



CliftonStrengths® Top 5 for Joshua Lindley

This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

1. Competition®

You measure your progress against the performance of others. You strive to win first place and revel in contests.

2. Belief®

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

3. Learner®

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

4. Responsibility®

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

5. Individualization®

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

■ **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.



- 1. Competition**
- 2. Belief**
- 3. Learner**
- 4. Responsibility**
- 5. Individualization**

You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

INFLUENCING

- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



INFLUENCING

1. Competition®

What Is Competition?

Competition is rooted in comparison. For people with strong Competition talents, their performance is their ultimate yardstick. When they look at the world, they are instinctively aware of other people's performance. They aspire to be the best and will work hard to excel — especially when compared with others. It's not about the effort; it's about the win. Regardless of effort or intention, even if they reach their goal, their achievement will feel hollow if they did not outperform their peers. They need to compare. If they can compare, they can compete, and if they can compete, they can win.

Why Your Competition Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Competition

Belief

Learner

Responsibility

Individualization

Driven by your talents, you view due dates as opportunities to either win or lose. Knowing the deadline usually encourages you to be the first person to meet it. You also like to beat the deadline. Most people recognize when you are racing against them to finish first. You probably create your own contests just to generate more energy and enthusiasm for a task.

By nature, you frequently outthink and outmaneuver people. You concentrate on what you need to do more completely or more perfectly in the future.

Instinctively, you are motivated to prove yourself to yourself — rather than to others — by being more successful or productive than you have ever been in the past. You seek to resolve any doubts you have about your ability to reach your goal. You examine numerous assumptions — that is, anything taken to be true without proof — rather than automatically accept them. When perplexed, you investigate the situation. Why? You probably have set high expectations for yourself.

Because of your strengths, you are inquisitive and curious. These traits serve you quite well, especially when you are studying, asking questions, listening to answers, or participating in discussions. The facts, data, or background information you acquire undoubtedly give you an advantage over people whose results are being compared to yours. You probably choose to engage in activities where scores are tabulated, rankings are assigned, or ratings are given to each person.

It's very likely that you seem willing to take risks. You frequently venture into unknown territory when that can make the difference between capturing first place and finishing in second or third place.



- 1. Competition**
- 2. Belief
- 3. Learner
- 4. Responsibility
- 5. Individualization

How Competition Blends With Your Other Top Five Strengths

COMPETITION + BELIEF

You are motivated by those who have sacrificed for their most cherished values. You strive to exceed their integrity.

COMPETITION + LEARNER

You like contests where you compare your performance with that of others, but you get bored if you never try a new contest.

COMPETITION + RESPONSIBILITY

Your strong desire to win never causes you to compromise your ethics or ignore the rules. Cheaters are losers.

COMPETITION + INDIVIDUALIZATION

Some of your victories are the result of your insight into the unique natures of your opponents and of your allies.

Apply Your Competition to Succeed

Identify scores against which you can measure your achievements.

- Measure your success in your most important tasks. Ask those around you for feedback to ensure you are not sacrificing relationships for the sake of winning.
- Find someone you admire to use as a standard for success. Comparing your progress against theirs will give you a measurement for winning you can be proud of.



EXECUTING

2. Belief®

What Is Belief?

People with strong Belief talents have enduring principles that they live by. These values vary from one person to another, but those with powerful Belief talents have deeply held ideals and a strong sense of purpose in their lives. These core values affect their behavior in many ways. Their sense of mission gives their lives meaning and direction; in their view, success is more than money and prestige. Their Belief talents guide them through temptations and distractions toward a consistent set of priorities. This consistency is the foundation for their relationships. Others view them as dependable and trustworthy.

Why Your Belief Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Competition

Belief

Learner

Responsibility

Individualization

It's very likely that you realize your core values have served you well over the years. This solid foundation helps you distinguish right from wrong, good from bad, and truths from lies. Your professional, academic, or ethical code of conduct influences you to follow your conscience when people pressure you to do what everyone else is doing.

Because of your strengths, you feel impelled to do whatever you can as a solo performer. You want leave future generations a much better world than the one you inherited.

Instinctively, you sense you are not all alone in the world. You probably feel linked with every person and living thing. This openness explains why you invite a vast array of people to participate in conversations, activities, social events, or groups.

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.

Chances are good that you believe that you will never be lost if you have a robust system of values.



1. Competition
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How Belief Blends With Your Other Top Five Strengths

BELIEF + COMPETITION

You are motivated by those who have sacrificed for their most cherished values. You strive to exceed their integrity.

BELIEF + LEARNER

While your mind is certain and unchanging about a few important matters, it remains curious and open about many other things.

