

CliftonStrengths® for Students

Welcome to CliftonStrengths for Students, the report that guides you through your unique talents and how you can use those talents to succeed in your role.

We designed this report to make your days easier, bring clarity to your role as a student and help you thrive academically, socially and in your future career.

Use this report to learn about your results and better understand what you naturally do best as a student. Then, go implement the action items into your role responsibilities — starting today.

YOUR TOP FIVE THEMES

1. Includer

Stretch the circle wider. Find ways to get more people involved.

2. Learner

Use your passion for learning to add value to your own and others' lives.

3. Belief

Honor your values; they keep you on course during tough times.

4. Futuristic

Share your visions of a better future.

5. Responsibility

Take ownership for the things that matter most to you.

Each Theme Fits Into a Leadership Domain

 **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.

Your Strongest Future Begins Here



- 1. Includer**
- 2. Learner**
- 3. Belief**
- 4. Futuristic**
- 5. Responsibility**

This time in your life is filled with choices, changes and challenges. Being a student requires so much of your time and energy — and no two students have the same experience, which means there must be more than one way to succeed. We know that the best way to build a foundation for success, both as a student and well into the future, is by using your strengths.

Your distinct CliftonStrengths profile sets you apart from every other student. Above is your talent DNA, shown in order based on your responses to the assessment.

Learn About Your Most Powerful Strengths

This report outlines how your natural strengths give you an advantage during your time as a student. But to fully understand your talent DNA, you must know that your top five themes — the ones that shine through in almost everything you do — are the *most powerful*. Take the time to learn more about them.

Discover Practical Ways to Apply Them

Incorporate your strengths into your day-to-day routine: from choosing your class schedule and creating study habits to investing in extracurricular activities and relationships with classmates.

Each theme page includes:

- How that theme contributes to your success**
- How that theme could get in the way of your success**
- Action items that you can implement immediately**

Use Them

You have strengths that are already within you; it's your specific talents, along with how you use them, that gives you your power and edge over others. Regardless of what you're doing in academia and where you're going next, you'll need to truly use and develop your strengths to create long-term and sustainable success.



RELATIONSHIP BUILDING

1. Includer®

You accept others. You are instinctively aware of those who feel left out and make an effort to include them.

How This Theme Contributes to Your Success

You are so welcoming to everyone. In a class, a sport, a club or a study group, you make others feel like they belong. You have a close circle of friends and want that for others too. However, you don't wait for them to simply find that group; you welcome them into yours both inside and outside the classroom.

You are a great partner. You work well with others and make sure their opinions are included. If you work with a more domineering or exclusive person on a group project, you are the one to ask each person what they think, how they feel and how they'd like to contribute. It's hard for you to watch others exclude your classmates in any way.

Others view you as open, respectable and trustworthy. In fact, people gravitate toward you because they know you'll welcome them. Teachers may pair you with someone who needs some help — that is, only if you haven't already found that person on your own. You may feel joy when welcoming new members or participants into your club or extracurricular activity.

How This Theme Could Get in the Way of Your Success

- When you have the freedom to choose a group size, you have trouble limiting the size. Think about study groups or group projects that have too many individuals. At some point, too many people can slow down efficiency, can be disruptive to others and can cause you to lose out on developing more meaningful friendships.
- You might have difficulty recognizing when people do and don't want to be included. Some people prefer independence; others may feel like they must say yes to your invitation. Given that you invite so many people into your circle, others may feel like you only include them because you feel sorry for them. Some may question the sincerity of your inclusion.
- If you're not careful, many situations could make you anxious because you always worry about others' feelings. You could overcomplicate things by including too many people or by setting a limit and then worrying you left too many people out. Rely on your friends to set limits because, to you, it might feel like these types of situations will always fail.

ACTION ITEMS

How to Apply Includer as a Student

This theme gives you an edge — here's how you can use it.

- Consider the role each classmate plays in your life.** Think about what all these people expect from you and what you expect from them. How close are you, *really*? Do you see them in your future? While this may be a challenging exercise, it will help you see how valuable certain relationships are. This will help you better determine whom to include in everything you do.
- Find a role where you can welcome newcomers.** You always want a group to include as many people as possible who can benefit from its support. Whether you become a student council leader, campus recruiter, resident assistant or something else, be part of something that encourages you to use these natural talents. This will bring you joy and fill you with purpose.
- Examine your social network.** As you think about your future, consider how you can use your relationships to help you get an internship, find a mentor or more. Your history of including others has connected you with many diverse people. Contact these individuals to help you do things today that will positively influence your future.
- Be strategic in how you involve new people.** Instead of adding multiple people to a club or study group, intentionally include just one new person. This will still bring a diversity of thought and opinion and connect you to other relationships, allowing you to focus on one new person at a time. This may also help you strengthen friendships.

