



# CliftonStrengths® Top 5 for Jacob Novak

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. Futuristic®

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

## 2. Belief®

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

## 3. Arranger®

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

## 4. Learner®

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

## 5. Achiever®

You work hard and possess a great deal of stamina. You take immense satisfaction in being busy and productive.

■ **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. Futuristic
- 2. Belief
- 3. Arranger
- 4. Learner
- 5. Achiever

## 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



## STRATEGIC THINKING

# 1. 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.*

**Futuristic**

Belief

Arranger

Learner

Achiever

It's very likely that you routinely imagine what you can do better in the coming weeks, months, years, or even decades. You envision in vivid detail the things you need to enhance and perfect. These could include your environment, yourself, another person, a system, a project, a product, or a job.

Because of your strengths, you are eager to get started on a project once you realize what you can accomplish in the coming weeks, months, or years. You work very hard to breathe life into your big dreams. These often push and pull you into the future.

Chances are good that you channel your mental and physical energies toward what you can accomplish in the months, years, or decades ahead. The question you must answer is this: "How far into the future can I think before my ideas start becoming vague or uninspiring?"

Driven by your talents, you might generate certain types of ideas quickly. Occasionally you draw links between facts, events, people, problems, or solutions. You may present numerous options for consideration. Perhaps your innovative thinking fosters ongoing dialogue between and among associates, committee members, teammates, or classmates.

Instinctively, you sharpen your ideas about the future by spending time with possibility thinkers. These individuals regularly talk about inventions, medicines, designs, technologies, or food supplies that no one else has even considered.

**1. Futuristic**

- 2. Belief
- 3. Arranger
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## How Futuristic Blends With Your Other Top Five Strengths

### FUTURISTIC + BELIEF

Your core values play a significant role in shaping your vision for the future and in giving you the passion to pursue it.

### FUTURISTIC + ARRANGER

You form visions in your mind, but you fulfill them only when you invite and equip others to contribute their best.

### FUTURISTIC + LEARNER

Your willingness to embrace new concepts and encounter new experiences stimulates your visions of inspiring possibilities.

### FUTURISTIC + ACHIEVER

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

## 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

# 2. Belief®

What Is Belief?

People with strong Belief talents have enduring principles that they live by. These values vary from one person to another, but those with powerful Belief talents have deeply held ideals and a strong sense of purpose in their lives. These core values affect their behavior in many ways. Their sense of mission gives their lives meaning and direction; in their view, success is more than money and prestige. Their Belief talents guide them through temptations and distractions toward a consistent set of priorities. This consistency is the foundation for their relationships. Others view them as dependable and trustworthy.

## Why Your Belief Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Futuristic	Belief	Arranger	Learner	Achiever
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It’s very likely that you may devote yourself to helping others — sometimes even to your own detriment. Perhaps you expect little or nothing in return. Toiling with friends on worthy causes might enable you to overcome certain kinds of physical or mental exhaustion.

Instinctively, you experience pure delight when others welcome you into their group and encourage you to join in their activities. Financial security means little when you have no one with whom to share it. Being accepted for who you are and as you are is one of life’s true treasures, in your opinion. Because it is priceless, you know it is very precious.

By nature, you probably have, since early in life, sensed what people think of you. As a result, you figure out ways to bring joy into the lives of others. Your acts of kindness are simple and inexpensive. You understand the pain and loneliness of being ignored. This prompts you to make sure no one is left out of group discussions, activities, projects, or celebrations. Seeing someone smile, laugh, or enjoy the companionship of coworkers, classmates, teammates, or family members delights you.

Chances are good that you tend to be zealous — that is, fervent and enthusiastic — about solving problems that affect the quality of your life. You have been known to devote all your time and energy to a worthy cause. Your core values explain why you participate in various social, political, educational, religious, judicial, or environmental activities.

Driven by your talents, you purposely set aside time to assess whether your words and deeds measure up to your core values. You are more reasonable than emotional when you make important choices. Weighing the pros and cons is only the first step in your thinking process. The essential second step involves asking yourself questions such as, "Does this decision mirror what I hold to be true, right, and proper?" "If I choose to do this, am I being consistent with what I have done in the past?" "Does the course of action I am about to take match the most important priorities in my life?"



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- 2. **Belief**
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## How Belief Blends With Your Other Top Five Strengths

### **BELIEF + FUTURISTIC**

Your core values play a significant role in shaping your vision for the future and in giving you the passion to pursue it.

### **BELIEF + ARRANGER**

You orchestrate the efforts of many to make a difference in the world. Your approach is flexible, and your values remain stable.

### **BELIEF + LEARNER**

While your mind is certain and unchanging about a few important matters, it remains curious and open about many other things.

### **BELIEF + ACHIEVER**

When your diligence is directed toward an important cause or mission, your efforts have greater intensity and meaning.

## Apply Your Belief to Succeed

**Reflect on your values and how they play a part in your everyday life.**

- ☐ Think about your best day to better understand what you like the most about what you do daily. How did your values contribute to the satisfaction you felt that day? What can you do to have more days like your best?
- ☐ Find a cause that matters to you and actively support it. Not just believing in something, but also getting involved, helps to fuel your passion even more.





EXECUTING

# 3. Arranger®

What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

## Why Your Arranger Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Futuristic	Belief	Arranger	Learner	Achiever
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It's very likely that you may realize that each individual's interests, background, motivations, desires, fears, and work style are different. Perhaps you strive to honor everyone's unique qualities and preferences. Understanding the ambitions of particular people might give you insights into the type of support, training, experiences, partnerships, or nurturing each person needs to thrive.

