

# 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. **Learner**
- 3. **Developer**
- 4. **Input**
- 5. **Responsibility**
- 6. Discipline
- 7. Relator
- 8. Achiever
- 9. Focus
- 10. Restorative

## NAVIGATE

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

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

**EXECUTING** themes help you make things happen.

**INFLUENCING** themes help you take charge, speak up and make sure others are heard.

**RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

**STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE >](#)

# Unleash Your Infinite Potential: Your Strongest CliftonStrengths



- 1. **Intellection**
- 2. **Learner**
- 3. **Developer**
- 4. **Input**
- 5. **Responsibility**
- 6. Discipline
- 7. Relator
- 8. Achiever
- 9. Focus
- 10. Restorative

## 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.

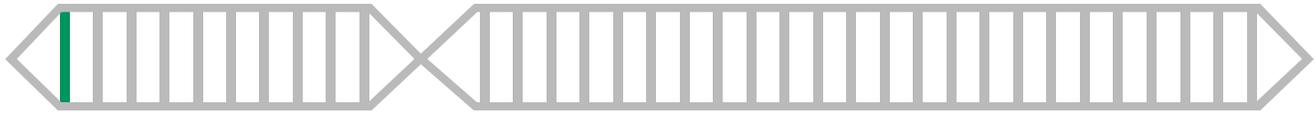
### Start with your top five.

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.*

Driven by your talents, you sometimes feast on the written word. Perhaps others find you poring over — that is, studiously reading — a book to acquire a few simple facts or to deepen your understanding of a favorite topic. Because you are well-read, you might be able to provide people with certain kinds of information they need.

Because of your strengths, you derive much pleasure from pondering things deeply. After much forethought, you customarily reach conclusions, offer new ideas, suggest different ways of looking at situations, or ask probing questions.

Instinctively, you may prefer to read, write, and ponder philosophies, theories, or concepts that interest you. You might prefer to be alone with your thoughts rather than engage people in small talk at a social event.

Chances are good that you occasionally read for the pure joy of it. Perhaps you carry a book, newspaper, or magazine with you just in case you have to wait in line, eat alone, or sit beside a stranger. Quite possibly, the printed word feeds your mind. As a result, you might generate specific kinds of plans, programs, designs, or activities that others describe as original.

It's very likely that you usually are quiet during conversations, taking in everything that is said. You are particularly attentive when intelligent people toss about their ideas, theories, or concepts. Often you acquire more information and gain more insights than the speakers do. When you choose to expound on a topic that interests you or pose pertinent questions, many individuals listen carefully to every word you utter.

**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.

**STRATEGIC THINKING**

## 2. 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**

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Chances are good that you are sometimes an eager and willing student. Perhaps you derive satisfaction from examining new sources of information. These might lead you to conclusions about how to make things better.

Instinctively, you sometimes investigate topics or explore issues to become more knowledgeable. Through ongoing practice, you may acquire additional skills or perfect specific techniques. Maybe few things please you as much as having mastered a subject that interests you.

By nature, you may prefer to enroll in demanding classes. Perhaps you thrive in situations where you can test your talents or your endurance to discover how much you can accomplish. You may need to “prove yourself to yourself” every now and then.

Because of your strengths, 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 rely on reason to determine how an event, decision, or condition led to a specific event. Perhaps you desire to understand how things converge to produce the final result.

**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.

**RELATIONSHIP BUILDING**

## 3. 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 YOUR DEVELOPER IS UNIQUE**

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

Because of your strengths, you frequently express your appreciation of possibility thinkers. Why? They create verbal pictures of the future that allow you to envision what is possible.

Chances are good that you can sometimes instill a sense of self-worth in individuals. Perhaps you are one of the people in their lives who values them, sees what they can become, and believes in them.

Driven by your talents, you sometimes engage people in group conversations. You may choose to be an active participant, too. Your upbeat attitude and willingness to acknowledge the ideas of others might enliven and enrich the dialogue. Perhaps you reinforce the value of what they say, helping them feel less vulnerable when they reveal their thoughts or feelings.

By nature, you occasionally inspire people to try new things or adopt a more upbeat outlook on life. Perhaps your words and/or your attentiveness bolster the self-esteem of others.

Instinctively, you may derive satisfaction from helping youngsters. The exact nature of your assistance might be influenced by your talents as well as your knowledge and skills.

