



CliftonStrengths® Top 5 for Felipe Reis

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. Empathy®

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

2. Input®

You have a need to collect and archive. You may accumulate information, ideas, artifacts or even relationships.

3. Learner®


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


4. Ideation®


You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.


5. Focus®

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

 **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. Empathy
- 2. Input
- 3. Learner
- 4. Ideation
- 5. Focus

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. 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.

Empathy

Input

Learner

Ideation

Focus

By nature, you recall that as a child you were very attuned to the moods, feelings, expectations, and values of your elders. Your awareness of what these authority figures were thinking and feeling undoubtedly helped you govern what you said and did.

It's very likely that you encourage people to express their innermost thoughts and feelings, and you refrain from judging them. You like knowing that others depend on you to listen. Moreover, you have noticed that individuals come to you for advice.

Driven by your talents, you frequently detect impending conflict sooner than most people do. Your keen awareness allows you to sense what others are thinking and feeling. Before issues cause people to be angry, you direct everyone's attention to areas where they already share the same ideas, philosophies, or viewpoints. Simply put: You have a gift for helping people find common ground. This makes it easier for them to politely and courteously resolve their differences.

Instinctively, you have a special gift for helping people realize that you truly value them and hold them in high regard.

Because of your strengths, you occasionally interpret the moods of people. Perhaps you sense what they are thinking or feeling at the moment they experience an event, overhear a comment, reach a goal, or make a mistake.

**1. Empathy**

2. Input

3. Learner

4. Ideation

5. Focus

How Empathy Blends With Your Other Top Five Strengths

EMPATHY + INPUT

You can sense the emotions of people and the usefulness of stuff. Your understanding and resourcefulness help you care for others.

EMPATHY + LEARNER

You have an open mind that is receptive to new concepts and an open, expressive heart that is receptive to emotion.

EMPATHY + IDEATION

Innovative thinking and action come naturally to you, but you are also aware of the emotional implications of such innovation.

EMPATHY + FOCUS

Your intentional concentration on achieving a specific goal never keeps you from being emotionally sensitive or expressive.

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.

**STRATEGIC THINKING**

2. Input®

What Is Input?

People with strong Input talents are inquisitive and always want to know more. They crave information. They might collect ideas, books, memorabilia, quotations or facts. Whatever they collect, they do so because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes spent surfing the internet may turn into hours once their curiosity takes off. They constantly acquire, compile and file things away. Their pursuits keep their minds fresh. They know that one day the information or things they've gathered will prove valuable.

Why Your Input Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy**Input****Learner****Ideation****Focus**

By nature, you might enjoy discovering complicated words and committing their meanings to memory. Maybe you are pleased to add a few uncommon terms to your vocabulary. Possibly few things please you more than showcasing bits and pieces of your newfound vocabulary in conversations, discussions, or presentations. Perhaps you are taken aback — that is, surprised and confused — if some people feel threatened by your command of language.

Instinctively, you may be able to compel some individuals or groups to move into action by using official-sounding words. Your extensive vocabulary might contain hard-to-understand terminology that sets you apart. Perhaps you speak with an air of authority that you fail to hear. So, if you display impatience and say, "Let's get started right now!" people might refrain from questioning your order.

Chances are good that you have kept conversations centered on ideas since childhood. As a child, you likely listened carefully to discussions among adults. This approach allowed you to join in without rocking the boat — that is, without causing trouble where none was welcome. Today, you continue to listen intently to collect information before adding your ideas, contributing your insights, offering your suggestions, or asking your questions.

It's very likely that you sometimes go out of your way to add subject-specific or theoretical words to your vocabulary. You might be motivated to expand your vocabulary when you seek the friendship, support, recognition, or approval of specific individuals. You might increase your chances of being welcomed into their circles when you become as fluent as they are in the use of complicated terminology.

Because of your strengths, you are willing to spend time sharing your ideas with intelligent individuals. Of course, you want them to tell you their latest thinking. Conversations that involve a lot of questions and answers stimulate your mind. You know you have spent your time wisely when you have a number of new ideas, theories, or concepts to somehow file away or remember for future use.



- 1. Empathy
- 2. Input**
- 3. Learner
- 4. Ideation
- 5. Focus

How Input Blends With Your Other Top Five Strengths

INPUT + EMPATHY

You can sense the emotions of people and the usefulness of stuff. Your understanding and resourcefulness help you care for others.

INPUT + LEARNER

As a natural student/teacher, you love the process of learning, and you are always looking for useful resources that can enhance learning.

INPUT + IDEATION

You experience great satisfaction when you transform your creative thinking into something tangible and useful.

INPUT + FOCUS

You are always on the lookout for useful, tangible resources that could facilitate someone's efforts to meet a goal or get a result.

Apply Your Input to Succeed

Find different ways to gather and organize resources.

- ☐ Develop a system for storing and easily finding information to share with others. This can be as simple as an email folder setup or as sophisticated as a computer database. This system will help you quickly locate information that you can share with others.
- ☐ Meet with people interested in learning about the information you have collected. During your conversation, ask them to help you by taking notes or recording the talk. This could be another way to keep track of your resources.



STRATEGIC THINKING

3. 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

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy	Input	Learner	Ideation	Focus
---------	-------	---------	----------	-------

Driven by your talents, you may be excited about discovering new facts about historic events or key people. Periodically you rely on experts who have conducted in-depth research on certain periods of history.

Chances are good that you are diligent about examining what needs to be revamped, revised, modified, or fixed. When you are absorbed in these activities, hours pass quickly. You can dedicate yourself to correcting a single problem, especially when it directly and dramatically affects you. You probably read, listen, observe, discuss, experiment, and experience as much as you can to fill your mind with fresh ideas.

