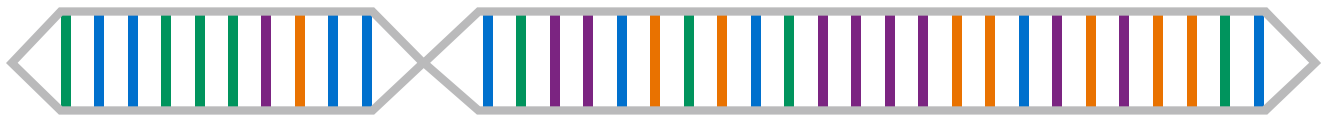


# Your CliftonStrengths 34 Results

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. **Learner**
- 2. **Connectedness**
- 3. **Relator**
- 4. **Ideation**
- 5. **Futuristic**
- 6. Intellection
- 7. Responsibility
- 8. Activator
- 9. Developer
- 10. Empathy

## NAVIGATE

- 11. Individualization
- 12. Strategic
- 13. Achiever
- 14. Arranger
- 15. Adaptability
- 16. Maximizer
- 17. Input
- 18. Self-Assurance
- 19. Positivity
- 20. Analytical
- 21. Belief
- 22. Deliberative
- 23. Restorative
- 24. Focus
- 25. Woo
- 26. Communication
- 27. Includer
- 28. Discipline
- 29. Command
- 30. Consistency
- 31. Significance
- 32. Competition
- 33. Context
- 34. Harmony

You lead with **Strategic Thinking** 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. **Learner**
- 2. **Connectedness**
- 3. **Relator**
- 4. **Ideation**
- 5. **Futuristic**
- 6. **Intellection**
- 7. **Responsibility**
- 8. **Activator**
- 9. **Developer**
- 10. **Empathy**

## **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.

**STRATEGIC THINKING**

# 1. 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 personalized Strengths Insights are specific to your CliftonStrengths results.*

By nature, you are grateful when your questions are answered, your studies yield new information, or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results.

Chances are good that you acquire knowledge more easily when you can talk with others about ideas, concepts, or theories. Thoughts come alive for you when questions are posed and answers are proposed. You have a delightful time thinking out loud and listening to intelligent people express themselves. You naturally document or store in your mind bits and pieces of discussions. You want to refer back to these insights or facts whenever the opportunity presents itself.

Driven by your talents, you are motivated to continually acquire knowledge and skills. Discovering new ways to use your talents energizes you. You are likely to escape from situations and avoid people who want you to keep doing what you already know how to do well. Maintaining an intellectual status quo is unacceptable to you.

It's very likely that 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.

Instinctively, you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday.

**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.

**RELATIONSHIP BUILDING**

## 2. Connectedness

**HOW YOU CAN THRIVE**

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

**WHY YOUR CONNECTEDNESS IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

By nature, you may get to know people individually in your quest to gain wisdom. Discovering the qualities that distinguish someone from everyone else might be an essential aspect of your search for truth.

Instinctively, you may feel more confident about yourself and life in general when your words and deeds align with your fundamental values.

Chances are good that you may convince people that a project or cause improves humankind's quality of life. Occasionally you persuade them how important it is to protect the planet's resources for future generations. Perhaps you help people realize they can accomplish more good as a group than they can as individuals.

Because of your strengths, you sometimes think like a detective. You might search for and find obvious and not-so-obvious clues. You might determine which ones link together. Now and then, you notice gaps in your investigation. Some of these cannot be explained using reason alone. You may feel comfortable accepting what is unknown and unknowable. Why? To some extent, you trust that everything, everyone, and every action is somehow intertwined.

It's very likely that 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.

**WHY YOU SUCCEED USING CONNECTEDNESS**

You build bridges between people and groups. You help others find meaning by looking at the bigger picture of the world around them, and you give them a sense of comfort and stability in the face of uncertainty.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Help others see connections and purpose in everyday life.*

- Use your sense of connection to build the foundation for strong relationships. When you meet new people, ask them questions to find common ground and shared interests that you can use as a starting point.
- Consider roles in which you listen to and counsel others. You could become an expert at helping people see connections and purpose in everyday occurrences.
- Help those around you cope with unpredictable and unexplainable events. Your perspective will bring them comfort.
- Show your friends and coworkers how they are connected to those around them. Point out specific examples of how their actions directly and indirectly affect others.
- Help your teammates and colleagues better understand how their efforts fit into the bigger picture. When people see that what they are doing is important and part of something larger than themselves, they will be more committed to the goal, and your team will be stronger.

**WATCH OUT FOR BLIND SPOTS**

- You may react more calmly and passively to others' bad news, frustrations or concerns than they would like. Be aware that people sometimes need to vent and will want you to validate their feelings more than they want a philosophical response.
- Some may perceive you as naïve or idealistic because turmoil and upheaval likely trouble you. Remember that not everyone shares your connected view of humanity or believes that every negative event ultimately affects everyone.

