



CliftonStrengths® Top 5 for Roy Canseco

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. Connectedness®

You have faith in the links among all things. You believe there are few coincidences and that almost every event has meaning.

2. Strategic®

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

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. Empathy®

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


5. Self-Assurance®

You feel confident in your ability to take risks and manage your own life. You have an inner compass that gives you certainty in your decisions.

 **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. Connectedness
- 2. Strategic
- 3. Learner
- 4. Empathy
- 5. Self-Assurance

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



RELATIONSHIP BUILDING

1. Connectedness®

What Is Connectedness?

Things happen for a reason. Those with strong Connectedness talents are sure of it. They have a powerful conviction that everyone is connected. While each person is responsible for their own judgments and actions, those with strong Connectedness believe everyone is part of something larger. This belief implies certain responsibilities. Their awareness of these responsibilities creates their value system. They are considerate, caring and accepting. Confident in the unity of humankind, they build bridges for people of different cultures. They give others comfort that there is a purpose beyond everyday existence. Their faith is strong. It sustains them and their close friends in the face of life's mysteries.

Why Your Connectedness Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Connectedness

Strategic

Learner

Empathy

Self-Assurance

Chances are good that you demonstrate a heightened sensitivity to the challenges facing various members of the human family. The faces you see in the news often strike you as familiar, not foreign. You usually feel a strong bond between yourself and these individuals. You intentionally refrain from being surrounded only by people who remind you of yourself.

By nature, you conclude that your life is more meaningful and you are happier when you can dedicate yourself to something of importance to humankind. It can be something simple rather than something grand. You sense your acts of kindness influence individuals to perform good deeds. You are likely to inspire generosity in many people.

Instinctively, you work on your own rather than with a partner or a group. Even so, you can put aside this personal preference to contribute to the well-being of humankind, the environment, or other worthwhile causes. You are willing to sacrifice your independence when it helps others reach altruistic — that is, unselfish — goals.

Because of your strengths, you are attracted to news that promises to improve the quality of life for the entire human family. This information makes you feel much more optimistic about the world's future.

It's very likely that you spontaneously connect diverse people with one another. You approve of individuals as they are rather than as you wish them to be. This surely frees your mind to search for ideas, interests, or personal experiences you have in common.

**1. Connectedness**

2. Strategic

3. Learner

4. Empathy

5. Self-Assurance

How Connectedness Blends With Your Other Top Five Strengths

CONNECTEDNESS + STRATEGIC

In your quest to promote community, you consider all options, always looking for the best path leading to oneness.

CONNECTEDNESS + LEARNER

You are glad there are some things that are beyond your comprehension. You love to study, but you hate to know it all.

CONNECTEDNESS + EMPATHY

You care deeply for others because you identify with your common humanity and are sensitive to their emotions.

CONNECTEDNESS + SELF-ASSURANCE

Confident in your own abilities, you have a natural certainty. But in the midst of your certainty, there is mystery.

Apply Your Connectedness to Succeed

Help people and groups better understand how to relate to and rely on each other.

- ☐ Offer to listen to and counsel people. You can easily see connections between what they are saying and doing. Help them by providing directions on how to see connection and purpose in everyday occurrences.
- ☐ Support others in finding meaning in the unpredictability of their world. Doing this provides a sense of comfort and stability in the face of uncertainty.

**STRATEGIC THINKING**

2. Strategic®

What Is Strategic?

People with strong Strategic talents can sort through the clutter to find the best route. You can't teach this skill. It is a distinct way of thinking — a unique perspective on the world at large. This outlook allows them to see patterns where others see complexity. Mindful of these patterns, they envision alternative scenarios, always asking, "What if this happened?" This recurring question helps them see, plan and prepare for future situations. They see a way when others assume there is no way. Armed with this strategy, they move forward.

Why Your Strategic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Connectedness**Strategic****Learner****Empathy****Self-Assurance**

Driven by your talents, you sometimes step back to look at what is in front of you. Your mind naturally sorts through confusion to find possibilities, so you allow yourself to watch for connections that might emerge.

Chances are good that you are aware that patterns can emerge slowly. So when you make a plan, you often reevaluate to see if there are new, better options, and you are willing to change your strategy when it makes sense.

