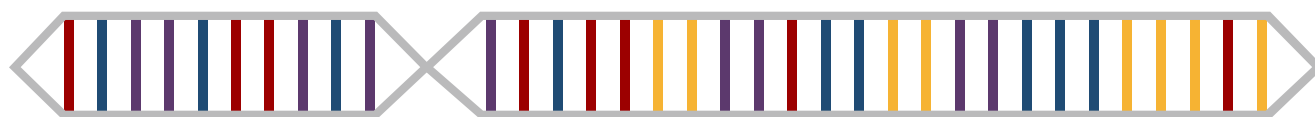


# Your CliftonStrengths 34 Results

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. **Learner**
2. **Developer**
3. **Achiever**
4. **Responsibility**
5. **Empathy**
6. Intellection
7. Input
8. Arranger
9. Positivity
10. Belief

## NAVIGATE

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

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. **Learner**
- 2. **Developer**
- 3. **Achiever**
- 4. **Responsibility**
- 5. **Empathy**
- 6. Intellection
- 7. Input
- 8. Arranger
- 9. Positivity
- 10. Belief

## **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.

**STRATEGIC THINKING**

# 1. 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 YOUR LEARNER IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

Driven by your talents, you occasionally find the reasons why certain things occur again and again. Perhaps you investigate numerous details to understand the overall operation of a machine, program, regulation, or tool. Maybe examining the interaction between various parts is as important to you as knowing what each part is designed to do.

Chances are good that you may ignore distractions to concentrate on your assignments. Sometimes you keep reading, researching, experimenting, or writing until you know all you need to know about a particular subject. You might not rest until you have mastered certain concepts, committed important information to memory, or completed specific course requirements.

Because of your strengths, you endorse the importance of acquiring additional knowledge and gaining new skills. You regard education as an ongoing activity.

By nature, you may devote yourself to things that intrigue you. Sometimes your attention intensifies if you are encouraged to immerse yourself in a specific activity or topic.

It's very likely that you might spend considerable time examining the details underpinning an idea. Rather than rush through your research, perhaps you stick with it until you are convinced everything makes sense.

**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.
- Be a catalyst for change. New rules, skills or circumstances might intimidate others. Your willingness to absorb new and different factors can calm their fears.
- Keep track of your learning progress. If a skill or topic has distinct levels or stages of learning, celebrate your progression from one level to the next. If not, create them for yourself. For example, set a goal of reading five books on a new subject.

**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.

**RELATIONSHIP BUILDING**

## 2. 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 YOUR DEVELOPER IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

Chances are good that you repeatedly go out of your way to support, inspire, motivate, or embolden various individuals. You likely regard this task as worthy of your effort and time.

Because of your strengths, you occasionally enjoy sharing your love of reading with children. You might accumulate age-appropriate stories to read to young people in your family, little ones you baby-sit, or students at day care centers or school.

It's very likely that you affirm others for who they are. You celebrate their unique gifts. Your encouraging words inspire and embolden people to be their real and true selves.

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

Driven by your talents, you support the people around you by acknowledging their outstanding accomplishments and stellar performances.

**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.
- Find roles in which your primary responsibilities include developing others. Teaching, coaching or managing might be especially satisfying for you.
- Boost your friends' and coworkers' confidence. You will naturally notice when they learn and grow, so share your specific observations with them to help them keep making progress.

**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**

## 3. Achiever

**HOW YOU CAN THRIVE**

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

**WHY YOUR ACHIEVER IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

It's very likely that 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 probably are much more willing to start something new when you know for sure it is the right thing to do. You usually work with greater intensity and confidence after you have studied the matter in depth and received someone's approval.

Chances are good that you sometimes sign up for group activities that involve physical exertion or long hours. Perhaps you notice that your work ethic is a bit stronger than that of some teammates.

By nature, you might have strong powers of concentration. When necessary, you might reduce plans, processes, or mechanisms into their fundamental parts. Perhaps your methodical approach frees you to understand how and why certain things do or do not operate properly.