**RELATIONSHIP BUILDING**

## 3. Relator

**HOW YOU CAN THRIVE**

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

**WHY YOUR RELATOR IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

Because of your strengths, you may embrace life more fully when you are surrounded by people whose personal aims or professional ambitions are clearly defined.

It's very likely that you have quick and ready insights into the moods and emotions of individuals. This awareness amplifies your effectiveness as a trainer, guide, or coach. Your sensitivity allows you to help people express what they are thinking and feeling.

Instinctively, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all.

Driven by your talents, you might be drawn to certain individuals who reveal their goals to you. Armed with these bits of information, you may ask questions or observe them in action. Occasionally you can pinpoint some of the unique likes, dislikes, strengths, limitations, work style, or experiences of particular people.

Chances are good that you have close companions who frequently seek your guidance. You help them find answers to their personal and professional problems. This makes you a valuable friend.

**WHY YOU SUCCEED USING RELATOR**

You naturally form genuine and mutually rewarding one-on-one relationships. Your authenticity allows you to build close, long-lasting connections that foster trust and confidence.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Connect deeply with the right people to gain friends for life.*

- Try to get one-on-one time with people, rather than attempting to connect with them in a group. This will help you build the deeper and trusting relationships you value most.
- Stay in contact with your friends, no matter how busy you are. Your closest relationships energize you.
- Make sure people know that you are more interested in their character and personality than in their status or job title. You might serve as a model for others.
- Let your caring show. For example, find someone to mentor, help your coworkers get to know one another better or deepen your existing relationships.
- Look for workplaces, classes, teams or groups that encourage friendships. You prefer a casual style and culture and will likely not do well in overly formal situations.

**WATCH OUT FOR BLIND SPOTS**

- Because Relators typically do not trust others implicitly and people have to earn your trust over time, some may think you are hard to get to know. Be aware of this perception with new people you meet as well as with the people you see every day.
- Your tendency to spend more time with the people you know best might give the impression that you are exclusive or unfriendly to those outside your inner circle. Consider that you might be missing out on the benefits of widening the circle and getting to know more people.



**STRATEGIC THINKING**

## 4. Ideation

**HOW YOU CAN THRIVE**

You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.

**WHY YOUR IDEATION IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

By nature, you occasionally generate novel ideas for campaigns, business ventures, initiatives, or special events.

Instinctively, you may consider yourself an idea person. Perhaps your job, studies, or life in general feels a bit more exciting when people ask you to think up novel assignments, activities, or campaigns.

Driven by your talents, you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others.

Chances are good that you may feel more favorable about life when you can freely use your sophisticated vocabulary. Perhaps your enjoyment of language is multiplied when your choice of words stimulates the thinking of others.

It's very likely that you may like to take apart, then study processes, ideas, problems, solutions, mechanisms, or plans. Perhaps examining the pieces and parts of things appeals to your logic.

**WHY YOU SUCCEED USING IDEATION**

You are fascinated by ideas. Because you enjoy looking at the world from different perspectives and are always searching for connections, you are a powerful and creative brainstorming partner.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Refine your creativity to inspire and energize yourself and others.*

- Make small changes in your work or home routines. Experiment. Play mental games with yourself. You likely get bored quickly, so these adjustments can keep you engaged.
- Take time to read, explore and think. Others' ideas and experiences can energize you and help you form new ideas.
- Understand the fuel for your Ideation talents. When do you get your best ideas? When you're talking with people? When you're reading? When you're simply listening or observing? Identify the circumstances when you get your best ideas so you can recreate them.
- Think through your ideas before you communicate them. Not everyone will be able to "connect the dots" of an interesting but incomplete idea and might dismiss it.
- Discuss your ideas with others. Because you have so many to share, you make brainstorming sessions exciting and productive. Their feedback will help you refine your thoughts.

**WATCH OUT FOR BLIND SPOTS**

- Your limitless thoughts and ideas can sometimes overwhelm and confuse people. Consider refining your ideas and sharing only the best so others won't reject them simply because they cannot follow your abstract thinking.
- You might struggle to follow through on the ideas you generate. Think about collaborating with someone who can help you turn your best ideas into real results.

**STRATEGIC THINKING**

## 5. Futuristic

**HOW YOU CAN THRIVE**

You are inspired by the future and what could be. You energize others with your visions of the future.

**WHY YOUR FUTURISTIC IS UNIQUE**

*These personalized Strengths Insights are specific to your CliftonStrengths results.*

Because of your strengths, you may design forward-looking plans for a specific aspect of your life, such as investments, entrepreneurial ventures, education, vacations, or retirement.

