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# Your Signature Theme Report

SURVEY COMPLETION DATE: 10-02-2023



DON CLIFTON

Father of Strengths Psychology and  
Inventor of CliftonStrengths

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Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five."

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

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## Includer®

"Stretch the circle wider." This is your philosophy. As an instinctively accepting person, you hate the idea of someone being ignored or on the outside looking in. You want to include people and make them feel like they are part of the group. While some are drawn to exclusive clubs or cliques, you avoid groups that prohibit some people from joining. You welcome what people have to say without judgment regardless of their status, race, sex, nationality or faith. Your kindness and inclusive nature are rooted in the belief that people should respect differences and that fundamentally, we all have value and deserve to be included.

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## Learner®

You love to learn. The subjects that interest you most will depend on your other themes and experiences, but you will always be drawn to learning. The process of learning, more than the content or the result, is especially exciting for you. The steady progression from ignorance to competence energizes you — the thrill of the first few facts, the early efforts to recite or practice what you have learned, the growing confidence of a skill mastered. You love to engage in new experiences. For example, exploring new activities or fields of study might energize you. You thrive in dynamic environments where you can learn a lot about a new subject in a short period of time and then move on. You do not necessarily want to become

the subject matter expert or earn a professional or academic credential. For you, the outcome is less significant than the journey.

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## Belief®

You have certain core values that are enduring. These values vary from one person to another, but typically, having strong Belief causes you to be altruistic, even spiritual, and to value responsibility and high ethics — both in yourself and others. These core values give your life meaning and satisfaction, and they affect your behaviors and decisions. Your values give you direction and guide you through the temptations and distractions of life toward a consistent set of priorities. This consistency is the foundation for all your relationships. Your Belief makes you easy to trust. Your friends call you dependable. They know where you stand. In your view, success is more than money and prestige. Guided by your Belief theme, your work must be meaningful and fit with your values; it must matter to you. And it will matter only if it gives you the chance to live out your values.

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## Futuristic®

You live for the future. Often, you are already there. You are a dreamer who loves to peer over the horizon. As if it were projected on the wall, you see in detail what the future might hold, and it keeps pulling you forward into tomorrow. While exactly what you see depends on your other strengths and interests — a better product, a better team, a better life or a better world — it will always inspire you. When the present is too frustrating, your visions of the future energize you. They can energize others too. When you describe the possibilities and potential you see to other people, be as vivid as possible. Your forward-looking ideas can inspire them. People are drawn to the hope you bring.

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## Responsibility®

You take psychological ownership for anything you commit to, and whether large or small, you feel emotionally bound to follow it through to completion. Your good name depends on it. If for some reason you cannot deliver, apologies are not enough. Excuses and rationalizations are unacceptable. You will not quite be able to live with yourself until you have made restitution. Your conscientiousness, your obsession for doing things right and your impeccable ethics combine to create your reputation: utterly dependable. When people come to you for help — and they will — you must be selective. Your willingness to volunteer may sometimes cause you to take on more than you should.

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