

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. **Ideation**
- 2. **Arranger**
- 3. **Input**
- 4. **Connectedness**
- 5. **Belief**
- 6. Self-Assurance
- 7. Command
- 8. Intellection
- 9. Futuristic
- 10. Individualization

NAVIGATE

- 11. Developer
- 12. Maximizer
- 13. Strategic
- 14. Empathy
- 15. Adaptability
- 16. Positivity
- 17. Activator
- 18. Communication
- 19. Includer
- 20. Learner
- 21. Responsibility
- 22. Significance
- 23. Woo
- 24. Relator
- 25. Restorative
- 26. Achiever
- 27. Focus
- 28. Competition
- 29. Analytical
- 30. Discipline
- 31. Deliberative
- 32. Harmony
- 33. Consistency
- 34. Context

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. **Ideation**
- 2. **Arranger**
- 3. **Input**
- 4. **Connectedness**
- 5. **Belief**
- 6. Self-Assurance
- 7. Command
- 8. Intellection
- 9. Futuristic
- 10. Individualization

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. Ideation®

HOW YOU CAN THRIVE

You are fascinated by ideas. You see connections that others don't and can view the world from different perspectives.

WHY YOUR IDEATION IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Because of your strengths, you think creatively. You see possibilities. You are inclined to reject traditional approaches to problem solving. You trust your feelings to lead you to the proper solution.

Driven by your talents, you usually feel satisfied with life when your innovative thinking style is appreciated. You automatically pinpoint trends, notice problems, or identify opportunities many people overlook. Armed with this knowledge, you usually devise alternative courses of action. By evaluating the circumstances, available resources, and/or the potential consequences of each plan, you can select the best option.

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.

Chances are good that you are innovative, inventive, original, and resourceful. Your mind allows you to venture beyond the commonplace, the familiar, or the obvious. You entertain ideas about the best ways to reach a goal, increase productivity, or solve a problem. First, you think of alternatives. Then you choose the best option.

Instinctively, you often experience satisfaction with your life when someone asks you to scrutinize, assess, examine, or evaluate things such as people, processes, plans, or mechanisms.

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.

**EXECUTING**

2. Arranger®

HOW YOU CAN THRIVE

You are both organized and flexible. You enjoy figuring out how to align people and resources to get the best results.

WHY YOUR ARRANGER IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Because of your strengths, you are the team member who streamlines processes, rules, or procedures. You outline steps so all group members perform the same task the same way every time they do it.

It's very likely that you declare your life is fine as long as you can recruit people for teams, task forces, study groups, community projects, or special activities.

By nature, you exhibit the ability needed to recruit individuals to your teams. You think about the talent, skill, and/or knowledge you need to reach various personal or professional goals. Pulling together the right mix of personalities and strengths is one of your strong points.

Driven by your talents, you are the person who takes risks when most of your teammates are reluctant to do anything. You generally inspire individuals to be more daring. How? They observe you trusting yourself enough to try something new, different, or difficult. When you act boldly, they probably decide they can be brave, too.

Chances are good that you may enjoy juggling multiple tasks in the course of a day, week, or month. Perhaps having to keep several assignments moving forward at the same time, independent of each other, challenges you to excel. If you are forced to concentrate on one task at a time, however, you might risk becoming bored, frustrated, or inefficient.

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.
- Seek complex, dynamic work environments in which there are few routines.
- Challenge yourself to find ways to make even the most successful systems and arrangements better.

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.

**STRATEGIC THINKING**

3. 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.

Chances are good that you can 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.

By nature, you favor reading about precise research results or thoroughly conducted projects. You love to collect information you can use someday. You are attracted to books, journals, documents, or Internet sites that many people would find quite boring and beyond their ability to understand.

It's very likely that you may add theoretical, intricate, technical, or difficult-to-understand words to your vocabulary. Perhaps this is an ongoing process. You might prefer to spend time with people who appreciate your mastery of language and the ease with which you use sophisticated terminology. Certain individuals feel comfortable asking you what a particular term or phrase means.

