

3. Positivity®

You have contagious enthusiasm. You are naturally upbeat and can energize others.

4. Learner®

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

5. Communication®

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

■ **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. Strategic
- 2. Ideation
- 3. Positivity
- 4. Learner
- 5. Communication

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

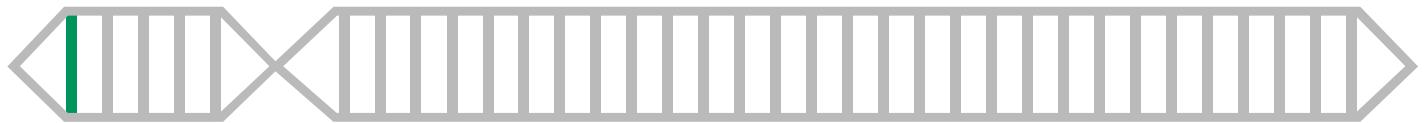
- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- Woo

RELATIONSHIP BUILDING

- Adaptability
- Connectedness
- Developer
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator

STRATEGIC THINKING

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic

**STRATEGIC THINKING**

1. Strategic®

What Is Strategic?

People with strong Strategic talents can sort through the clutter to find the best route. You can't teach this skill. It is a distinct way of thinking — a unique perspective on the world at large. This outlook allows them to see patterns where others see complexity. Mindful of these patterns, they envision alternative scenarios, always asking, "What if this happened?" This recurring question helps them see, plan and prepare for future situations. They see a way when others assume there is no way. Armed with this strategy, they move forward.

Why Your Strategic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic**Ideation****Positivity****Learner****Communication**

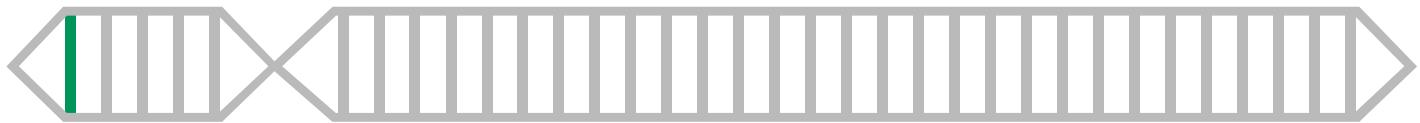
Chances are good that you feel wonderful when people value your innovative and original ideas. You are likely to help them envision what can be accomplished in the coming months, years, or decades.

It's very likely that you select the right combination of words to convey your ideas or feelings. In the middle of discussions, your vocabulary provides you with precise phrases and terminology. You probably express yourself with ease and grace.

By nature, you frequently find the precise words to express your thoughts and feelings. You spontaneously start conversations with total strangers. You quickly discover what interests them. You probably enliven discussions by telling stories to illustrate things that capture your attention.

Driven by your talents, you automatically generate numerous ways to enhance, upgrade, revise, correct, or revamp a process, action plan, or itinerary. Your suggestions often influence how a project will unfold in the coming months, years, or decades. You tend to find fault with your own and even other people's talents, skills, and/or knowledge. Fixing people or things ranks high on your favorite activities.

Instinctively, you are known for making unintelligible or complex ideas, plans, procedures, or regulations easy to understand.



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How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + IDEATION

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

STRATEGIC + POSITIVITY

You prefer to imagine and anticipate all the possibilities because it energizes you and clarifies what you can do.

STRATEGIC + LEARNER

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

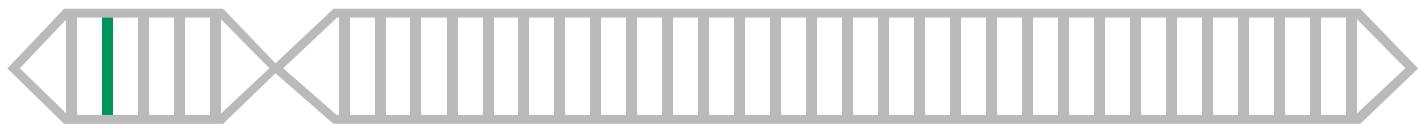
STRATEGIC + COMMUNICATION

You have many stories in your repertoire, but you sort through all of them to find the perfect one for each situation.

Apply Your Strategic to Succeed

Think ahead to gain perspective.

- Take time to fully plan your path forward. While you easily see patterns where others see complexity, it is important to make time to envision these alternative scenarios.
- Practice explaining your decision-making process before talking with others. Doing this ensures people know you have considered different options and opinions to inform your decision.

**STRATEGIC THINKING**

2. Ideation®

What Is Ideation?

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all of these reasons, they derive a jolt of energy whenever a new idea occurs to them.

Why Your Ideation Is Unique

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Strategic**Ideation****Positivity****Learner****Communication**

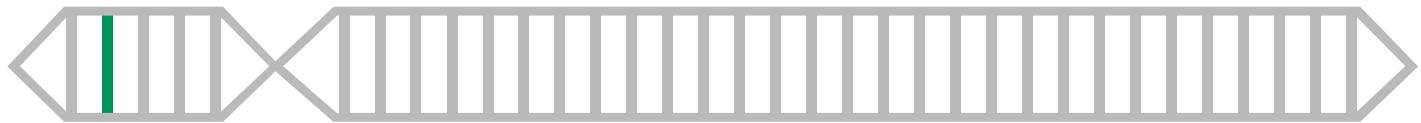
It's very likely that you may like to work on things by yourself. When you can concentrate on your own tasks, assignments, or projects, you might conceive some original ways to approach your work or studies.