Driven by your talents, you make an effort to be friendly and talkative whenever the situation demands. Even so, you treasure your work or study time. Why? You yearn to produce tangible results each day. Socializing, while important, fails to provide outcomes to which you can point and measure. As a result, you likely resist devoting time to activities that impede progress, compromise productivity, or waste precious time.

**WHY YOU SUCCEED USING ACHIEVER**

You love to complete tasks, and your accomplishments fulfill you. You have a strong inner drive — an innate source of intensity, energy and power that motivates you to work hard to get things done.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Bring intensity and effort to the most important areas of your life.*

- Set challenging goals. Take advantage of your self-motivation with a more ambitious goal every time you finish a project.
- Take time to celebrate each success before moving on to your next item or task, even for just a few minutes.
- Limit your commitments to projects or assignments that align with your highest priorities as much as you can.
- Be sure to take regular breaks, even though you might be naturally equipped to work harder and longer than others.
- Make sure your to-do lists include tasks and responsibilities beyond work.

**WATCH OUT FOR BLIND SPOTS**

- You might get frustrated when others don't work as hard as you do, and they might see you as too demanding. Remember that not everyone has the same high expectations for themselves or is driven to work as hard as you are.
- Your pressing need to get things done might cause you to take on projects or agree to deadlines before you know everything that's involved. Before you commit to something, make sure you have the time and resources you need to do it right.



**EXECUTING**

## 4. 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 YOUR RESPONSIBILITY IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

Because of your strengths, you might choose your friends with care and caution. Some of these individuals may share your reputation for doing exactly what they say they will do. Perhaps your most enduring friendships are built on this foundation of mutual trust.

Chances are good that you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless, and careless. You likely refuse to produce sloppy work or engage in unethical practices.

Driven by your talents, you may have a reputation for exhibiting more adult-like behavior than a few of your colleagues, teammates, classmates, friends, or others. Some individuals regard you as an expert in your field. Perhaps they notice you are talented, skilled, and/or knowledgeable. When certain people appreciate these traits, you might be motivated to use them on a daily basis.

Instinctively, you try to finish the tasks you agreed to do. Perhaps you even overcome some unexpected problems. Occasionally you work longer hours when it is necessary. Maybe you do whatever you can to avoid breaking the promises you made to people.

It's very likely that you sometimes ponder what you could do better. You may find some new ways to deliver on the commitments you have made to certain individuals. Perhaps keeping promises is one way you might enhance the quality of your work.

**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.
- Let your teacher or manager know that your natural sense of responsibility gives you an exceptional capacity to function independently.
- Be selective. Because you are instinctively responsible, it might be difficult for you to refuse requests from others. Sometimes you need to remind yourself to say no.

**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.

**RELATIONSHIP BUILDING**

## 5. Empathy

**HOW YOU CAN THRIVE**

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

**WHY YOUR EMPATHY IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

Driven by your talents, you encourage people to express their innermost thoughts and feelings, and you refrain from judging them. You like knowing that others depend on you to listen. Moreover, you have noticed that individuals come to you for advice.

It's very likely that you might play games for the pure joy of them. You may do what you can to help others enjoy themselves, too. Perhaps having fun is more important to you than winning.

By nature, you sometimes make an effort to cheer up your teammates. Perhaps you want them to see the good qualities in one another as well as in the situations they face. Few things may please you as much as resolving people's frustration, apathy, or anger.

Because of your strengths, you notice that people feel comfortable telling you their innermost thoughts and feelings. Often you sense the moods of individuals without them having to say a word. As a result, you can ask questions and broach — that is, bring up and introduce — topics with people who are naturally reserved, timid, or shy.

Chances are good that you might contribute to the sense of well-being or contentment others experience. To some extent, you make a point of knowing particular people as individuals. You might notice what makes them distinct or different from everyone else. When you are meeting certain people for the first time, maybe you say or do things to make them laugh and smile.

