

# Your CliftonStrengths® 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential:

- **Read and reflect on your results** to understand what you naturally do best.
- **Learn how to apply** your strongest CliftonStrengths every day.
- **Share your results with others** to create stronger relationships and improve teamwork.



## STRENGTHEN

- 1. **Relator**
- 2. **Input**
- 3. **Restorative**
- 4. **Deliberative**
- 5. **Adaptability**
- 6. Learner
- 7. Intellection
- 8. Developer
- 9. Responsibility
- 10. Context

## NAVIGATE

- 11. Ideation
- 12. Analytical
- 13. Individualization
- 14. Positivity
- 15. Achiever
- 16. Belief
- 17. Futuristic
- 18. Harmony
- 19. Empathy
- 20. Arranger
- 21. Activator
- 22. Significance
- 23. Connectedness
- 24. Includer
- 25. Self-Assurance
- 26. Competition
- 27. Consistency
- 28. Focus
- 29. Command
- 30. Strategic
- 31. Woo
- 32. Discipline
- 33. Communication
- 34. Maximizer

You lead with **Strategic Thinking** CliftonStrengths themes.

■ **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.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE](#)

# Unleash Your Infinite Potential: Your Strongest CliftonStrengths®



- 1. **Relator**
- 2. **Input**
- 3. **Restorative**
- 4. **Deliberative**
- 5. **Adaptability**
- 6. Learner
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## **The CliftonStrengths at the top of your profile are the most powerful.**

These themes represent how you are uniquely talented. They are the starting point for living your strongest life possible.

## **Develop these CliftonStrengths to maximize your potential**

Your greatest chance to succeed — at work or anywhere else — lies in strengthening what you naturally do best and doing more of it.

## **Start with your top five.**

They are your most powerful natural talents.

1. **Read everything about your top CliftonStrengths.** To make the most of your talents, you first need to understand them and how to describe them to others.
2. **Reflect on who you are.** Think about your experiences, your motivations and how you see yourself. Then, consider how your CliftonStrengths shape you: what you do, how you do it and why.
3. **Use these CliftonStrengths every day.** Start with the suggestions in this report for applying your most powerful CliftonStrengths.
4. **Watch out for blind spots.** Sometimes how you exhibit your strongest CliftonStrengths can cause unintended negative misperceptions. Read the "What Is a Weakness?" section to learn more about preventing your strongest CliftonStrengths from getting in your way.

## **Then focus on your CliftonStrengths 6-10.**

Apply the same strategies to make the most of your next five CliftonStrengths. You will excel and become the absolute best version of yourself when you take a strengths-based approach to your life. Do more of what you do best, and you'll feel more engaged, empowered and energized.

**RELATIONSHIP BUILDING**

# 1. Relator®

**HOW YOU CAN THRIVE**

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

**WHY YOUR RELATOR IS UNIQUE**

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

It's very likely that you may allow yourself to become emotionally attached to people. You might see the good in individuals and choose to overlook their flaws or mistakes. Perhaps the fondness you show toward others endears you to many of them.

By nature, you consistently measure up to your high expectations when working, studying, or playing.

Chances are good that you know that part of being a lifelong friend is understanding relationships have value even if you do not have frequent contact. Whether or not you connect with them often, your bond with your long-term friends is a permanent one.

Instinctively, you enjoy being busy, especially when you can assist someone in need. You are likely to be a good partner at home, in the workplace, at school, or in the community. You tend to do more than is expected of you. Why? You probably worry about wasting time. This explains your habits of volunteering for projects and asking for extra duties.

Driven by your talents, 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.

**WHY YOU SUCCEED USING RELATOR**

You naturally form genuine and mutually rewarding one-on-one relationships. Your authenticity allows you to build close, long-lasting connections that foster trust and confidence.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Connect deeply with the right people to gain friends for life.*

- Try to get one-on-one time with people, rather than attempting to connect with them in a group. This will help you build the deeper and trusting relationships you value most.
- Stay in contact with your friends, no matter how busy you are. Your closest relationships energize you.
- Make sure people know that you are more interested in their character and personality than in their status or job title. You might serve as a model for others.
- Let your caring show. For example, find someone to mentor, help your coworkers get to know one another better or deepen your existing relationships.
- Look for workplaces, classes, teams or groups that encourage friendships. You prefer a casual style and culture and will likely not do well in overly formal situations.