Because of your strengths, you desire to acquire additional knowledge and gain new skills. Why? You are naturally curious. You often work alone to commit information to memory. You probably have a solitary place where you can practice your art, craft, sport, or science.

Driven by your talents, you combine your fascination for reading with your ability to figure out what sets individuals apart. You are likely to discover what interests someone and then read more about their interests. You want to collect insights that can inspire them to take advantage of their one-of-a-kind talents, knowledge, and skills.

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.

**RELATIONSHIP BUILDING**

4. Connectedness®

HOW YOU CAN THRIVE

You believe everything is linked and that there are few coincidences. For you, everything happens for a reason.

WHY YOUR CONNECTEDNESS IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you conclude that your life is more meaningful and you are happier when you can dedicate yourself to something of importance to humankind. It can be something simple rather than something grand. You sense your acts of kindness influence individuals to perform good deeds. You are likely to inspire generosity in many people.

By nature, you might be fascinated with certain ideas, policies, or philosophies that affect human beings around the world.

Driven by your talents, you frequently engage in laborious tasks. You yearn to dedicate yourself to worthy causes or noble purposes. Fortifying the bonds between yourself, the people you know, or even those you will never meet gives your life special meaning.

Because of your strengths, you often see how interactions build connections that grow partnerships, and you believe alliances have purpose.

It's very likely that you may embrace the concept that everything happens for a reason. Maybe every interaction has value even if it is not immediately clear what the value is.

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.

**EXECUTING**

5. Belief®

HOW YOU CAN THRIVE

You have certain core values that are unchanging. These values provide direction and a strong sense of purpose.

WHY YOUR BELIEF IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you probably have a reputation for working hours and hours when the assignment adds special meaning to your work, studies, or life in general.

Chances are good that you often credit individuals with being key contributors to a project. You help them claim their dominant talents and recognize their untapped potential. Seeing them grow in confidence probably gives your life special meaning.

It's very likely that you strive to find meaning in your existence. Adding value to the lives of other people enriches your own.

By nature, you definitely want to benefit humankind and the environment. You seek to bring about major and minor changes that are needed. You identify what you can do as a person to make life better for others. Your values are expressed through your words and deeds. Your sense of mission — whatever it happens to be — fills your life with meaning and purpose.

Driven by your talents, you probably create a much happier and a more hospitable environment each time you remind people about their accomplishments. One of your missions in life probably is to build the self-confidence of others.

WHY YOU SUCCEED USING BELIEF

Your core values guide you and give you purpose. You provide clarity, conviction and stability by living your values.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Honor your values; they keep you on course during tough times.

- Keep reminders of your personal mission around. In difficult situations, these reminders will help you focus on your objective and the valuable contribution you make.
- Have courage in your ability to select projects to work on. Ask about their intended outcomes and target audiences. When possible, get involved in ideas and projects that match your values.
- Try to keep an appropriate balance between your work and personal life. Both areas will benefit when you dedicate enough time and attention to each.
- Accept that others will have values different from yours. Having strong Belief is not the same as being judgmental.
- Don't be afraid to give voice to your values to help others know who you are and how to relate to you.

WATCH OUT FOR BLIND SPOTS

- Because you are passionate about your own beliefs, others might view you as stubborn or set in your ways. Keep in mind that everyone has a unique worldview, and often, it will not be the same as yours.
- Be careful not to pass judgment on others' principles and motivations. Their values and belief systems deserve your respect, even when you don't agree with them.

**INFLUENCING**

6. Self-Assurance®

HOW YOU CAN THRIVE

You feel confident in your ability to manage your own life. You have an inner compass that gives you certainty in your decisions.

WHY YOU SUCCEED USING SELF-ASSURANCE

You trust your instincts, so you forge ahead confidently, even on risky paths. Because of your certainty, persuasiveness and ability to make decisions easily, you lead the way for others.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Trust your gut, and live life on your own terms.

