

Unleash Your Infinite Potential: Your Strongest CliftonStrengths



- 1. **Restorative**
- 2. **Harmony**
- 3. **Discipline**
- 4. **Consistency**
- 5. **Futuristic**
- 6. Analytical
- 7. Empathy
- 8. Intellection
- 9. Developer
- 10. Input

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

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

Develop these CliftonStrengths to maximize your potential

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

Start with your top five.

They are your most powerful natural talents.

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

Then focus on your CliftonStrengths 6-10.

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

**EXECUTING**

1. Restorative

HOW YOU CAN THRIVE

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

WHY YOUR RESTORATIVE IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Chances are good that you search for opportunities to improve yourself. You are determined to confront your weak points and correct them.

Because of your strengths, you are mentally quick and highly resourceful. You constantly consider how you can upgrade all sorts of things in your personal or professional life. You eagerly seek and find opportunities to better yourself.

Instinctively, you habitually spend some time thinking about things you can upgrade, repair, or do better in the coming months, years, or decades.

Driven by your talents, you center your efforts on making improvements that you decide are intriguing and relevant to your life. You devote a great deal of time and energy to acquiring the knowledge and skills that you sense you lack. You regularly challenge yourself to address your shortcomings.

It's very likely that you guide people by offering them your advice and suggestions. You probably tell them about areas in which they would be wise to enhance, upgrade, or expand their knowledge or skills. You prefer to point out deficiencies. Then you help individuals eradicate — that is, remove or wipe out — all traces of deficiencies. You probably use this "fix it" approach on yourself, too.

WHY YOU SUCCEED USING RESTORATIVE

You love to solve problems. Your ability to analyze a situation, identify potential shortcomings and modify as needed makes you powerful in times of difficulty and crisis.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Remember that every problem has a solution. Find the answers.

- Look for roles in which your success depends on your ability to solve problems. You might particularly enjoy medicine, consulting, computer programming or customer service.
- Seek out tough turnaround situations that others might avoid. You will enjoy the challenge of revitalizing something, and you will build your reputation as a valuable partner.
- Celebrate your successes. Difficult problems might entice you, but also acknowledge easy-to-solve issues that have big results.
- Tell others that you enjoy fixing problems, and offer to help. Many people shy away from difficulties, but problem-solving comes naturally to you.
- Give yourself a break. You might be overly self-critical and your own toughest critic. Try to redirect your energy toward things about yourself that you know you can fix or toward external, tangible problems.

WATCH OUT FOR BLIND SPOTS

- Others might think that all you see are their flaws and shortcomings. Remember that there are times when people need you to see their successes and give them praise.
- You tend to focus on processes, not people, and you might automatically rush to solve every problem. Sometimes others need to solve their own problems, so try to give people space to experiment and find their own solutions.

**RELATIONSHIP BUILDING**

2. Harmony

HOW YOU CAN THRIVE

You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.

WHY YOUR HARMONY IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Driven by your talents, you feel content when you are surrounded by practical, credible, or experienced specialists. Often they help you find the right answers to your questions or the correct solutions for your problems. They repeatedly offer reassurances that you will not upset people.

Because of your strengths, you thrive in situations where you can work on your own projects. You love to produce quality results. Nonetheless, you are a realist. When there are standard operating procedures, policies, deadlines, or rules to be followed by everyone, you adhere to them. Seeking special treatment or exceptions is rarely your style.

It's very likely that you rely on the collective intelligence and wisdom of experts to guide you toward the best solutions or answers.

By nature, you create well-defined action plans that contain sequenced steps, guidelines, or due dates. Usually your practical procedures minimize the chances for misunderstandings or conflicts later in the project. You do whatever you can to make sure everything and everyone keeps on an even keel — that is, remains in a calm, cool, sound, and stable condition.

Chances are good that you adopted a practical outlook on life during childhood. You figured out how to avoid "rocking the boat" — that is, how not to cause trouble or disrupt an otherwise stable situation. This was true in your relationships with not only children, but also adults. Today, you have a knack for treating everyone the same. You want the environment and everyone in it, including yourself, to behave in a predictable, calm, and cordial manner.

WHY YOU SUCCEED USING HARMONY

You are naturally practical and prefer emotional balance. You can prevent arguments before they start by quickly helping others find common ground and a resolution.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Help others find common ground through practical solutions.