**WATCH OUT FOR BLIND SPOTS**

- Because Relators typically do not trust others implicitly and people have to earn your trust over time, some may think you are hard to get to know. Be aware of this perception with new people you meet as well as with the people you see every day.
- Your tendency to spend more time with the people you know best might give the impression that you are exclusive or unfriendly to those outside your inner circle. Consider that you might be missing out on the benefits of widening the circle and getting to know more people.

**STRATEGIC THINKING**

## 2. Input®

**HOW YOU CAN THRIVE**

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

**WHY YOUR INPUT IS UNIQUE**

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

By nature, you aim to lead a big organization one day. You invest time gathering information about the responsibilities of the top position. In essence, you become a student of the job as well as the institution's opportunities, problems, challenges, shortcomings, or resources. Methodically, you acquire the knowledge and skills needed to apply for this role when it becomes available. You are determined that your credentials will outshine everyone else's.

Because of your strengths, you are more comfortable talking about ideas than issuing orders or dealing with conflict. You gravitate to conversations with intelligent people. You intentionally cast aside emotions and concentrate on the facts. You continually search for evidence to make your points and wish others would do the same.

Driven by your talents, you treasure books and other publications because they are rich sources of information. You regard the written word as a gateway to a vast world of new ideas. Your quest to interpret events, grasp facts or understand concepts appears limitless. Frequently you read to broaden your perspective on very familiar as well as altogether unfamiliar topics.

It's very likely that you spend hours unraveling the mysteries of complicated procedures, routines, or systems. Your step-by-step descriptions help numerous individuals understand how things operate.

Chances are good that you enjoy sharing ideas, exchanging information, and trading stories. During conversations, you usually are the person who simplifies complicated details. You can help individuals understand intricate procedures, theories, regulations, or plans.

**WHY YOU SUCCEED USING INPUT**

You seek and store information. Your pursuit of mastery and access to knowledge empowers you to make credible and well-informed decisions.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Keep exploring; always be curious.*

- Find out more about areas you want to specialize in. Consider jobs or volunteer opportunities where you can acquire and share information every day, such as teaching, journalism or research work.
- Regularly read books and articles that motivate you. Increase your vocabulary by collecting new words and learning their meaning.
- Devise a system to store and easily locate information you have found so you can access it quickly. Use whatever approach works best for you — a file for articles you have saved, a database or spreadsheet, or a list of your favorite websites.
- Position yourself as an expert. Share your exceptional archive of facts, data and ideas with others when they need help or advice.
- Seek out subject-matter experts who would be interested in knowing what you are learning and who would find it stimulating to hear about the questions and ideas you generate through your exploration.

**WATCH OUT FOR BLIND SPOTS**

- Unrestrained input can lead to intellectual or physical clutter. Consider occasionally taking inventory and purging what you don't need so that your surroundings — and your mind — don't become overloaded.
- You might have a tendency to give people so much information or so many resources that you can overload and overwhelm them. Before you share your discoveries with others, consider sorting out what is most meaningful so they don't lose interest.

**EXECUTING**

## 3. Restorative™

**HOW YOU CAN THRIVE**

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

**WHY YOUR RESTORATIVE IS UNIQUE**

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

Chances are good that you yearn to advance in your organization, studies, or career. To qualify for more important positions, you usually concentrate on perfecting key behaviors, techniques, knowledge, or skills.

Driven by your talents, you characteristically fix your attention on updating, improving, or repairing things. You become very single-minded about revising, renovating, redesigning, or renewing programs, processes, machines, structures, or plans.

Because of your strengths, you characteristically notice how people are distinct from one another. These insights automatically prompt you to find ways to work better with them. You are apt to discover how you can partner with others in the group.

Instinctively, you have no difficulty finding the right words to express your ideas. You are quite comfortable talking about ways to make people or things more complete, perfect, or excellent.

It's very likely that you enjoy hearing what people have to say. You frequently evaluate your listening talents. In the process, you are apt to discover new ways to absorb a lot more information.

