



CliftonStrengths® Top 5 for Colby Tomita

This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

1. Relator®

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

2. Empathy®

You can sense other people's feelings by imagining yourself in others' lives or situations.

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. Futuristic®

You are inspired by the future and what could be. You energize others with your visions of the future.

5. Restorative™

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

EXECUTING themes help you make things happen.

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

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

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



- 1. Relator
- 2. Empathy
- 3. Developer
- 4. Futuristic
- 5. Restorative

You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

INFLUENCING

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

RELATIONSHIP BUILDING

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

STRATEGIC THINKING

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



RELATIONSHIP BUILDING

1. Relator®

What Is Relator?

Relator talents describe a person's attitude toward their relationships. People with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. A person with strong Relator talents forms close relationships with people.

Why Your Relator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator**Empathy****Developer****Futuristic****Restorative**

Because of your strengths, you are not interested in idle chit-chat. When gatherings are small, conversations are real. You want your interactions to matter.

Chances are good that you feel upbeat and cheerful when you keep busy. Without question, you derive much satisfaction from producing tangible outcomes.

Instinctively, you embody the adage: "If you want to get something done, ask a busy person." You deliver peak performances when you can tackle a task. You experience tremendous satisfaction each time you accomplish something. You probably like being held accountable for your actions and words.

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

Driven by your talents, you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.



- 1. Relator
- 2. Empathy
- 3. Developer
- 4. Futuristic
- 5. Restorative

How Relator Blends With Your Other Top Five Strengths

RELATOR + EMPATHY

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

RELATOR + DEVELOPER

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

RELATOR + FUTURISTIC

You often see visions in your mind of how members of your family or your closest friends can have better days in the future.

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.

Apply Your Relator to Succeed

Make time for one-on-one interactions with your friends.

- ☐ Make sure you get enough one-on-one time with the important people in your life. Periodic opportunities to interact with them will energize you.
- ☐ Take time to tell others how your relationship with them creates happiness in your life. Ask them how it enhances their happiness. Doing this with each person will show you care about them.



RELATIONSHIP BUILDING

2. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others’ eyes and share their perspectives. They perceive people’s pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

Why Your Empathy Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator	Empathy	Developer	Futuristic	Restorative
Instinctively, you may be pleased when certain individuals share with you their emotions, thoughts, or needs. Perhaps you know some of the things they will say even before they speak.				
It’s very likely that you may tune in to the emotions or needs of certain individuals. Perhaps your intuitive insights tell you if a person needs to be cheered up, offered support, or given approval. Occasionally this gift of yours helps specific types of people grow personally or professionally. It also may free some of them to feel good about themselves or what they can do.				
By nature, you may sense when a person requires your assistance. You might initiate conversations with timid individuals who struggle to express their thoughts or feelings. Occasionally you respond to people even before they state their needs. Some of them conclude you are caring and kind.				
Chances are good that you derive a lot pleasure from opening people’s eyes to their own worth, merit, value, or moments of excellence. You actually know this is a gift you have that others lack. As a result, you probably feel impelled to frequently use it.				
Driven by your talents, you sometimes resist being moved to tears, especially when others can see them. You may wish you could do a better job of containing your emotions.				



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- 2. **Empathy**
- 3. Developer
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How Empathy Blends With Your Other Top Five Strengths

EMPATHY + RELATOR

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

EMPATHY + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

EMPATHY + FUTURISTIC

You envision a future that looks better. You also imagine and anticipate how the future could feel better.

EMPATHY + RESTORATIVE

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

- ☐ Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- ☐ Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.



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.

Relator	Empathy	Developer	Futuristic	Restorative
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Because of your strengths, 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.

Driven by your talents, you typically do whatever it takes to know someone on a personal level. The insights you gain help you bestow appropriate recognition on the individual. You instinctively understand the level of attention and the amount of time the person needs from you to feel truly appreciated.

It’s very likely that you automatically engage outsiders or newcomers in small talk. You sense when someone feels left out of a conversation. You hope to make new friends by involving people in various activities. You probably comment favorably about the talents or accomplishments of many individuals. You sincerely want them to know they are worthy of the time and effort you invest in them.

By nature, you tune in to others’ emotions. Moment by moment, you detect changes in their enthusiasm, happiness, hope, despair, sadness, or apathy. You take this information into account when you extend a helping hand to someone. Your approach and words are likely to vary from person to person. In fact, you probably deal with the same individual differently as circumstances change.

Chances are good that you sometimes recognize people's progress and acknowledge their accomplishments. Your affirmations may free some individuals to enjoy their moments of excellence. You might comment on their less noticeable victories as well. Why? You might appreciate the importance different people attach to these types of milestones.



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How Developer Blends With Your Other Top Five Strengths

DEVELOPER + RELATOR

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

DEVELOPER + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

DEVELOPER + FUTURISTIC

When you have a vision of others at their best, you share that vision with them, hoping it will inspire them to grow.