Instinctively, you might take a creative route to your desired objective. Rather than have just one goal to consider, periodically you explore several alternatives. To some degree, you value innovation. To some degree, you dare to think differently. Timelines and time controls occasionally stifle your creativity. Perhaps you let the thinking process move at its own pace.

Chances are good that 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.

Driven by your talents, you frequently opt to systematically study various subjects, rules, processes, mechanisms, or programs when you work alone. In your opinion, having the freedom to decide how to approach a project is one of the advantages of being an individual contributor.

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.



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How Ideation Blends With Your Other Top Five Strengths

IDEATION + STRATEGIC

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

IDEATION + POSITIVITY

You bring energy and enthusiasm to the creative process, and you enjoy the risk and ambiguity that come with innovation.

IDEATION + LEARNER

Your creative innovation often springs from a willingness to embrace your curiosity and to engage in continuous education.

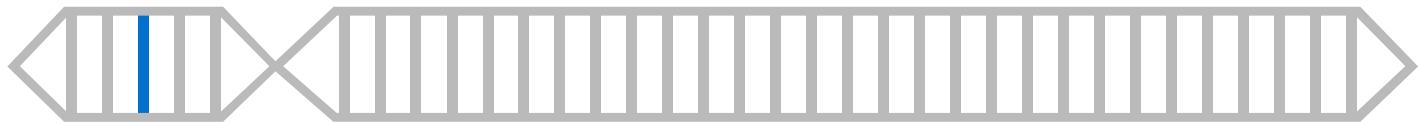
IDEATION + COMMUNICATION

Your brain seems to be most creative when your mouth and ears are working. Solo innovation doesn't work well for you.

Apply Your Ideation to Succeed

Look for areas that would benefit from an innovative approach.

- Spend time with imaginative people discussing and refining your ideas. Together, you can think up new possibilities.
- Look for different connections and generate new insights when things don't make sense in a certain area. Whereas others might be unsure or unclear about what to do next, you can quickly brainstorm multiple options for consideration.

**RELATIONSHIP BUILDING**

3. 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

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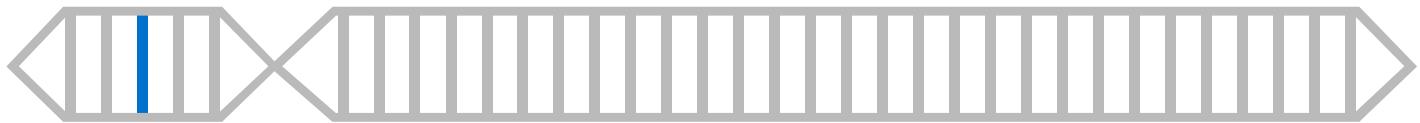
Driven by your talents, you might be a cheerful and easygoing person. Maybe you emphasize what you have in common with people. Occasionally you are diplomatic, and you sidestep areas of disagreement. Perhaps your even-tempered nature and friendly disposition permit you to see good in practically everyone. You may feel sad for those who look for the worst in others and are gleeful when they find it.

By nature, you choose to be fully engaged with people and activities. Meaningful relationships and purposeful work probably fill you with happiness. You are wide awake to the wonders of your life. Characteristically upbeat, you are likely to avoid pessimists and cynics who refuse to see the goodness in human beings and the world around them.

It's very likely that you feel much more confident about yourself and life in general when you are complimented for using easy-to-understand words. Your down-to-earth vocabulary is likely to help you express your thoughts and emotions.

Chances are good that you desire to establish close bonds with most of the people you meet. You assure them they are worthy, talented, and special. You probably acknowledge their accomplishments and comment on their personal or professional growth. Perhaps you feel gratified when someone you care about succeeds, acquires knowledge, masters a skill, or wins a contest.

Because of your strengths, you coax visionaries to dream really big dreams. Why? They can generate novel ideas, products, proposals, or processes that likely will be important years or decades from now.



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How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + STRATEGIC

You prefer to imagine and anticipate all the possibilities because it energizes you and clarifies what you can do.

POSITIVITY + IDEATION

You bring energy and enthusiasm to the creative process, and you enjoy the risk and ambiguity that come with innovation.

POSITIVITY + LEARNER

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

POSITIVITY + COMMUNICATION

When you talk with others about what you have together and what is working, it creates hope and restores energy.

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**

4. 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

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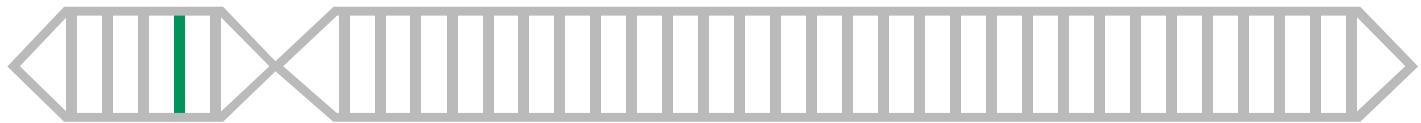
Instinctively, you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt.