**WHY YOU SUCCEED USING RESTORATIVE**

You love to solve problems. Your ability to analyze a situation, identify potential shortcomings and modify as needed makes you powerful in times of difficulty and crisis.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Remember that every problem has a solution. Find the answers.*

- Look for roles in which your success depends on your ability to solve problems. You might particularly enjoy medicine, consulting, computer programming or customer service.
- Seek out tough turnaround situations that others might avoid. You will enjoy the challenge of revitalizing something, and you will build your reputation as a valuable partner.
- Celebrate your successes. Difficult problems might entice you, but also acknowledge easy-to-solve issues that have big results.
- Tell others that you enjoy fixing problems, and offer to help. Many people shy away from difficulties, but problem-solving comes naturally to you.
- Give yourself a break. You might be overly self-critical and your own toughest critic. Try to redirect your energy toward things about yourself that you know you can fix or toward external, tangible problems.

**WATCH OUT FOR BLIND SPOTS**

- Others might think that all you see are their flaws and shortcomings. Remember that there are times when people need you to see their successes and give them praise.
- You tend to focus on processes, not people, and you might automatically rush to solve every problem. Sometimes others need to solve their own problems, so try to give people space to experiment and find their own solutions.



**EXECUTING**

## 4. Deliberative®

**HOW YOU CAN THRIVE**

You are best described by the serious care you take in making decisions or choices. You anticipate obstacles.

**WHY YOUR DELIBERATIVE IS UNIQUE**

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

By nature, 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.

It's very likely that you often are regarded as a no-nonsense person. This perception is amplified as you acquire more knowledge and skills in your area of specialization. To perform your job, progress in your studies, pursue your hobbies, or plan your travel, you rely on your natural and acquired abilities. These allow you to perform specific activities without apparent effort.

Chances are good that you might feel especially good about the quality of your life when you limit your friendships to a chosen few. Maybe you put a great deal of forethought into making each selection. Maybe you prefer to have a few close and trustworthy friends rather than many acquaintances.

Driven by your talents, you are cautious about becoming friends with people. You probably have a small circle of close friends. Even with them, you think before you reveal intimate details of your life.

Instinctively, you understand the need for progress, but not at the expense of contemplation. You typically see yourself as the safeguard against poor choices that result in failed outcomes.

**WHY YOU SUCCEED USING DELIBERATIVE**

You are thorough and conscientious. Through your natural anticipation and careful thought process, you know how to reduce risks and prevent problems from arising.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Stop, listen and assess before taking action.*

- Rely on your good judgment, caution and conservative decision-making during times of change. Your ability to identify and reduce risk is a powerful advantage.
- Be sure to set aside time for yourself. Try this: Reserve 20 minutes each day to sort through your projects, plans and ideas. Use this time to gather information on options, assess different situations or solidify choices you need to make. When you have the opportunity and freedom to calculate, you will make better decisions.
- Help others think through what they want to do. Whatever your role is, you can become a valuable sounding board because you identify and assess potential risks that others might not see.
- Be ready to explain your careful decision-making process. Others might misread your Deliberative talents as tentativeness or fear of action.
- Don't let anyone push you into revealing too much about yourself too soon. You naturally build friendships slowly, so take pride in your small circle of good friends.

**WATCH OUT FOR BLIND SPOTS**

- Because you take time to think carefully before making a decision, people might perceive you as forgetful, slow or afraid to act. Be prepared to explain that you are none of those things and that you are just considering all of the potential next steps.
- Your cautious and serious outlook on life might give the impression that you are a distant, private and unapproachable person who doesn't give much praise. Keep this in mind, especially when the important people in your life need your approval and validation.

**RELATIONSHIP BUILDING**

## 5. Adaptability®

**HOW YOU CAN THRIVE**

You prefer to go with the flow. You tend to be a “now” person who takes things as they come and who discovers the future one day at a time.

**WHY YOUR ADAPTABILITY IS UNIQUE**

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

Driven by your talents, you allow your life to unfold spontaneously. You trust you will find your path as it evolves. You resist being tied to predetermined plans and standardized systems. You prefer to experience life in the moment. You are eager to see where it takes you.

It's very likely that you may prefer to be an individual performer. Why? Apparently, it is because working alone allows you to deal with things as they occur. Your flexible approach makes your job or studies much more pleasurable. You are less effective when you are forced to adhere to every step or deadline of someone else's action plan. If the plan is outdated, your efficiency is apt to diminish.

