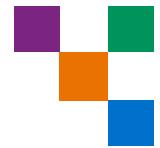


# CliftonStrengths® Top 5 for Robert Lavender



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. Deliberative®

You are best described by the serious care you take in making decisions. You anticipate risks and move forward cautiously.

## 2. Responsibility®

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

## 3. Focus®

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

## 4. Learner®

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

## 5. Restorative™

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

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

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

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

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



- 1. Deliberative
- 2. Responsibility
- 3. Focus
- 4. Learner
- 5. Restorative

## 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. Deliberative®

**What Is Deliberative?**

People with strong Deliberative talents are careful and vigilant. Everything may seem in order, but beneath the surface, they sense many risks. Rather than avoiding these hazards, they draw them out into the open so they can identify, assess and ultimately reduce each risk. Thus, those with strong Deliberative talents bring a thorough and conscientious approach to making decisions. They take care to consider options, thinking through the pros and cons of each alternative. To them, making the correct choice is more important than the time it takes to do so. They see life as something of a minefield. Others may run through it recklessly if they so choose, but those with Deliberative talents take a different approach. They identify the dangers, weigh these risks' relative effect and then place their feet deliberately. They walk with care.

## Why Your Deliberative Is Unique

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

**Deliberative****Responsibility****Focus****Learner****Restorative**

Because of your strengths, you are a reserved individual. You usually keep personal matters to yourself. This is apt to explain why you are much more comfortable launching projects than you are talking about your experiences and accomplishments.

By nature, you often are described as a no-nonsense person. You are determined to examine the smallest details of processes, problems, regulations, plans, and contracts. Breaking these into their basic parts helps you better understand them. You are easily annoyed by individuals who fail to give you enough time to methodically investigate, study, or think through things.

Driven by your talents, you are somewhat private about your personal life — that is, your past, your present activities, or your future plans. You tend to be selective about what you tell and to whom you tell it.

It's very likely that you choose not to reveal to others too much about yourself, your thoughts, and your feelings. You exercise great care and weigh all possible risks when you interact with people. You prefer to give sincere and well-deserved compliments. You are likely to refrain from acknowledging the talents, contributions, and accomplishments of individuals and groups until you have clear evidence they merit special acclaim.

Instinctively, you often are described as earnest and businesslike. Many individuals appreciate your methodical and unhurried way of processing facts or numerical data.



- 1. Deliberative
- 2. Responsibility
- 3. Focus
- 4. Learner
- 5. Restorative

## How Deliberative Blends With Your Other Top Five Strengths

### DELIBERATIVE + RESPONSIBILITY

Life is serious, so you must be as well. Conscientious and vigilant, you honor your commitments and proceed with caution.

### DELIBERATIVE + FOCUS

While you are intent on reaching the goals you have set, you approach them with care and caution because doing things quickly can lead to poor results.

### DELIBERATIVE + LEARNER

You are open to new information and experiences, but you want adequate time to study them carefully and thoroughly.

### DELIBERATIVE + RESTORATIVE

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

## Apply Your Deliberative to Succeed

### **Take time to assess each situation — then act.**

- Set aside time each day for yourself. Your thoughtful approach when considering options gives you the foresight to make wise decisions
- Think through the advantages and disadvantages when making important choices. To you, making the correct choice is more important than the time it takes to analyze the alternatives.

**EXECUTING**

## 2. 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.*

**Deliberative****Responsibility****Focus****Learner****Restorative**

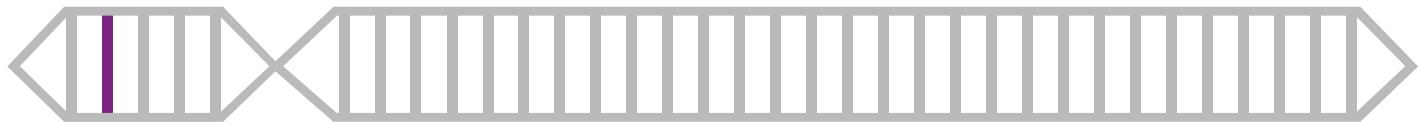
By nature, you automatically work hard to do things properly and ethically. You blame yourself when you fall short of your high standards. Being a solo performer probably frees you to work at a task until you decide it perfectly meets the specifications or aligns with your moral principles.