By nature, you may center your attention on what you want to accomplish in the coming months, years, or decades. Being free of annoying distractions might contribute to your enthusiasm for life in general or the future in particular.

Chances are good that you may generate numerous ways to enhance, upgrade, revise, correct, or revamp certain processes, action plans, or itineraries. Sometimes your suggestions influence how a project will unfold in the coming months, years, or decades. You might find fault with your own or another person's talents, skills, or knowledge. To some extent, fixing people or things ranks in the top half of your list of favorite activities.

It's very likely that you sometimes forge ahead to build the life you envision. You might reach goals by identifying specific opportunities to use your unique abilities and natural gifts.

Instinctively, you periodically devote your energy, intellect, or time to making improvements in yourself or in what you do. Perhaps you concentrate on your shortcomings. Maybe you feel this approach increases your chances of reaching certain goals in the future.

**WHY YOU SUCCEED USING FUTURISTIC**

You are a visionary. Your powerful anticipation and detailed visualization of a better future can turn aspirations into reality. Your vision of tomorrow can inspire and push others to new heights.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Share your visions of a better future.*

- Use as much detail as possible when you describe what you see on the horizon. Not everyone can naturally fill in the gaps between the present and future like you can.
- Choose roles that allow you to contribute your ideas about the future. For example, you might excel in entrepreneurial or startup situations.
- Help those who are struggling imagine their future. You naturally foresee a better tomorrow, and that motivates you to overlook today's pain and problems.
- Write down your ideas for the future to clarify your visions for yourself, your colleagues and your friends.
- Read articles about technology, science and research to fuel your imagination. Thinking about the future comes naturally to you, and learning more about it will inspire you.

**WATCH OUT FOR BLIND SPOTS**

- Because you live in the future, you may find it difficult to enjoy the present moment. While it will always be important for you to have things to look forward to, don't overlook opportunities to experience and appreciate where you are now.
- Some people may dismiss your visions because they can't see the future like you do. Accept that you must address real issues today to get to a better tomorrow.

**STRATEGIC THINKING**

## 6. 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.

**EXECUTING**

## 7. 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 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.

**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.

**INFLUENCING**

## 8. Activator

**HOW YOU CAN THRIVE**

You can make things happen by turning thoughts into action. You want to do things now, rather than simply talk about them.

**WHY YOU SUCCEED USING ACTIVATOR**

You are a catalyst. You naturally know how to turn ideas into action, and you make things happen. Your energy can be contagious and engaging.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Be the catalyst. When others are stuck, make a decision and get going.*

- Record your insights or revelations when you have them so you can act on them later.
- Take responsibility for your intensity. Your drive to make things happen can be the push that people and groups need to move from discussion to action.
- Put yourself in situations where you can make things happen. Your energy and tempo will engage you and the people you work with.

**WATCH OUT FOR BLIND SPOTS**

- Sometimes you might charge ahead and act without a solid plan. Before making a major decision, think about challenging yourself to consider alternatives and weigh options first.
- The force of your urging people to take action might make them feel overwhelmed and pressured to act before they are comfortable. Remember that others may not feel that same urgency, and some people will need more time to think before they act.

**RELATIONSHIP BUILDING**

## 9. Developer

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING DEVELOPER**

You see the raw potential in people and even small signs of progress as you actively invest in their development. Your encouragement helps others learn, grow and improve.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Recognize and cultivate the potential in others.*

- Make a list of people you would like to coach or mentor — people whose potential, signs of growth and strengths you have noticed. Offer to meet with them regularly, even if only for a few minutes, to discuss their goals and strengths.
- Call, text or email people who need your encouragement the most. Your natural ability to nurture and inspire might be just what they need to hear.
- Try not to spend all your time encouraging people who are consistently struggling in their role. Sometimes the best developmental action is to help them find a different role — one that fits.

**WATCH OUT FOR BLIND SPOTS**

- You may become overinvested in someone's development and feel personally responsible if they are struggling. Accept that sometimes, the best option is for them to find their own path forward.
- Be careful not to devote so much time to other people that you forget to invest in your own development. Remember that you can't help others if you don't take time to work on yourself.



**RELATIONSHIP BUILDING**

# 10. Empathy

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING EMPATHY**

You have great emotional depth. Your awareness of the expression, value and implications of others' emotions makes them feel like you understand them.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

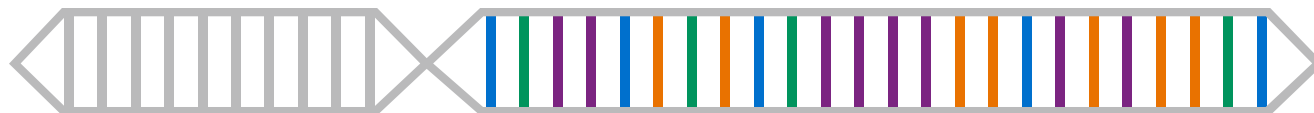
*Appreciate and refine your gift for understanding others' thoughts and feelings.*

- Create a list of great questions that help others describe their emotions and experiences. Experiment using these questions with friends. Refine your list by keeping the questions that best help others express their thoughts and feelings.
- Practice refining the words you use to name your own feelings as well as those you observe in others. Try this: Journal your emotions for one week. Stop throughout the day to capture what you are feeling. Try to use different words to describe your experience each time.
- Be sure to decompress at the end of each day. Develop a routine that allows you to unwind and relax. If you don't, at times, the depth of your emotions might overwhelm or drain you.