**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.

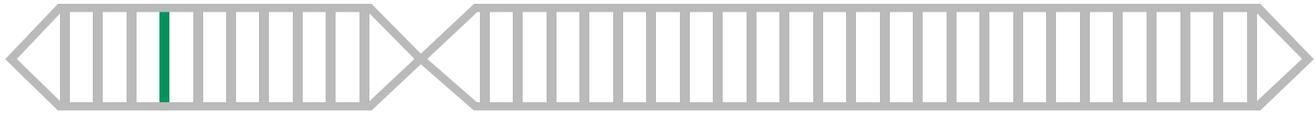
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*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.
- Find roles in which your primary responsibilities include developing others. Teaching, coaching or managing might be especially satisfying for you.
- Boost your friends' and coworkers' confidence. You will naturally notice when they learn and grow, so share your specific observations with them to help them keep making progress.

**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**

## 4. Input

**HOW YOU CAN THRIVE**

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

**WHY YOUR INPUT IS UNIQUE**

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Instinctively, you now and then speak up when you feel you have something of value to contribute to a discussion. Perhaps you help others understand complicated ideas, procedures, policies, rules, plans, or systems by outlining them step by step.

It's very likely that you sometimes read specific books, journals, blogs or websites. Perhaps you enjoy collecting certain types of information and insights. You may draw on what you read weeks, months or even years ago to outmaneuver individuals whose performance is being compared to yours.

Driven by your talents, you rely, to some extent, on your passion for reading to help you launch conversations. Engaging in small talk or casual chitchat might be difficult for you. As a result, you may draw upon the ideas you find on the printed page or the Internet to spark certain discussions. Perhaps some writers' thoughts prompt you to ask questions to "break the ice" — that is, conquer the first challenges in starting a dialogue. Now and then, this tactic permits others to begin talking and allows you to simply listen.

By nature, you occasionally read to acquire information or insights about discoveries, events or people. Perhaps you conduct an in-depth examination of particular subjects. Maybe your curiosity is not easily satisfied. If this is the case, you might rely on other books, publications or writings to deepen your understanding of a topic.

Chances are good that you are willing to spend time sharing your ideas with intelligent individuals. Of course, you want them to tell you their latest thinking. Conversations that involve a lot of questions and answers stimulate your mind. You know you have spent your time wisely when you have a number of new ideas, theories, or concepts to somehow file away or remember for future use.

**WHY YOU SUCCEED USING INPUT**

You seek and store information. Your pursuit of mastery and access to knowledge empowers you to make credible and well-informed decisions.

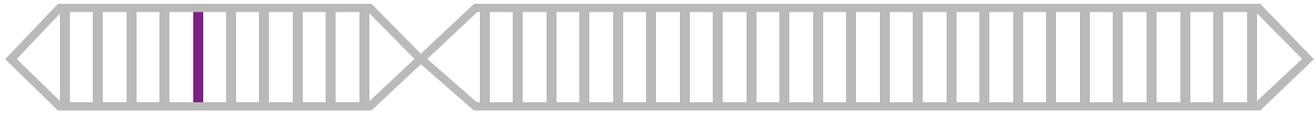
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Keep exploring; always be curious.*

- Find out more about areas you want to specialize in. Consider jobs or volunteer opportunities where you can acquire and share information every day, such as teaching, journalism or research work.
- Regularly read books and articles that motivate you. Increase your vocabulary by collecting new words and learning their meaning.
- Devise a system to store and easily locate information you have found so you can access it quickly. Use whatever approach works best for you — a file for articles you have saved, a database or spreadsheet, or a list of your favorite websites.
- Position yourself as an expert. Share your exceptional archive of facts, data and ideas with others when they need help or advice.
- Seek out subject-matter experts who would be interested in knowing what you are learning and who would find it stimulating to hear about the questions and ideas you generate through your exploration.

**WATCH OUT FOR BLIND SPOTS**

- Unrestrained input can lead to intellectual or physical clutter. Consider occasionally taking inventory and purging what you don't need so that your surroundings — and your mind — don't become overloaded.
- You might have a tendency to give people so much information or so many resources that you can overload and overwhelm them. Before you share your discoveries with others, consider sorting out what is most meaningful so they don't lose interest.

**EXECUTING**

## 5. Responsibility

**HOW YOU CAN THRIVE**

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

**WHY YOUR RESPONSIBILITY IS UNIQUE**

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

It's very likely that you yearn to be given additional duties. You expect to be held accountable for your productivity, profit, behavior, comments, and actions.

