

# 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. **Intellection**
- 2. **Relator**
- 3. **Context**
- 4. **Ideation**
- 5. **Learner**
- 6. Futuristic
- 7. Input
- 8. Deliberative
- 9. Strategic
- 10. Analytical

## NAVIGATE

- 11. Responsibility
- 12. Restorative
- 13. Connectedness
- 14. Developer
- 15. Focus
- 16. Activator
- 17. Belief
- 18. Self-Assurance
- 19. Arranger
- 20. Significance
- 21. Consistency
- 22. Adaptability
- 23. Empathy
- 24. Individualization
- 25. Command
- 26. Competition
- 27. Discipline
- 28. Woo
- 29. Communication
- 30. Achiever
- 31. Maximizer
- 32. Positivity
- 33. Harmony
- 34. Includer

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. **Intellection**
- 2. **Relator**
- 3. **Context**
- 4. **Ideation**
- 5. **Learner**
- 6. Futuristic
- 7. Input
- 8. Deliberative
- 9. Strategic
- 10. Analytical

## **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. Intellection

**HOW YOU CAN THRIVE**

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

**WHY YOUR INTELLECTION IS UNIQUE**

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

It's very likely that you favor conversations where information, facts, or data are considered objectively — that is, emotions do not distort the truth. You pose questions, evaluate answers, and figure out how things work. Reducing an idea, theory, or process to its most basic parts provides you with many insights. You are likely to archive — that is, preserve — your discoveries so you can use them later.

Chances are good that you may find that the quality of your life improves when you remove yourself from noise and distractions. Perhaps peace and quiet allow you to examine more deeply some of your thoughts, feelings, or past deeds.

Because of your strengths, you may feel more optimistic about life during the weeks you invest at least five hours mulling over ideas, possible solutions, and/or opportunities. Perhaps you even reflect on past, present, or future events.

By nature, you may need a place where you can be alone to reflect on your experiences or conversations with people. Maybe you draw some conclusions about a person's knowledge, skills, talents, likes, dislikes, or moods. These insights might influence how you interact with that individual in the coming days, weeks, and months.

Driven by your talents, you are comfortable saying, "I am a fine educator." You probably converse with others in your field about ideas, theories, or concepts to gather the latest thinking. Using these insights, you are apt to draw your students into discussions that entice them to explore topics. You want them to really understand the subject rather than memorize a few facts just to pass a test.

**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.
- Give people time to think through the thoughts and ideas you present. Remember that they have not spent as much time as you have pondering, so they might not grasp your message right away.
- Deliberately build relationships with people you consider to be “big thinkers.” Their example will inspire you to focus your own thinking.

**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**

## 2. Relator

**HOW YOU CAN THRIVE**

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

**WHY YOUR RELATOR IS UNIQUE**

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

By nature, you might prefer to assist individuals who have set clear goals for themselves. Perhaps the more you know about someone's dreams, the easier it is for you to befriend that person.

It's very likely that you are sometimes open and honest about who you are, what you have done, what you can do, and what you cannot do. Maybe your straightforward explanations and stories help listeners see you as you see yourself. You might reveal your strengths and limitations. You might choose to be forthright and plainspoken. This partially explains why various people seek your company and want to work with you. Perhaps your words and examples move them to action.

Driven by your talents, you may be convinced that you are measuring up to your potential. Perhaps you know when you are doing your best work or earning the highest grades you possibly can.

Because of your strengths, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all.

Instinctively, you might notice that people regularly ask you, "What do you think?" This might be because they value your views about particular people, situations, rules, news events or decisions.

**WHY YOU SUCCEED USING RELATOR**

You naturally form genuine and mutually rewarding one-on-one relationships. Your authenticity allows you to build close, long-lasting connections that foster trust and confidence.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

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

- Try to get one-on-one time with people, rather than attempting to connect with them in a group. This will help you build the deeper and trusting relationships you value most.
- Stay in contact with your friends, no matter how busy you are. Your closest relationships energize you.
- Make sure people know that you are more interested in their character and personality than in their status or job title. You might serve as a model for others.
- Let your caring show. For example, find someone to mentor, help your coworkers get to know one another better or deepen your existing relationships.
- Look for workplaces, classes, teams or groups that encourage friendships. You prefer a casual style and culture and will likely not do well in overly formal situations.

**WATCH OUT FOR BLIND SPOTS**

- Because Relators typically do not trust others implicitly and people have to earn your trust over time, some may think you are hard to get to know. Be aware of this perception with new people you meet as well as with the people you see every day.
- Your tendency to spend more time with the people you know best might give the impression that you are exclusive or unfriendly to those outside your inner circle. Consider that you might be missing out on the benefits of widening the circle and getting to know more people.

**STRATEGIC THINKING**

## 3. Context

**HOW YOU CAN THRIVE**

You enjoy thinking about the past. You understand the present by researching its history.

**WHY YOUR CONTEXT IS UNIQUE**

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

Instinctively, you create a vision of the future by unraveling what happened in the past. You strive to understand the what, when, who, where, how, and why of events. You are determined to create a framework of facts so you can put things in perspective.