Reflect to Plan for Action

Who in your life has benefited from your naturally inclusive behavior?

How can you spend more time strengthening your closest friendships?



STRATEGIC THINKING

2. Learner®

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

How This Theme Contributes to Your Success

You love the process of learning. The daily routines that lead to learning will never get old for you — whether inside or outside the classroom. You can probably share exactly what you love about learning, whether it's a fresh notebook, a new class, complex ideas or something else. You are always looking for something new to learn.

Your enthusiasm for learning makes a better educational environment for others. You don't begrudgingly enter a classroom or complain about a new subject. You face each day with renewed energy as you wonder what further information you will learn. Your teachers will admire your attitude and appreciate teaching students like you.

Understanding how to acquire information comes naturally to you. You know exactly how you do and don't like to learn and can help others do the same. People may say you're a skilled teacher, as you can effectively connect the learning to the person. You know how to help others reach learning outcomes, and your academic career is filled with people who admire your knowledge.

How This Theme Could Get in the Way of Your Success

- You might get frustrated with boring classwork or teachers. Because you seek the profound awareness that often comes from the learning process, you may feel discontent when you're either not learning or when those around you don't care to seek it. During your academic career, you'll meet classmates and even teachers tired of learning; this will be hard for you.
- You could truly learn different subjects or skills forever, but this could become a problem when you choose classes or extracurricular activities that take up your time but don't help you achieve your long-term goals. In fact, learning for the sake of learning alone could distract you from spending more time on the subjects or extracurricular activities that you actually need to.
- It might frustrate you if the focus in a class is more on the learning goals than the process. You have your own strategy for attaining knowledge, and when you can't learn in the way that best fits you, you worry you won't get the education you need — for example, cramming for a test when you prefer days to study or having tight group project deadlines when you prefer weeks.

ACTION ITEMS

How to Apply Learner as a Student

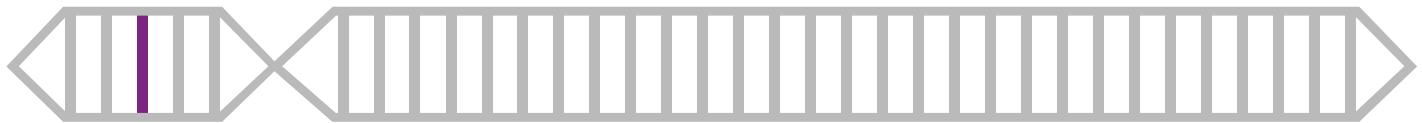
This theme gives you an edge — here's how you can use it.

- Pick a new subject or activity that excites you.** Filling your time with necessary learning will help you reach your goals — but take a class, participate in an extracurricular activity or learn a new skill for fun. This will help sustain your excitement for learning while also helping you increase your knowledge.
- Find an innovative way to apply your love of learning.** Each day, learn something unique about a friend, roommate, coworker, teacher, coach or someone else. Or, instead of discovering a new thing, find out how to do something you already do just a little bit better. Finding ways to learn every day, even in small ways, will help fill you with purpose.
- Formally or informally tutor someone.** Whether it's a job that allows you to instruct people in multiple subjects or just someone in your class who needs extra support, try helping others understand how they learn best. Plus, you might appreciate the information even more as you teach, and helping someone else enjoy the learning process will make you happy.
- Prioritize your learning goals and expectations.** You love the process of gathering knowledge, so organizing your learning objectives will help you focus on what's due first, what will be the most challenging and what will take you the longest. Now, begin to work on those tasks in the order that helps you make the best use of your energy and time.

Reflect to Plan for Action

Where can you focus your learning right now? How would that help you meet your goals?

Describe your learning process. What can you do to make it more efficient?



EXECUTING

3. Belief®

You have certain core values that are unchanging. These values provide direction and a strong sense of purpose.