**WHY YOU SUCCEED USING EMPATHY**

You have great emotional depth. Your awareness of the expression, value and implications of others' emotions makes them feel like you understand them.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

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

- Create a list of great questions that help others describe their emotions and experiences. Experiment using these questions with friends. Refine your list by keeping the questions that best help others express their thoughts and feelings.
- Practice refining the words you use to name your own feelings as well as those you observe in others. Try this: Journal your emotions for one week. Stop throughout the day to capture what you are feeling. Try to use different words to describe your experience each time.
- Be sure to decompress at the end of each day. Develop a routine that allows you to unwind and relax. If you don't, at times, the depth of your emotions might overwhelm or drain you.
- Refine your nonverbal communication. Sometimes it is better to be silent. You have the talent to show other people that you know how they feel without saying a word.
- Act quickly and firmly if people are behaving in a way that is unhealthy for them or those around them. Understanding individuals' emotional states does not mean that you must excuse their behavior.

**WATCH OUT FOR BLIND SPOTS**

- Pay attention to your energy levels. Constantly experiencing others' emotions can be draining, so try to occasionally disconnect from all the emotions so you don't get burned out.
- Because you are so sensitive to others' emotions, some people might think you are prying or overinvolved in their lives. Be careful not to overstep when others prefer to keep their feelings to themselves.

**STRATEGIC THINKING**

## 6. 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.

**STRATEGIC THINKING**

## 7. Input

**HOW YOU CAN THRIVE**

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

**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.

**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**

## 8. Arranger

**HOW YOU CAN THRIVE**

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.

**WHY YOU SUCCEED USING ARRANGER**

You have a natural ability to coordinate people and resources for maximum effectiveness. Your creative flexibility in complex situations leads to greater efficiency.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Improve effectiveness and efficiency by reorganizing resources.*

- Volunteer your talent to organize. You enjoy being part of a team, and you can keep a group project moving toward its goal when you make suggestions for improving your work environment.
- Look for opportunities where you can multitask. Because of your expertise at juggling schedules and people, you will enjoy managing all the moving parts.
- Explain to others that your flexibility doesn't mean your priorities are constantly changing. You are simply looking for better ways to implement them.

**WATCH OUT FOR BLIND SPOTS**

- Your tendency to continually reorganize tasks, projects and people might confuse others. Take time to explain your approach and how it can work better.
- People with dominant Arranger talents tend to claim responsibility for and take personal ownership of projects, processes and people. Be aware that when you assume control without asking, you might irritate others or discourage them from taking responsibility.

**RELATIONSHIP BUILDING**

## 9. Positivity

**HOW YOU CAN THRIVE**

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

**WHY YOU SUCCEED USING POSITIVITY**

You have an infectious energy and enthusiasm. As someone who offers genuine encouragement and an optimistic outlook on life, you have the power to make people feel better when you are around.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Help others see the humor and positive side of life.*

- Encourage others to keep their eyes on the positive by helping them see what's going well for them.
- Arm yourself with good stories, jokes and sayings to lighten the mood. Never underestimate the effect that you can have on others. Many people likely rely on your optimism to help them rise above their daily frustrations.
- Celebrate. Whether it's a holiday, an event or someone's success, be the one to plan the party. Turn small achievements into big events, or host regular celebrations that others can look forward to.

**WATCH OUT FOR BLIND SPOTS**

- Sometimes your optimism and generosity with praise might come off as superficial, naïve or insincere. Make sure your positivity and admiration are always genuine; you can do more damage with false praise than with criticism.
- Be careful not to point out the positive side of a bad situation before others have the chance to fully vent. Acknowledge that sometimes people are not ready to hear the bright side and just need you to listen.