- Trust your instincts, but always gather enough input from other sources to ensure you make well-informed decisions.
- Look for startup opportunities. You are comfortable working without a rulebook, and you are at your best when you have to make many decisions.
- Bring your confidence to areas of uncertainty where others are stuck. Your decisiveness and calm certainty in the midst of chaos can create comfort and security.

WATCH OUT FOR BLIND SPOTS

- Your confidence in your ability to make the right decisions might make you feel like you don't need to consult anyone else. But no one is right all the time, so consider asking others for their input; they might even validate your hunches.
- Because you usually sound like you know what you're talking about — whether you do or not — others might be nervous about questioning you. Be careful not to alienate or intimidate others with your confidence.

**INFLUENCING**

7. Command®

HOW YOU CAN THRIVE

You have presence. You can take control of a situation and make decisions.

WHY YOU SUCCEED USING COMMAND

You are direct and firm in the face of resistance or challenges. Because you are comfortable taking charge and speaking up, you can remove bottlenecks and reassure others in times of crisis.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Be ready to take charge when others waver.

- Practice the words, tone and techniques that turn your ability to confront into persuasiveness.
- Take on worthwhile challenges, and bring others with you. Use your Command talents to lead others out of their comfort zone and into new territory where change is inevitable.
- Help your colleagues and friends make commitments. You can provide the spark that will inspire them to act.

WATCH OUT FOR BLIND SPOTS

- Your decisiveness and presence can be intimidating, whether you intend it to be or not. Keep that in mind, especially when you have to coach others, deliver feedback and set expectations.
- Because you speak with authority, you might be used to getting the final word. Consider asking others for their input before sharing yours so they have a chance to contribute.

**STRATEGIC THINKING**

8. Intellection®

HOW YOU CAN THRIVE

You enjoy deep thinking. You are introspective and appreciate intellectual discussions.

WHY YOU SUCCEED USING INTELLECTION

You love to think, muse and reflect. Your powerful mental processing and intellectual activity empower you to clarify and explain, regardless of the topic or situation.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Think deeply. Think often.

- Set aside a few minutes every day to collect your thoughts. This reflection time will energize you, and your thinking will become sharper and more effective.
- Get involved in big projects or initiatives in the early stages, before the action begins. You have the ability to follow a trail to see where it leads, and your insights enable projects to move forward intelligently and without backtracking.
- Take time to write. Writing might be the best way to crystallize and integrate your thoughts. Make a list of your best ideas, and refer to it often. Revisiting your thoughts can give you valuable insights.

WATCH OUT FOR BLIND SPOTS

- Because you are comfortable with silence and solitude, others might view you as isolated, disinterested or disengaged. Be prepared to tell them that solitary thinking is just your natural process and not necessarily a reflection of how much you care.
- Some people might think you create needless complexity during discussions and may want you to make decisions faster than you do. Consider tailoring your approach; sometimes it's better to keep it simple and go more in depth later.

**STRATEGIC THINKING**

9. Futuristic®

HOW YOU CAN THRIVE

You vividly imagine the future. You inspire and energize others with your vision of what could be.

WHY YOU SUCCEED USING FUTURISTIC

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Share your visions of a better future.

- Use as much detail as possible when you describe what you see on the horizon. Not everyone can naturally fill in the gaps between the present and future like you can.
- Choose roles that allow you to contribute your ideas about the future. For example, you might excel in entrepreneurial or startup situations.
- Help those who are struggling imagine their future. You naturally foresee a better tomorrow, and that motivates you to overlook today's pain and problems.

WATCH OUT FOR BLIND SPOTS

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

**RELATIONSHIP BUILDING**

10. 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 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.

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.