How This Theme Contributes to Your Success

Before making a decision, you ensure it agrees with your values. This sense of alignment is important to you as you select what to say yes or no to. In fact, you often prioritize your plans, homework or studying based on which task best matches your values. During group work, you keep others aware of and focused on the project's purpose or mission.

You have determined a clear direction for your life based on your values and beliefs. Even if you may not know what you want for your future (more school, career, etc.), you are guided by your purpose. This comes through when you choose an area of study, classes, extracurricular activities or how you spend your time off. You rarely participate in endeavors that oppose your beliefs.

You know it will take a lot to change your mind or opinion on something, especially if it's important to you. Whether it's as simple as a preferred learning style or classroom values or as complex as politics or religion, you are a student with an established opinion. This shows that you care about what you believe in, and classmates and teachers have come to rely on you for this.

How This Theme Could Get in the Way of Your Success

- You might get into debates with others too often or at inappropriate times. At best, it can make people uncomfortable; at worst, you can come across as unreceptive to new ideas. Remember, school is supposed to challenge your thinking, and there's a time and place for solid debate. You don't need to change your values, but it's helpful to be open to hearing others' beliefs.
- You see the world very clearly, with well-defined rights, wrongs, ideas and opinions — but if you don't allow anyone to challenge you, it may make you a difficult partner. From class discussion settings to group papers or projects, your actions might tell others that your way is the only way. Other students and teachers may find you hard to work with.
- You can lose motivation when your values or beliefs don't align with a project you're working on, a person you're working with or a class you're taking. However, there will be times you will have to take a class you disagree with or work with someone who embodies the opposite of who you are. This does not mean they cannot help you accomplish what you care about the most.

ACTION ITEMS

How to Apply Belief as a Student

This theme gives you an edge — here's how you can use it.

- Identify your core values.** You instinctively know what motivates you, but have you taken time to really think about and list out your values? Create a mission statement for yourself to keep you focused during school and on your future career. This will help you approach job opportunities and classwork with the intention of solidifying your beliefs.
- Join a group or extracurricular activity that holds beliefs similar to yours.** Being in school offers many great opportunities to join honors societies, philanthropic organizations, student government, debate clubs and more. Join groups that have a deep sense of mission or purpose. These may be the kinds of organizations you can join to truly thrive during your time in school.
- Ask yourself these questions when someone or something challenges your thinking.** What value does this person's viewpoint bring? Is this organization, class or person asking me to deviate from my core beliefs, or am I just frustrated? Remember, someone questioning your opinions typically isn't an attack on you. These questions will help you refocus so you can complete your tasks.
- Help others find their purpose.** You know that life feels odd without a core principle to keep you on track. Yet not everyone has that. Help others see the value they bring to help give them something to believe in. Your way of thinking can be very empowering for other students who feel like they don't have a clear path forward or who feel uncertain about their future.

Reflect to Plan for Action

What core, unchanging beliefs consistently show up in your life as a student?

How do you decide whether something aligns or clashes with your values?



STRATEGIC THINKING

4. Futuristic®

You vividly imagine the future. You inspire and energize others with your vision of what could be.

How This Theme Contributes to Your Success

You are always thinking about the future. This means you hardly do anything without thinking first of its implications. You have a vision that goes beyond your time in school. Because of this, you have an energetic, creative perspective that keeps you excited and dreaming. This joy may show up often at the beginning of a new semester because of the new possibilities.

Because you can envision long-term goals, you know what you should do today to achieve them. You can prioritize your current tasks because what you see in the future informs your decisions. Whether it is a class, an area of study or an extracurricular activity, you know what to do to get to the next step.

You appreciate visibility, meaning you always want to know what's coming next to prepare for it. You enjoy an organized syllabus that details the coming weeks and months, and you appreciate lesson overviews or summaries of expectations from teachers. These help you to be strategic about how you'll work and what you'll work on first.

How This Theme Could Get in the Way of Your Success

- While you may know the steps to take to achieve your goals, you might need more motivation to complete those tasks. In fact, you may become overwhelmed by the amount of time or effort that stands between you and the future you want. It may take many years of school, multiple internships, changing jobs or more to reach your goal, which can feel discouraging.
- Others may have a tough time understanding what you're saying. Your focus on the future may make you sound like too much of a dreamer. This is true especially during group projects or in your clubs or extracurricular activities. Others may think you share too broad a vision for the future and see you as someone who can't focus on the current task.
- You may have a hard time staying in the present, and others might see you as distracted. Your friends, academic advisor, teachers or others may get frustrated because they feel like they are less important than the thoughts in your head. In fact, you may appear overly optimistic about what's next and could even ignore the existing challenges.