- Build a network of people with different perspectives whom you can rely on when you need expertise. Your openness to other viewpoints will help you learn.
- Increase unity by increasing the number of voices. When people are arguing, ask others to share their thoughts. You are more likely to find areas where all parties can agree when you have more perspectives.
- Polish your talents by taking a conflict-resolution course. The skills and knowledge you gain will combine with your talents to create a strength in handling conflicts.
- Avoid roles, situations and environments that require you to confront people every day. For example, making sales based on cold calls or highly competitive classes or workplaces will likely frustrate and upset you.
- Emphasize the value of reaching consensus when you work with others. Help them see the practical side of things. This is often the starting point of agreement.

WATCH OUT FOR BLIND SPOTS

- In your desire to move conversations toward practical and common-sense decisions, you may frustrate those who want to share broader ideas and opinions. Allow others to express their ideas fully before bringing them back to the task at hand.
- You may instinctively downplay confrontational situations and try to suppress others from openly airing their ideas and emotions. Recognize and accept that there will be times when conflict is inevitable and that some people will revel in it.

**EXECUTING**

3. Discipline

HOW YOU CAN THRIVE

You enjoy routine and structure. Your world is best described by the order you create.

WHY YOUR DISCIPLINE IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Because of your strengths, you accomplish more as an individual when you establish weekly production and/or performance targets. These near-term goals force you to concentrate on your priorities. They prevent you from wasting time on unrelated projects. They even give you a reason to excuse yourself from conversations or activities with coworkers, friends, family members, teammates, or classmates. You often tell people you need to be alone when you work or study.

By nature, you usually opt to work independently. This arrangement makes it easier for you to map out what you want to accomplish in the coming weeks, months, years, or decades. Finalizing all the steps often spurs you into action.

Driven by your talents, you naturally prefer to work independently of others. Why? Doing so permits you to keep your workspace organized, uncluttered, and clean.

It's very likely that you typically feel very good about your life when your environment is neat and free of clutter. You are apt to be much more productive when the materials you use every day are systematically organized.

Instinctively, you favor establishing standard operating procedures for performing tasks that occur on a regular basis. Rather than inventing a new way to do an assignment every single time, you choose to pinpoint a series of steps that enable people to handle it efficiently. Investigating how something works, then streamlining it to function even better is your forte — that is, your strong point. Once you have laid out a series of steps and a timeline, you usually are eager to see your new and improved system implemented across the board — that is, used equally by everyone.

WHY YOU SUCCEED USING DISCIPLINE

You need organization, order and precision. Your controlled planning and routines increase efficiency and bring predictability and structure to turmoil.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Create structure, and keep things organized.

- Check as often as necessary to ensure that tasks and projects are completed correctly and on time. You feel an urge to do it anyway, and soon enough, others will begin to expect it from you.
- Share your routines and structure. Your detailed lists of tasks, goals and timelines can increase others' efficiency.
- Accept that not many people are as disciplined as you. Instead of letting their processes frustrate you, try to focus on their results and not their methods.
- Look for roles and responsibilities that are structured and predictable.
- Help others add order to their lives. If you are genuine and respectful when you offer to help, they are likely to appreciate it even more.

WATCH OUT FOR BLIND SPOTS

- Because of your need for predictability and control, others might view you as rigid and inflexible. Try not to automatically dismiss ideas that do not directly fit into the neat framework you have created.
- As much as you thrive on structure and organization, others thrive on the freedom to innovate. Be careful about expecting others to follow any structure you put in place.

**EXECUTING**

4. Consistency

HOW YOU CAN THRIVE

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

WHY YOUR CONSISTENCY IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Driven by your talents, you are most comfortable with people who appreciate your need for conformity. You define fairness as giving everyone the same advantages. You follow rules and administer policies without showing favoritism to any person or group.

Because of your strengths, you view your life much more favorably when you can say, "I gave that project my best effort, and I am pleased about the things I did right."

Chances are good that you probably argue that everyone deserves to be dealt with in the same way. You tend to enforce rules and follow guidelines exactly as they are written. You strive to be fair. You realize problems arise when you favor one person over another.

Instinctively, you are sensitive to the fluctuating moods of individuals. This is why you strive to show no favoritism. You want each person to have the same opportunities, access to information, and resources. Dealing with people impartially probably is one of your core values.