Chances are good that you might move through each day handling unexpected situations as they occur. Some are important while others are less important. Perhaps you prefer to be responsive in the moment rather than pause to prioritize and reprioritize your activities throughout the day.

By nature, you bristle when confronted with due dates. Working to meet inflexible or arbitrary deadlines constrains you to the point of discomfort. You prefer to let your work unfold on its own terms. You like taking as much time as you need to work on your assignments. Rather than impose artificial time controls on your day, you need variety. You can deal with and even thrive in settings where changes and surprises are the norm rather than the exception.

Instinctively, you are much happier with life when you quit trying to control people as well as the day's events, opportunities, or surprises. You experience a sense of freedom each time you relax and live in the moment. You probably are able to deal with change a lot better as a result.

**WHY YOU SUCCEED USING ADAPTABILITY**

You are flexible and can quickly adjust to changing or unexpected circumstances that upset or intimidate others. Your calm response to chaos reassures others and helps you respond to what people need.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*React immediately, and be a positive force for change.*

- Look for opportunities to respond to people and situations that need your attention. Your natural ability to adapt relieves pressure during stressful situations and calms coworkers and friends.
- Fine-tune how you respond to the unexpected. For example, if your job requires you to travel on short notice, learn how to pack and leave in 30 minutes. If your workload is unpredictable, practice the first three moves you will make when the pressure hits.
- Don't apologize for your spontaneity. Your willingness to seize the moment means that you won't miss out on valuable experiences and opportunities.
- Use your reassuring demeanor to soothe unhappy or fearful friends, coworkers and customers.
- Help your friends and coworkers find productive ways to deal with stress. Show them how a new approach might help them move forward.

**WATCH OUT FOR BLIND SPOTS**

- You're so willing to live in the moment that you might constantly shift your priorities. Be aware that frequent changes can feel endless and often unnecessary to those who thrive on structure and stability.
- You may have a tendency to miss deadlines or run late for appointments. Make sure you keep track of the most important due dates and meetings.

**STRATEGIC THINKING**

## 6. Learner®

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING LEARNER**

You love to learn, and you intuitively know how you learn best. Your natural ability to pick up and absorb information quickly and to challenge yourself to continually learn more keeps you on the cutting edge.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

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

- Become an early adopter of new technology, and keep your coworkers, friends and family informed. You learn quickly, and others will appreciate when you share and explain cutting-edge developments to them.
- Respect your desire to learn. Take advantage of educational opportunities in your community or at work. Discipline yourself to sign up for at least one new course or class each year.
- Find opportunities to expand your knowledge. Take on increasingly difficult topics, courses or projects. You love the challenge of a steep learning curve, so beware of learning plateaus.

**WATCH OUT FOR BLIND SPOTS**

- You place a high value on learning and studying, and you may tend to impose this value on others. Be sure to respect others' motivations, and resist pushing them toward learning for learning's sake.
- You love the process of learning so much that the outcome might not matter to you. Be careful not to let the process of knowledge acquisition get in the way of your results and productivity.

**STRATEGIC THINKING**

## 7. Intellection®

**HOW YOU CAN THRIVE**

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

**WHY YOU SUCCEED USING INTELLECTION**

You love to think, muse and reflect. Your powerful mental processing and intellectual activity empower you to clarify and explain, regardless of the topic or situation.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Think deeply. Think often.*

- Set aside a few minutes every day to collect your thoughts. This reflection time will energize you, and your thinking will become sharper and more effective.
- Get involved in big projects or initiatives in the early stages, before the action begins. You have the ability to follow a trail to see where it leads, and your insights enable projects to move forward intelligently and without backtracking.
- Take time to write. Writing might be the best way to crystallize and integrate your thoughts. Make a list of your best ideas, and refer to it often. Revisiting your thoughts can give you valuable insights.

**WATCH OUT FOR BLIND SPOTS**

- Because you are comfortable with silence and solitude, others might view you as isolated, disinterested or disengaged. Be prepared to tell them that solitary thinking is just your natural process and not necessarily a reflection of how much you care.
- Some people might think you create needless complexity during discussions and may want you to make decisions faster than you do. Consider tailoring your approach; sometimes it's better to keep it simple and go more in depth later.