ACTION ITEMS

How to Apply Futuristic as a Student

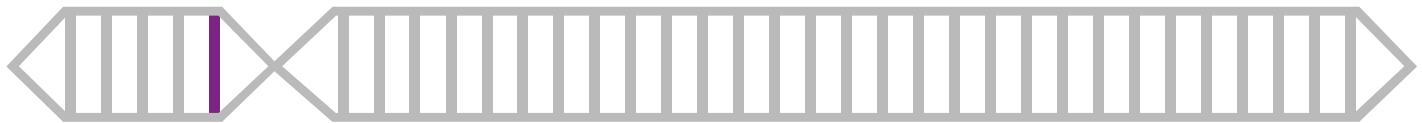
This theme gives you an edge — here's how you can use it.

- Schedule a few minutes each day to enjoy the moment you're in.** Really consider where you are right now. Take time for your mental and educational wellbeing by focusing on your current needs, not just your future ones. Whether you take a walk with a friend, read something unrelated to school or plan your daily tasks, try getting energy from today — not just the future.
- Break down your long-term goals into short-term ones.** Write out your long-term objectives, and then think about what steps you need to take to achieve them. You can increase your short-term motivation by dividing your future goals into more detailed ones. Finished that internship, huge project or club involvement? Check it off your list, and you're already closer.
- Use your future-oriented mindset to motivate others.** Some people are fixed on the past or present, so it's hard to see what's next. Try volunteering as a peer advisor or mentoring a younger student. You excel at motivating others to visualize and explore their goals for the future. This can also be a great thing to add to your résumé or mention in a job interview.
- Think about the career you want.** Even if you don't know exactly what you want to do, visualizing a specific job can help you learn early on if that's something you really want. Picture an interesting career; now, imagine your days doing that. Change up your routine to match what that career might involve. This process could help you decide what future job is right for you.

Reflect to Plan for Action

What's your top goal? What are you doing today to achieve it?

How can you help others see their potential and get excited about the future?



EXECUTING

5. Responsibility[®]

You take psychological ownership of your commitments. You are dependable and embrace values such as honesty and loyalty.

How This Theme Contributes to Your Success

You are a trustworthy student who's always aware of what's coming next. Your work is on time and consistent because you understand that your efforts will directly correlate to your outcomes. You don't leave your grades, friendships or extracurricular activity involvement to chance — instead, you put effort into everything you've said you would do.

In group scenarios, academic or otherwise, you ensure the group is on track and the work is done correctly. When your group makes a commitment, you personally take it on as your own. You feel a sense of ownership to ensure you hit goals and meet expectations. Your teachers trust your word because you always do what you say you'll do.

Others know that they can count on you. You take on the roles and responsibilities that you commit to with pride. And as you fulfill your promises, you strengthen relationships with your classmates and teachers. You may also be apt to say yes to extra credit or volunteer opportunities because you want to increase your responsibilities beyond academics.

How This Theme Could Get in the Way of Your Success

- You put immense pressure on yourself to be successful. The fear of disappointing people preoccupies you because letting others down feels like a failure. You likely have a hard time recovering from mistakes because you're worried your teachers or classmates are frustrated with you. These concerns can occupy much of your time and energy.
- Saying no might not come easily to you. Regardless of how much you have to do, you often say yes to helping others, taking on more work in a group project or meeting up with friends even when you don't have time. You want to be available for others when they need you to be, but this can come at the cost of your wellbeing.
- You may come off as controlling because you struggle to let others help you. It might be hard to delegate tasks because you prefer ownership over their completion, so you might micromanage your classmates' work when doing projects together. Inwardly, you may not trust that others will work with the same quality and commitment as you, but this can harm your relationships.

ACTION ITEMS

How to Apply Responsibility as a Student

This theme gives you an edge — here's how you can use it.

