

# 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. Empathy

Appreciate and refine your gift for understanding others' thoughts and feelings.

### 2. Discipline

Create structure, and keep things organized.

### 3. Includer

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

### 4. Analytical

Use your logical, objective approach to make important decisions.

### 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. Empathy
- 2. Discipline
- 3. Incluser
- 4. Analytical
- 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. Empathy

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

### How This Theme Contributes to Your Success

You anticipate others' needs, pick up on their feelings and notice changes in reactions. Because you constantly identify and understand others' emotional states, you often offer help before someone has the chance to ask. You easily create class presentations or discussion points to match the audience's emotions and know when to change direction to meet people's needs.

Every relationship you build has emotional depth. Inside and outside the classroom, those who know you understand that you're often putting others' needs above your own. This makes you a great student, friend and classmate. Others share their struggles with you — both academically and personally — and you want to help.

You recognize when people aren't included in a group because you can sense their feelings. This is almost impossible for you to ignore, so you invite them in and make them feel at ease. You may ask them to be a part of your group or introduce them to someone you know they'll fit in with. However you react, your presence brings comfort to those around you.

### How This Theme Could Get in the Way of Your Success

- Because you constantly contemplate emotions, you tend to make assumptions about how others feel and fixate on past moments. This might be an awkward one-on-one conversation with a teacher or classmate or feeling like you overshared in a classroom discussion or presentation. Be careful not to worry too much about things that others have forgotten.
- You struggle with knowing when to offer help and when to let people solve problems on their own. While you feel everything others feel — a worried friend who procrastinated, an anxious student who forgot about a deadline — these problems aren't yours to fix. Although it might not feel good at the moment, setting limits for when you should help is good for you and them.
- You might easily feel emotionally depleted. Accepting responsibility for others' emotions while balancing your own life and academic pressures can lead to burnout. As you take on more feelings for others, your ability to help diminishes, increasing your guilt and making it harder for you to perform well academically. This state will only increase your level of mental fatigue.

## ACTION ITEMS

# How to Apply Empathy as a Student

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

- ☐ **Find ways to help you relax.** Make time to check in with yourself daily. Work to actively separate others' feelings from your own emotions. Go on a walk, cook a meal, spend time with friends, study on your own — do something that helps you feel calm and concentrated so you can focus on your own academics and social life.
- ☐ **Set and keep emotional boundaries.** Identify relationships or recent interactions you've had that are hard for you to move on from. Think about your classwork, friendships and relationships with teachers. Remind yourself to focus on the moment you're having with someone and then let it — and the emotions — go when you leave. Doing this doesn't mean you care less.
- ☐ **Get involved in a club or activity where you can help others.** You naturally identify others' needs, so find a way to use those talents in a fulfilling way. Consider tutoring students struggling in a certain subject or interning at a nonprofit or job where you get to interact personally with others. Make your talents work for you in powerful ways while still helping others.
- ☐ **Practice making decisions on your own first.** Don't let others' expectations or needs guide your decisions. From where to study, what to study, where to live or what career to pursue, try making big and small choices on your own first. Then run your ideas by a teacher, parent or friend. Be factual and realistic about your circumstances so that you're confident in your choices.

Reflect to Plan for Action

**Where do you most enjoy helping others? Think emotionally, physically and academically.**

**How have you let others' feelings and emotions take priority over your own?**

**EXECUTING**

## 2. Discipline

You enjoy routine and structure. Your world is best described by the order you create.

### How This Theme Contributes to Your Success

You thrive in situations with structure. Even where there's none, you create your own. There's a chance you organize your school calendar with deadlines, exams, extracurricular activities and work hours so that you never miss a thing. You find disorganization and chaos exhausting, so you choose to bring order to those situations.

Long-term projects and detailed requirements for assignments don't overwhelm you. You are a talented planner who can break down larger problems into smaller steps and then add timelines and your own deadlines to those steps. You are committed to the plans you set, and teachers and classmates have come to depend on your consistency in this area.

Often, you are the dependable partner in a group project. You are meticulous and are often the first to assign roles and the last to check the work. You can coordinate times and events easily, so you may find yourself — socially or academically — getting the group together. You offer the answers to "who, what, when, where and why" because you already have a plan.

