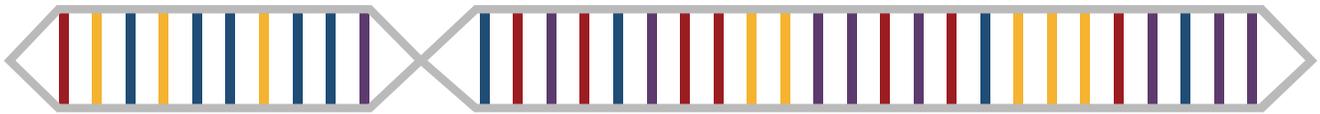


# Your CliftonStrengths 34 Results

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. **Input**
2. **Communication**
3. **Positivity**
4. **Woo**
5. **Individualization**
6. **Includer**
7. **Activator**
8. **Connectedness**
9. **Empathy**
10. **Arranger**

## NAVIGATE

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

**STRATEGIC THINKING**

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

It's very likely that you relish conversations with people whose vocabulary is as sophisticated as their thinking. Discussing philosophies, theories, or concepts is exhilarating. You do not have to translate this or that word or explain the basic points of a complex thought. You love to ask questions and be readily understood. As engaged as you are in the dialogue, you still make a point of pulling together insights so you can use this knowledge later.

By nature, you are likely to recount — that is, tell in detail — the stories you have read in newspapers, books, magazines, research reports, correspondence, or public records. Actually, the more you satisfy your desire to read, the more tales you have to tell. Few activities delight you as much as evoking images in your listeners' minds that bring forth laughter and tears.

Driven by your talents, you probably are a well-read individual. Reading is one of your favorite pastimes. Undoubtedly, the information you gather benefits you as a person and as a professional. You desire to be regarded by others as a knowledgeable, believable, and accomplished individual. You dislike being thought of as run-of-the-mill — that is, common or average.

Instinctively, you enjoy reading as long as you can savor each sentence and consider each idea. Your goal is to comprehend everything you read. It makes no sense to you to rush through books, magazine or newspaper articles, Internet sites, or other forms of written material just to say you finished them.

Chances are good that you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question.

**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**

## 2. 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 feel good about yourself and life in general when you know the exact words to express an idea or a feeling. Perhaps language has fascinated you since childhood. Occasionally your ever-expanding vocabulary earns you compliments.

Instinctively, you gravitate to situations where you will be in the company of others. You are much less inclined to be solitary or a loner.

Chances are good 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 may feel the absence of your friends more deeply than some people do. Perhaps you long for the emotional support these individuals provide when miles separate you or circumstances make communication impossible.

Driven by your talents, you derive much personal pleasure from reading. Because you continually fill your mind with fresh ideas, you probably can enliven formal discussions or season casual conversations with many interesting facts or stories.

**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.

**RELATIONSHIP BUILDING**

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

Because of your strengths, you sometimes are expected to be the talkative and sociable member of the team. Perhaps your friendly disposition helps particular people feel comfortable enough to join in group activities or discussions.

Instinctively, you cheer up people by telling jokes and funny stories. Your comedic flair and your clever wit often evoke laughter. You can make others smile regardless of the circumstances.

Chances are good that you sense there is something good in each person you meet. Your open approach to people makes you a very likeable individual.

It's very likely that you may be regarded by some people as a big-hearted person. Perhaps this is one way you transform strangers into friends. Perhaps out of kindness you share your time, knowledge, or possessions with selected individuals.

By nature, you repeatedly go out of your way to support, inspire, motivate, or embolden various individuals. You likely regard this task as worthy of your effort and time.

**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.

**INFLUENCING**

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

Instinctively, you sometimes start chatting with newcomers and/or strangers. You might make a game out of getting them to tell you about themselves. Perhaps you notice something the person says or does that you can compliment. Maybe you comment favorably about a particular personality trait, skill, talent, or area of expertise the individual exhibits.

By nature, you genuinely feel deep affection for all kinds of people. You naturally befriend individuals you encounter. They automatically sense you are kind and caring. You automatically discover reasons to like and appreciate them. Often you recognize good qualities they fail to see in themselves.

Driven by your talents, you now and then help coworkers reach a level of mutual understanding they might not attain without you. How? Maybe you remind individuals of ways they might use their knowledge, skills, or talents to benefit an individual or the entire team. Perhaps you enlighten people about potential partnerships, common interests, or shared goals.

It's very likely that you are quite open and transparent with individuals or groups. The level of trust you have for a person dictates how much you reveal about your personal history, innermost thoughts, or deepest feelings.

Chances are good that you now and again initiate serious discussions or casual chitchat with people you have just met. You might feel confident about your ability to talk with newcomers, outsiders, or strangers. You may recall specific times when this gift contributed to your accomplishments or gave you access to influential people.

**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.

**RELATIONSHIP BUILDING**

## 5. 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 may assist people by creating innovative ways to perform tasks, solve problems, plan trips, prepare meals, or construct agendas.

By nature, you sometimes become the spokesperson for individuals who struggle to express their thoughts or feelings. When their silence is deafening and the injustice done to them is real, perhaps you serve as their advocate. However, in situations where people speak up for themselves or others, you may choose to simply listen and observe.

It's very likely that you may update certain individuals about current events. Sometimes you are the person who obtains the latest information about school-related activities, changes in the organization, or breaking news from around the world.

Because of your strengths, you may have a gift for noticing the differences between people. You might think variety is a good thing, not a bad thing. You might help individuals from diverse backgrounds discover ways they can cooperate so the team succeeds.

