



CliftonStrengths® Top 5 for Joe Ervin

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. Developer®

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

2. Restorative™

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

3. Empathy®

You can sense other people's feelings by imagining yourself in others' lives or situations.

4. Connectedness®

You have faith in the links among all things. You believe there are few coincidences and that almost every event has meaning.

5. Includer®

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

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. Developer
- 2. Restorative
- 3. Empathy
- 4. Connectedness
- 5. Includer

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



RELATIONSHIP BUILDING

1. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others’ capacity to change for the better, and they are drawn to people for this reason. Being part of another person’s development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

Why Your Developer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer	Restorative	Empathy	Connectedness	Includer
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Driven by your talents, you automatically recognize people’s progress and acknowledge their accomplishments. Your affirmations free many individuals to enjoy their moments of excellence. You frequently comment on their little victories as well. Why? You probably appreciate the importance different people attach to various milestones.

It’s very likely that you are comfortable complimenting individuals you know quite well. After discovering each one’s preferences, you can tailor your recognition to fit the person and the situation. You tend to lavish praise on people. You make sure what you say and do pleases rather than embarrasses them. You want the experience to be a good one.

Chances are good that you will inconvenience yourself to help someone. The person’s appreciation, smile, or words of thanks usually make you feel very good about yourself and life in general. You tend to have much more energy for your own job or studies after you have done a good deed.

Instinctively, you have a knack for talking to others. You know how to engage people in discussions. You encourage them to share their stories, ideas, and feelings. You have much to contribute to the dialogue. You look for opportunities to express yourself as often as possible. You routinely acknowledge and affirm each person’s comments.

By nature, you often acknowledge and applaud people's accomplishments. You usually set a good example of giving others credit for their contributions.



- 1. Developer
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- 3. Empathy
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- 5. Includer

How Developer Blends With Your Other Top Five Strengths

DEVELOPER + RESTORATIVE

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

DEVELOPER + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

DEVELOPER + CONNECTEDNESS

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

DEVELOPER + INCLUDER

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

Apply Your Developer to Succeed

Support others' progress by sharing with them what you notice.

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



EXECUTING

2. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer	Restorative	Empathy	Connectedness	Includer
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By nature, you will take something apart to see how it works even when it is not broken. You are not always driven by fixing things. Often, you just want to understand how they work.

Instinctively, you generally work with intensity to make needed changes, upgrades, or improvements. You normally reach your goals by conquering your limitations and eliminating your shortcomings.

Driven by your talents, you definitely desire to be an influential person. You want to be put in charge of important groups or projects. You pay close attention to the behaviors, processes, or plans you need to perfect, upgrade, or simply do better.

Because of your strengths, you generally are a solo performer. You feel you make a lot better progress when you follow self-improvement programs. You are determined to overcome your shortcomings on your own.

It's very likely that you quickly spot trends, emerging patterns, or warning signs in numerical data. You are delighted each time you pinpoint emerging opportunities or disasters that others fail to see. Your insights allow you to complete, upgrade, or perfect projects, ideas, or productivity.



- 1. Developer
- 2. Restorative**
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How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + DEVELOPER

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

RESTORATIVE + EMPATHY

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

RESTORATIVE + CONNECTEDNESS

You feel compassion for the whole planet and its inhabitants, and you seek to heal its ills and fix its flaws.

RESTORATIVE + INCLUDER

As an indiscriminate problem solver, you may be more inclined to help the neglected or overlooked.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- ☐ Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- ☐ Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.



RELATIONSHIP BUILDING

3. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others’ eyes and share their perspectives. They perceive people’s pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

Why Your Empathy Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer	Restorative	Empathy	Connectedness	Includer
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It’s very likely that you have the ability to cheer up your teammates. You want them to see the good qualities in one another as well as in the situations they face. Few things please you as much as defusing people’s frustration, apathy, or anger.

Driven by your talents, you automatically compare your results to the outcomes others produce. You usually monitor your final scores, ratings, and rankings. You enjoy testing your knowledge, skills, and talents. Even so, you are pleased to acknowledge the accomplishments and successes of others.

Chances are good that you are mindful of people’s emotions. Whether they try to hide their feelings or share them openly, you embrace how they feel and think about the impact their emotions could have.

Instinctively, you encourage people to express their innermost thoughts and feelings, and you refrain from judging them. You like knowing that others depend on you to listen. Moreover, you have noticed that individuals come to you for advice.

By nature, you cause people to feel worthwhile and appreciated. How? You invite them to share their aims for the future. When you know someone’s aspirations, you can begin nurturing a meaningful partnership.



- 1. Developer
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- 3. **Empathy**
- 4. Connectedness
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How Empathy Blends With Your Other Top Five Strengths

EMPATHY + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

EMPATHY + RESTORATIVE

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

EMPATHY + CONNECTEDNESS

You care deeply for others because you identify with your common humanity and are sensitive to their emotions.

EMPATHY + INCLUDER

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

- ☐ Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- ☐ Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.



RELATIONSHIP BUILDING

4. Connectedness®

What Is Connectedness?

