

# 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. **Deliberative**
- 2. **Responsibility**
- 3. **Focus**
- 4. **Learner**
- 5. **Restorative**
- 6. Achiever
- 7. Harmony
- 8. Intellection
- 9. Analytical
- 10. Significance

## NAVIGATE

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

You lead with **Executing** 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. **Deliberative**
- 2. **Responsibility**
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## **The CliftonStrengths at the top of your profile are the most powerful.**

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

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

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

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

They are your most powerful natural talents.

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

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

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

**EXECUTING**

# 1. Deliberative®

**HOW YOU CAN THRIVE**

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

**WHY YOUR DELIBERATIVE IS UNIQUE**

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

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.

**WHY YOU SUCCEED USING DELIBERATIVE**

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

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Stop, listen and assess before taking action.*

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

**WATCH OUT FOR BLIND SPOTS**

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

**EXECUTING**

## 2. 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 Strengths Insights are personalized based on your CliftonStrengths results.*

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.

**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.

**EXECUTING**

## 3. Focus®

**HOW YOU CAN THRIVE**

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

**WHY YOUR FOCUS IS UNIQUE**

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

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.

**WHY YOU SUCCEED USING FOCUS**

You have a powerful ability to prioritize, set goals and work efficiently. You avoid time-consuming distractions and stay on track toward an overall objective.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Set specific goals with timelines to motivate yourself.*

- Attach timelines and measurements to your goals, and keep track of your progress. Regularly meeting your objectives will prove that you are moving forward and inspire you to do more.
- Try putting a daily “power hour” of complete focus on your calendar each week. During this hour, turn off all your social media alerts, get away from your email, find a committed space and work toward one important goal — and nothing else.
- Write down your goals and refer to them often. You will feel more in control of your life.
- In meetings, take responsibility for summarizing what the group decided, defining when the group will act on its decisions and setting a date to reconvene.
- Pay attention to those who think, act and talk less efficiently than you do. Sometimes their “detours” will lead to unexpected discoveries.

**WATCH OUT FOR BLIND SPOTS**

- You may focus so intently on your own work that you don’t notice when goals and priorities change. Remember to occasionally stop what you’re doing so you can re-evaluate your objectives.
- When you are absorbed in something, you may be slow to respond to others’ immediate needs and appear emotionally distant. Acknowledge that sometimes, you will have to stop and respond to interruptions from the important people in your life.



**STRATEGIC THINKING**

## 4. 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 Strengths Insights are personalized based on your CliftonStrengths results.*

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.

**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.

**EXECUTING**

## 5. Restorative™

**HOW YOU CAN THRIVE**

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

**WHY YOUR RESTORATIVE IS UNIQUE**

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

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.

**WHY YOU SUCCEED USING RESTORATIVE**

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

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

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

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

**WATCH OUT FOR BLIND SPOTS**

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

**EXECUTING**

## 6. 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 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.

**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.

**RELATIONSHIP BUILDING**

## 7. Harmony®

**HOW YOU CAN THRIVE**

You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.

**WHY YOU SUCCEED USING HARMONY**

You are naturally practical and prefer emotional balance. You can prevent arguments before they start by quickly helping others find common ground and a resolution.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Help others find common ground through practical solutions.*

- Build a network of people with different perspectives whom you can rely on when you need expertise. Your openness to other viewpoints will help you learn.
- Increase unity by increasing the number of voices. When people are arguing, ask others to share their thoughts. You are more likely to find areas where all parties can agree when you have more perspectives.
- Polish your talents by taking a conflict-resolution course. The skills and knowledge you gain will combine with your talents to create a strength in handling conflicts.

**WATCH OUT FOR BLIND SPOTS**

- In your desire to move conversations toward practical and common-sense decisions, you may frustrate those who want to share broader ideas and opinions. Allow others to express their ideas fully before bringing them back to the task at hand.
- You may instinctively downplay confrontational situations and try to suppress others from openly airing their ideas and emotions. Recognize and accept that there will be times when conflict is inevitable and that some people will revel in it.

**STRATEGIC THINKING**

## 8. 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**

## 9. Analytical®

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING ANALYTICAL**

Your natural ability to investigate, diagnose and identify patterns results in valuable insights that are logical and well-thought-out. Your critical thinking helps clarify reality and provides objectivity.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Use your logical, objective approach to make important decisions.*

- Identify credible sources you can rely on. Find helpful books, websites, experts or other resources that you can use as references.
- Get involved in the planning stages of a new initiative or project so you can evaluate its feasibility and direction before it gets too far along.
- Accept that sometimes you will need to take action before all the facts are in place.

