



# CliftonStrengths® Top 5 for Nithin Mohan Thattiot Kadumberi

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. Arranger®

You are both organized and flexible. You enjoy figuring out how to align people and resources to get the best results.

## 2. Analytical®

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

## 3. Learner®

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

## 4. Restorative™

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

## 5. Responsibility®

You take psychological ownership of your commitments. You are dependable and embrace values such as honesty and loyalty.

■ **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. Arranger
- 2. Analytical
- 3. Learner
- 4. Restorative
- 5. Responsibility

## 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. Arranger®

**What Is Arranger?**

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

## Why Your Arranger Is Unique

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

**Arranger****Analytical****Learner****Restorative****Responsibility**

Because of your strengths, you enjoy working and studying with people whose backgrounds, cultures, talents, or experiences are quite different from one another. You usually are the one who determines how each individual can contribute to the group.

By nature, you might be motivated by your sense of obligation to finish what you start. Perhaps you can fight the impulse to delegate or procrastinate. Maybe you remind yourself that you are the one who is personally accountable.

It's very likely that you have a gift for recruiting people to work on tasks and special assignments. You probably know how to match talents to tasks, coordinate activities, and create schedules.

Chances are good that you know how to rearrange processes, equipment, and people for maximum efficiency. You love to examine all the moving parts and will reconfigure them if there is a more effective way.

Instinctively, you look for the most effective use of resources and time. You know that moving methodically through a to-do list does not always lead to efficiency — and you will rearrange any or all moving pieces to ensure the best use of everyone's time.



- 1. Arranger**
- 2. Analytical
- 3. Learner
- 4. Restorative
- 5. Responsibility

## How Arranger Blends With Your Other Top Five Strengths

### ARRANGER + ANALYTICAL

You take puzzles apart to clarify and simplify. You put puzzles together to improve performance.

### ARRANGER + LEARNER

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

### ARRANGER + RESTORATIVE

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

### ARRANGER + RESPONSIBILITY

When you facilitate the work of others, you feel a strong sense of ownership of both the process and the results.

## Apply Your Arranger to Succeed

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

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



STRATEGIC THINKING

# 2. Analytical®

What Is Analytical?

People with strong Analytical talents challenge others to prove it. They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another: how they combine, the outcome and if the result fits with the theory or the situation. Others see them as logical and rigorous. Some might feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination to things enabling them to find the causes and effects, and then developing clear thoughts based on facts.

## Why Your Analytical Is Unique

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

Arranger	Analytical	Learner	Restorative	Responsibility
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- Because of your strengths, you purposely set aside time to assess whether your words and deeds measure up to your core values. You are more reasonable than emotional when you make important choices. Weighing the pros and cons is only the first step in your thinking process. The essential second step involves asking yourself questions such as, "Does this decision mirror what I hold to be true, right, and proper?" "If I choose to do this, am I being consistent with what I have done in the past?" "Does the course of action I am about to take match the most important priorities in my life?"
- It's very likely that you adhere to the carefully charted path you have created to reach your personal and professional goals. You meticulously examine your route. You minimize false starts and missteps. You give forethought to what you want to accomplish in the future. You usually make steady progress toward your desired objectives.
- By nature, you might expend mental energy making sense of events, identifying problems, or creating solutions. Sometimes you sort through a lot of information to pinpoint a few key facts. You might rely on reason to arrive at conclusions or make decisions.
- Chances are good that you might recruit certain people to work on projects or teams. You might outline some reasons for their participation. Occasionally you emphasize the benefits of signing up to do something.

Driven by your talents, you sometimes identify trends, patterns, or warning signals in numerical data. These discoveries may help you know where certain types of upgrades need to be made. Some of these adjustments allow you to produce better results.



- 1. Arranger
- 2. **Analytical**
- 3. Learner
- 4. Restorative
- 5. Responsibility

## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + ARRANGER**

You take puzzles apart to clarify and simplify. You put puzzles together to improve performance.

### **ANALYTICAL + LEARNER**

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### **ANALYTICAL + RESTORATIVE**

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

### **ANALYTICAL + RESPONSIBILITY**

You are a serious person who approaches life reasonably and honorably. You seek truth and speak truth.

## Apply Your Analytical to Succeed

**Find ways to express and put your thoughts into action.**

- ☐ Find credible data and facts to help support your thinking. Use these sources of information to reinforce your thought process when talking with others.
- ☐ Provide simple, logical and objective advice to the people that matter most to you. Your ability to uncover the essential facts can transform complex situations into understandable actions.



STRATEGIC THINKING

# 3. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people’s confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the “getting there.”

## Why Your Learner Is Unique

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

Arranger	Analytical	Learner	Restorative	Responsibility
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Driven by your talents, you pay close attention to what is going on around you. You listen. You quiz people. You read. You probably take notes on key points. As you accumulate lots of information, you disregard what is unrelated, and pay heed to what is really important. The more you reflect on what you know, the more problems begin to reveal themselves, and eventually solutions start taking shape in your mind. Finally, given the situation, you select the best plan from your list of options.

It’s very likely that you usually choose to associate with people who value yesteryear’s stories, events, feats of daring, and interesting personalities. You demonstrate a need to acquire lots of historic information. This likely leads you to experts who appreciate many of your thought-provoking questions.

Because of your strengths, you automatically ask individuals questions to discover their talents, interests, hopes, fears, successes, or failures. By being inquisitive, you begin to see each person as he or she really is. The insights you have are most valuable when there is a job to do. You are apt to be the one to whom others look for ideas about assignments to give each individual. You are likely to understand what is and is not a reasonable expectation to place on someone.