Navigate the Rest of Your CliftonStrengths®



- 11. Developer
- 12. Maximizer
- 13. Strategic
- 14. Empathy
- 15. Adaptability
- 16. Positivity
- 17. Activator
- 18. Communication
- 19. Includer
- 20. Learner
- 21. Responsibility
- 22. Significance
- 23. Woo
- 24. Relator
- 25. Restorative
- 26. Achiever
- 27. Focus
- 28. Competition
- 29. Analytical
- 30. Discipline
- 31. Deliberative
- 32. Harmony
- 33. Consistency
- 34. Context

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

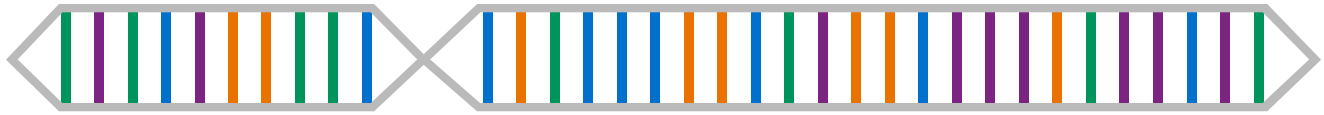
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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. Ideation
- 2. Arranger
- 3. Input
- 4. Connectedness
- 5. Belief
- 6. Self-Assurance
- 7. Command
- 8. Intellection
- 9. Futuristic
- 10. Individualization
- 11. Developer
- 12. Maximizer
- 13. Strategic
- 14. Empathy
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Focusing on your CliftonStrengths doesn't mean you can ignore your weaknesses.

Gallup defines a weakness as anything that gets in the way of your success.

While the CliftonStrengths assessment does not mathematically quantify weaknesses, you can use your profile to understand how *any* of your CliftonStrengths themes might prevent you from maximizing your potential.

Your strongest CliftonStrengths are your best opportunity for success. But in some situations and with some people, these same themes can hinder your effectiveness and become blind spots.

The themes at the bottom of your profile can also get in the way of your success. They aren't necessarily weaknesses, but they likely do not come naturally to you.

To identify potential weaknesses, ask yourself:

- Does this theme ever undermine my success?
- Have I ever received negative feedback related to this theme?
- Does my role require me to use this theme, but I feel drained when I do?

If you answered yes to any of these questions, you may be discovering areas of weakness. Don't ignore your weaknesses. Instead, focus on your strengths, and work to manage the areas that get in your way.

How do I manage my weaknesses?

- Claim them: Know your weaknesses and how they get in your way
- Collaborate: Ask partners for support
- Apply a strength: Use a different theme to achieve a better outcome
- Just do it: Lean in and do your best

Identify Your Unique Contribution: The CliftonStrengths® Domains

While your CliftonStrengths 34 profile helps you understand *who* you are, there is also power in knowing *how* you make things happen, influence others, build relationships and process information. The framework of the four CliftonStrengths domains — Executing, Influencing, Relationship Building and Strategic Thinking — is another way to think about your CliftonStrengths and how you contribute when you join, create or lead a team.

The best teams are made up of individuals who understand their own — and others' — unique contribution to the team. This awareness and appreciation empowers the team to be more cohesive, versatile, productive and engaged.

However, be careful not to let the four domains limit your thinking. If you don't have any top themes in a particular domain, don't worry. That doesn't mean you can't think strategically or build relationships, for example. Everyone accomplishes tasks, influences others, builds relationships and processes information. You just use your stronger themes in different domains to get to the same outcome.

The next page shows you how your unique CliftonStrengths profile sorts into the four domains. Knowing which domain you lead with can help you understand your most powerful contribution.

The CliftonStrengths Domains

EXECUTING

People with dominant Executing themes make things happen.

INFLUENCING

People with dominant Influencing themes take charge, speak up and make sure others are heard.

RELATIONSHIP BUILDING

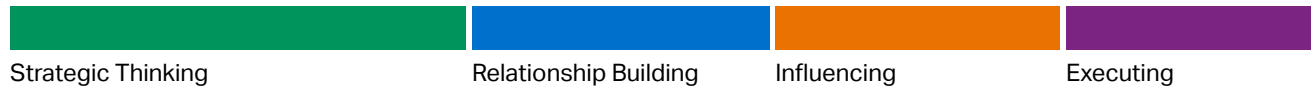
People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

STRATEGIC THINKING

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

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

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



This chart shows the relative distribution of your unique CliftonStrengths 34 results across the four domains. These categories are a good starting point for you to examine where you have the most potential to perform with excellence and how you can best contribute to a team.