It's very likely that you are determined to be victorious. As much as you yearn to be "number one," you know cheating is unacceptable. You probably experience remorse when you unintentionally take unfair advantage of anyone. You likely think finishing first counts only when you have followed all the rules just like everyone else.

Because of your strengths, you automatically set out to do things right. As a result, you usually invent better ways to tackle assignments, studies, or chores. You are apt to make small yet necessary upgrades to enhance the efficiency and overall performance of various processes or individuals.

Chances are good that you generally prefer to produce results on your own. You probably assume total ownership for doing whatever you promised you would do.

Instinctively, you consistently work at assignments and chores to their conclusion. People have confidence that you will see whatever you do through to the very end.



- 1. Deliberative
- 2. Responsibility**
- 3. Focus
- 4. Learner
- 5. Restorative

## How Responsibility Blends With Your Other Top Five Strengths

### **RESPONSIBILITY + DELIBERATIVE**

Life is serious, so you must be as well. Conscientious and vigilant, you honor your commitments and proceed with caution.

### **RESPONSIBILITY + FOCUS**

Your goal orientation is tempered by your service orientation. Responding to the needs of others is your primary priority.

### **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.

**EXECUTING**

## 3. FOCUS<sup>®</sup>

**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 Focus Is Unique

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**Deliberative****Responsibility****Focus****Learner****Restorative**

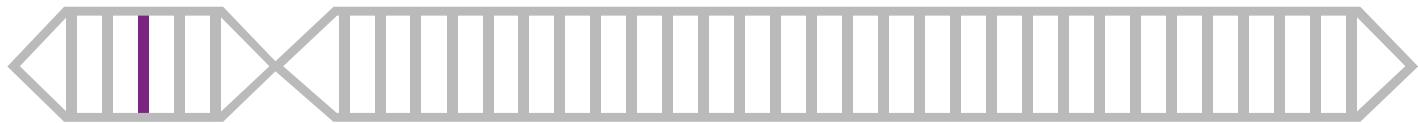
By nature, you typically immerse yourself in intense activities. Preferring a fast pace, you thrive on excitement. You appreciate being surrounded by like-minded individuals. They motivate you to expend even more energy accomplishing whatever needs to be done. You stay busy and work hard whenever it is necessary.

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?"

Because of your strengths, you are quite adept — that is, masterful — at clarifying the purpose of activities, assignments, or plans. People welcome your educated and insightful comments, especially when objectives must be finalized. Your talents, knowledge, and skills gain you invitations to participate in goal-related discussions that require your particular expertise.

Chances are good that you can block out distractions when you are working or studying. You are seldom pulled away from a task. You probably desire to understand ahead of time what needs to be done. You also expect to receive background briefings and/or a list of a project's criteria. Armed with this information, you move closer to your goal. With ease and certitude — that is, having no doubts — you determine what is and is not important to know about an activity, event, or project.

It's very likely that you are baffled — that is, confused or puzzled — by people who have few, if any, clear goals. These individuals serve as constant reminders that poorly defined objectives frequently lead to failure. You are aware of this risk. You concentrate your mental, emotional, and physical energy on reaching your most important goal. Simply put: You become single-minded — that is, you dedicate yourself to one purpose.



- 1. Deliberative
- 2. Responsibility
- 3. Focus**
- 4. Learner
- 5. Restorative

## How Focus Blends With Your Other Top Five Strengths

### FOCUS + DELIBERATIVE

While you are intent on reaching the goals you have set, you approach them with care and caution because doing things quickly can lead to poor results.

### FOCUS + RESPONSIBILITY

Your goal orientation is tempered by your service orientation. Responding to the needs of others is your primary priority.

### FOCUS + LEARNER

In many cases, your interests shape your intentions. But there are also times when your intentions shape your interests.

### 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.

**STRATEGIC THINKING**

## 4. Learner®

**What Is Learner?**

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

### Why Your Learner Is Unique

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

**Deliberative****Responsibility****Focus****Learner****Restorative**

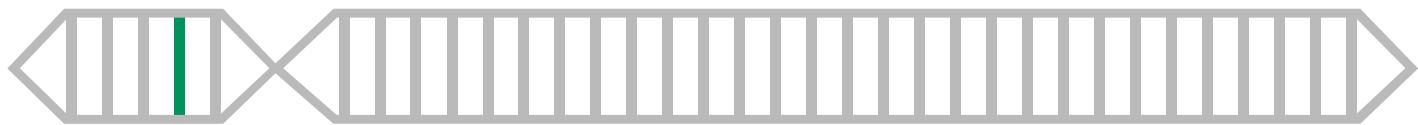
Instinctively, you probably place your confidence in professionals, especially when you need instruction or realize you can benefit from their experiences. Asking specialists questions and respectfully paying attention to their responses are just two ways you keep the peace. You are apt to count on these individuals to help you handle sensitive problems, make appropriate choices, or design workable solutions that people can accept.