Because of your strengths, you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday.

Instinctively, 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.

It's very likely that you are grateful when your questions are answered, your studies yield new information, or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results.



- 1. Empathy
- 2. Input
- 3. Learner**
- 4. Ideation
- 5. Focus

How Learner Blends With Your Other Top Five Strengths

LEARNER + EMPATHY

You have an open mind that is receptive to new concepts and an open, expressive heart that is receptive to emotion.

LEARNER + INPUT

As a natural student/teacher, you love the process of learning, and you are always looking for useful resources that can enhance learning.

LEARNER + IDEATION

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

LEARNER + FOCUS

In many cases, your interests shape your intentions. But there are also times when your intentions shape your interests.

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.

**STRATEGIC THINKING**

4. 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

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy**Input****Learner****Ideation****Focus**

Driven by your talents, you thoroughly examine the idiosyncrasies, interests, talents, successes, fears, or dreams of each person you encounter. You contend that no two people are the same. You argue that the same individual reacts quite differently depending on the circumstances and the human beings present. People simply fascinate you.

Instinctively, you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others.

It's very likely that you welcome opportunities to understand people one by one. You carefully examine each person's strengths, shortcomings, character, choice of friends, interests, goals, and history. This enables you to draw conclusions and make judgments about individuals.

Because of your strengths, you might be proficient — that is, have a high degree of ability — at devising different ways to do certain tasks. Perhaps you provide the creative intelligence for original undertakings of a personal or a professional nature.

By nature, you resist being moved to tears, especially when others can see them. You really wish you did a better job of containing your emotions.



- 1. Empathy
- 2. Input
- 3. Learner
- 4. Ideation**
- 5. Focus

How Ideation Blends With Your Other Top Five Strengths

IDEATION + EMPATHY

Innovative thinking and action come naturally to you, but you are also aware of the emotional implications of such innovation.

IDEATION + INPUT

You experience great satisfaction when you transform your creative thinking into something tangible and useful.

IDEATION + LEARNER

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

IDEATION + FOCUS

Your open mind can increase the possibility of discovery. Your focused mind can decrease the possibility of distraction.

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.

**EXECUTING**

5. Focus®

What Is Focus?

People with strong Focus talents prioritize and then take action. They set goals that serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to decide whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

Why Your Focus Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy**Input****Learner****Ideation****Focus**

Chances are good that you have a reputation for wanting to succeed, to be noticed, and to make a good impression on important people. You aim to acquire titles, promotions, or pay increases. You probably yearn to gain these and other status symbols.

Driven by your talents, you devote your full attention to immediate tasks and challenges. This explains why you give yourself plenty of time to comprehend what you read on the printed page or the computer screen. Diligence, persistence, and concentration are three of your distinguishing traits.

Because of your strengths, you consistently strive to improve yourself personally and professionally. You are inclined to target your shortcomings rather than enhance your natural abilities. You aim to minimize your limitations or eradicate them altogether. You think this is a smart short-term plan for reaching your long-term goals.

Instinctively, you have a great desire to advance personally and professionally. To progress rapidly in the direction of your goals, you concentrate on those things you must do better, more completely, or more perfectly. You are less likely to practice what you already do naturally and quite well.

By nature, you sometimes improve your odds of reaching desired goals by making a list of them. Perhaps you progress more efficiently when you take time to attach a written explanation to each objective.



- 1. Empathy
- 2. Input
- 3. Learner
- 4. Ideation
- 5. Focus

How Focus Blends With Your Other Top Five Strengths

FOCUS + EMPATHY

Your intentional concentration on achieving a specific goal never keeps you from being emotionally sensitive or expressive.

FOCUS + INPUT

You are always on the lookout for useful, tangible resources that could facilitate someone's efforts to meet a goal or get a result.

FOCUS + LEARNER

In many cases, your interests shape your intentions. But there are also times when your intentions shape your interests.

FOCUS + IDEATION

Your open mind can increase the possibility of discovery. Your focused mind can decrease the possibility of distraction.

Apply Your Focus to Succeed

Decide what you must do, prioritize and then act.

- ☐ Say no to projects or tasks that do not align with your end goal. While you can't always say no, when you can, it will help you concentrate on your most important priorities.
- ☐ Trust your internal compass to make necessary adjustments as you work toward a goal. You have an instinct that ensures things will not distract you as you work to achieve the desired outcome.

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.

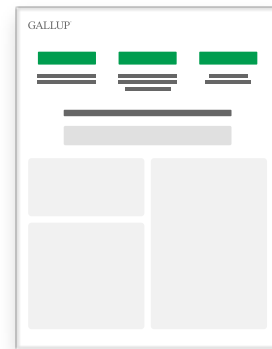
Claim It

- 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



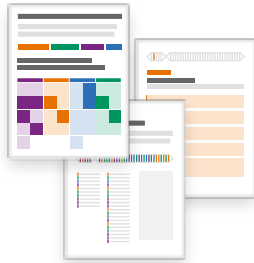
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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

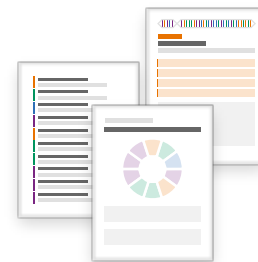


Apply Your CliftonStrengths® in Specific Roles

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.

COPYRIGHT STANDARDS

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Gallup®, CliftonStrengths®, Clifton StrengthsFinder®, StrengthsFinder® and each of the 34 strengths theme names are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are the property of their respective owners.