



CliftonStrengths® Top 5 for Michal Grzegorzczuk

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. Consistency®

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

2. Achiever®

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

3. Developer®

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

4. Restorative™

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

5. Focus®

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

■ **EXECUTING** themes help you make things happen.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Consistency
- 2. Achiever
- 3. Developer
- 4. Restorative
- 5. Focus

You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

INFLUENCING

- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



EXECUTING

1. Consistency®

What Is Consistency?

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter their situation, so the scales do not tip too far in any person's favor. People with strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. In this setting, people have a fair chance to show their worth.

Why Your Consistency Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Consistency	Achiever	Developer	Restorative	Focus
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Instinctively, you may establish repetitious processes to enhance your own or others' efficiency. Perhaps recurring tasks take less time and thought when you do them the same way day after day. This partially explains how you manage to finish your work, meet your deadlines, handle details or carry your fair share of the workload.

Driven by your talents, you sometimes adhere to processes that are tested by time or proved to be sound. Perhaps you accomplish things more efficiently when you have a system in place to manage your day or your resources. You might appreciate the familiarity of certain procedures or rules. Maybe they make it easier for you to approach some of your assignments in an orderly manner.

Chances are good that you search for plans, ideas, and techniques that have proved to be successful. You are eager to share your practical insights with people who are at odds — that is, opposing or quarreling — with one another. You help them move from a position of confrontation to one of general agreement. You continually look for ways to create calm and peace within groups of people and between individuals.

By nature, you regularly establish rules or processes to handle recurring activities as well as tedious tasks. You continually reinforce the fact that no one is exempt from following standard operating procedures.

Because of your strengths, you are quite content when you have performed to the best of your ability. You trust yourself to evaluate the quality and the quantity of your work.

**1. Consistency**

2. Achiever

3. Developer

4. Restorative

5. Focus

How Consistency Blends With Your Other Top Five Strengths

CONSISTENCY + ACHIEVER

You tend to be most productive when you are part of a group that has efficient processes and a culture of fairness.

CONSISTENCY + DEVELOPER

You create fair and efficient environments that support and enhance your investment in the growth of others.

CONSISTENCY + RESTORATIVE

You are an effective problem solver because you are an efficient problem solver who uses a common approach and process.

CONSISTENCY + FOCUS

You reach your goals when you have standard operating procedures, rules, and regulations that encourage compliance.

Apply Your Consistency to Succeed

Clarify rules or procedures that everyone can follow to get more done.

- ☐ Look for things that others might ignore. Create a standard way to ensure that these things are not lost in the shuffle and become something predictable and fair.
- ☐ Establish a routine to get things done. Your ability to create a standard approach to getting things done can help alleviate the stress of things that could otherwise become frustrating for you or others.



EXECUTING

2. 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.

Consistency

Achiever

Developer

Restorative

Focus

Because of your strengths, you work tirelessly to help members of a team, group, department, class, or family identify what they have in common. Once you establish a basis for understanding each other, you set the stage for negotiating agreements and resolving conflicts.

Driven by your talents, you are quite determined to enhance your talents rather than waste time worrying about your limitations. You often experience bursts of rapid growth each time you can use your talents, knowledge, and/or skills.

Instinctively, you ordinarily describe yourself as practical and realistic. You labor earnestly to find specialists who can help you figure out the right responses to questions. “Why reinvent the wheel?” you ask when they already know what to do.

It’s very likely that you intentionally raise your odds of being the best by diving into projects and working industriously. You regularly compare your scores, rankings, ratings, outcomes, or performances to those to others. You are quite motivated to participate in activities in which only one person can finish in first place.

By nature, you might want to distribute your time more evenly among the priorities in your life. This is a challenge, however. Why? You tend to express yourself through your work. One part of you is completely devoted to your job or studies. Another part of you demands equal time for family, friends, solitude, or recreation. You typically block out everything but your work when you must give your undivided attention to an assignment, project, experiment, or special event.