By nature, you can design innovative plans. You probably raise issues and identify recurring obstacles as you generate tactical options. Problems and possible solutions become apparent to you. Once you outline action steps, you quickly execute them one by one. You refuse to waste time questioning your ideas after everything has been set into motion.

Because of your strengths, you easily enter into dialogue with others. When you have an idea, the right words, stories, or examples quickly come to mind. The animated give-and-take of debates stimulates your thinking. Often you gain the advantage by emphasizing irrefutable — that is, cannot be disproved — facts to support your key arguments. Victory for you means having the final word.

Instinctively, you may enjoy teamwork because you can occasionally share your ideas or experiences with others. Sometimes you gain fresh perspectives or refine your thinking when you process your thoughts out loud to the group.



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How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + CONNECTEDNESS

In your quest to promote community, you consider all options, always looking for the best path leading to oneness.

STRATEGIC + LEARNER

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

STRATEGIC + EMPATHY

When charting a course, you consider possible options in your head and anticipate emotional implications in your heart.

STRATEGIC + SELF-ASSURANCE

Confident of your abilities and aware of all the possibilities, you usually know where you want to go and how to get there.

Apply Your Strategic to Succeed

Think ahead to gain perspective.

- ☐ Take time to fully plan your path forward. While you easily see patterns where others see complexity, it is important to make time to envision these alternative scenarios.
- ☐ Practice explaining your decision-making process before talking with others. Doing this ensures people know you have considered different options and opinions to inform your decision.



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.

Connectedness	Strategic	Learner	Empathy	Self-Assurance
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Driven by your talents, you sometimes rely on reason to determine how an event, decision, or condition led to a specific event. Perhaps you desire to understand how things converge to produce the final result.

Because of your strengths, you prefer having quiet time to mull over ideas as well as read and examine interesting topics. Periods of uninterrupted thinking give you great pleasure. You probably excuse yourself from noisy, active, or distracting situations to thoroughly process your ideas.

It’s very likely that you enjoy establishing objectives in the company of others. Using well-placed milestones, you document knowledge and skills gained since the last reporting period. You probably look forward to reviewing results with individuals who understand education is a process that continues throughout one’s life.

By nature, you center your efforts on making improvements that you decide are intriguing and relevant to your life. You devote a great deal of time and energy to acquiring the knowledge and skills that you sense you lack. You regularly challenge yourself to address your shortcomings.

Instinctively, you might earnestly work on intriguing projects. You might be attracted to activities that allow you to acquire knowledge or gain new skills.



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How Learner Blends With Your Other Top Five Strengths

LEARNER + CONNECTEDNESS

You are glad there are some things that are beyond your comprehension. You love to study, but you hate to know it all.

LEARNER + STRATEGIC

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

LEARNER + EMPATHY

You have an open mind that is receptive to new concepts and an open, expressive heart that is receptive to emotion.

LEARNER + SELF-ASSURANCE

Even though you are confident about what you have within you, your mind is open to and aware of new things on the outside.

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.



RELATIONSHIP BUILDING

4. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others’ eyes and share their perspectives. They perceive people’s pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

Why Your Empathy Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Connectedness	Strategic	Learner	Empathy	Self-Assurance
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It’s very likely that you quickly and easily get insights into people’s moods and emotions. Your sensitivity allows you to help people express what they are thinking and feeling.

Driven by your talents, you intuit — that is, know without conscious reasoning — how individuals with very different work styles or personalities can complement each other. Understandably, you reject the idea of forcing everyone to rely on the same plans, methods, or resources to overcome obstacles. Often you search for ways people can use their talents to resolve issues. In the process, they are likely to move closer to worthwhile goals.

Chances are good that you are the person who frequently pauses to hear what your teammates think or feel. Most people walk away saying, “Finally, someone truly understands me.”

By nature, you are much happier with your own life when you can convince individuals they are valuable. You undoubtedly express appreciation for their upbeat attitudes and their special talents. When you realize someone feels glum, you are likely to work hard to boost that person’s spirits.

Instinctively, you tune in to others’ moods. You can read their emotions. This increases your chances of responding appropriately and at the right time.