**WATCH OUT FOR BLIND SPOTS**

- Your objective and fact-based approach to decision-making may seem skeptical or critical. Keep in mind that others will have emotional, subjective and personal opinions — and that their input is just as valuable as yours is.
- Because you ask many questions, people may think that you always doubt the validity of their ideas, that you do not trust them and that you are tough to work with. Explain your analysis so they will be more likely to trust your process and your motives.



**INFLUENCING**

# 10. Significance®

**HOW YOU CAN THRIVE**

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

**WHY YOU SUCCEED USING SIGNIFICANCE**

You want to do important work and are determined to make a difference. You want others to respect you for your significant contribution and willingness to work hard to achieve success.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Look for opportunities to do important work where you can help others raise the bar.*

- Imagine the legacy you want to leave. Picture yourself in the future. When you look back on your life, what will you have done to make the world a better place?
- Make a list of the goals, achievements and qualifications you want to accomplish, and put them where you will see them every day. Use this list to inspire yourself.
- Tell the important people in your life how valuable their feedback and support are to you. You need appreciation and affirmation, and their words can motivate you.

**WATCH OUT FOR BLIND SPOTS**

- Because of your strong Significance talents, people might perceive you as overly concerned about your reputation and success. Acknowledge that you will need to earn the respect of others through your actions and contributions.
- Sometimes you might mask your vulnerability or come across as overly controlled, and this can make it difficult for others to know how to support you. Consider the value of making others feel important by letting them know when you need help.

# Navigate the Rest of Your CliftonStrengths®



- 11. Includer
- 12. Relator
- 13. Belief
- 14. Connectedness
- 15. Input
- 16. Arranger
- 17. Command
- 18. Discipline
- 19. Activator
- 20. Self-Assurance
- 21. Competition
- 22. Maximizer
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- 32. Strategic
- 33. Individualization
- 34. Communication

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

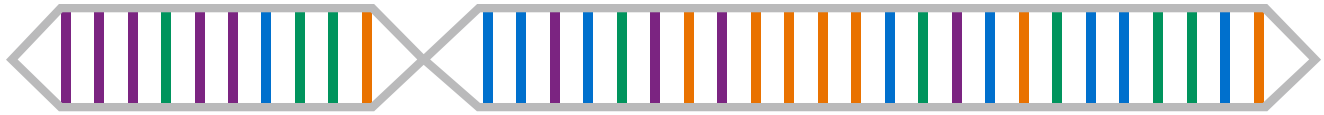
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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. Deliberative
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Focusing on your CliftonStrengths doesn't mean you can ignore your weaknesses.

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

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

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

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

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

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

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

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

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

# Identify Your Unique Contribution: The CliftonStrengths® Domains

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

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

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

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

## The CliftonStrengths Domains

### EXECUTING

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

### INFLUENCING

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

### RELATIONSHIP BUILDING

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

### STRATEGIC THINKING

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

# You lead with **Executing** CliftonStrengths® themes.

You know how to “catch” an idea and make it a reality.



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

### **Deliberative®**

Stop, listen and assess before taking action.

### **Responsibility®**

Take ownership for the things that matter most to you.

### **Focus®**

Set specific goals with timelines to motivate yourself.

### **Learner®**

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

### **Restorative™**

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

### **Achiever®**

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

### **Harmony®**

Help others find common ground through practical solutions.

### **Intellection®**

Think deeply. Think often.

### **Analytical®**

Use your logical, objective approach to make important decisions.

### **Significance®**

Look for opportunities to do important work where you can help others raise the bar.

# Your CliftonStrengths® 34 Theme Sequence

## 1. 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.

## 2. 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.

## 3. 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.

## 4. 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.

## 5. 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.

## 6. 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.

## 7. Harmony®

### RELATIONSHIP BUILDING

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

## 8. Intellection®

### STRATEGIC THINKING

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

## 9. 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.

## 10. 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.

## 11. Incluser®

### RELATIONSHIP BUILDING

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

## 12. 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.

**13. 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.

**14. 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.

**15. 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.

**16. 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.

**17. Command®**

## INFLUENCING

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

**18. Discipline®**

## EXECUTING

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

**19. 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.

**20. 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.

**21. 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.

**22. 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.

**23. 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.

**24. 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.

**25. 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.

**26. 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.



**27. 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.

**28. Ideation®**

## STRATEGIC THINKING

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

**29. 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.

**30. Empathy®**

## RELATIONSHIP BUILDING

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

**31. Context®**

## STRATEGIC THINKING

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

**32. 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.

**33. 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.

**34. 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.

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