

# 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. **Achiever**
- 2. **Positivity**
- 3. **Ideation**
- 4. **Input**
- 5. **Woo**
- 6. Maximizer
- 7. Communication
- 8. Empathy
- 9. Developer
- 10. Arranger

## NAVIGATE

- 11. Learner
- 12. Intellection
- 13. Adaptability
- 14. Activator
- 15. Includer
- 16. Responsibility
- 17. Individualization
- 18. Self-Assurance
- 19. Strategic
- 20. Futuristic
- 21. Connectedness
- 22. Focus
- 23. Competition
- 24. Significance
- 25. Belief
- 26. Command
- 27. Restorative
- 28. Context
- 29. Relator
- 30. Harmony
- 31. Analytical
- 32. Deliberative
- 33. Discipline
- 34. Consistency

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. **Achiever**
- 2. **Positivity**
- 3. **Ideation**
- 4. **Input**
- 5. **Woo**
- 6. Maximizer
- 7. Communication
- 8. Empathy
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- 10. Arranger

## The CliftonStrengths at the top of your profile are the most powerful.

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

## Develop these CliftonStrengths to maximize your potential

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

## Start with your top five.

They are your most powerful natural talents.

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

## Then focus on your CliftonStrengths 6-10.

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

**EXECUTING**

# 1. Achiever®

**HOW YOU CAN THRIVE**

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

**WHY YOUR ACHIEVER IS UNIQUE**

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

Because of your strengths, you can block out distractions when you are working or studying. You are seldom pulled away from a task. You probably desire to understand ahead of time what needs to be done. You also expect to receive background briefings and/or a list of a project's criteria. Armed with this information, you move closer to your goal. With ease and certitude — that is, having no doubts — you determine what is and is not important to know about an activity, event, or project.

Instinctively, you exhibit an aptitude for overcoming difficulties. You are frequently called upon to identify problems and then make needed repairs or implement appropriate solutions. You work so diligently that you ignore all kinds of distractions.

It's very likely that you actively seek out advisers whose judgment and expertise you trust. Whenever you find yourself in a questionable situation, you likely ask them to help you identify the proper course of action. Why? You are committed to doing things correctly.

By nature, you are drawn to start-up activities. Why? They give you an opportunity to accomplish something no one else has done. You are likely to push yourself to reach goals. You are hardwired to double check your work to verify that everything is going as planned. You are equally concerned that every person and piece of equipment is in its assigned location.

Chances are good that you devote your energy, intelligence, and time to fixing things about yourself. You are inclined to concentrate on acquiring knowledge and skills you do not possess. You probably strive to conquer your shortcomings.

**WHY YOU SUCCEED USING ACHIEVER**

You love to complete tasks, and your accomplishments fulfill you. You have a strong inner drive — an innate source of intensity, energy and power that motivates you to work hard to get things done.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

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

- Set challenging goals. Take advantage of your self-motivation with a more ambitious goal every time you finish a project.
- Take time to celebrate each success before moving on to your next item or task, even for just a few minutes.
- Limit your commitments to projects or assignments that align with your highest priorities as much as you can.
- Be sure to take regular breaks, even though you might be naturally equipped to work harder and longer than others.
- Make sure your to-do lists include tasks and responsibilities beyond work.

**WATCH OUT FOR BLIND SPOTS**

- You might get frustrated when others don't work as hard as you do, and they might see you as too demanding. Remember that not everyone has the same high expectations for themselves or is driven to work as hard as you are.
- Your pressing need to get things done might cause you to take on projects or agree to deadlines before you know everything that's involved. Before you commit to something, make sure you have the time and resources you need to do it right.

**RELATIONSHIP BUILDING**

## 2. Positivity®

**HOW YOU CAN THRIVE**

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

**WHY YOUR POSITIVITY IS UNIQUE**

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

Because of your strengths, you feel all is well with your life when people ask you to be their personal mentor, adviser, or consultant.

Chances are good that you feel quite good about yourself when you pay close attention to whomever is speaking. Your behavior causes the most timid person to feel appreciated, understood, or valued.

It's very likely that you celebrate the achievements and successes of individuals and groups. You compliment them. Your enthusiasm energizes people and makes them eager to tackle the task at hand. Time and again you say and do things that re-invigorate their minds, bodies, and spirits.