**EXECUTING**

## 10. Belief

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING BELIEF**

Your core values guide you and give you purpose. You provide clarity, conviction and stability by living your values.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

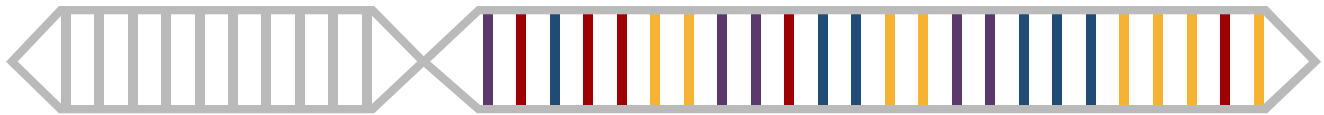
*Honor your values; they keep you on course during tough times.*

- Keep reminders of your personal mission around. In difficult situations, these reminders will help you focus on your objective and the valuable contribution you make.
- Have courage in your ability to select projects to work on. Ask about their intended outcomes and target audiences. When possible, get involved in ideas and projects that match your values.
- Try to keep an appropriate balance between your work and personal life. Both areas will benefit when you dedicate enough time and attention to each.

**WATCH OUT FOR BLIND SPOTS**

- Because you are passionate about your own beliefs, others might view you as stubborn or set in your ways. Keep in mind that everyone has a unique worldview, and often, it will not be the same as yours.
- Be careful not to pass judgment on others' principles and motivations. Their values and belief systems deserve your respect, even when you don't agree with them.

# Navigate the Rest of Your CliftonStrengths



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

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

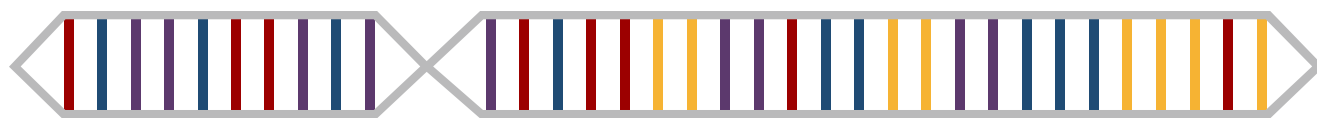
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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. Learner
2. Developer
3. Achiever
4. Responsibility
5. Empathy
6. Intellection
7. Input
8. Arranger
9. Positivity
10. Belief
11. Deliberative
12. Futuristic
13. Relator
14. Ideation
15. Analytical
16. Self-Assurance
17. Significance
18. Consistency
19. Focus
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27. Includer
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30. Competition
31. Maximizer
32. Command
33. Context
34. Activator

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

### **Learner**

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

### **Developer**

Recognize and cultivate the potential in others.

### **Achiever**

Bring intensity and effort to the most important areas of your life.

### **Responsibility**

Take ownership for the things that matter most to you.

### **Empathy**

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

### **Intellection**

Think deeply. Think often.

### **Input**

Keep exploring; always be curious.

### **Arranger**

Improve effectiveness and efficiency by reorganizing resources.

### **Positivity**

Help others see the humor and positive side of life.

### **Belief**

Honor your values; they keep you on course during tough times.

# Your CliftonStrengths 34 Theme Sequence

## 1. 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.

## 2. 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.

## 3. 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.

## 4. 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.

## 5. Empathy

### RELATIONSHIP BUILDING

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

## 6. Intellection

### STRATEGIC THINKING

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

## 7. 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.

## 8. 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.

## 9. 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.

## 10. 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.

## 11. 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.

## 12. 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.

## 13. 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.

## 14. Ideation

### STRATEGIC THINKING

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

## 15. 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.

## 16. 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.

## 17. 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.

## 18. 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.

## 19. 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.

## 20. 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.

## 21. 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.

## 22. 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.

## 23. 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.

## 24. 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.

## 25. Discipline

### EXECUTING

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

## 26. 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.

## 27. 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.

## 28. 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.

## 29. Harmony

### RELATIONSHIP BUILDING

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



### 30. 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.

### 31. 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.

### 32. Command

#### INFLUENCING

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

### 33. Context

#### STRATEGIC THINKING

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

### 34. 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.