

# 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. **Strategic**
- 2. **Connectedness**
- 3. **Activator**
- 4. **Individualization**
- 5. **Communication**
- 6. Arranger
- 7. Positivity
- 8. Empathy
- 9. Relator
- 10. Achiever

## NAVIGATE

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

You lead with **Relationship Building** 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. **Strategic**
- 2. **Connectedness**
- 3. **Activator**
- 4. **Individualization**
- 5. **Communication**
- 6. Arranger
- 7. Positivity
- 8. Empathy
- 9. Relator
- 10. Achiever

## 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. Strategic

**HOW YOU CAN THRIVE**

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

**WHY YOUR STRATEGIC IS UNIQUE**

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

Chances are good that you might generate certain types of ideas quickly. Occasionally you draw links between facts, events, people, problems, or solutions. You may present numerous options for consideration. Perhaps your innovative thinking fosters ongoing dialogue between and among associates, committee members, teammates, or classmates.

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.

It's very likely that you may be known for your ease with language. Perhaps this ability serves you well when you need to talk with newcomers or outsiders. Your vocabulary might allow you to tell stories or express your ideas with clarity.

By nature, you occasionally marvel at your ability to vividly express your thoughts and feelings.

Driven by your talents, you work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people.

**WHY YOU SUCCEED USING STRATEGIC**

You quickly weigh alternative paths and determine the best one. Your natural ability to anticipate, play out different scenarios and plan ahead makes you an agile decision-maker.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Always have at least three options in mind so you can adapt if circumstances change.*

- Strengthen the groups you belong to by using your talent to discover the best path to success. Because you can do this quickly, it may look as if you are “winging it,” so explain yourself along the way to help others understand what you see.
- Schedule time each day to think about your goals and strategies. Time alone might be the best way for you to evaluate all your options and to find the right course of action for each goal.
- Trust your insights. Because you consider options so naturally and easily, you might not realize how you came up with a strategy. But because of your exceptional talents, it will likely be successful.
- Find a group that does important work, and contribute your strategic thinking. Your ideas and expert planning can make you a strong leader in any group.
- Be prepared to explain your thought process; sometimes people can misinterpret your Strategic talents as criticism of their ideas. Help them understand that, instead, you are considering what is already working well and what others have already done.

**WATCH OUT FOR BLIND SPOTS**

- When working with others, sometimes they may misinterpret your strong Strategic talents as criticism. Be mindful of what is already working well and what others have accomplished.
- Because you evaluate patterns and pathways so quickly, others might find it difficult to follow or understand your thought process. Be aware that sometimes, you might have to backtrack to explain how you got to where you are.

**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.*

Because of your strengths, you sense every event is somehow the consequence of a series of actions, reactions, or lack of actions. You can accept that which cannot be fully explained using logic. You say there are no accidents. You are confident that things are linked together for a purpose that may or may not be revealed to you.

By nature, you have no doubts about being linked in some way with everything in the universe. This includes all creation and all humankind.

Chances are good that you may bring a more optimistic perspective to life than some people do. Why? You somehow feel linked to other members of the human family. Perhaps knowing you are not alone in your suffering or joy encourages you.

Driven by your talents, you might be fascinated with certain ideas, policies, or philosophies that affect human beings around the world.

It's very likely that you may seek wisdom from specific people with whom you have intelligent conversations. You might listen, as well as share your thoughts. In the process, you occasionally move beyond reality and objective facts. Maybe your curiosity draws you to speculate — that is, reflect or wonder — about particular theories, ideas, or concepts. To keep your mind fresh, perhaps you quiz individuals who are as fascinated as you are with the intangible and abstract aspects of life.

**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.

**INFLUENCING**

## 3. 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 YOUR ACTIVATOR IS UNIQUE**

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

Chances are good that you sometimes set up rivalries between yourself and others. Perhaps your take-charge style allows you to create opportunities where you can vie for the top prize or championship title.

Instinctively, you may excel as a solo performer. Sometimes you are eager to start a new project, job, or assignment. People who cause delays might frustrate you. Why? Perhaps they do not share your sense of urgency or understand your need to make progress.

By nature, you are comfortable telling others stories about your personal habits, qualities, experiences, or background. Your forthcoming nature probably enables others to share their thoughts and feelings with you.

Driven by your talents, you sometimes provide people with the impetus — that is, the driving force or incentive — they need to start working or studying. You might help individuals overcome their resistance to particular ideas, projects, changes, regulations, or proposals.

It's very likely that you traditionally determine for yourself and others what should be done. After you have made up your mind, you typically waste little time moving forward with projects or assignments.

**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.
- Take on the role of asking for action items in meetings. Be the one who forces the group to commit to next steps before the meeting is over.
- Find work that allows you to make your own decisions and act on them. In particular, look for startup or turnaround opportunities.

**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**

## 4. Individualization

**HOW YOU CAN THRIVE**

You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.

**WHY YOUR INDIVIDUALIZATION IS UNIQUE**

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

Chances are good that you occasionally put things in order for people. You may help someone who is struggling to rearrange a closet, set up a schedule, prioritize tasks, or make a shopping list.

It's very likely that you may be able to sense people's emotions when you spend time with them. Perhaps tuning in to another's feelings provides you with insights about how to help the person meet challenges, complete tasks, deal with problems, or weigh opportunities.