By nature, you are a practical and realistic thinker when improvements must be made and things must be fixed. Your evenhanded approach is likely to assure individuals that you are not taking advantage of them or their situations. This explains the calming influence you have on friends, family members, classmates, coworkers, teammates, or strangers.

WHY YOU SUCCEED USING CONSISTENCY

You can easily and quickly make judgments and create systems that are fair to everyone. As a result, others know what to expect from you.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Create fair systems to establish and build trust.

- Look for opportunities at work or in your community to help disadvantaged people get the platform they need to show their true potential. Your talent to quickly and easily make judgments that are fair to everyone helps ensure equality.
- Always stand up for what you believe, even in the face of strong resistance. Others will appreciate your commitment to consistency between what you promise and what you deliver.
- Create simple rules and boundaries that help people know what is expected and how they need to operate in ambiguous situations. Your talent for making things fair and equal creates stability and clarity.
- Cultivate a reputation for being the conscience of the groups you belong to. Make sure that those who truly perform well get the respect they deserve.
- Use your Consistency talents when you have to give someone unpleasant news. You are good at helping others understand the rationale behind difficult decisions, which will make the news easier on them — and you.

WATCH OUT FOR BLIND SPOTS

- You are so committed to treating each person the same that you might forget that no two people are alike. Remember that different things motivate different people, and everyone has their own way of thinking and relating to others.
- You may see yourself as a guardian of what is right and a champion against special treatment. Realize that others may reject you for assuming that responsibility and will want to bend the rules for the greater good.

**STRATEGIC THINKING**

5. Futuristic

HOW YOU CAN THRIVE

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

WHY YOUR FUTURISTIC IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

It's very likely that you regularly set aside the majority of your time to contemplate what the world could be like years or decades from today. Ideas come to you when you are in the company of visionary thinkers. These individuals often stimulate your inventiveness.

Because of your strengths, you are eager to get started on a project once you realize what you can accomplish in the coming weeks, months, or years. You work very hard to breathe life into your big dreams. These often push and pull you into the future.

Instinctively, you have an imagination that allows you to peer into the future and see what is possible. Thinking about the coming years or decades makes you feel a lot more upbeat about yourself, your prospects, and your life.

By nature, you routinely imagine what you can do better in the coming weeks, months, years, or even decades. You envision in vivid detail the things you need to enhance and perfect. These could include your environment, yourself, another person, a system, a project, a product, or a job.

Driven by your talents, you sharpen your ideas about the future by spending time with possibility thinkers. These individuals regularly talk about inventions, medicines, designs, technologies, or food supplies that no one else has even considered.

WHY YOU SUCCEED USING FUTURISTIC

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

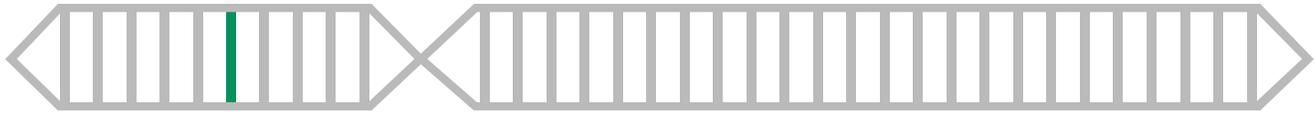
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Share your visions of a better future.

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

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

6. Analytical

HOW YOU CAN THRIVE

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

WHY YOU SUCCEED USING ANALYTICAL

Your natural ability to investigate, diagnose and identify patterns results in valuable insights that are logical and well-thought-out. Your critical thinking helps clarify reality and provides objectivity.

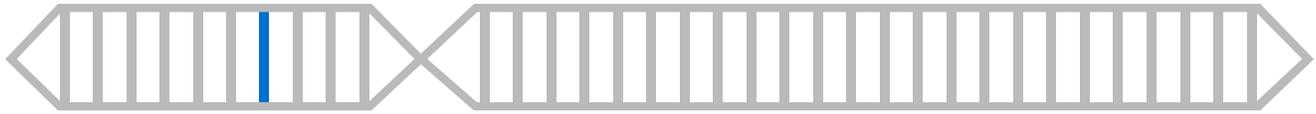
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Use your logical, objective approach to make important decisions.

- Identify credible sources you can rely on. Find helpful books, websites, experts or other resources that you can use as references.
- Get involved in the planning stages of a new initiative or project so you can evaluate its feasibility and direction before it gets too far along.
- Accept that sometimes you will need to take action before all the facts are in place.

