



# CliftonStrengths® Top 5 for Vrunda Tol

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. Learner®

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

## 2. Connectedness®

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

## 3. Responsibility®


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


## 4. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.


## 5. Input®

You have a need to collect and archive. You may accumulate information, ideas, artifacts or even relationships.

 **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. Learner
- 2. Connectedness
- 3. Responsibility
- 4. Developer
- 5. Input

## 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



STRATEGIC THINKING

# 1. 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.*

Learner	Connectedness	Responsibility	Developer	Input
Driven by your talents, you typically are an eager and willing student. You genuinely derive satisfaction from examining new sources of information. You often arrive at conclusions about how to make certain things better.				
Instinctively, you are comfortable offering suggestions to people who regularly seek your counsel — that is, recommendations about a decision or course of action they are considering. These individuals usually feel deep affection for you. You are likely to spend time together socializing as well as working or studying.				
It’s very likely that you have an insatiable — that is, incapable of being satisfied — appetite for information. Armed with newly acquired facts and skills, you routinely pinpoint areas where you need to make upgrades for the sake of efficiency. In the process, you probably discover ideas and techniques to do something you already do quite well even better.				
Because of your strengths, you yearn to know a lot. It makes little sense to you to skim through a book and read only the highlights. You delve more deeply into intriguing subjects than most people do. You love to gather all kinds of information. This explains why you take time to grasp ideas that appear in print.				

Chances are good that you regularly devote yourself to gaining knowledge and acquiring skills. You are happy with life when you have lots of time to make more discoveries. How? You probably read, solve problems, write, rehearse, or practice.



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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 + RESPONSIBILITY

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

### LEARNER + DEVELOPER

A steep learning curve brings out the best in you. The journey is even better when someone goes with you and grows with you.

### LEARNER + INPUT

As a natural student/teacher, you love the process of learning, and you are always looking for useful resources that can enhance learning.

## 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

# 2. 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.*

Learner	Connectedness	Responsibility	Developer	Input
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By nature, you consider people more important than things. The value you place on humankind guides your decision-making. It also influences what you say and do as well as what you choose not to say and do.

It’s very likely that you trust you can deal with whatever happens. You rely on your core values to sustain you in the face of uncertainty. The principles by which you live allow you to accept life’s unexpected events and unpredictable circumstances.

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.

Instinctively, you may be able to accept unpredictable events in your life on the basis of sheer faith. Perhaps you sense there is a force greater than you at work in the world. Occasionally you can live with not knowing the exact reason why something good or bad happened to you and not to someone else.

Chances are good that you sometimes sense a special bond with certain individuals regardless of whether you have met them. Perhaps time or distance does not prevent you from feeling closely linked to specific people or the lives they lead.



- 1. Learner
- 2. Connectedness**
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## How Connectedness Blends With Your Other Top Five Strengths

### 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 + RESPONSIBILITY

It is your duty to respond to those who cry out for help and to serve those who have needs that you can meet.

### CONNECTEDNESS + DEVELOPER

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

### CONNECTEDNESS + INPUT

You assist those who aspire to spiritual health or personal well-being by sharing tangible and helpful resources.

## 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.

**EXECUTING**

## 3. 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.*

**Learner****Connectedness****Responsibility****Developer****Input**

Chances are good that you may enjoy hearing people describe you as more serious than some of your colleagues, classmates, teammates, friends, or coworkers.

Because of your strengths, you have a strong sense of commitment. It motivates you to make sure that things are carried through to completion even when difficulties arise.

It's very likely that you conduct yourself in a proper, ethical, legal, and upright manner to avoid feeling you have done something wrong. You truly regret making a mistake, violating a rule, breaking a trust, or producing poor results. You set high standards for yourself in various areas of your life.

Instinctively, you possess an inner drive to attain your high standards of excellence. Satisfying work and a passion for accountability fuel your zeal to do things very carefully. You want others to view you and your work favorably.

By nature, you prepare for assignments by reading extensively. Your capacity for pulling together information from books, publications, correspondence, notes, or Internet sites serves you well. As a result, you often avoid feelings of self-reproach — that is, blaming yourself for not knowing something you should have known.





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## How Responsibility Blends With Your Other Top Five Strengths

### **RESPONSIBILITY** + **LEARNER**

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

### **RESPONSIBILITY** + **CONNECTEDNESS**

It is your duty to respond to those who cry out for help and to serve those who have needs that you can meet.

### **RESPONSIBILITY** + **DEVELOPER**

You are exceptionally good at serving others. Sometimes that means letting others serve you so they can make progress.

### **RESPONSIBILITY** + **INPUT**

Your service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.

## 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.



RELATIONSHIP BUILDING

# 4. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others’ capacity to change for the better, and they are drawn to people for this reason. Being part of another person’s development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

## Why Your Developer Is Unique

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

Learner	Connectedness	Responsibility	Developer	Input
Chances are good that you can ease the tension, anger, and agitation people experience in their dealings with others. You soothe the frayed nerves of individuals. This enables them to act more reasonably. In the process, you affirm their humanity and their dignity. You help numerous people find ways to handle problems without sacrificing their self-respect or eroding the confidence others have in them.				
It’s very likely that you support the people around you by acknowledging their outstanding accomplishments and stellar performances.				
By nature, you take time to discover someone’s likes, dislikes, hopes, dreams, or idiosyncrasies. You usually gain a great deal of satisfaction from making a person feel worthwhile and valuable.				
Because of your strengths, you inspire individuals by telling them what they do well. You intentionally look for the good in people. You make sure they know how much you appreciate their talents and their results. People often thrive when you are part of their lives.				