**RELATIONSHIP BUILDING**

## 8. Developer®

**HOW YOU CAN THRIVE**

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.

**WHY YOU SUCCEED USING DEVELOPER**

You see the raw potential in people and even small signs of progress as you actively invest in their development. Your encouragement helps others learn, grow and improve.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Recognize and cultivate the potential in others.*

- Make a list of people you would like to coach or mentor — people whose potential, signs of growth and strengths you have noticed. Offer to meet with them regularly, even if only for a few minutes, to discuss their goals and strengths.
- Call, text or email people who need your encouragement the most. Your natural ability to nurture and inspire might be just what they need to hear.
- Try not to spend all your time encouraging people who are consistently struggling in their role. Sometimes the best developmental action is to help them find a different role — one that fits.

**WATCH OUT FOR BLIND SPOTS**

- You may become overinvested in someone's development and feel personally responsible if they are struggling. Accept that sometimes, the best option is for them to find their own path forward.
- Be careful not to devote so much time to other people that you forget to invest in your own development. Remember that you can't help others if you don't take time to work on yourself.

**EXECUTING**

## 9. Responsibility®

**HOW YOU CAN THRIVE**

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

**WHY YOU SUCCEED USING RESPONSIBILITY**

You have a deep sense of dedication and feel ownership for your commitments. You are a person of your word, and others know they can rely on and trust you.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Take ownership for the things that matter most to you.*

- Always check your schedule and to-do list before taking on a new request. This will help you realistically meet all of your commitments without overworking yourself and demonstrate to others that you are serious about your responsibilities.
- Align yourself with those who share your sense of commitment. You will thrive when you are surrounded by others who take their responsibilities as seriously as you do.
- Be an ethical watchdog for your school, organization or community by taking action to eliminate and prevent any unethical behavior you see.

**WATCH OUT FOR BLIND SPOTS**

- Because you find it difficult to turn down others' requests, sometimes you overcommit. Try to manage your Responsibility talents by giving up something before you take on a new task.
- Too many obligations can keep you from spending time with the most important people in your life. Remember that sometimes, no is the best answer for the health of your relationships.



**STRATEGIC THINKING**

# 10. Context®

**HOW YOU CAN THRIVE**

You enjoy thinking about the past. You understand the present by researching its history.

**WHY YOU SUCCEED USING CONTEXT**

You look to history to understand the present. Your distinctive ability to see the link between where you have been and where you are going is extremely valuable for planning and decision-making.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Look to the past to build a better tomorrow.*

- Help your school, team or organization strengthen its culture via folklore. For example, collect symbols and stories about the past, or suggest naming an award after someone you can memorialize for their contributions.
- Find a mentor who has lived in your community or worked in your organization for a long time. Listening to this person's experiences will likely spark your thought process and accelerate your learning.
- Study your past successes. Try to identify the specific actions or behaviors that contributed to them so you can draw on them again.

**WATCH OUT FOR BLIND SPOTS**

- Some people might think that you live in the past and are resistant to change. Consider explaining the value of understanding history and what has — and has not — worked in the past, but keep an open mind when new situations arise.
- You are often fascinated by history and the lessons it reveals, but others may find this information boring or overwhelming. Keep this in mind as you share your perspectives, and look for signs that you've lost people's attention or interest.

# Navigate the Rest of Your CliftonStrengths®



- 11. Ideation
- 12. Analytical
- 13. Individualization
- 14. Positivity
- 15. Achiever
- 16. Belief
- 17. Futuristic
- 18. Harmony
- 19. Empathy
- 20. Arranger
- 21. Activator
- 22. Significance
- 23. Connectedness
- 24. Includer
- 25. Self-Assurance
- 26. Competition
- 27. Consistency
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- 29. Command
- 30. Strategic
- 31. Woo
- 32. Discipline
- 33. Communication
- 34. Maximizer

Your greatest opportunity to reach your full potential is developing and using your strongest CliftonStrengths. But it is also important to understand all 34 of your CliftonStrengths themes.