**WATCH OUT FOR BLIND SPOTS**

- Pay attention to your energy levels. Constantly experiencing others' emotions can be draining, so try to occasionally disconnect from all the emotions so you don't get burned out.
- Because you are so sensitive to others' emotions, some people might think you are prying or overinvolved in their lives. Be careful not to overstep when others prefer to keep their feelings to themselves.

# Navigate the Rest of Your CliftonStrengths



- 11. Individualization
- 12. Strategic
- 13. Achiever
- 14. Arranger
- 15. Adaptability
- 16. Maximizer
- 17. Input
- 18. Self-Assurance
- 19. Positivity
- 20. Analytical
- 21. Belief
- 22. Deliberative
- 23. Restorative
- 24. Focus
- 25. Woo
- 26. Communication
- 27. Includer
- 28. Discipline
- 29. Command
- 30. Consistency
- 31. Significance
- 32. Competition
- 33. Context
- 34. Harmony

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

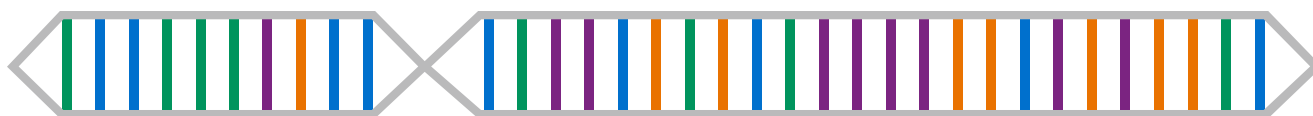
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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. Learner
- 2. Connectedness
- 3. Relator
- 4. Ideation
- 5. Futuristic
- 6. Intellection
- 7. Responsibility
- 8. Activator
- 9. Developer
- 10. Empathy
- 11. Individualization
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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

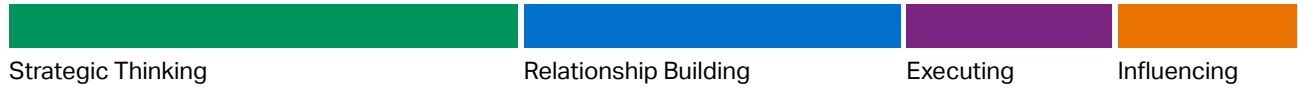
**People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.**

### STRATEGIC THINKING

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

# You lead with **Strategic Thinking** CliftonStrengths themes.

You know how to help individuals absorb and analyze information that can inform better decisions.



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

### **Learner**

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

### **Connectedness**

Help others see connections and purpose in everyday life.

### **Relator**

Connect deeply with the right people to gain friends for life.

### **Ideation**

Refine your creativity to inspire and energize yourself and others.

### **Futuristic**

Share your visions of a better future.

### **Intellection**

Think deeply. Think often.

### **Responsibility**

Take ownership for the things that matter most to you.

### **Activator**

Be the catalyst. When others are stuck, make a decision and get going.

### **Developer**

Recognize and cultivate the potential in others.

### **Empathy**

Appreciate and refine your gift for understanding others' thoughts and feelings.

# Your CliftonStrengths 34 Theme Sequence

## 1. 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.

## 2. 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.

## 3. 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.

## 4. Ideation

### STRATEGIC THINKING

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

## 5. 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.

## 6. Intellection

### STRATEGIC THINKING

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

## 7. 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.

## 8. 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.

## 9. 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.

## 10. Empathy

### RELATIONSHIP BUILDING

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

## 11. 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.

## 12. 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.

## 13. 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.

## 14. 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.

## 15. 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.

## 16. 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.

## 17. 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.

## 18. 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.

## 19. 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.

## 20. 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.

## 21. 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.

## 22. 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.

## 23. 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.

## 24. 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.

## 25. 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.

## 26. 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.

## 27. Includer

### RELATIONSHIP BUILDING

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

## 28. Discipline

### EXECUTING

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



## 29. Command

### INFLUENCING

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

## 30. 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.

## 31. 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.

## 32. 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.

## 33. Context

### STRATEGIC THINKING

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

## 34. Harmony

### RELATIONSHIP BUILDING

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