Driven by your talents, you may adopt a more favorable outlook on life when you can identify the conditions that produced certain outcomes. Perhaps you need to know why something did or did not happen. You might be impelled to examine some of the details of specific events, processes, programs, or mechanisms.

**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.

**RELATIONSHIP BUILDING**

## 6. Includer

**HOW YOU CAN THRIVE**

You accept others. You show awareness of those who feel left out and make an effort to include them.

**WHY YOU SUCCEED USING INCLUDER**

You notice those who are left out, and you naturally invite them in and make them feel welcome. Your ability to accept people without judgment fosters tolerance and open-mindedness.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Stretch the circle wider. Find ways to get more people involved.*

- Look for opportunities to bring people from diverse cultures and backgrounds together. You might be a natural leader in connecting and enlightening individuals from different walks of life.
- Help those who are new to a group get to know others. You are great at quickly making people feel accepted and involved.
- Be a spokesperson for those whose voices are not usually heard. Emphasize the importance of including everyone's feelings and opinions.

**WATCH OUT FOR BLIND SPOTS**

- You might tend to include others to the point of unnecessary complexity, with too many opinions and conflicting efforts. Acknowledge that sometimes, you will need to be selective for the sake of clarity and efficiency.
- Even though you cast few judgments, be careful not to criticize those who belong to exclusive groups and clubs. While you likely disagree with what they stand for and might view them as elitist, remember that everyone has the right to choose whom they spend time with.

**INFLUENCING**

## 7. 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.

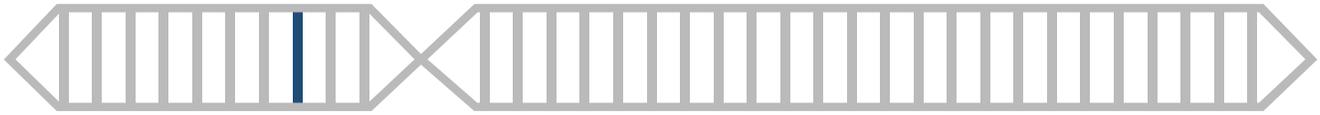
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*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**

## 8. 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 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.

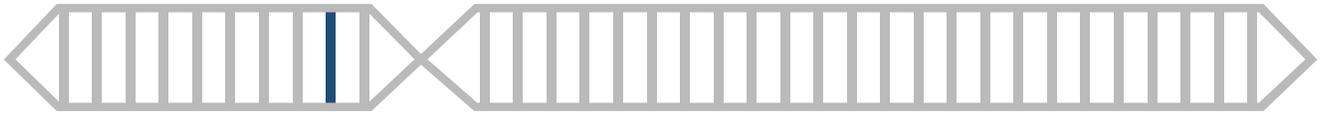
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*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.

**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**

## 9. 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.

**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**

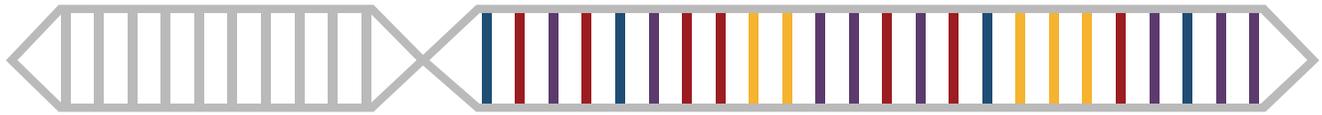
*Improve effectiveness and efficiency by reorganizing resources.*

- 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.

# Navigate the Rest of Your CliftonStrengths



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

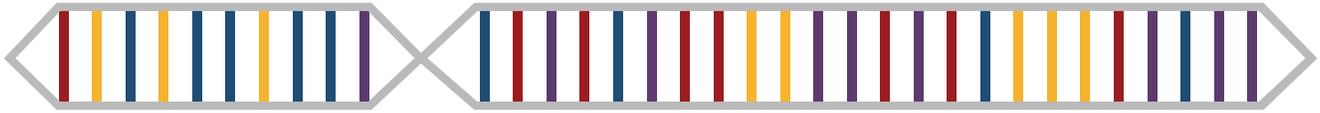
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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

### Input

Keep exploring; always be curious.

### Communication

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

### Positivity

Help others see the humor and positive side of life.

### Woo

Spend time every day interacting with people.

### Individualization

Appreciate the uniqueness in each person you meet.

### Includer

Stretch the circle wider. Find ways to get more people involved.

### Activator

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

### Connectedness

Help others see connections and purpose in everyday life.

### Empathy

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

### Arranger

Improve effectiveness and efficiency by reorganizing resources.

# Your CliftonStrengths 34 Theme Sequence

## 1. 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.

## 2. 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.

## 3. 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.

## 4. 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.

## 5. 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.

## 6. 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.

## 7. 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.

## 8. 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.

## 9. Empathy

### RELATIONSHIP BUILDING

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

## 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. 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.

## 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. 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.

### 14. 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.

### 15. 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.

### 16. 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.

### 17. Intellection

#### STRATEGIC THINKING

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

### 18. Context

#### STRATEGIC THINKING

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

### 19. 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.

### 20. 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.

### 21. 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.

### 22. 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.

### 23. 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.

### 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. Ideation

#### STRATEGIC THINKING

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

### 26. 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.

### 27. Command

#### INFLUENCING

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

### 28. 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.

### 29. 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.

### 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. Discipline

#### EXECUTING

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

### 32. Harmony

#### RELATIONSHIP BUILDING

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

### 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.