Driven by your talents, you expect to be kept in the information loop. You want to know everything that is happening. You desire to be kept abreast of the latest changes, even those that do not directly affect you. Not surprisingly, you can become quite upset or frustrated when someone accidentally or intentionally fails to pass along news about important projects, deadlines, discoveries, problems, or successes.

It's very likely that you yearn to know more about how the pieces and parts of something operate. You are likely to be just as curious about an individual's behavior as you are about the steps of a procedure. You probably school yourself by carefully observing, reading, investigating, experimenting, or examining documents.

Because of your strengths, you prefer to register for rigorous courses of study rather than take easy classes. This often satisfies your need to do things that do not come naturally. You trust you can endure the unpleasantness and difficulties that accompany the expansion of your knowledge base, the acquisition of skills, and the conquest of deficiencies.

By nature, you might direct your mental and physical energy to required tasks, while optional tasks receive less attention. Under these circumstances, your ability to work or study for hours at a time may work to your advantage. Your biological makeup might determine when you are most alert, efficient, or productive.



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How Learner Blends With Your Other Top Five Strengths

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LEARNER + IDEATION

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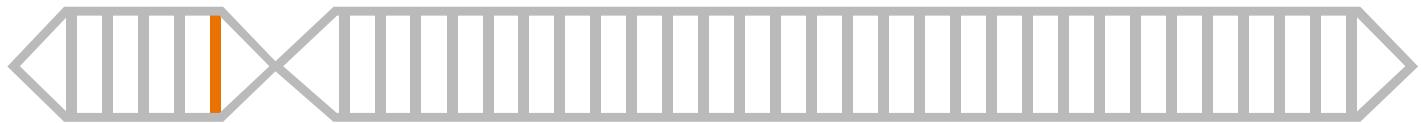
LEARNER + COMMUNICATION

Your best educational experiences occur when you can have conversations with your teacher and other students.

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.

**INFLUENCING**

5. Communication®

What Is Communication?

People with strong Communication talents like to explain, describe, host, present and write. Using their natural talents, they bring ideas and events to life. They turn thoughts and actions into stories, images, examples and metaphors. They want their information — whether an idea, an event, a discovery or a lesson — to captivate the audience. This drives them to hunt for the perfect phrase and draws them toward dramatic words and powerful statements, which is why people like listening to them. Their word pictures pique interest, provide clarity and inspire others to act.

Why Your Communication Is Unique

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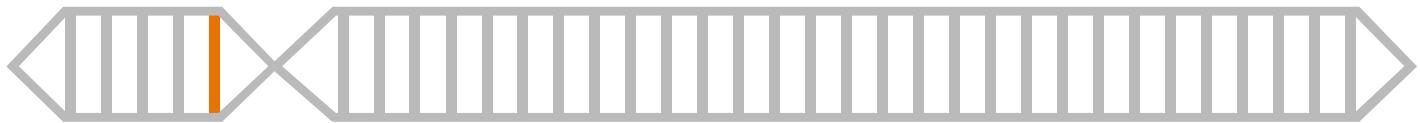
Because of your strengths, you spontaneously regale people with funny anecdotes, timely jokes, witty comments, or whimsical ideas. Amusing others brings you pleasure. You have a gift for making people laugh out loud.

Driven by your talents, you usually dive into conversations when you have a story to tell or a point to make. You enjoy speaking with people. You recognize that conversations are a valuable source of new information. You probably want to share what you know with others. When you are involved in a group discussion, you typically add to it.

By nature, you have a gift for engaging people in group conversations. You also are an active participant. Your upbeat attitude energizes the dialogue. You acknowledge the ideas people share. You reinforce the value of what they say. Consequently, many people become even more willing to reveal their thoughts and feelings.

Chances are good that you bring an electricity — that is, a keen, contagious excitement — to conversations with old friends, long-time associates, or new acquaintances. You can walk up to a group of people, ease into the conversation, and make them feel glad you are there. You gravitate to individuals who talk about mind-boggling — that is, mentally exciting — concepts or innovative projects. You probably are bored by idle chitchat and gossip.

Instinctively, you attract people with your abundance of vigor, vitality, and enthusiasm for life. You want everyone to appreciate your energy and befriend you.



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How Communication Blends With Your Other Top Five Strengths

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COMMUNICATION + IDEATION

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COMMUNICATION + POSITIVITY

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COMMUNICATION + LEARNER

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Apply Your Communication to Succeed

Help people put their ideas into words.

- Capture other people's thoughts in words and relay them back to these individuals. This will help you connect with people by bringing attention to and refining their messages.
- If you are in a group, volunteer to summarize any necessary communication after a meeting or social gathering. With your ability to clarify what others say, you bring attention to what needs to be heard.

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.



[Click to View Activity](#)

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.



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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