## Your unique CliftonStrengths 34 profile

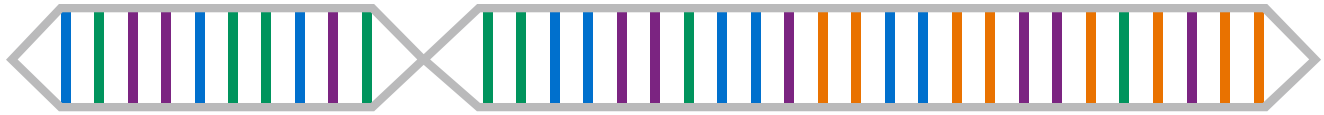
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

To fully understand your talent DNA, consider how all your CliftonStrengths themes, separately or in combination, influence your work and personal life. In addition to concentrating on your top 10 themes:

- **Navigate the middle.** You might notice these CliftonStrengths themes in your behaviors from time to time. And you may need to rely on them in certain situations. Think of these themes as a support system you can use when you need to.
- **Manage the bottom.** Just as your top CliftonStrengths show you who you are, those at the bottom may tell you who you are not. They aren't necessarily weaknesses, but they are your least powerful themes. If you don't manage them properly, they could prevent you from maximizing your potential.
- **Identify weaknesses.** To determine if any themes are getting in your way, review the "What Is a Weakness?" section on the next page, and find out how to overcome potential obstacles to your success.

To learn more about your entire CliftonStrengths profile, see the "Your CliftonStrengths 34 Theme Sequence" section at the end of the report.

# What Is a Weakness?



- 1. Relator
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Focusing on your CliftonStrengths doesn't mean you can ignore your weaknesses.

## **Gallup defines a weakness as anything that gets in the way of your success.**

While the CliftonStrengths assessment does not mathematically quantify weaknesses, you can use your profile to understand how *any* of your CliftonStrengths themes might prevent you from maximizing your potential.

Your strongest CliftonStrengths are your best opportunity for success. But in some situations and with some people, these same themes can hinder your effectiveness and become blind spots.

The themes at the bottom of your profile can also get in the way of your success. They aren't necessarily weaknesses, but they likely do not come naturally to you.

## **To identify potential weaknesses, ask yourself:**

- Does this theme ever undermine my success?
- Have I ever received negative feedback related to this theme?
- Does my role require me to use this theme, but I feel drained when I do?

If you answered yes to any of these questions, you may be discovering areas of weakness. Don't ignore your weaknesses. Instead, focus on your strengths, and work to manage the areas that get in your way.

## **How do I manage my weaknesses?**

- Claim them: Know your weaknesses and how they get in your way
- Collaborate: Ask partners for support
- Apply a strength: Use a different theme to achieve a better outcome
- Just do it: Lean in and do your best

# Identify Your Unique Contribution: The CliftonStrengths® Domains

While your CliftonStrengths 34 profile helps you understand *who* you are, there is also power in knowing *how* you make things happen, influence others, build relationships and process information. The framework of the four CliftonStrengths domains — Executing, Influencing, Relationship Building and Strategic Thinking — is another way to think about your CliftonStrengths and how you contribute when you join, create or lead a team.

The best teams are made up of individuals who understand their own — and others' — unique contribution to the team. This awareness and appreciation empowers the team to be more cohesive, versatile, productive and engaged.

However, be careful not to let the four domains limit your thinking. If you don't have any top themes in a particular domain, don't worry. That doesn't mean you can't think strategically or build relationships, for example. Everyone accomplishes tasks, influences others, builds relationships and processes information. You just use your stronger themes in different domains to get to the same outcome.

The next page shows you how your unique CliftonStrengths profile sorts into the four domains. Knowing which domain you lead with can help you understand your most powerful contribution.

## The CliftonStrengths Domains

### EXECUTING

**People with dominant Executing themes make things happen.**

### INFLUENCING

**People with dominant Influencing themes take charge, speak up and make sure others are heard.**

### RELATIONSHIP BUILDING

**People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.**

### STRATEGIC THINKING

**People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.**

# You lead with **Strategic Thinking** CliftonStrengths® themes.

You know how to help individuals absorb and analyze information that can inform better decisions.