DEVELOPER + RESTORATIVE

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

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.



STRATEGIC THINKING

4. Futuristic®

What Is Futuristic?

People with strong Futuristic talents love to peer over the horizon. They are fascinated by the future. They anticipate and imagine in detail what tomorrow could or should be. They usually see the future positively. While the details of the picture will depend on their other strengths and interests — a better product, a better team, a better life or a better world — it will always inspire them. This vision energizes themselves and others. They can paint a picture of the future for their team members.

Why Your Futuristic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator	Empathy	Developer	Futuristic	Restorative
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By nature, you might be an individual contributor who thinks about specific goals you want to reach in the coming months, years, or decades. Your imagination might pull you into the future even as you work on current assignments.

Chances are good that you may perceive that you have an ability to create vivid word pictures to describe the future. You may inspire people with your images of what can be. Perhaps individuals appreciate your forward thinking. They might want or need to hear from you more often.

Instinctively, you periodically talk with others to clarify grand or impressive ideas. You might want to understand complex topics, issues, plans, opportunities, or processes. If necessary, you may seek the companionship of specific thinkers. To some extent, you gravitate to individuals who have a reputation for generating novel schemes or asking insightful questions.

Driven by your talents, you may place great value on moments alone with your thoughts. You might consider whatever arouses your intellectual curiosity. Setting aside time each week to explore particular ideas might be a pleasurable or necessary activity for you.

It's very likely that you occasionally like reading materials that provide insights, trending data, or projections about the planet's population decades from now. You may have no idea whether a specific assumption is ever going to be proved. Nonetheless, you may file it away in your mind, your notes, or your computer. You might accumulate information today so you can retrieve it later.



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How Futuristic Blends With Your Other Top Five Strengths

FUTURISTIC + RELATOR

You often see visions in your mind of how members of your family or your closest friends can have better days in the future.

FUTURISTIC + EMPATHY

You envision a future that looks better. You also imagine and anticipate how the future could feel better.

FUTURISTIC + DEVELOPER

When you have a vision of others at their best, you share that vision with them, hoping it will inspire them to grow.

FUTURISTIC + RESTORATIVE

The compelling, ideal images in your mind prompt you to embrace real problems so that you can restore hope.

Apply Your Futuristic to Succeed

Energize others with your visions of the future.

- ☐ Dedicate time to dream about what could be. You inspire those around you when you put your vision into words and share it.
- ☐ Be sure to ask people how they feel about your visions of the future. If they are worried or uncomfortable, make the picture as vivid as possible using hopeful, clear and detailed language.

**EXECUTING**

5. 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.

Relator**Empathy****Developer****Futuristic****Restorative**

Instinctively, you regularly go out of your way to do what you promised. You feel obliged to honor every commitment you make. You probably have a reputation for conducting your affairs with integrity. You adhere strictly to your moral principles. You follow the dictates of your conscience. Is it any wonder then that you frequently think about the things you need to do better as a person, a student, a parent, a professional, or a teammate?

Because of your strengths, you might be inclined to find fault with yourself and other people. Sometimes you are critical of certain projects, solutions, or ideas. Maybe you are the person some individuals rely on to point out flaws, mistakes, or missed opportunities. Your critical nature explains why you concentrate on identifying your personal and professional shortcomings. You are hardwired to fix any problems you find. You argue that conquering your limitations is a good use of your time, money, or energy.

It's very likely that you generally let the pressures of each day determine what you need to revise, correct, repair, remodel, upgrade, revamp, or rework.

Chances are good that you help forward-looking thinkers identify the smallest details of their plans. You are thoughtful and reasonable. This explains why others consider your suggestions for making changes, enhancements or upgrades. People probably rely on you to tell them what is flawed and what needs to be fixed.

By nature, you entertain ideas about what you need to do better to help a group of people cooperate with each other. Your list of things to perfect includes, but is not limited to, an appreciation of every person, a set of clear goals and objectives, an agreement about what the group and individuals need to accomplish, an action plan, and a timetable.



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How Restorative Blends With Your Other Top Five Strengths

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 + EMPATHY

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

RESTORATIVE + DEVELOPER

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

RESTORATIVE + FUTURISTIC

The compelling, ideal images in your mind prompt you to embrace real problems so that you can restore hope.

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.

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.

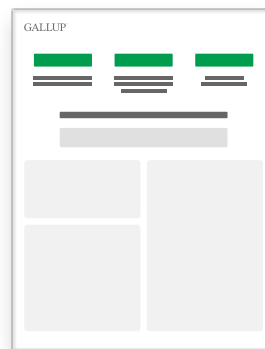
Claim It

- 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



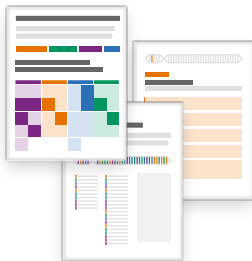
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

[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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