Chances are good that you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question.

Instinctively, you feel life is wonderful when you can channel your mental and physical energy into things that intrigue you. Your interest is ordinarily piqued — that is, awakened or aroused — by activities, ideas, problems, opportunities, and people that challenge your mind.



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## How Learner Blends With Your Other Top Five Strengths

### LEARNER + ARRANGER

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

### LEARNER + ANALYTICAL

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### LEARNER + RESTORATIVE

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

### LEARNER + RESPONSIBILITY

You are at your best as a student when you commit to teaching others new information or concepts.

## Apply Your Learner to Succeed

**Develop expertise in areas that interest you the most.**

- ☐ Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- ☐ Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.

**EXECUTING**

## 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.*

**Arranger****Analytical****Learner****Restorative****Responsibility**

By nature, you enjoy working independently to improve in areas where you struggle to succeed. Conquering your shortcomings probably gives you much satisfaction.

Driven by your talents, you typically wait for difficult situations or problems to arise. When something or someone unexpectedly blocks your progress, you probably find ways to do things better. Sudden changes force you to consider upgrades or tactics you had not thought of earlier.

Chances are good that you trust your judgment to determine what you should be doing better, more perfectly, or more thoroughly in the future. You customarily seek opportunities to enhance and upgrade things, including yourself.

Instinctively, you are known for being realistic and unsentimental. Nonetheless, there are times when you wish you did a better job of expressing your own feelings and allowing others to voice theirs. The moment people start getting too emotional, you tend to redirect their attention to practical matters or objective facts.

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



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## How Restorative Blends With Your Other Top Five Strengths

### RESTORATIVE + ARRANGER

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

### RESTORATIVE + ANALYTICAL

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

### RESTORATIVE + LEARNER

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

### RESTORATIVE + RESPONSIBILITY

You are willing to sacrifice and serve so that something or someone broken can be mended.

## 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. Responsibility®

**What Is Responsibility?**

People with strong Responsibility talents take psychological ownership of anything they commit to, whether it is large or small, and they feel emotionally bound to follow it through to completion. They keep their promises and honor their commitments. They don't let people down, and they work very hard to fulfill all of their responsibilities and keep their word.

### Why Your Responsibility Is Unique

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

**Arranger****Analytical****Learner****Restorative****Responsibility**

Instinctively, you may be capable of putting certain types of things in their proper order or sequence. Sometimes you double check your work to reassure yourself that everything is in its place or every detail is accurate.

Driven by your talents, you do much more than just try to live up to your commitments. You persist working until you can deliver on your promises. This certainly enhances your reputation for being trustworthy, reliable, and dependable.

Chances are good that you sometimes choose to work independently. Perhaps you give exceptionally mature consideration to each step of your plan before you launch projects or begin assignments. Maybe you set out to do everything right.

Because of your strengths, you choose your friends with care and caution. Like you, these individuals have a reputation for honoring their commitments. Like you, they do exactly what they say they will do. Your most enduring friendships are built on a foundation of mutual trust.

It's very likely that you might take care to do everything with accuracy. Perhaps you do not want to feel bad about having made mistakes when you hurried through an assignment. You sometimes choose to move at a fixed or measured pace. Maybe you need to be the person who sets the tempo of your work or studies. You might be especially determined to control the quality of your results.



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## How Responsibility Blends With Your Other Top Five Strengths

### **RESPONSIBILITY + ARRANGER**

When you facilitate the work of others, you feel a strong sense of ownership of both the process and the results.

### **RESPONSIBILITY + ANALYTICAL**

You are a serious person who approaches life reasonably and honorably. You seek truth and speak truth.

### **RESPONSIBILITY + LEARNER**

You are at your best as a student when you commit to teaching others new information or concepts.

### **RESPONSIBILITY + RESTORATIVE**

You are willing to sacrifice and serve so that something or someone broken can be mended.

## Apply Your Responsibility to Succeed

### **Be selective about what you agree to take on.**

- ☐ Choose your commitments wisely and focus on the things you genuinely enjoy doing. Prioritize your tasks so they align with your passions so you can perform at your best without feeling stressed out.
- ☐ While you have a reputation for staying true to your commitments, be sure to carefully choose your tasks to protect your wellbeing.

## What's Next?

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



### Learn to Use Your Dominant Strengths

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

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

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

#### Name It

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

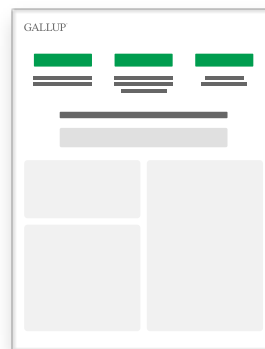
#### Claim It

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

#### Aim It

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

Hint: Read the action items in this report and on your [my.gallup.com](https://my.gallup.com) dashboard for ideas.



[Click to View Activity](#)



### Use Your Resources in Gallup® Access



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

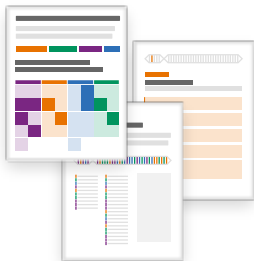
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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



## Explore All 34 of Your CliftonStrengths®

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



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

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



## Apply Your CliftonStrengths® in Specific Roles

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

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

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



## Engage in a Conversation About Your CliftonStrengths®



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

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

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



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