Instinctively, you derive much pleasure from honoring and praising individuals, especially when their good results are the fruit of hard work. You regularly go out of your way to notice their accomplishments, knowledge, skills, or talents. Just having someone notice these contributions encourages many people to use their gifts much more often.



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## How Developer Blends With Your Other Top Five Strengths

### DEVELOPER + LEARNER

A steep learning curve brings out the best in you. The journey is even better when someone goes with you and grows with you.

### DEVELOPER + CONNECTEDNESS

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

### DEVELOPER + RESPONSIBILITY

You are exceptionally good at serving others. Sometimes that means letting others serve you so they can make progress.

### DEVELOPER + INPUT

You are always on the lookout for tangible tools and resources that can help you in your quest to help others grow.

## Apply Your Developer to Succeed

**Support others' progress by sharing with them what you notice.**

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



STRATEGIC THINKING

# 5. Input®

What Is Input?

People with strong Input talents are inquisitive and always want to know more. They crave information. They might collect ideas, books, memorabilia, quotations or facts. Whatever they collect, they do so because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes spent surfing the internet may turn into hours once their curiosity takes off. They constantly acquire, compile and file things away. Their pursuits keep their minds fresh. They know that one day the information or things they've gathered will prove valuable.

## Why Your Input Is Unique

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

Learner	Connectedness	Responsibility	Developer	Input
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Driven by your talents, you gravitate to serious conversations where people exchange ideas, concepts, or theories. You avoid small talk, rumors, and gossip. Considering all the information you have gathered, you decide what is and is not worth remembering. You have a way of cataloging knowledge so you can quickly recall it later.

Chances are good that you are willing to spend time sharing your ideas with intelligent individuals. Of course, you want them to tell you their latest thinking. Conversations that involve a lot of questions and answers stimulate your mind. You know you have spent your time wisely when you have a number of new ideas, theories, or concepts to somehow file away or remember for future use.

Instinctively, you usually give good advice. Often people's questions dictate your choice of reading materials. Whether you are studying something for the first time or revisiting a topic to refresh your memory, you enjoy reading. Making discoveries that can help others brings you much joy.

By nature, you are the ideal example of a person with an open and agile mind. Thinking consumes a great portion of your time. You like to exchange ideas with individuals who are as well-read as you are. Your passion for the written word fuels your thought processes and lays the groundwork for sophisticated conversations. When you are alone, you probably reflect upon the thoughts of brilliant writers or the findings of notable researchers.

Because of your strengths, you greatly enjoy the written word. You often are found poring over — that is, studiously reading — a book to acquire simple facts or to deepen your understanding of a favorite topic. Because you are well-read, you routinely provide people with information they currently need.



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## How Input Blends With Your Other Top Five Strengths

### INPUT + LEARNER

As a natural student/teacher, you love the process of learning, and you are always looking for useful resources that can enhance learning.

### INPUT + CONNECTEDNESS

You assist those who aspire to spiritual health or personal well-being by sharing tangible and helpful resources.

### INPUT + RESPONSIBILITY

Your service to others involves identifying real needs and a commitment to finding and sharing exactly what they need.

### INPUT + DEVELOPER

You are always on the lookout for tangible tools and resources that can help you in your quest to help others grow.

## Apply Your Input to Succeed

**Find different ways to gather and organize resources.**

- ☐ Develop a system for storing and easily finding information to share with others. This can be as simple as an email folder setup or as sophisticated as a computer database. This system will help you quickly locate information that you can share with others.
- ☐ Meet with people interested in learning about the information you have collected. During your conversation, ask them to help you by taking notes or recording the talk. This could be another way to keep track of your resources.

## What's Next?

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



### Learn to Use Your Dominant Strengths

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

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

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

#### Name It

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

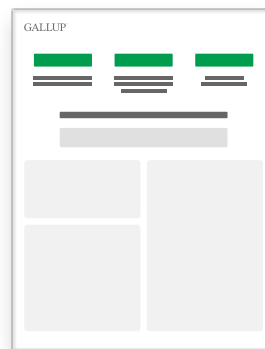
#### Claim It

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

#### Aim It

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

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



[Click to View Activity](#)



### Use Your Resources in Gallup® Access



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

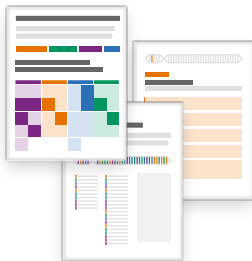
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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





## Explore All 34 of Your CliftonStrengths®



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

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

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

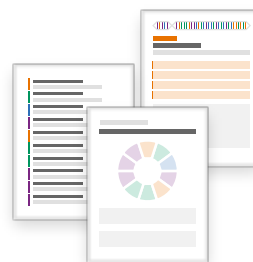


## Apply Your CliftonStrengths® in Specific Roles

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

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

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



## Engage in a Conversation About Your CliftonStrengths®



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

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

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

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