Chances are good that you might be particularly earnest about doing things right. Perhaps taking shortcuts strikes you as unprincipled, thoughtless, or careless. You might refuse to produce sloppy work or engage in unethical practices.

Because of your strengths, you strive to be a dependable person. You willingly assume accountability for tasks, projects, assignments, or commitments. You please people by being reliable. You accept additional obligations and perform these duties in a friendly and pleasant manner.

Instinctively, you may want people to regard you as trustworthy, dependable, or reliable. Perhaps this yearning motivates you to do whatever you said you would do.

Driven by your talents, you consistently work at assignments and chores to their conclusion. People have confidence that you will see whatever you do through to the very end.

**WHY YOU SUCCEED USING RESPONSIBILITY**

You have a deep sense of dedication and feel ownership for your commitments. You are a person of your word, and others know they can rely on and trust you.

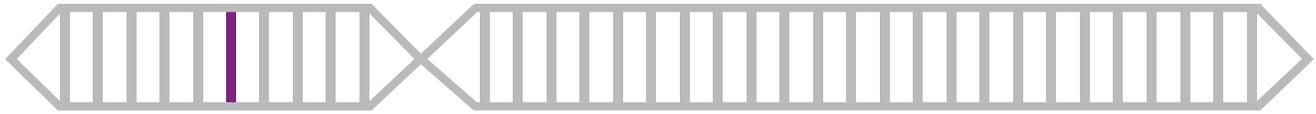
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Take ownership for the things that matter most to you.*

- Always check your schedule and to-do list before taking on a new request. This will help you realistically meet all of your commitments without overworking yourself and demonstrate to others that you are serious about your responsibilities.
- Align yourself with those who share your sense of commitment. You will thrive when you are surrounded by others who take their responsibilities as seriously as you do.
- Be an ethical watchdog for your school, organization or community by taking action to eliminate and prevent any unethical behavior you see.
- Let your teacher or manager know that your natural sense of responsibility gives you an exceptional capacity to function independently.
- Be selective. Because you are instinctively responsible, it might be difficult for you to refuse requests from others. Sometimes you need to remind yourself to say no.

**WATCH OUT FOR BLIND SPOTS**

- Because you find it difficult to turn down others' requests, sometimes you overcommit. Try to manage your Responsibility talents by giving up something before you take on a new task.
- Too many obligations can keep you from spending time with the most important people in your life. Remember that sometimes, no is the best answer for the health of your relationships.

**EXECUTING**

## 6. Discipline

**HOW YOU CAN THRIVE**

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

**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.

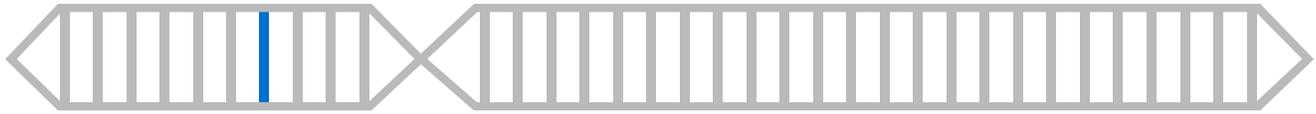
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*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.

**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.

**RELATIONSHIP BUILDING**

## 7. 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 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.

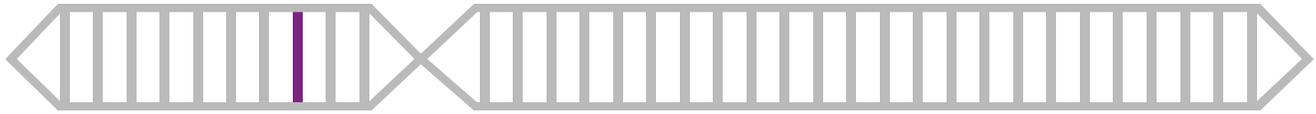
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*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.

**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.

**EXECUTING**

## 8. Achiever

**HOW YOU CAN THRIVE**

You work hard and possess a great deal of stamina. You take immense satisfaction in being busy and productive.

**WHY YOU SUCCEED USING ACHIEVER**

You love to complete tasks, and your accomplishments fulfill you. You have a strong inner drive — an innate source of intensity, energy and power that motivates you to work hard to get things done.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Bring intensity and effort to the most important areas of your life.*

- Set challenging goals. Take advantage of your self-motivation with a more ambitious goal every time you finish a project.
- Take time to celebrate each success before moving on to your next item or task, even for just a few minutes.
- Limit your commitments to projects or assignments that align with your highest priorities as much as you can.