BELIEF + RESPONSIBILITY

You make commitments to principles and purposes that are important to you. You also make commitments to people who ask for your help.

BELIEF + INDIVIDUALIZATION

People are unique because of how they think, feel, or relate. Your core values differentiate you from others.

Apply Your Belief to Succeed

Reflect on your values and how they play a part in your everyday life.

- Think about your best day to better understand what you like the most about what you do daily. How did your values contribute to the satisfaction you felt that day? What can you do to have more days like your best?
- Find a cause that matters to you and actively support it. Not just believing in something, but also getting involved, helps to fuel your passion even more.



STRATEGIC THINKING

3. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people's confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the "getting there."

Why Your Learner Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Competition

Belief

Learner

Responsibility

Individualization

By nature, you love acquiring knowledge or new skills, but you refuse to rush the process. You are apt to be happy when you can make a discovery, take time to examine it in detail, then practice using the information in various ways. You probably avoid people who want to hurry you along or force you to comprehend things faster than you feel comfortable.

It's very likely that you tend to be a critical reader. That is, you take apart writers' ideas and examine them bit by bit. Only then do you judge whether they have merit. Generally your scrutiny of the written word, rather than your emotions, guides your decision-making process.

Because of your strengths, you feel rather good about life when people answer your questions and keep you well informed about topics that affect you personally or professionally. You prefer to be bombarded with facts, data, or explanations. Receiving only bits and pieces of information is likely to raise your level of anxiety, suspicion, or frustration. You are apt to become upset when individuals forget or refuse to tell you something you think you have a right or a need to know.

Driven by your talents, you frequently promise yourself to do something better than you did it the last time. As you examine the consequences of your words and deeds, you usually recognize ways you could perform a similar task or problem the next time with a higher degree of knowledge or skill. Simply put: You are determined to gain insights from your mistakes so you do not repeat them.

Instinctively, you enjoy spending time with those who think about historical events and the people who played a major or minor role in them. Reading historians' writings or listening to their conversations probably fills your mind with questions. You enjoy filing away the answers, sensing one day all this information will be useful. Whether it actually does become useful makes no difference to you. Knowledge is its own reward, in your opinion.



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How Learner Blends With Your Other Top Five Strengths

LEARNER + COMPETITION

You like contests where you compare your performance with that of others, but you get bored if you never try a new contest.

LEARNER + BELIEF

While your mind is certain and unchanging about a few important matters, it remains curious and open about many other things.

LEARNER + RESPONSIBILITY

You are at your best as a student when you commit to teaching others new information or concepts.

LEARNER + INDIVIDUALIZATION

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

Apply Your Learner to Succeed

Develop expertise in areas that interest you the most.

- Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.



EXECUTING

4. Responsibility®

What Is Responsibility?

People with strong Responsibility talents take psychological ownership of anything they commit to, whether it is large or small, and they feel emotionally bound to follow it through to completion. They keep their promises and honor their commitments. They don't let people down, and they work very hard to fulfill all of their responsibilities and keep their word.

Why Your Responsibility Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Competition

Belief

Learner

Responsibility

Individualization

Because of your strengths, you probably have a reputation for applying yourself to your work for many hours at a time. Your teammates likely realize you are capable of working all day or through the night when you must complete job-related tasks, household chores, or academic assignments.

Driven by your talents, you customarily take on additional duties or tasks when you feel optimistic about yourself and your life.

It's very likely that you persevere until you complete whatever you start. You enjoy working with teammates who share this trait.

Instinctively, you may be happier with your life when acquaintances and friends acknowledge your exceptionally responsible behavior. Perhaps they count on you to handle important as well as everyday tasks. Some people automatically trust you. Why? They might realize you are serious about meeting deadlines, keeping promises or paying attention to details.

Chances are good that you may be capable of putting certain types of things in their proper order or sequence. Sometimes you double check your work to reassure yourself that everything is in its place or every detail is accurate.



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How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + COMPETITION

Your strong desire to win never causes you to compromise your ethics or ignore the rules. Cheaters are losers.

RESPONSIBILITY + BELIEF

You make commitments to principles and purposes that are important to you. You also make commitments to people who ask for your help.

RESPONSIBILITY + LEARNER

You are at your best as a student when you commit to teaching others new information or concepts.

RESPONSIBILITY + INDIVIDUALIZATION

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

Apply Your Responsibility to Succeed

Be selective about what you agree to take on.

- Choose your commitments wisely and focus on the things you genuinely enjoy doing. Prioritize your tasks so they align with your passions so you can perform at your best without feeling stressed out.
- While you have a reputation for staying true to your commitments, be sure to carefully choose your tasks to protect your wellbeing.



RELATIONSHIP BUILDING

5. Individualization®

What Is Individualization?