Instinctively, you have a knack for identifying problems. You spontaneously generate alternatives for solving them. You probably consider the pros and cons of each option. You often factor into your thinking prevailing circumstances and available resources. You feel life is good when you sense you are choosing the best course of action.

Driven by your talents, you automatically trust your sense of what is right to guide your decision-making and govern your actions. Your core values and quality standards probably give you lots of reasons to feel very optimistic about the direction your life is taking.

**WHY YOU SUCCEED USING POSITIVITY**

You have an infectious energy and enthusiasm. As someone who offers genuine encouragement and an optimistic outlook on life, you have the power to make people feel better when you are around.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Help others see the humor and positive side of life.*

- Encourage others to keep their eyes on the positive by helping them see what's going well for them.
- Arm yourself with good stories, jokes and sayings to lighten the mood. Never underestimate the effect that you can have on others. Many people likely rely on your optimism to help them rise above their daily frustrations.
- Celebrate. Whether it's a holiday, an event or someone's success, be the one to plan the party. Turn small achievements into big events, or host regular celebrations that others can look forward to.
- Get involved in activities where you can inject drama, excitement and humor.
- Avoid negative people who bring you down. Instead, spend time with people who find the same humor in the world that you do. You will energize each other.

**WATCH OUT FOR BLIND SPOTS**

- Sometimes your optimism and generosity with praise might come off as superficial, naïve or insincere. Make sure your positivity and admiration are always genuine; you can do more damage with false praise than with criticism.
- Be careful not to point out the positive side of a bad situation before others have the chance to fully vent. Acknowledge that sometimes people are not ready to hear the bright side and just need you to listen.

**STRATEGIC THINKING**

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

Because of your strengths, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do.

Chances are good that 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.

Instinctively, you usually have more innovative concepts to suggest to the group than your teammates. You use methodical reasoning to explain your proposals, theories, or plans. People are prone to take what you say quite seriously. In fact, your careful forethought as well as your spontaneous ideas have such importance that they often influence and impress others.

It's very likely that you feel more favorable about life when you can freely use your sophisticated vocabulary. Your pleasure is multiplied tenfold when your choice of words stimulates the thinking of others.

By nature, you channel your energy toward what you can accomplish in the coming months, years, or decades. Your mind churns out new and inventive ways of reaching your goals. You risk becoming bored and delivering a lackluster performance when you are constantly forced to adhere to a predetermined process, a tried-and-tested procedure, or a traditional method. You can hear yourself pleading, "But, if we only did it this way, it would be so much better."

**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**

## 4. Input®

**HOW YOU CAN THRIVE**

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

**WHY YOUR INPUT IS UNIQUE**

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

Driven by your talents, you can escape the tension, pressure, or stress of everyday life by reading a good book, diving into a publication's articles, or pulling up information on the Internet. You are apt to take reading material with you on vacations, business trips, rest breaks at work, or tables for one at restaurants. You routinely dog-ear pages, underline key ideas, or scribble notes in the margins so your latest discoveries can be easily retrieved.

By nature, you are devoted to reading books, publications, or correspondence that uses many of the sophisticated, difficult-to-understand, or technical words you know. You have discovered that your vocabulary is a linguistic powerhouse. The ease with which you insert these terms into everyday speech or writing places you in a dominant position in others' minds. These words give you an air of authority that compels people to do what you say or accept your views.

It's very likely that you absorb the written word like a sponge sops up water. You revel in an opportunity to lose yourself in a book. Time seems to float by when you are the grateful guest of an entertaining or informative author. Your only choice is to finish the book as quickly as possible.

Instinctively, 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.

Chances are good that you compel individuals or groups to quickly move into action by using official-sounding words. Your extensive vocabulary also contains hard-to-understand terminology that sets you apart. Thus, you speak with an air of authority that you often fail to hear. So, when you display impatience and say, "Let's get started right now!" many people refrain from questioning your decision.

#### **WHY YOU SUCCEED USING INPUT**

You seek and store information. Your pursuit of mastery and access to knowledge empowers you to make credible and well-informed decisions.