Instinctively, you may enjoy befriending newcomers. This might explain why you regularly step forward to introduce yourself to new classmates, coworkers, teammates, or friends of your family. Perhaps you ask questions that are guaranteed to stimulate discussions with people you are meeting for the first time.

By nature, you periodically take time to figure out what makes a person unique or special. Perhaps your interest in people explains why some individuals describe you as friendly, thoughtful, kind, likeable, or understanding.

Driven by your talents, you might aid certain individuals by making recommendations, suggesting changes, or providing advice. To some degree, you feel this is your forte — that is, strength.

**WHY YOU SUCCEED USING INDIVIDUALIZATION**

You notice and appreciate each person's unique characteristics, and you don't treat everyone the same. Because you can see what makes each individual unique, you know how to bring out their best.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Appreciate the uniqueness in each person you meet.*

- Become an expert at describing your own strengths and style. What is the best praise you ever received? What is your best method for building relationships? How do you learn best?
- Ask your coworkers and friends these same questions. Help them create a future based on their strengths and what they do best.
- See the talents in others, and encourage them to follow their dreams. Help individuals understand and maximize the power of their talents.
- Study successful people to discover the uniqueness that made them successful.
- Help your coworkers and friends become more aware of each person's unique motivations and needs.

**WATCH OUT FOR BLIND SPOTS**

- You often know more about others than they know about you, and when people don't naturally show awareness of your likes, dislikes, motivations and needs, this may disappoint you. Recognize that you will need to share your preferences with people, and don't assume they will instinctively know.
- Your natural impulse is to put individual needs and goals ahead of what is best for the group. To prevent the appearance of favoritism and bias, acknowledge that sometimes you will need to adjust your style for the greater good.

**INFLUENCING**

## 5. Communication

**HOW YOU CAN THRIVE**

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

**WHY YOUR COMMUNICATION IS UNIQUE**

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

Because of your strengths, you may encounter few situations where you absolutely have nothing to say. Sometimes you gravitate to settings where you can draw newcomers or outsiders into particular discussions or include them in small talk.

Chances are good that you rely on the diverse viewpoints of your teammates to spark conversations that produce exciting ideas. You agree that “The whole is greater than the sum of its parts.” When everyone asks questions, offers solutions, describes situations, and raises issues, the group’s collective intelligence far exceeds that of any single person.

By nature, you sometimes enjoy chatting with people. A fine day for you might include several opportunities to engage in dialogue. Perhaps you feel more enthused about life when your need to express yourself is appreciated rather than viewed as a shortcoming.

Driven by your talents, you like to amuse people with your stories. Your stories probably provide people with pleasant distractions from their daily routines, worries, and obligations.

It’s very likely that you are naturally open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples.

**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.
- Keep your best stories top of mind, and practice telling them so you get better each time. You excel at capturing people's attention.
- Use your talents to build consensus among your peers. Get them talking, and help them put their ideas or feelings into words.

**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.

**EXECUTING**

## 6. 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.

**RELATIONSHIP BUILDING**

## 7. 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 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.

**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.

**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. 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 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.

**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.



**EXECUTING**

# 10. 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 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.

**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.

# Navigate the Rest of Your CliftonStrengths



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

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

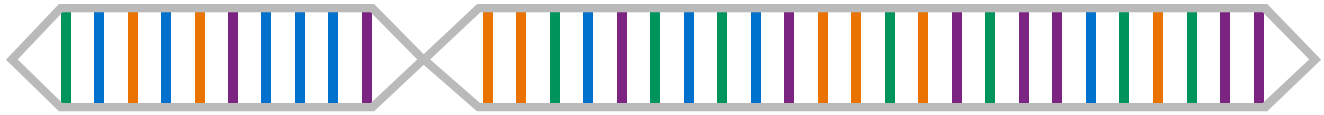
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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

# 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 **Relationship Building** CliftonStrengths themes.

You know how to build strong relationships that can hold a team together and make the team greater than the sum of its parts.



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

### Strategic

Always have at least three options in mind so you can adapt if circumstances change.

### Connectedness

Help others see connections and purpose in everyday life.

### Activator

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

### Individualization

Appreciate the uniqueness in each person you meet.

### Communication

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

### Arranger

Improve effectiveness and efficiency by reorganizing resources.

### Positivity

Help others see the humor and positive side of life.

### Empathy

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

### Relator

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

### Achiever

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

# Your CliftonStrengths 34 Theme Sequence

## 1. 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.

## 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. 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.

## 4. 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.

## 5. 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.

## 6. 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.

## 7. 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.

## 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. 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.

## 10. 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.

## 11. 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.

## 12. 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.

## 13. 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.

## 14. 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.

## 15. 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.

## 16. 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.

## 17. 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.

## 18. 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.

## 19. 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.

## 20. 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.

## 21. 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.

## 22. 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.

## 23. Ideation

### STRATEGIC THINKING

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

## 24. Command

### INFLUENCING

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

## 25. 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.

## 26. Intellection

### STRATEGIC THINKING

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

## 27. 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.

## 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. Harmony

### RELATIONSHIP BUILDING

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



## 30. 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.

## 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. Context

### STRATEGIC THINKING

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

## 33. 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.

## 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.