



# CliftonStrengths® Top 5 for Sophie Osunkoya

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. Achiever®

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

## 2. Responsibility®

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

## 3. Deliberative®


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


## 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. Focus®

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

 **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. Achiever
- 2. Responsibility
- 3. Deliberative
- 4. Learner
- 5. Focus

## 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. Achiever®

### What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

## Why Your Achiever Is Unique

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

**Achiever**

Responsibility

Deliberative

Learner

Focus

By nature, you place a premium on acquiring various kinds of knowledge and skills. You see definite links between your hard work and your accelerated growth as a person or as a professional.

Because of your strengths, you devote yourself to figuring out what makes a person unique and special. You likely invest a lot of energy in this activity. You typically consider yourself successful when you can identify a person's talents, weaknesses, interests, motivations, moods, or experiences.

It's very likely that you regularly document goals that can lead you to a future of your own choosing. You leave very little to chance when you outline your aims and push yourself to reach each one.

Driven by your talents, you routinely expend extra energy to keep materials or workspaces neat, orderly, and shipshape. You deplore — that is, regard as unfortunate or wretched — the messes other people leave. This explains why you scurry about to clean up things left in disarray.

Instinctively, you probably set goals regarding the amount of recognition you give your coworkers. You aim to lavish them with compliments. Why? You want each person to feel valued and appreciated. Recipients of your abundant praise usually are eager to please you again. They often are willing to help whenever you ask.



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

## How Achiever Blends With Your Other Top Five Strengths

### ACHIEVER + RESPONSIBILITY

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

### ACHIEVER + DELIBERATIVE

While you work with intensity and stamina, you don't want your work to be hurried. Doing things quickly can lead to poor results.

### ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### ACHIEVER + FOCUS

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

## Apply Your Achiever to Succeed

**Use a scoring system to keep track of all achievements.**

- ☐ Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- ☐ Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.



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.*

- Achiever
- Responsibility
- Deliberative
- Learner
- Focus

By nature, 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.

It's very likely that you are held in high regard because of your dependability and consistent values. You are someone upon whom others often rely. Why? You do exactly what you said you would do.

Because of your strengths, you are honest with yourself about yourself. You can admit your shortcomings. You speak frankly about the areas where you need to do things better and more completely than you have done them in the past.

Instinctively, you probably are the team member who wants to be held accountable for the results you produce and the obligations you assume. You can readily admit when you are wrong. You usually accept without complaining the consequences of your words and deeds.

Driven by your talents, you may be the person others count on to do the right thing. You try to make sure your job or assignments are done correctly. You typically conduct yourself in such a way that your ethics are above reproach.



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

## How Responsibility Blends With Your Other Top Five Strengths

### RESPONSIBILITY + ACHIEVER

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

### RESPONSIBILITY + DELIBERATIVE

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

### RESPONSIBILITY + LEARNER

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

### RESPONSIBILITY + FOCUS

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

## 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. 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.*

- Achiever
- Responsibility
- Deliberative
- Learner
- Focus

Instinctively, you will not make reckless choices. While others may need immediate answers, you pause to take the time you need to make the best decisions.

Because of your strengths, you genuinely enjoy working as an individual performer. This preference aligns with your reserved nature. You probably are known for your discreetness — that is, your ability to keep silent and preserve confidences when necessary.

By nature, 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.

Chances are good that you are very earnest and businesslike about the things you choose to perfect, do better, or upgrade. You give careful and thorough consideration to the changes you want to make. You are seldom inclined to act in haste or be superficial in your handling of important matters.

It's very likely that 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.





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

## How Deliberative Blends With Your Other Top Five Strengths

### DELIBERATIVE + ACHIEVER

While you work with intensity and stamina, you don't want your work to be hurried. Doing things quickly can lead to poor results.