People with strong Individualization talents understand and are intrigued by others' unique qualities. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how each thinks, and how each builds relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them build productive teams. While some search for the perfect team "structure" or "process," these employees know instinctively that the secret to great teams is casting by individual strengths — so that everyone can do a lot of what they already do well.

Why Your Individualization Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Competition

Belief

Learner

Responsibility

Individualization

Chances are good that you may help some people fit into groups. You might establish good relationships with many people you encounter. How? You notice their good qualities. When others hear your favorable comments about an individual, they might be more inclined to make the person feel welcome.

It's very likely that you are highly sensitive to what others think of you. This sensitivity continually motivates you to do things better than you have in the past.

Driven by your talents, you periodically find better ways for people to cooperate. You try to identify the strengths, limitations, ideas, goals, or experiences each person brings to the group. You might set up partnerships so individuals can acquire the knowledge or skills they lack.

Because of your strengths, you periodically work with members of a group to be the very best or to capture first place. Perhaps you have the ability to discover what certain individuals do well. These insights might enable you to mix and match your teammates' strengths.

Instinctively, you generate ideas quickly. You draw clever linkages between facts, events, people, problems, or solutions. You present others with numerous options at a pace some find dizzying. Your innovative thinking tends to foster ongoing dialogue between and among the group's participants.



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + COMPETITION

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INDIVIDUALIZATION + BELIEF

People are unique because of how they think, feel, or relate. Your core values differentiate you from others.

INDIVIDUALIZATION + LEARNER

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

INDIVIDUALIZATION + RESPONSIBILITY

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

Apply Your Individualization to Succeed

Explain how different people can do their best work together.

- Support others in discovering and appreciating what they do best, and then encourage them to work on projects and tasks that let them be successful.
- Help people become more aware of others' unique needs. Because you naturally notice how an individual thinks and builds relationships, people will come to you for insights into other people's motivations and actions.

What's Next?

Take these steps to start unlocking your full potential using your CliftonStrengths.



Learn to Use Your Dominant Strengths

Read about each of your top five CliftonStrengths in this report and reflect:

- What did you read that **inspires** you?
- What did you read that **surprises** you?
- What did you read that **excites** you?
- What did you read that **challenges** you?

Click [here](#) or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

Name It

- Pick one of your top CliftonStrengths.
- List the words or phrases you read about this strength that resonate strongly with you.

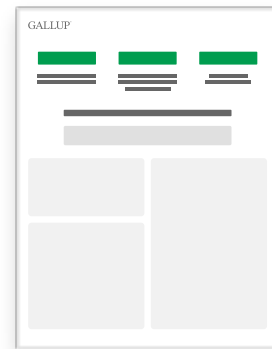
Claim It

- When has this strength helped you be successful in the past?
- How does this strength help you be successful in your role?

Aim It

- In what two ways could you start using this strength more intentionally right away?

Hint: Read the action items in this report and on your my.gallup.com dashboard for ideas.



[Click to View Activity](#)



Use Your Resources in Gallup® Access



Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

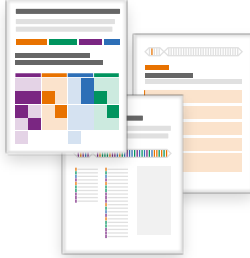
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.



Explore All 34 of Your CliftonStrengths®

Already have your CliftonStrengths 34 report? Great! Take some time to explore your full results.



If you don't have it yet, [click here](#) or scan the QR code to learn how your CliftonStrengths 34 report can help you:

- reveal your complete talent profile of 34 CliftonStrengths
- learn how to use your top 10 CliftonStrengths to set and achieve goals
- navigate your 11-34 CliftonStrengths, including understanding and managing weaknesses

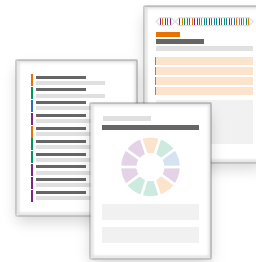


Apply Your CliftonStrengths® in Specific Roles

Take time to explore any role-based CliftonStrengths reports you already have.

If you don't have any, [click here](#) or scan the QR code to browse a range of reports tailored to specific roles and responsibilities.

We offer a suite of reports designed to help you use your CliftonStrengths to excel in various areas, whether it's in management, leadership or even as a student.



Engage in a Conversation About Your CliftonStrengths®



Share your CliftonStrengths results with the people closest to you, including your family, friends, coworkers and teammates.

Spend time talking about your CliftonStrengths with a coach, manager, mentor or adviser — someone invested in your personal and professional development.

[Click here](#) or scan the QR code for helpful ways to share and discuss your CliftonStrengths with others.

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