



CliftonStrengths® Top 5 for Alicia Johnson

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. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

2. Strategic®

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

3. Relator®


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


4. Arranger®


You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.


5. Context®

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

 **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. Restorative
- 2. Strategic
- 3. Relator
- 4. Arranger
- 5. Context

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



EXECUTING

1. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

- Restorative
- Strategic
- Relator
- Arranger
- Context

Because of your strengths, you typically are an eager and willing student. You genuinely derive satisfaction from examining new sources of information. You often arrive at conclusions about how to make certain things better.

Driven by your talents, you exhibit an aptitude for overcoming difficulties. You are frequently called upon to identify problems and then make needed repairs or implement appropriate solutions. You work so diligently that you ignore all kinds of distractions.

By nature, you automatically search for new or fresh ways to make upgrades or enhancements. When you suspect there is a better way to do something, you implement your revisions and test your innovations.

Instinctively, you are confident about your ability to fix whatever is broken, and you don't say, "It can't be done" or "I give up."

Chances are good that you diligently spend time working to compensate for your real or perceived shortcomings, limitations, or flaws. Self-improvement activities rank quite high on your list of personal or professional goals.

**1. Restorative**

2. Strategic

3. Relator

4. Arranger

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How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + STRATEGIC

Your ability to see and willingness to consider all available options allow you to bring creativity to your problem-solving efforts.

RESTORATIVE + RELATOR

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

RESTORATIVE + ARRANGER

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

RESTORATIVE + CONTEXT

Your memory of and appreciation for past problem solving enhances your ability to solve present and future problems.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- ☐ Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- ☐ Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.



STRATEGIC THINKING

2. 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.

Restorative	Strategic	Relator	Arranger	Context
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Chances are good that you focus on uncertainties and develop plausible scenarios based on possible outcomes. You believe that people often overestimate or underestimate the success of a given initiative. You believe that your careful analysis of alternatives is more realistic.

It's very likely that you get excited when you discover patterns that allow you to see the world around you in new ways.

Instinctively, you probably feel very good about yourself and life in general when you know the exact words to express an idea or a feeling. Language has fascinated you since childhood. Your ever-expanding vocabulary often earns you compliments.

By nature, you are a self-reliant person who needs time alone to think and work. You generate innovative ideas and propose systematic programs of action. You likely identify recurring configurations in the behavior of people, the functioning of processes, or the emergence of potential problems.

Driven by your talents, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do.



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How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + RESTORATIVE

Your ability to see and willingness to consider all available options allow you to bring creativity to your problem-solving efforts.

STRATEGIC + RELATOR

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

STRATEGIC + ARRANGER

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

STRATEGIC + CONTEXT

While some only consider possibilities they can imagine, you embrace possibilities you remember from the past.

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.



RELATIONSHIP BUILDING

3. 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.

Restorative	Strategic	Relator	Arranger	Context
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- It’s very likely that you thrive in settings where you can accomplish things. Of course, you have your own step-by-step way of performing repetitious tasks. As long as you can stick to your preferred plan of action, you usually enjoy handling the details and deadlines related to jobs, chores, projects, hobbies, assignments, or errands.
- Driven by your talents, you sense that you are already being as productive as you can be. You are meticulous — that is, you carefully and thoroughly consider all the details — when designing methods for managing your commonplace assignments. As a result, you probably can handle recurring tasks quite efficiently. Your well-defined tactics enable you to wisely use your time, energy, effort, and talents.
- Because of your strengths, you are very particular about the groups you join. When given the choice, you are likely to prefer working with a few close and trusted friends rather than partnering with total strangers.
- Instinctively, you find space in your busy routine for your close friends. You cherish the time you can spend sharing special moments with the people who matter most to you.

Chances are good that 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.



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How Relator Blends With Your Other Top Five Strengths

RELATOR + RESTORATIVE

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

RELATOR + STRATEGIC

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

RELATOR + ARRANGER

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

RELATOR + CONTEXT

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

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.



EXECUTING

4. Arranger®

What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

Why Your Arranger Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Restorative	Strategic	Relator	Arranger	Context
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Driven by your talents, you are energized by shifting priorities, and you are determined to do what you need to do. You respond to the hectic rhythm of the day while staying aware of timelines and expectations.

Because of your strengths, you bring an exceptionally mature perspective to your team. Most people regard you as the dependable and reliable one.

By nature, you probably have a reputation for being a hard worker. Even so, you are willing to accept help from people who have talents, knowledge, or skills that can make you more efficient. You resist the temptation to interfere in these people’s efforts once they begin making progress.

Instinctively, you draw on your reserve of personal accountability when pressed to complete tasks. Fulfilling your commitments spurs you to do whatever it takes to complete projects. You realize others depend on you. This explains why you seldom rest until your work is done.

It’s very likely that you approach work and life in a very practical manner. Your realistic and commonsensical style allows you to make progress. You leave little room for fanciful thinking. You probably recognize that the unrestrained imaginations of others slow you down.



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- 5. Context

How Arranger Blends With Your Other Top Five Strengths

ARRANGER + RESTORATIVE

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

ARRANGER + STRATEGIC

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

ARRANGER + RELATOR

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

ARRANGER + CONTEXT

Your appreciation and understanding of the past help you orchestrate the multiple surprising realities of the present.

Apply Your Arranger to Succeed

Help people figure out better ways of working together.

- ☐ Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- ☐ Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.

**STRATEGIC THINKING**

5. Context®

What Is Context?

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

Why Your Context Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Restorative**Strategic****Relator****Arranger****Context**

Chances are good that you are confident that understanding history prevents poor decision-making. For you, the lesson is "never again" — not "let's do it again."

Instinctively, you spontaneously pick up books and publications that focus on past events and the people involved in them. Your desire to read about days gone by causes you to gather important information that individuals who are more interested in the present or the future typically overlook. You can be a valuable resource for these people.

It's very likely that you know that you must appreciate and learn from your own history, or you will never develop into the person you want to be.

By nature, you believe that our lives do not start as blank slates and that we live with the consequences of thousands of choices and events that came before us.

Driven by your talents, you routinely ask lots of questions when you are meeting someone for the first time. Your curiosity about and interest in someone's past often helps you put your relationship with the person into a framework that makes sense.