Driven by your talents, you are quite intrigued by history's significant events and people. Information about global conflicts fascinates you.

**WHY YOU SUCCEED USING CONTEXT**

You look to history to understand the present. Your distinctive ability to see the link between where you have been and where you are going is extremely valuable for planning and decision-making.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Look to the past to build a better tomorrow.*

- Help your school, team or organization strengthen its culture via folklore. For example, collect symbols and stories about the past, or suggest naming an award after someone you can memorialize for their contributions.
- Find a mentor who has lived in your community or worked in your organization for a long time. Listening to this person's experiences will likely spark your thought process and accelerate your learning.
- Study your past successes. Try to identify the specific actions or behaviors that contributed to them so you can draw on them again.
- Become an agent for positive change. Having strong Context talents does not mean that you live in the past. It means that you can clearly identify which aspects of the past to discard and which to keep to build a better, more sustainable future.
- Empower others to make more informed choices. When a problem occurs, ask them to identify the factors that led to it so they can learn from the situation and make better decisions in the future.

**WATCH OUT FOR BLIND SPOTS**

- Some people might think that you live in the past and are resistant to change. Consider explaining the value of understanding history and what has — and has not — worked in the past, but keep an open mind when new situations arise.
- You are often fascinated by history and the lessons it reveals, but others may find this information boring or overwhelming. Keep this in mind as you share your perspectives, and look for signs that you've lost people's attention or interest.



**STRATEGIC THINKING**

## 4. Ideation

**HOW YOU CAN THRIVE**

You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.

**WHY YOUR IDEATION IS UNIQUE**

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

Driven by your talents, you may be the person to whom group members turn for original thoughts. Perhaps ideas pop into your consciousness as soon as someone describes a problem or an opportunity.

By nature, you may decide that life is grand when you have more ideas to offer a group than anyone else. When you are excited about the details of an original thought, you might insist people give you their undivided attention. Sometimes your assertiveness surprises you as well as others.

Because of your strengths, you sometimes feel comfortable sharing your original ideas with groups. Perhaps they welcome your innovations. Maybe they realize you suggest novel ways of doing things they would never have considered.

Chances are good that you might set aside time and seek places for quiet reflection. Perhaps you examine new theories or concepts. Maybe you are impelled to acquire more information. To some extent, this satisfies a deep-seated need to educate yourself. If you concentrate without interruption, you may be able to make discoveries or establish links between facts.

It's very likely that you regard yourself as logical and reasonable. You spontaneously reduce mechanisms, processes, proposals, ideas, or formulas to their basic parts. You figure out how the pieces interrelate. Your discoveries tell you why something does or does not function the way it should.

**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.

**STRATEGIC THINKING**

## 5. Learner

**HOW YOU CAN THRIVE**

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

**WHY YOUR LEARNER IS UNIQUE**

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

Chances are good that you may thirst for new ideas and knowledge. Sometimes you dive into your reading with abandon. Other times you lose yourself in a book. Maybe you pore over the thoughts contained in its pages for long stretches of time. Why? You might want to absorb as much information as you can.

By nature, you may appreciate opportunities to acquire knowledge, gain skills, or experience new things. Perhaps you refuse to let your mind grow dull by being complacent — that is, smug or self-satisfied.

Instinctively, you might have extra energy to work hard when you are acquiring information to broaden your knowledge base. Perhaps you want to deepen your understanding of certain topics, opportunities, problems, solutions, situations, events, or people.

It's very likely that you sometimes dedicate yourself to acquiring specific types of knowledge or using particular skills. Maybe you are self-taught. Maybe you work with an instructor, trainer, coach, or mentor. You might embrace opportunities to expose your mind to new ideas. You might welcome the chance to practice new ways of plying — that is, diligently practicing — a trade or a craft.

Because of your strengths, you periodically desire to take in additional facts, data, or background information. Perhaps these insights permit you to assist certain individuals when specific kinds of opportunities present themselves.

**WHY YOU SUCCEED USING LEARNER**

You love to learn, and you intuitively know how you learn best. Your natural ability to pick up and absorb information quickly and to challenge yourself to continually learn more keeps you on the cutting edge.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Use your passion for learning to add value to your own and others' lives.*

- Become an early adopter of new technology, and keep your coworkers, friends and family informed. You learn quickly, and others will appreciate when you share and explain cutting-edge developments to them.
- Respect your desire to learn. Take advantage of educational opportunities in your community or at work. Discipline yourself to sign up for at least one new course or class each year.
- Find opportunities to expand your knowledge. Take on increasingly difficult topics, courses or projects. You love the challenge of a steep learning curve, so beware of learning plateaus.
- Be a catalyst for change. New rules, skills or circumstances might intimidate others. Your willingness to absorb new and different factors can calm their fears.
- Keep track of your learning progress. If a skill or topic has distinct levels or stages of learning, celebrate your progression from one level to the next. If not, create them for yourself. For example, set a goal of reading five books on a new subject.