### DELIBERATIVE + RESPONSIBILITY

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

### DELIBERATIVE + LEARNER

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

### 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.

## 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.



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.*

Achiever	Responsibility	Deliberative	Learner	Focus
----------	----------------	--------------	---------	-------

Chances are good that you value education and scholarship at any level and at any age. Your thirst for knowledge causes you to explore many topics of study or specialize in one particular subject. You thoroughly enjoy opportunities to acquire additional information, skills, and experiences.

By nature, you intentionally include uncommon, highly technical, or sophisticated words in your vocabulary. You realize that language is a form of knowledge that gives you an upper hand — that is, controlling power — in conversations, debates, or discussions. It quickly establishes you as an authority figure in listeners’ minds. First, you capture their attention. Then you take charge of events, projects, meetings, or problem solving.

It’s very likely that you dedicate yourself to acquiring knowledge and using your skills. You likely are self-taught in many ways. You probably work with instructors, trainers, coaches, or mentors. You embrace opportunities to expose your mind to new ideas. You welcome the chance to practice new ways of plying — that is, diligently practicing — your trade or craft.

Because of your strengths, you frequently examine the factors leading up to an event. Therein you discover the reasons why things happened the way they did. A number of individuals and/or groups probably appreciate your logical thinking style.

Instinctively, you are the person people turn to for insights about why certain things happened. You piece together events and unravel problems. You make discoveries and make sense of things for yourself and others.



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

## How Learner Blends With Your Other Top Five Strengths

### LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### LEARNER + RESPONSIBILITY

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

### LEARNER + DELIBERATIVE

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

### LEARNER + FOCUS

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

## 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. Focus®

**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 Your Focus Is Unique

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

**Achiever****Responsibility****Deliberative****Learner****Focus**

Chances are good that you completely dedicate yourself to tasks more than most people do. You generally divide your assignments into very small and very manageable parts. Even though this mental processing takes time, you know it ensures your efficiency and effectiveness. You probably have worked for hours to reach an important goal. You are likely to feel good about yourself when you refuse to rest until the job is completed.

It's very likely that you usually feel in sync with life once you have helped clarify either your own or someone else's performance objectives. You enjoy talking with people who are keenly aware of their personal and professional goals.

Instinctively, you derive much pleasure from reading one book or publication from start to finish before beginning another. You prefer to concentrate on one topic, plot, or author at a time.

Because of your strengths, you act like a rival when you are pitted against others and only one person can be declared the very best at something. Your deep-seated desire to finish in first place probably drives many of your choices and explains much of your behavior.

By nature, you exhibit a deep-seated desire to succeed. You intentionally and unapologetically strive for promotions, fame, or financial gain by showcasing your natural or acquired abilities. You often perform special tasks with apparent ease.



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

## How Focus Blends With Your Other Top Five Strengths

### FOCUS + ACHIEVER

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

### FOCUS + RESPONSIBILITY

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

### 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 + LEARNER

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

## 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.

## 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.

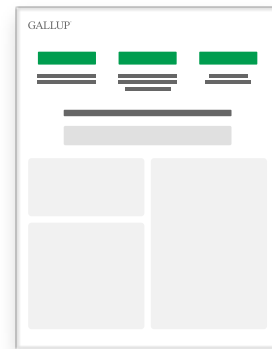
#### Claim It

- 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.**

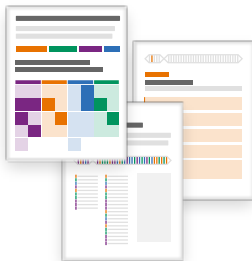
Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.





## 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

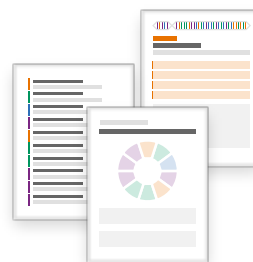


## Apply Your CliftonStrengths® in Specific Roles

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.**

**COPYRIGHT STANDARDS**

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Gallup®, CliftonStrengths®, Clifton StrengthsFinder®, StrengthsFinder® and each of the 34 strengths theme names are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are the property of their respective owners.