- 1. Consistency
- 2. Achiever**
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- 5. Focus

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + CONSISTENCY

You tend to be most productive when you are part of a group that has efficient processes and a culture of fairness.

ACHIEVER + DEVELOPER

When you invest in the growth and progress of others, you increase the possibility that more work will actually get done.

ACHIEVER + RESTORATIVE

For you, a good day is getting everything on your to-do list done or fixing something that is broken. A great day is when you do both.

ACHIEVER + FOCUS

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

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.



RELATIONSHIP BUILDING

3. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others’ capacity to change for the better, and they are drawn to people for this reason. Being part of another person’s development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

Why Your Developer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Consistency	Achiever	Developer	Restorative	Focus
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It’s very likely that you occasionally tune in to the moods of specific people. You might have spent quality time together or shared some experiences. When you make a point of really knowing someone, it might be easy for you to accurately interpret the person’s emotions in certain kinds of situations.

By nature, you may hope individuals choose to spend some quality time with you. Perhaps they have seen you put aside something you were doing just to help them. Your unselfishness might win the favor or friendship of others.

Driven by your talents, you intentionally show your approval of an individual by referring to interesting points the person made during a conversation or presentation. You frequently convince people you value them by paying very close attention when they speak.

Instinctively, you automatically engage outsiders or newcomers in small talk. You sense when someone feels left out of a conversation. You hope to make new friends by involving people in various activities. You probably comment favorably about the talents or accomplishments of many individuals. You sincerely want them to know they are worthy of the time and effort you invest in them.

Chances are good that you might be aware of the emotions that individuals experience when they participate in activities or contests. Perhaps you sense who is likely to have fun whether they win or lose. Maybe you can predict who will be disappointed by defeat or overjoyed by victory.



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- 5. Focus

How Developer Blends With Your Other Top Five Strengths

DEVELOPER + CONSISTENCY

You create fair and efficient environments that support and enhance your investment in the growth of others.

DEVELOPER + ACHIEVER

When you invest in the growth and progress of others, you increase the possibility that more work will actually get done.

DEVELOPER + RESTORATIVE

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

DEVELOPER + FOCUS

You feel satisfied and successful when you can help someone achieve an important goal and reach their full potential.

Apply Your Developer to Succeed

Support others' progress by sharing with them what you notice.

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



EXECUTING

4. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Consistency	Achiever	Developer	Restorative	Focus
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Instinctively, you see the educational benefits of failure. While success is better, disappointments enlighten and provoke your thinking. Through failure, your best solutions appear.

Chances are good that you easily detect areas of weakness and concentrate on them. You seize opportunities to improve in the things you do poorly at worst and average at best. You help people pinpoint targets for personal and professional growth. You strive to compensate for shortcomings that prevent you and others from being successful.

Driven by your talents, you gravitate toward people who speak truthfully when you ask for constructive criticism and honest feedback. You especially seek information about areas where you need to perform better, eliminate deficiencies, or make upgrades.

By nature, you reduce processes, programs, machines, procedures, and plans to their most basic parts. You search for minor flaws others fail to notice. In doing so, you figure out what needs to be fixed, upgraded, and updated.

It's very likely that you are restless until you can pinpoint the exact reasons why you fell short of a goal or failed to produce excellent results. Armed with these insights, you can discover ways to do things more completely or perfectly the next time.



- 1. Consistency
- 2. Achiever
- 3. Developer
- 4. Restorative**
- 5. Focus

How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + CONSISTENCY

You are an effective problem solver because you are an efficient problem solver who uses a common approach and process.

RESTORATIVE + ACHIEVER

For you, a good day is getting everything on your to-do list done or fixing something that is broken. A great day is when you do both.

RESTORATIVE + DEVELOPER

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

RESTORATIVE + FOCUS

You are quick to notice flaws that need to be fixed or problems that need to be solved, and you won't give up until they are resolved.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- ☐ Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- ☐ Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.

**EXECUTING**

5. Focus®

What Is Focus?