Chances are good that you feel upbeat when you spend more time using your talents than fixing your limitations. You probably have noticed you progress faster and accomplish more when you give yourself permission to do what you do well.

Driven by your talents, you might help visionaries discover ways they can work with people who concentrate on the past or the present. Rather than let differences separate them, you may point out areas where they share similar backgrounds, thinking styles, work styles, or interests. Perhaps you understand the loneliness forward-looking people can experience when listeners call their ideas "far-fetched," "impractical," or "ridiculous." You occasionally show people how their unique traits complement each other.

Instinctively, you are recruited to teams because you regularly produce good results and routinely reach your goals.

Because of your strengths, you are motivated by your sense of obligation to finish what you start. You fight the impulse to delegate and procrastinate. You remind yourself that you are the one who is personally accountable.



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## How Arranger Blends With Your Other Top Five Strengths

### ARRANGER + FUTURISTIC

You form visions in your mind, but you fulfill them only when you invite and equip others to contribute their best.

### ARRANGER + BELIEF

You orchestrate the efforts of many to make a difference in the world. Your approach is flexible, and your values remain stable.

### ARRANGER + LEARNER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

### ARRANGER + ACHIEVER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

## Apply Your Arranger to Succeed

**Help people figure out better ways of working together.**

- ☐ Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- ☐ Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.



STRATEGIC THINKING

# 4. 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.*

Futuristic	Belief	Arranger	Learner	Achiever
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It’s very likely that you might favor reading about precise research results or thoroughly conducted projects. Periodically you collect information, sensing you can use it one day. You might be attracted to books, journals, documents, or Internet sites that others would find boring and beyond their ability to understand.

By nature, you sometimes work hard on your studies or the acquisition of a skill. You attempt to know more than the basics. For that reason, you may set some lofty goals for yourself. Perhaps no one needs to prod you to do your homework or practice your craft. Instead, you might push yourself by drawing on your inner reserve of determination. In some ways, you want to be more knowledgeable tomorrow than you are today. Maybe your quest for information or excellence is never-ending.

Chances are good that you sometimes devote your entire attention to specific tasks you desire to complete. From time to time, you study what needs to be done and how you can tackle particular assignments. To some extent, your curiosity draws you to interesting sources of information: people, printed materials, the Internet, formal classes, casual conversations, or personal experiences. You might be happier when you know a few more things today than you knew yesterday.

Because of your strengths, you may gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. Perhaps you wait to determine whether this information is useful. Your interest in history might have no purpose other than to answer your own questions. Maybe you are drawn to the past and its people. In some ways, the future starts to take shape in your mind if you rummage through your collection of historic truths and objects.

Driven by your talents, you may have started asking people questions as a child and continue to do so today. Others might notice that you are genuinely interested in what they have to say. Sometimes your inquiries turn tense frowns into relaxed smiles. Maybe the warmth of your presence can transform a timid person into a talkative one. To some degree, you offer compliments. Perhaps few things delight you as much as hearing a stranger say, "I really like you — and I've just met you!"



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## How Learner Blends With Your Other Top Five Strengths

### LEARNER + FUTURISTIC

Your willingness to embrace new concepts and encounter new experiences stimulates your visions of inspiring possibilities.

### LEARNER + BELIEF

While your mind is certain and unchanging about a few important matters, it remains curious and open about many other things.

### LEARNER + ARRANGER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

### LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

## 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.

**EXECUTING**

## 5. Achiever®

**What Is Achiever?**

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

### Why Your Achiever Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

**Futuristic****Belief****Arranger****Learner****Achiever**

Chances are good that you work diligently to separate your private life from your public life. You are a person with a reputation for being discreet — that is, careful about what you say. You intentionally avoid discussing your personal problems, successes, finances, work, or history.

Driven by your talents, you conduct yourself in a proper, ethical, legal, and upright manner to avoid feeling you have done something wrong. You truly regret making a mistake, violating a rule, breaking a trust, or producing poor results. You set high standards for yourself in various areas of your life.

Instinctively, you place a premium on acquiring various kinds of knowledge and skills. You see definite links between your hard work and your accelerated growth as a person or as a professional.

It's very likely that you normally toil for hours to produce topnotch results. Being the very best at something is quite important to you. You have little, if any, tolerance for mediocrity, especially about the things that matter most to you.

Because of your strengths, you probably have a reputation for being a hard worker. Even so, you are willing to accept help from people who have talents, knowledge, or skills that can make you more efficient. You resist the temptation to interfere in these people's efforts once they begin making progress.





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## How Achiever Blends With Your Other Top Five Strengths

### ACHIEVER + FUTURISTIC

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

### ACHIEVER + BELIEF

When your diligence is directed toward an important cause or mission, your efforts have greater intensity and meaning.

### ACHIEVER + ARRANGER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

### ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

## Apply Your Achiever to Succeed

**Use a scoring system to keep track of all achievements.**

- ☐ Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- ☐ Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.

## 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.

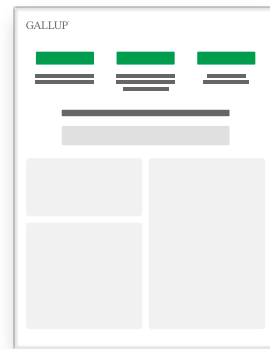
#### Claim It

- 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](https://my.gallup.com) dashboard for ideas.



[Click to View Activity](#)



### Use Your Resources in Gallup® Access



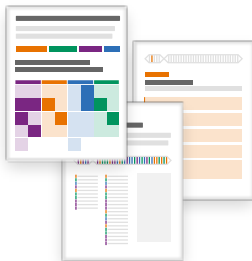
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://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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