*This chart shows the relative distribution of your unique CliftonStrengths 34 results across the four domains. These categories are a good starting point for you to examine where you have the most potential to perform with excellence and how you can best contribute to a team.*

*See chart below for more detail about your CliftonStrengths by domain.*

## Your CliftonStrengths by Domain

EXECUTING		INFLUENCING		RELATIONSHIP BUILDING		STRATEGIC THINKING	
15 Achiever	32 Discipline	21 Activator	34 Maximizer	5 Adaptability	24 Includer	12 Analytical	2 Input
20 Arranger	28 Focus	29 Command	25 Self-Assurance	23 Connectedness	13 Individualization	10 Context	7 Intellection
16 Belief	9 Responsibility	33 Communication	22 Significance	8 Developer	14 Positivity	17 Futuristic	6 Learner
27 Consistency	3 Restorative	26 Competition	31 Woo	19 Empathy	1 Relator	11 Ideation	30 Strategic
4 Deliberative				18 Harmony			

# Take Action

Discovering your CliftonStrengths is only the beginning. Achieving excellence depends on your ability to develop and apply your CliftonStrengths and maximize your potential.

Now, take the next steps:

- **Share your CliftonStrengths with others.** Conversations with those closest to you can accelerate your CliftonStrengths development.
- **Find a Gallup-Certified Strengths Coach.** A coach can help you learn to productively apply your CliftonStrengths regardless of the situation.
- **Apply your strongest CliftonStrengths every day.** Read the suggestions in your report, and use the following statements to guide you.

## HOW YOU CAN THRIVE WITH YOUR TOP CLIFTONSTRENGTHS



### Relator®

Connect deeply with the right people to gain friends for life.



### Input®

Keep exploring; always be curious.



### Restorative™

Remember that every problem has a solution. Find the answers.



### Deliberative®

Stop, listen and assess before taking action.



### Adaptability®

React immediately, and be a positive force for change.



### Learner®

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



### Intellection®

Think deeply. Think often.



### Developer®

Recognize and cultivate the potential in others.



### Responsibility®

Take ownership for the things that matter most to you.



### Context®

Look to the past to build a better tomorrow.

# Your CliftonStrengths® 34 Theme Sequence

## 1. Relator®

### RELATIONSHIP BUILDING

People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

## 2. Input®

### STRATEGIC THINKING

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

## 3. Restorative™

### EXECUTING

People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

## 4. Deliberative®

### EXECUTING

People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.

## 5. Adaptability®

### RELATIONSHIP BUILDING

People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be "now" people who take things as they come and discover the future one day at a time.

## 6. Learner®

### STRATEGIC THINKING

People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

## 7. Intellection®

### STRATEGIC THINKING

People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

## 8. Developer®

### RELATIONSHIP BUILDING

People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

## 9. Responsibility®

### EXECUTING

People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

## 10. Context®

### STRATEGIC THINKING

People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

## 11. Ideation®

### STRATEGIC THINKING

People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

## 12. Analytical®

### STRATEGIC THINKING

People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

**13. Individualization®**

## RELATIONSHIP BUILDING

People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

**14. Positivity®**

## RELATIONSHIP BUILDING

People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

**15. Achiever®**

## EXECUTING

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

**16. Belief®**

## EXECUTING

People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.

**17. Futuristic®**

## STRATEGIC THINKING

People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

**18. Harmony®**

## RELATIONSHIP BUILDING

People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

**19. Empathy®**

## RELATIONSHIP BUILDING

People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.

**20. Arranger®**

## EXECUTING

People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.

**21. Activator®**

## INFLUENCING

People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.

**22. Significance®**

## INFLUENCING

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

**23. Connectedness®**

## RELATIONSHIP BUILDING

People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.

**24. Includer®**

## RELATIONSHIP BUILDING

People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.

**25. Self-Assurance®**

## INFLUENCING

People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.

**26. Competition®**

## INFLUENCING

People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

**27. Consistency®**

## EXECUTING

People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.



**28. Focus®**

## EXECUTING

People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.

**29. Command®**

## INFLUENCING

People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.

**30. Strategic®**

## STRATEGIC THINKING

People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

**31. Woo®**

## INFLUENCING

People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

**32. Discipline®**

## EXECUTING

People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

**33. Communication®**

## INFLUENCING

People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

**34. Maximizer®**

## INFLUENCING

People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

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