See chart below for more detail about your CliftonStrengths by domain.

Your CliftonStrengths by Domain

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

Ideation®

Refine your creativity to inspire and energize yourself and others.

Arranger®

Improve effectiveness and efficiency by reorganizing resources.

Input®

Keep exploring; always be curious.

Connectedness®

Help others see connections and purpose in everyday life.

Belief®

Honor your values; they keep you on course during tough times.

Self-Assurance®

Trust your gut, and live life on your own terms.

Command®

Be ready to take charge when others waver.

Intellection®

Think deeply. Think often.

Futuristic®

Share your visions of a better future.

Individualization®

Appreciate the uniqueness in each person you meet.

Your CliftonStrengths® 34 Theme Sequence

1. Ideation®

STRATEGIC THINKING

People exceptionally talented in the Ideation theme are fascinated by ideas. They see connections that others don't and can view the world from different perspectives.

2. Arranger®

EXECUTING

People exceptionally talented in the Arranger theme are both organized and flexible. They enjoy figuring out how to align people and resources to get the best results.

3. 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.

4. Connectedness®

RELATIONSHIP BUILDING

People exceptionally talented in the Connectedness theme believe everything is linked and that there are few coincidences. For them, everything happens for a reason.

5. Belief®

EXECUTING

People exceptionally talented in the Belief theme have certain core values that are unchanging. These values provide direction and a strong sense of purpose.

6. Self-Assurance®

INFLUENCING

People exceptionally talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They have an inner compass that gives them certainty in their decisions.

7. Command®

INFLUENCING

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

8. Intellection®

STRATEGIC THINKING

People exceptionally talented in the Intellection theme enjoy deep thinking. They are introspective and appreciate intellectual discussions.

9. Futuristic®

STRATEGIC THINKING

People exceptionally talented in the Futuristic theme vividly imagine the future. They inspire and energize others with their vision of what could be.

10. 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.

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 love when they see someone make progress.

12. Maximizer®

INFLUENCING

People exceptionally talented in the Maximizer theme consistently ask, "How can we make this better?" They don't settle for "good enough," but push for excellence.

13. Strategic®

STRATEGIC THINKING

People exceptionally talented in the Strategic theme quickly spot patterns and issues that others miss. They generate alternative paths forward and choose the most effective one.

14. Empathy®

RELATIONSHIP BUILDING

People exceptionally talented in the Empathy theme have an instinctive ability to understand people. They feel others' emotions as if they were their own.

15. Adaptability

RELATIONSHIP BUILDING

People exceptionally talented in the Adaptability theme prefer to go with the flow. They take things as they come and discover the future one day at a time.

16. Positivity

RELATIONSHIP BUILDING

People exceptionally talented in the Positivity theme have contagious enthusiasm. They are naturally upbeat and can energize others.

17. 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.

18. 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.

19. Includer

RELATIONSHIP BUILDING

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

20. 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.

21. Responsibility

EXECUTING

People exceptionally talented in the Responsibility theme take psychological ownership of their commitments. They are dependable and embrace values such as honesty and loyalty.

22. Significance

INFLUENCING

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize what will increase their influence on others or their organization.

23. Woo

INFLUENCING

People exceptionally talented in the Woo theme love meeting new people and winning them over. They enjoy socializing and making connections.

24. Relator

RELATIONSHIP BUILDING

People exceptionally talented in the Relator theme enjoy close relationships. They find deep satisfaction in working hard with friends to achieve a goal.

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. 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.

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. Competition

INFLUENCING

People exceptionally talented in the Competition theme measure their progress against the performance of others. They love contests and need to win.

29. 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.

30. Discipline

EXECUTING

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

31. Deliberative

EXECUTING

People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions. They anticipate risks and move forward cautiously.

32. Harmony

RELATIONSHIP BUILDING

People exceptionally talented in the Harmony theme look for consensus. They have no use for unnecessary friction and guide others toward practical solutions.

33. 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.

34. Context

STRATEGIC THINKING

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

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