**WATCH OUT FOR BLIND SPOTS**

- You might get frustrated when others don't work as hard as you do, and they might see you as too demanding. Remember that not everyone has the same high expectations for themselves or is driven to work as hard as you are.
- Your pressing need to get things done might cause you to take on projects or agree to deadlines before you know everything that's involved. Before you commit to something, make sure you have the time and resources you need to do it right.

**EXECUTING**

## 9. Focus

**HOW YOU CAN THRIVE**

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

**WHY YOU SUCCEED USING FOCUS**

You have a powerful ability to prioritize, set goals and work efficiently. You avoid time-consuming distractions and stay on track toward an overall objective.

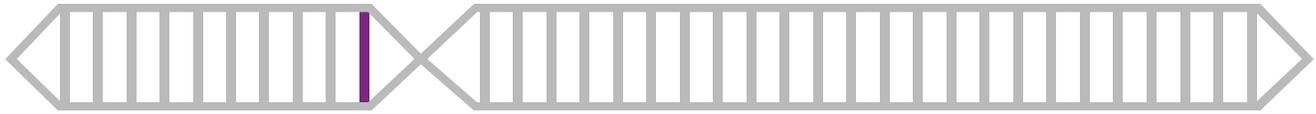
**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Set specific goals with timelines to motivate yourself.*

- Attach timelines and measurements to your goals, and keep track of your progress. Regularly meeting your objectives will prove that you are moving forward and inspire you to do more.
- Try putting a daily “power hour” of complete focus on your calendar each week. During this hour, turn off all your social media alerts, get away from your email, find a committed space and work toward one important goal — and nothing else.
- Write down your goals and refer to them often. You will feel more in control of your life.

**WATCH OUT FOR BLIND SPOTS**

- You may focus so intently on your own work that you don’t notice when goals and priorities change. Remember to occasionally stop what you’re doing so you can re-evaluate your objectives.
- When you are absorbed in something, you may be slow to respond to others’ immediate needs and appear emotionally distant. Acknowledge that sometimes, you will have to stop and respond to interruptions from the important people in your life.

**EXECUTING**

# 10. 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 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.*

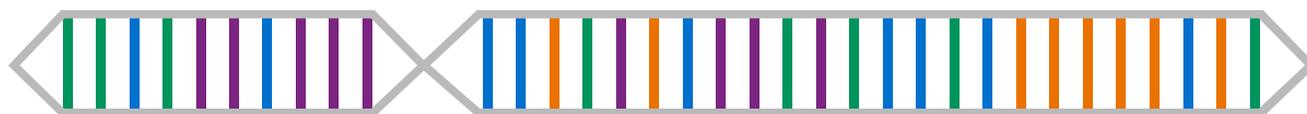
- Look for roles in which your success depends on your ability to solve problems. You might particularly enjoy medicine, consulting, computer programming or customer service.
- Seek out tough turnaround situations that others might avoid. You will enjoy the challenge of revitalizing something, and you 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.

**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.



# What Is a Weakness?



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

### Learner

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

### Developer

Recognize and cultivate the potential in others.

### Input

Keep exploring; always be curious.

### Responsibility

Take ownership for the things that matter most to you.

### Discipline

Create structure, and keep things organized.

### Relator

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

### Achiever

Bring intensity and effort to the most important areas of your life.

### Focus

Set specific goals with timelines to motivate yourself.

### Restorative

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

# 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. 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.

## 3. 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.

## 4. 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.

## 5. 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.

## 6. Discipline

### EXECUTING

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

## 7. 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.

## 8. 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.

## 9. 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.

## 10. 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.

## 11. Empathy

### RELATIONSHIP BUILDING

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

## 12. Harmony

### RELATIONSHIP BUILDING

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

## 13. 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.

## 14. 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.

## 15. 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.

## 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. 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.

## 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. 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.

## 20. 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.

## 21. 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.

## 22. 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.

## 23. 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.

## 24. 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.

## 25. Ideation

### STRATEGIC THINKING

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

## 26. 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.

## 27. Command

### INFLUENCING

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

## 28. 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.

## 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. 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.

## 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. 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.

## 33. 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.

## 34. Context

### STRATEGIC THINKING

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