#### **TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Keep exploring; always be curious.*

- Find out more about areas you want to specialize in. Consider jobs or volunteer opportunities where you can acquire and share information every day, such as teaching, journalism or research work.
- Regularly read books and articles that motivate you. Increase your vocabulary by collecting new words and learning their meaning.
- Devise a system to store and easily locate information you have found so you can access it quickly. Use whatever approach works best for you — a file for articles you have saved, a database or spreadsheet, or a list of your favorite websites.
- Position yourself as an expert. Share your exceptional archive of facts, data and ideas with others when they need help or advice.
- Seek out subject-matter experts who would be interested in knowing what you are learning and who would find it stimulating to hear about the questions and ideas you generate through your exploration.

#### **WATCH OUT FOR BLIND SPOTS**

- Unrestrained input can lead to intellectual or physical clutter. Consider occasionally taking inventory and purging what you don't need so that your surroundings — and your mind — don't become overloaded.
- You might have a tendency to give people so much information or so many resources that you can overload and overwhelm them. Before you share your discoveries with others, consider sorting out what is most meaningful so they don't lose interest.

**INFLUENCING**

## 5. Woo®

**HOW YOU CAN THRIVE**

You love the challenge of meeting new people and winning them over. You derive satisfaction from breaking the ice and making a connection with someone.

**WHY YOUR WOO IS UNIQUE**

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

Instinctively, you may have an easy time talking about yourself with strangers. Now and then, your openness draws newcomers and/or outsiders into casual conversations or serious discussions. Perhaps some of these individuals risk being totally ignored if you fail to introduce yourself to them.

It's very likely that you repeatedly place yourself in situations where your friendly and outgoing nature is appreciated. You really enjoy being the first person to talk with newcomers, strangers, or outsiders. Not surprisingly, you have a knack for asking them general questions and listening to their responses. You freely offer compliments. You are quick to tell someone you have a common interest.

Chances are good that you feel forlorn — that is, miserable or deprived — when you are separated from someone who is dear to you. You yearn to spend time with your friends. Their absence saddens you.

By nature, you have a marvelous time drawing newcomers and outsiders into discussions as well as casual chitchat. Usually people appreciate your ability to invite numerous sorts of individuals into your circle of acquaintances, family, or friends.

Driven by your talents, you characteristically are friendly, cheerful, and talkative. This explains why you ask questions and give compliments. You are quite fascinated with each person's unique talents and other traits.

**WHY YOU SUCCEED USING WOO**

You have an exceptional ability to win others over. Because you energize social situations and naturally put strangers at ease, you help build networks by connecting people with each other.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Spend time every day interacting with people.*

- Build and maintain your network of acquaintances by checking in with each person at least once a month.
- Stay in touch with your peers in professional organizations to broaden your network and increase the number of resources you can contact for help.
- Use your natural charm to help put reserved people at ease in social situations.
- Learn the names of as many people as you can. Create an index of people you know, and as you get to know them better, add personal information such as their birthday, favorite color, hobby or favorite sports team.
- Join local organizations, volunteer and get on the social lists of the influential people in your community.

**WATCH OUT FOR BLIND SPOTS**

- Others may view you as shallow and insincere because you connect with people quickly then move on. In social situations, when you are talking with someone and have the urge to go meet someone else, try to remember that some people may just be getting comfortable.
- You may have a tendency to reveal yourself and trust others too quickly. This may cause more reserved people to step back from a relationship. Be aware that people's personal comfort zones differ, and you will need to adjust your approach if you want to win people over.

**INFLUENCING**

## 6. Maximizer®

**HOW YOU CAN THRIVE**

You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

**WHY YOU SUCCEED USING MAXIMIZER**

You focus on quality, and you prefer working with and for the best. By seeing what each person naturally does best and empowering them to do it, you make individuals, teams and groups better.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Strive for excellence, and encourage others to do the same.*

- Stay focused on your own strengths. Choose one talent you want to maximize each month, and invest in building on it. Refine your skills. Acquire new knowledge. Practice. Keep working toward mastery.
- Make your weaknesses irrelevant. Find a partner, devise a support system or use one of your stronger themes to compensate for your weaker ones.
- Help your friends and coworkers recognize others' talents and strengths.