WATCH OUT FOR BLIND SPOTS

- Your objective and fact-based approach to decision-making may seem skeptical or critical. Keep in mind that others will have emotional, subjective and personal opinions — and that their input is just as valuable as yours is.
- Because you ask many questions, people may think that you always doubt the validity of their ideas, that you do not trust them and that you are tough to work with. Explain your analysis so they will be more likely to trust your process and your motives.

**RELATIONSHIP BUILDING**

7. 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.

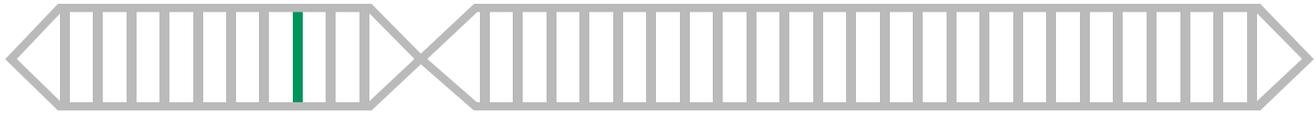
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.

**STRATEGIC THINKING**

8. Intellection

HOW YOU CAN THRIVE

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

WHY YOU SUCCEED USING INTELLECTION

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Think deeply. Think often.

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

WATCH OUT FOR BLIND SPOTS

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

**RELATIONSHIP BUILDING**

9. Developer

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING DEVELOPER

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Recognize and cultivate the potential in others.

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

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

10. Input

HOW YOU CAN THRIVE

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

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

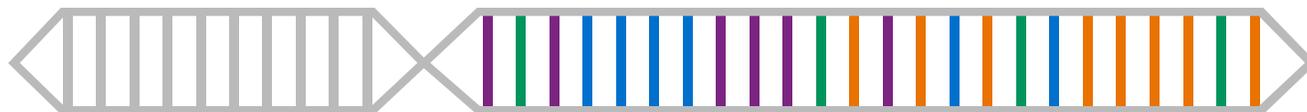
Keep exploring; always be curious.

- 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.

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.

Navigate the Rest of Your CliftonStrengths



- 11. Responsibility
- 12. Learner
- 13. Focus
- 14. Positivity
- 15. Connectedness
- 16. Individualization
- 17. Relator
- 18. Deliberative
- 19. Achiever
- 20. Arranger
- 21. Ideation
- 22. Self-Assurance
- 23. Belief
- 24. Competition
- 25. Includer
- 26. Maximizer
- 27. Context
- 28. Adaptability
- 29. Communication
- 30. Significance
- 31. Command
- 32. Woo
- 33. Strategic
- 34. Activator

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. Restorative
- 2. Harmony
- 3. Discipline
- 4. Consistency
- 5. Futuristic
- 6. Analytical
- 7. Empathy
- 8. Intellection
- 9. Developer
- 10. Input
- 11. Responsibility
- 12. Learner
- 13. Focus
- 14. Positivity
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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 **Executing** CliftonStrengths themes.

You know how to “catch” an idea and make it a reality.



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

Restorative

Remember that every problem has a solution. Find the answers.

Harmony

Help others find common ground through practical solutions.

Discipline

Create structure, and keep things organized.

Consistency

Create fair systems to establish and build trust.

Futuristic

Share your visions of a better future.

Analytical

Use your logical, objective approach to make important decisions.

Empathy

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

Intellection

Think deeply. Think often.

Developer

Recognize and cultivate the potential in others.

Input

Keep exploring; always be curious.

Your CliftonStrengths 34 Theme Sequence

1. 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.

2. Harmony

RELATIONSHIP BUILDING

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

3. Discipline

EXECUTING

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

4. 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.

5. Futuristic

STRATEGIC THINKING

People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

6. 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.

7. Empathy

RELATIONSHIP BUILDING

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

8. Intellection

STRATEGIC THINKING

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

9. Developer

RELATIONSHIP BUILDING

People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

15. 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.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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.

21. Ideation

STRATEGIC THINKING

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

22. 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.

23. 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.

24. 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.

25. 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.

26. 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.

27. Context

STRATEGIC THINKING

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

28. 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.

29. 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.

30. 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.

31. Command

INFLUENCING

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

32. 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.

33. 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.

34. 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.