Driven by your talents, you customarily figure out what makes each person special. You talk to, observe, or study individuals who produce nothing less than excellence to identify what inspires them. Unquestionably, you prefer to associate with those who share your passion for taking something good and making it better. Once you understand what drives a person, you can motivate him or her to transform whatever was made better into something utterly superb.

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

Chances are good that you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt.

By nature, you have a strong need to know that you are taking the proper course of action before you begin. Without a doubt, your hunger for evidence, data, or background information is immense. Whether your sources of knowledge are people, classes, books, the Internet, or discussions, you are hardwired to be as informed as you possibly can be prior to starting most ventures. You probably prefer to be overly prepared rather than risk being poorly prepared.



- 1. Deliberative
- 2. Responsibility
- 3. Focus
- 4. Learner**
- 5. Restorative

## How Learner Blends With Your Other Top Five Strengths

### **LEARNER + DELIBERATIVE**

You are open to new information and experiences, but you want adequate time to study them carefully and thoroughly.

### **LEARNER + RESPONSIBILITY**

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

### **LEARNER + FOCUS**

In many cases, your interests shape your intentions. But there are also times when your intentions shape your interests.

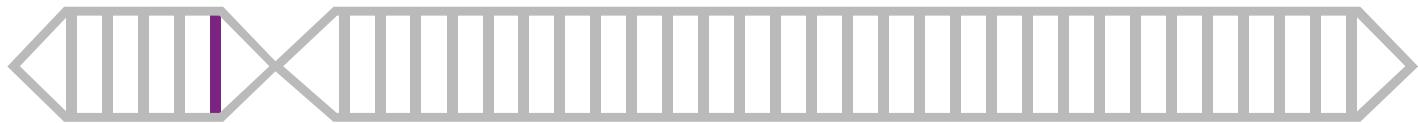
### **LEARNER + RESTORATIVE**

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

## Apply Your Learner to Succeed

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

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

**EXECUTING**

## 5. 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.*

**Deliberative****Responsibility****Focus****Learner****Restorative**

It's very likely that you diligently spend time working to compensate for your real or perceived shortcomings, limitations, or flaws. Self-improvement activities rank quite high on your list of personal or professional goals.

Instinctively, you regularly consider talents you want to upgrade to be a better trainer or coach. You are likely to derive much satisfaction from helping individuals improve personally or professionally.

Because of your strengths, you usually share your ideas for making upgrades or improvements. You are likely to offer proposals to your colleagues, coworkers, classmates, team members, friends, neighbors, or family members.

Driven by your talents, you automatically search for new or fresh ways to make upgrades or enhancements. When you suspect there is a better way to do something, you implement your revisions and test your innovations.

Chances are good that you typically put forth much effort and energy to reach your goals. You aim to overcome your limitations and fix your mistakes. You attempt to compensate for your lack of knowledge, skills, and/or talent in various areas.



- 1. Deliberative
- 2. Responsibility
- 3. Focus
- 4. Learner
- 5. Restorative**

## How Restorative Blends With Your Other Top Five Strengths

### **RESTORATIVE + DELIBERATIVE**

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

### **RESTORATIVE + RESPONSIBILITY**

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

### **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.

### **RESTORATIVE + LEARNER**

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

## 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.

## What's Next?

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



### Learn to Use Your Dominant Strengths

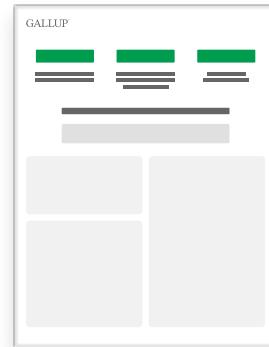
Read about each of your top five CliftonStrengths in this report and reflect:

- 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.



[Click to View Activity](#)

#### 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.



### 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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