### How This Theme Could Get in the Way of Your Success

- Because you focus so intensely on quality and excellence, small mistakes might seem like huge errors. You may sound judgmental or condescending when you express dissatisfaction with these minor mistakes. If you're not careful, you may start recording others' errors, which can harm your relationships. Remember, school is about learning; part of learning is making mistakes.
- You have high expectations for yourself and others. Your need for routines and structure begins to form those high expectations. However, others might feel like your expectations for them are too high, or worse, feel like you are trying to control them so you can meet your own needs. Your focus on quality outcomes can't mean sacrificing your relationships with classmates.
- Not having control in a loosely structured or chaotic situation overwhelms you. Whether it's a teacher who doesn't follow a schedule or a club you're involved in that continually forgets to communicate, you might start to shut down or distance yourself. Unclear expectations, relaxed policies and few rules make it hard for you to feel confident about what you need to do.

## ACTION ITEMS

# How to Apply Discipline as a Student

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

- ☐ **Create a process for when you don't have control.** For example, when you don't have what you need to begin a project or enroll in an extracurricular activity, how will you get it? Consider talking to teachers or other students who have done these things to learn how to approach the situation. Sometimes you just need another person to confirm that what you're doing will work.
- ☐ **Delegate brainstorming and outlining in groups.** Because you are naturally talented at this, try letting others have a chance to share expectations for structure and outcomes first. Then, you can use your skills to bring together the group's best ideas, which creates agreement among group members while you're still the one defining the final structure, goals and tasks.
- ☐ **Reinforce your best daily routines.** Make a list of your routines or the structures you have in place to make each day a success. Think about your morning and evening schedules, how you study, and how you fit in time with friends. How do you set yourself up for success in your classes, social life, learning and other activities? Keep building on your good habits.
- ☐ **Partner with those who struggle with organizing.** What feels natural to you could be the most overwhelming part of someone else's day. Think about your classmates, friends, work groups and others who need help organizing their class schedule, setting goals for studying or more. Your skills extend beyond the classroom by finding ways to help others manage disorder in their lives.

Reflect to Plan for Action

**What routine do you use right now that continually helps you succeed?**

**How can you provide leadership opportunities and give control to others around you?**



## RELATIONSHIP BUILDING

### 3. Includer

You accept others. You show awareness 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.

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Reflect to Plan for Action

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

**How can you spend more time strengthening your closest friendships?**





## STRATEGIC THINKING

### 4. Analytical

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

#### How This Theme Contributes to Your Success

You ask great questions. You may spend time during your teacher's office hours asking in-depth questions or in class encouraging your teacher or classmates to go deeper in their thinking. You know that to truly learn, questions must come before thinking. Others often worry about asking too many questions, but you don't shy away.

The academic work you submit is well-researched and accurate. You enjoy classwork that has definitive answers. Because of your need to have everything proven, you also want to establish the truth. For assignments, papers, discussions and projects, you research to gather all the facts and information because having the supporting data compels you to do so.

Whether it's an assignment, a class discussion or a problem, because you ask profound questions, others notice new things. You aren't satisfied with superficial relationships — whether it's a teacher or classmate. You ask questions that lead others to self-discovery. Others often say to you, "I never thought of asking that" or "I hadn't considered that before."

#### How This Theme Could Get in the Way of Your Success

- Your questions may come across as if you disbelieve the speaker or topic. Teachers and classmates might feel like you are interrogating them because of the volume of questions you ask. They may wonder if you are genuinely curious and motivated by the truth or asking questions because you doubt them. Consider your motives, and ask questions to help you develop as a student.
- You may slow yourself or others down as you strive to have all the facts. In group settings, you might get others off schedule, jeopardizing the deadline or monopolizing group time to answer your own questions. On your own, you struggle to know when to stop researching and when to act, which can get overwhelming as your classwork piles up.
- Classes or topics that exclude possibilities may be difficult for you. While you see the value in these classes, it might be hard to understand more abstract work like poetry or literature. There will be required classes you don't want to take, and when certain topics don't include data or have definite outcomes, you may struggle to find the energy to complete the work.