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How Empathy Blends With Your Other Top Five Strengths

EMPATHY + CONNECTEDNESS

You care deeply for others because you identify with your common humanity and are sensitive to their emotions.

EMPATHY + STRATEGIC

When charting a course, you consider possible options in your head and anticipate emotional implications in your heart.

EMPATHY + LEARNER

You have an open mind that is receptive to new concepts and an open, expressive heart that is receptive to emotion.

EMPATHY + SELF-ASSURANCE

You are a confident risk taker, but you do sense the emotional effect that your risk taking can have on others.

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

- ☐ Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- ☐ Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.

**INFLUENCING**

5. Self-Assurance®

What Is Self-Assurance?

Self-Assurance is similar to self-confidence. People with strong Self-Assurance talents have faith in their strengths and abilities. They know that they can take risks, meet new challenges, stake claims and, most importantly, deliver. But Self-Assurance is more than just self-confidence. People with dominant Self-Assurance talents have confidence in both their abilities and their judgment. They have an inner sense of certainty that affirms their direction and decisions.

Why Your Self-Assurance Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Connectedness**Strategic****Learner****Empathy****Self-Assurance**

It's very likely that you know that stepping outside your comfort zone makes you feel more alive. Your most rewarding and exciting experiences are when you take risks.

Driven by your talents, you occasionally appear to be a pragmatist — that is, someone who spends time on factual matters or practical affairs. You might demand that certain individuals working with you become fluent in the language of their chosen profession, area of study, or field of interest. Once in a while, you may express displeasure when you must stop to explain a subject-specific or technical term that the person should already know.

Because of your strengths, you may choose to associate with specific people who think big and think smart. Perhaps exchanging ideas, concepts, or theories with them exhilarates you. You might pull together a few thoughts from these animated conversations. To be sure you don't overlook a potentially valuable suggestion, you mentally file away or physically document those bits of insight or wisdom for easy retrieval.

By nature, you make decisions based on an innate inner certainty. Occasionally, you support your decisions with data, but more often than not, you respond with confidence and go with your instincts in unfamiliar situations.

Instinctively, you are known for making unintelligible or complex ideas, plans, procedures, or regulations easy to understand.



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How Self-Assurance Blends With Your Other Top Five Strengths

SELF-ASSURANCE + CONNECTEDNESS

Confident in your own abilities, you have a natural certainty. But in the midst of your certainty, there is mystery.

SELF-ASSURANCE + STRATEGIC

Confident of your abilities and aware of all the possibilities, you usually know where you want to go and how to get there.

SELF-ASSURANCE + LEARNER

Even though you are confident about what you have within you, your mind is open to and aware of new things on the outside.

SELF-ASSURANCE + EMPATHY

You are a confident risk taker, but you do sense the emotional effect that your risk taking can have on others.

Apply Your Self-Assurance to Succeed

Lead by taking calculated risks.

- ☐ Embrace the confidence you have in making decisions, but review them and their outcomes to ensure high quality. You will always benefit from looking back and assessing what you might do differently next time.
- ☐ Trust your abilities, judgment and talents, but gather enough information to make informed choices. Find the right balance between confidence and continuous improvement.

What's Next?

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



Learn to Use Your Dominant Strengths

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

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

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

Name It

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

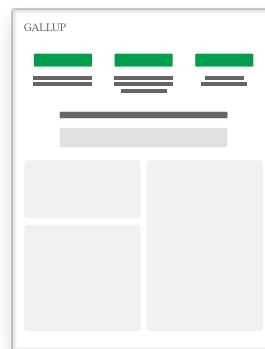
Claim It

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

Aim It

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

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



[Click to View Activity](#)



Use Your Resources in Gallup® Access



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

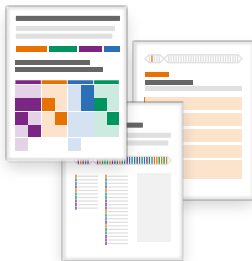
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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



Explore All 34 of Your CliftonStrengths®

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



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

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



Apply Your CliftonStrengths® in Specific Roles

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

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

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



Engage in a Conversation About Your CliftonStrengths®



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

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

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

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