**WATCH OUT FOR BLIND SPOTS**

- Your desire to exhaust all possible outcomes can frustrate those who want to come to a suitable conclusion and move forward. Sometimes, you will need to accept that "good enough" is adequate and appropriate.
- You might be disappointed when a project or initiative falls short of your definition of excellence. Try not to get discouraged when you have to work on or sign off on something that is acceptable, but not ideal, in your eyes.

**INFLUENCING**

## 7. Communication®

**HOW YOU CAN THRIVE**

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

**WHY YOU SUCCEED USING COMMUNICATION**

You are good at capturing people's attention by what you say and how you say it. Your ability to find words for your own and others' thoughts and feelings highlights important messages and helps you make meaningful connections.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Use your gift for stimulating conversation to connect with and inspire others.*

- Monitor your audience. Carefully watch how they react to what you say and what engages them. Identify the words and phrases that caught their attention. Refine your upcoming presentations, conversations and speeches to focus on these highlights.
- Keep getting smarter about the words you use. They are a critical currency for you. Spend them wisely, and monitor their impact.
- Take your Communication talents to the level of strength by developing your knowledge and expertise in specific areas. You can be highly effective and influential when your message has substance.

**WATCH OUT FOR BLIND SPOTS**

- Because you are naturally verbal and instinctively share your thoughts, you may not realize when you are monopolizing a discussion. Try to be mindful of when other people have something to say, and consider pausing so they can say it.
- Remember that your words are not always enough to motivate others. Take time to listen and pay attention to what others are saying — and not saying.

**RELATIONSHIP BUILDING**

## 8. 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.

**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.

**EXECUTING**

# 10. Arranger®

**HOW YOU CAN THRIVE**

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

**WHY YOU SUCCEED USING ARRANGER**

You have a natural ability to coordinate people and resources for maximum effectiveness. Your creative flexibility in complex situations leads to greater efficiency.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Improve effectiveness and efficiency by reorganizing resources.*

- Volunteer your talent to organize. You enjoy being part of a team, and you can keep a group project moving toward its goal when you make suggestions for improving your work environment.
- Look for opportunities where you can multitask. Because of your expertise at juggling schedules and people, you will enjoy managing all the moving parts.
- Explain to others that your flexibility doesn't mean your priorities are constantly changing. You are simply looking for better ways to implement them.

**WATCH OUT FOR BLIND SPOTS**

- Your tendency to continually reorganize tasks, projects and people might confuse others. Take time to explain your approach and how it can work better.
- People with dominant Arranger talents tend to claim responsibility for and take personal ownership of projects, processes and people. Be aware that when you assume control without asking, you might irritate others or discourage them from taking responsibility.



# What Is a Weakness?



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

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



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

### Achiever®

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

### Positivity®

Help others see the humor and positive side of life.

### Ideation®

Refine your creativity to inspire and energize yourself and others.

### Input®

Keep exploring; always be curious.

### Woo®

Spend time every day interacting with people.

### Maximizer®

Strive for excellence, and encourage others to do the same.

### Communication®

Use your gift for stimulating conversation to connect with and inspire others.

### Empathy®

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

### Developer®

Recognize and cultivate the potential in others.

### Arranger®

Improve effectiveness and efficiency by reorganizing resources.

# Your CliftonStrengths® 34 Theme Sequence

## 1. 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.

## 2. 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.

## 3. Ideation®

### STRATEGIC THINKING

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

## 4. 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.

## 5. 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.

## 6. 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.

## 7. 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.

## 8. Empathy®

### RELATIONSHIP BUILDING

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

## 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. 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.

## 11. 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.

## 12. Intellection®

### STRATEGIC THINKING

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

**13. 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.

**14. 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.

**15. 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.

**16. 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.

**17. 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.

**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. 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.

**20. 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.

**21. 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.

**22. 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.

**23. 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.

**24. 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.

**25. 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.

**26. Command®**

## INFLUENCING

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

**27. 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.

**28. Context\***

## STRATEGIC THINKING

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

**29. 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.

**30. Harmony\***

## RELATIONSHIP BUILDING

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

**31. 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.

**32. 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.

**33. Discipline\***

## EXECUTING

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

**34. 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.

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