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

Why Your Focus Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Consistency**Achiever****Developer****Restorative****Focus**

Instinctively, you may set weekly performance targets for yourself. Your work style might be steady, methodical, and measured. Perhaps this approach allows you to complete certain objectives by the end of each week.

It's very likely that you may enjoy pondering what you can revise, correct, renovate, upgrade, or relocate. When you are curious about a person, event, topic, project, activity, or idea, you probably devote a bit more energy and time to studying it.

Because of your strengths, you understand the proverb "Nothing ventured, nothing gained." Instead of choosing the easy and obvious path, you challenge yourself to overreach your goals. With courage and perseverance, you dare to produce exceptional results. You seldom ask for guarantees of success. Instead, you boldly forge ahead toward your desired goals.

Driven by your talents, 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?"

By nature, you may have mastered some tactics for establishing your weekly goals. Perhaps you are more productive when you know exactly what deserves your attention over the next seven days.



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How Focus Blends With Your Other Top Five Strengths

FOCUS + CONSISTENCY

You reach your goals when you have standard operating procedures, rules, and regulations that encourage compliance.

FOCUS + ACHIEVER

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

FOCUS + DEVELOPER

You feel satisfied and successful when you can help someone achieve an important goal and reach their full potential.

FOCUS + RESTORATIVE

You are quick to notice flaws that need to be fixed or problems that need to be solved, and you won't give up until they are resolved.

Apply Your Focus to Succeed

Decide what you must do, prioritize and then act.

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

What's Next?

Take these steps to start unlocking your full potential using your CliftonStrengths.



Learn to Use Your Dominant Strengths

Read about each of your top five CliftonStrengths in this report and reflect:

- What did you read that **inspires** you?
- What did you read that **surprises** you?
- What did you read that **excites** you?
- What did you read that **challenges** you?

Click [here](#) or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

Name It

- Pick one of your top CliftonStrengths.
- List the words or phrases you read about this strength that resonate strongly with you.

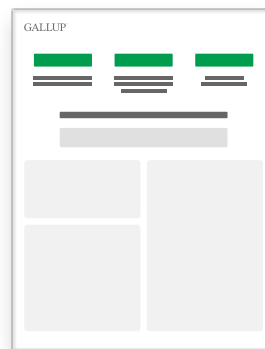
Claim It

- When has this strength helped you be successful in the past?
- How does this strength help you be successful in your role?

Aim It

- In what two ways could you start using this strength more intentionally right away?

Hint: Read the action items in this report and on your my.gallup.com dashboard for ideas.



[Click to View Activity](#)



Use Your Resources in Gallup® Access



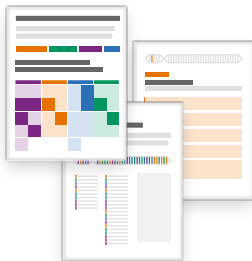
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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

Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.



Explore All 34 of Your CliftonStrengths®



Already have your CliftonStrengths 34 report? Great! Take some time to explore your full results.

If you don't have it yet, [click here](#) or scan the QR code to learn how your CliftonStrengths 34 report can help you:

- reveal your complete talent profile of 34 CliftonStrengths
- learn how to use your top 10 CliftonStrengths to set and achieve goals
- navigate your 11-34 CliftonStrengths, including understanding and managing weaknesses



Apply Your CliftonStrengths® in Specific Roles

Take time to explore any role-based CliftonStrengths reports you already have.

If you don't have any, [click here](#) or scan the QR code to browse a range of reports tailored to specific roles and responsibilities.

We offer a suite of reports designed to help you use your CliftonStrengths to excel in various areas, whether it's in management, leadership or even as a student.



Engage in a Conversation About Your CliftonStrengths®



Share your CliftonStrengths results with the people closest to you, including your family, friends, coworkers and teammates.

Spend time talking about your CliftonStrengths with a coach, manager, mentor or adviser — someone invested in your personal and professional development.

[Click here](#) or scan the QR code for helpful ways to share and discuss your CliftonStrengths with others.

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