- Delegate tasks in a group project setting.** This may not feel natural initially, but allow yourself to give things up. It's just temporary, and checking others' work or reviewing before submitting is OK. You don't have to ignore your attention to detail and commitment to excellence, but you can help others improve by giving them a chance to succeed and then reviewing their work.
- Set aside time to invest in yourself.** Mark your calendar or schedule with designated time to replenish your energy and take time for yourself. This could look like getting coffee on the way to class, going on a walk before studying, spending a weekend morning with a friend or something else. Give yourself the same commitment that you give to others.
- Consider a few people who could support you.** Whom do you feel safe asking for help? Whom can you call when you need to process an idea or study for an overwhelming test? Ask this person or these people to help you identify where you're doing too much and where you need to spend more of your time. This outside perspective can be very helpful.
- Prioritize your commitments based on your goals.** As a student, you're continually working toward your future. Think about your volunteering, classwork, extracurricular activities, job or clubs. Then, write down your goals. What are you involved in now that is helping you get closer to them? Prioritize those things so you feel more aligned with your goals.

Reflect to Plan for Action

What are some positive motivators for you? What fears tend to hold you back?

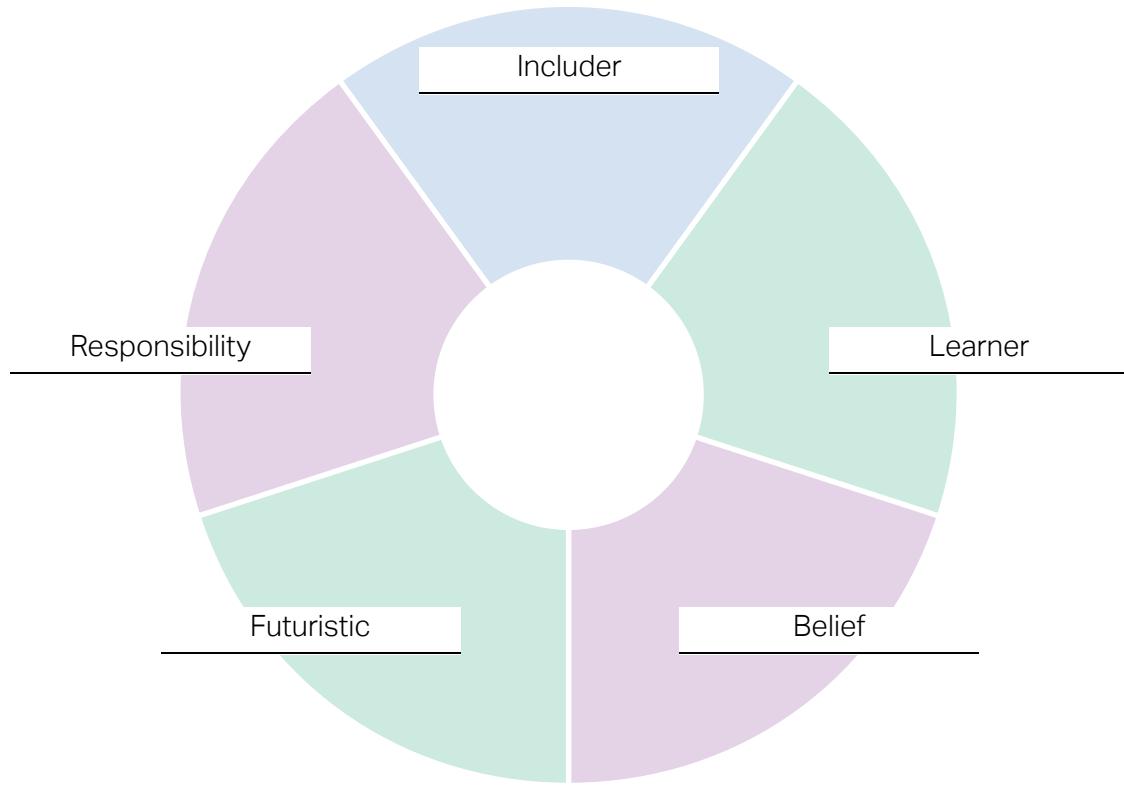
Where have you overcommitted your time and energy in the past?

Accomplish Your Goals

There's no "one right way" to succeed as a student. You'll get the best results by building on who you already are. But talents don't turn into strengths right away; you must continually aim them at your goals and the outcomes you desire most.

With a commitment to using your strengths, this report becomes the first step you take on the road to success selling.

Write your most meaningful goal in the center of the circle. Next, think about the themes you can use to achieve this goal to help you answer the questions below.



How will you use your strengths to reach this goal?

How will you know you have been successful?

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