**WATCH OUT FOR BLIND SPOTS**

- You place a high value on learning and studying, and you may tend to impose this value on others. Be sure to respect others' motivations, and resist pushing them toward learning for learning's sake.
- You love the process of learning so much that the outcome might not matter to you. Be careful not to let the process of knowledge acquisition get in the way of your results and productivity.

**STRATEGIC THINKING**

## 6. 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 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.

**STRATEGIC THINKING**

## 7. 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.

**EXECUTING**

## 8. Deliberative

**HOW YOU CAN THRIVE**

You are best described by the serious care you take in making decisions or choices. You anticipate obstacles.

**WHY YOU SUCCEED USING DELIBERATIVE**

You are thorough and conscientious. Through your natural anticipation and careful thought process, you know how to reduce risks and prevent problems from arising.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Stop, listen and assess before taking action.*

- Rely on your good judgment, caution and conservative decision-making during times of change. Your ability to identify and reduce risk is a powerful advantage.
- Be sure to set aside time for yourself. Try this: Reserve 20 minutes each day to sort through your projects, plans and ideas. Use this time to gather information on options, assess different situations or solidify choices you need to make. When you have the opportunity and freedom to calculate, you will make better decisions.
- Help others think through what they want to do. Whatever your role is, you can become a valuable sounding board because you identify and assess potential risks that others might not see.

**WATCH OUT FOR BLIND SPOTS**

- Because you take time to think carefully before making a decision, people might perceive you as forgetful, slow or afraid to act. Be prepared to explain that you are none of those things and that you are just considering all of the potential next steps.
- Your cautious and serious outlook on life might give the impression that you are a distant, private and unapproachable person who doesn't give much praise. Keep this in mind, especially when the important people in your life need your approval and validation.

**STRATEGIC THINKING**

## 9. Strategic

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING STRATEGIC**

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

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

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

- Strengthen the groups you belong to by using your talent to discover the best path to success. Because you can do this quickly, it may look as if you are “winging it,” so explain yourself along the way to help others understand what you see.
- Schedule time each day to think about your goals and strategies. Time alone might be the best way for you to evaluate all your options and to find the right course of action for each goal.
- Trust your insights. Because you consider options so naturally and easily, you might not realize how you came up with a strategy. But because of your exceptional talents, it will likely be successful.

**WATCH OUT FOR BLIND SPOTS**

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



**STRATEGIC THINKING**

# 10. 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.

# Navigate the Rest of Your CliftonStrengths



- 11. Responsibility
- 12. Restorative
- 13. Connectedness
- 14. Developer
- 15. Focus
- 16. Activator
- 17. Belief
- 18. Self-Assurance
- 19. Arranger
- 20. Significance
- 21. Consistency
- 22. Adaptability
- 23. Empathy
- 24. Individualization
- 25. Command
- 26. Competition
- 27. Discipline
- 28. Woo
- 29. Communication
- 30. Achiever
- 31. Maximizer
- 32. Positivity
- 33. Harmony
- 34. Includer

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

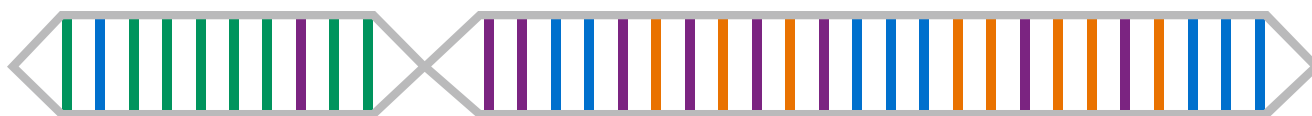
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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

### Intellection

Think deeply. Think often.

### Relator

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

### Context

Look to the past to build a better tomorrow.

### Ideation

Refine your creativity to inspire and energize yourself and others.

### Learner

Use your passion for learning to add value to your own and others' lives.

### Futuristic

Share your visions of a better future.

### Input

Keep exploring; always be curious.

### Deliberative

Stop, listen and assess before taking action.

### Strategic

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

### Analytical

Use your logical, objective approach to make important decisions.

# Your CliftonStrengths 34 Theme Sequence

## 1. Intellection

### STRATEGIC THINKING

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

## 2. 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.

## 3. Context

### STRATEGIC THINKING

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

## 4. Ideation

### STRATEGIC THINKING

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

## 5. 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.

## 6. 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.

## 7. 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.

## 8. 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.

## 9. 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.

## 10. 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.

## 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. 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.

## 13. 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.

## 14. Developer

### RELATIONSHIP BUILDING

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

## 15. 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.

## 16. 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.

## 17. 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.

## 18. 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.

## 19. 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.

## 20. Significance

### INFLUENCING

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.

## 21. 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.

## 22. 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.

## 23. Empathy

### RELATIONSHIP BUILDING

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

## 24. 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.

## 25. Command

### INFLUENCING

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

## 26. 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.

## 27. Discipline

### EXECUTING

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

## 28. 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.



## 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. 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.

## 31. 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.

## 32. 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.

## 33. Harmony

### RELATIONSHIP BUILDING

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

## 34. 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.