## ACTION ITEMS

# How to Apply Analytical as a Student

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

- ☐ **Reflect on the questions you ask in the classroom.** Your inquisitive, deep-thinking nature brings so much value to the process of learning. Intentionally consider what kinds of questions you ask and what kinds you should ask more of. Consider where others, including your teacher, need you to ask more profound questions.
- ☐ **Make your research process more efficient.** You love the research part of schoolwork. Consider ways to do your in-depth research faster and to acknowledge when you have enough. Write down your ideal research and data collection process, and then look at where you could cut time gathering data while keeping the most important parts. Knowing why and how you do things will help you stay focused.
- ☐ **Find a thinking partner to help you navigate your future.** Whether it's a guidance counselor, academic advisor, mentor or friend, consider sharing the way you think with someone else. As you navigate the choices for your future that are quickly approaching, you may need a partner who will help motivate you to move from thinking to action.
- ☐ **Sign up for a class or activity that will challenge you.** You have classwork that you're very comfortable with. Now enroll in or sign up for something that will force you to do new research, ask different questions or make you think creatively. This will boost your analytical skills, putting you in a better position for your future.

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Reflect to Plan for Action

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**What classes do you like and dislike the most? Do you notice any themes?**

**How do you approach complex research, and why?**

**EXECUTING**

## 5. Responsibility

You take psychological ownership of what you say you will do. You are committed to stable 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?**

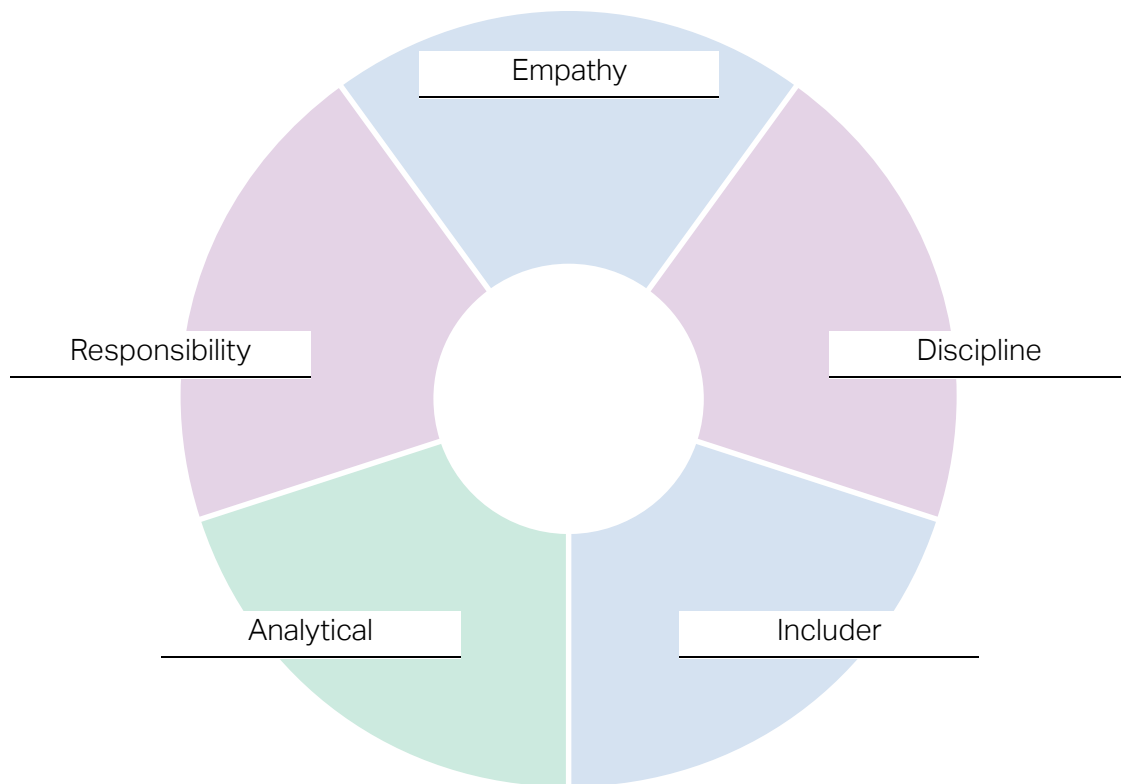
**Where have you overcommitted your time and energy in the past?**

# 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?