Things happen for a reason. Those with strong Connectedness talents are sure of it. They have a powerful conviction that everyone is connected. While each person is responsible for their own judgments and actions, those with strong Connectedness believe everyone is part of something larger. This belief implies certain responsibilities. Their awareness of these responsibilities creates their value system. They are considerate, caring and accepting. Confident in the unity of humankind, they build bridges for people of different cultures. They give others comfort that there is a purpose beyond everyday existence. Their faith is strong. It sustains them and their close friends in the face of life’s mysteries.

Why Your Connectedness Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer	Restorative	Empathy	Connectedness	Includer
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Instinctively, you foster connections between people by helping them see their common interests or perspectives. You may have a talent for nurturing these connections over a long period of time, faithfully following the advice of Ralph Waldo Emerson, who said that "the only way to have a friend is to be one."

It’s very likely that you are attracted to news that promises to improve the quality of life for the entire human family. This information makes you feel much more optimistic about the world’s future.

By nature, you accept individuals as they are, not as you want, wish, or expect them to be. You sense that a bond exists between and among all people. This bond extends across time and space, and includes people you know and people you will never meet. The apparent and subtle links among members of the human family influences many of your choices.

Chances are good that you may enjoy the company of people who have faced and conquered some of life’s difficulties. Perhaps they have gained wisdom you lack. Occasionally you benefit from their philosophical insights.

Because of your strengths, you desire to dictate the circumstances of your existence. You refuse to be a victim. You aim to leave your mark on the world. Although you want to be in charge of everything, you realize this is unrealistic. Why? You sense you are somehow linked to every human being on the planet. Whatever you choose to do or not do affects them. Their choices eventually affect you. You walk a tightrope between needing to manage every part of your life and knowing this is impossible.



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- 5. Includer

How Connectedness Blends With Your Other Top Five Strengths

CONNECTEDNESS + DEVELOPER

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

CONNECTEDNESS + RESTORATIVE

You feel compassion for the whole planet and its inhabitants, and you seek to heal its ills and fix its flaws.

CONNECTEDNESS + EMPATHY

You care deeply for others because you identify with your common humanity and are sensitive to their emotions.

CONNECTEDNESS + INCLUDER

You are aware of people's inherent unity, but you also see their frequent exclusion of others. You believe that everyone belongs and is one of us.

Apply Your Connectedness to Succeed

Help people and groups better understand how to relate to and rely on each other.

- ☐ Offer to listen to and counsel people. You can easily see connections between what they are saying and doing. Help them by providing directions on how to see connection and purpose in everyday occurrences.
- ☐ Support others in finding meaning in the unpredictability of their world. Doing this provides a sense of comfort and stability in the face of uncertainty.



RELATIONSHIP BUILDING

5. Incluser®

What Is Incluser?

“Stretch the circle wider.” People with strong Incluser talents center their lives on this philosophy. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated, and they reach out to bring them in. They instinctively accept others. Regardless of race, gender, nationality, personality or faith, Inclusers cast few judgments. Their accepting nature doesn’t necessarily rest on the belief that we are all different and that one should respect those differences — rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

Why Your Incluser Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer	Restorative	Empathy	Connectedness	Incluser
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It’s very likely that you know that when everyone works together, you achieve more than when some people are left out.

Chances are good that you are delighted to talk with newcomers, outsiders, or strangers. You usually notice when someone feels left out of the discussion. You are apt to find a subtle way to pull this person into the dialogue, discussion, or small talk. You spontaneously reach out and draw in those who have experienced the pain of rejection, rudeness, or indifference at the hands of insensitive people.

Driven by your talents, you believe that people should have the freedom to do what they want and to be who they genuinely are. You automatically accept others without question or judgment.

Instinctively, you work with much more intensity in the evening. This awareness probably allows you to increase your productivity, improve the quality of your outcomes, enhance your efficiency, and better manage your priorities.

Because of your strengths, you reject the idea of exclusive groups or cliques. You always question how and why some people are included and some people are not.



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How Includer Blends With Your Other Top Five Strengths

INCLUDER + DEVELOPER

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

INCLUDER + RESTORATIVE

As an indiscriminate problem solver, you may be more inclined to help the neglected or overlooked.

INCLUDER + EMPATHY

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

INCLUDER + CONNECTEDNESS

You are aware of people's inherent unity, but you also see their frequent exclusion of others. You believe that everyone belongs and is one of us.

Apply Your Includer to Succeed

Empower people to see the best in others.

- ☐ Help people get to know each other. Your ability to quickly make people feel accepted and involved in a group makes it easier for them to contribute and form relationships.
- ☐ Be aware that existing group members might not initially embrace newcomers, so do your best to explain what we all have in common. Help others understand that to respect the differences among us.

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.

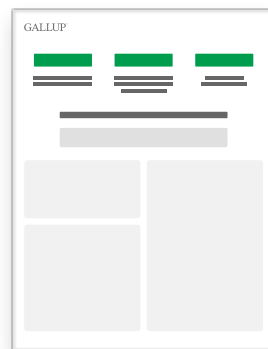
Claim It

- 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



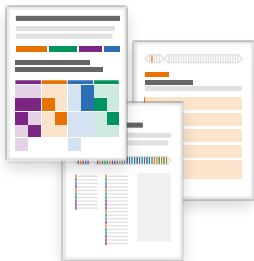
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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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