

# 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. Ideation
2. Responsibility
3. Achiever
4. Includer
5. Maximizer
6. Individualization
7. Futuristic
8. Empathy
9. Strategic
10. Positivity

## NAVIGATE

11. Intellection
12. Communication
13. Relator
14. Significance
15. Analytical
16. Input
17. Self-Assurance
18. Arranger
19. Connectedness
20. Learner
21. Belief
22. Discipline
23. Command
24. Woo
25. Focus
26. Competition
27. Context
28. Activator
29. Developer
30. Deliberative
31. Consistency
32. Harmony
33. Adaptability
34. Restorative

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. Ideation
2. Responsibility
3. Achiever
4. Includer
5. Maximizer
6. Individualization
7. Futuristic
8. Empathy
9. Strategic
10. Positivity

## 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. 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.*

Instinctively, you marvel whenever you create a link between one thought or object and another. You develop entirely new concepts, theories, innovations, designs, plots, conclusions, proposals, and more. With each mental leap, you experience feelings of happiness, pleasure, and success.

Driven by your talents, you resist being moved to tears, especially when others can see them. You really wish you did a better job of containing your emotions.

Because of your strengths, you customarily generate more new concepts than anyone else on the team. Knowing this probably motivates you to be even more prepared for upcoming meetings, presentations, activities, conversations, or debates. You have a gift for capturing and holding people's attention. You probably describe your latest thoughts, innovations, solutions, theories, or answers in ways that make sense to the group's members.

It's very likely that you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others.

Chances are good that you may logically think through how your team can approach its projects. Perhaps you are the person who steps back to figure out how particular things work. Sometimes you consider why certain mechanisms, processes, programs, or rules failed in the past. Maybe you rely on facts to decide how many people need to be deployed, how much time they require to complete each phase of the endeavor, or what tools they need to succeed.

**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.

**EXECUTING**

## 2. 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.*

Because of your strengths, you are impelled to deliver on all of your commitments. You are determined to meet all of your obligations. Doing so is your badge of honor. It is one reason why people describe you as trustworthy and dependable.

Instinctively, you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless, and careless. You likely refuse to produce sloppy work or engage in unethical practices.

It's very likely that you are occasionally willing to be vulnerable. Perhaps you claim your talents or admit your weaknesses. Your openness may help some people know you better as a person. Your straightforward style may convince others you are honest, dependable, and reliable.

By nature, you yearn to be given additional duties. You expect to be held accountable for your productivity, profit, behavior, comments, and actions.

Driven by your talents, you are naturally compelled to admit the truth. If someone asked you or told you to intentionally mislead someone, you would reply, "I cannot and I will not do that!"

**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**

## 3. 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 YOUR ACHIEVER IS UNIQUE**

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

Instinctively, you strive to complete many tasks prior to their deadlines. As a result, you usually have ample time to think through your ideas, decisions, or plans. You tend to feel ill-prepared when you are forced into action.

Driven by your talents, you probably feel exhilarated when the demands of work keep you physically active. You are known for your capacity to labor longer and harder than many people can.

Chances are good that you devote yourself to figuring out what makes a person unique and special. You likely invest a lot of energy in this activity. You typically consider yourself successful when you can identify a person's talents, weaknesses, interests, motivations, moods, or experiences.

By nature, you occasionally persist to lift the spirits of people of people who feel gloomy. You search for the good in every individual or situation. This upbeat approach allows you to embrace rather than resist life's surprises, disappointments, opportunities, or successes.

Because of your strengths, you spend hours unraveling the mysteries of complicated procedures, routines, or systems. Your step-by-step descriptions help numerous individuals understand how things operate.

**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.
- Be sure to take regular breaks, even though you might be naturally equipped to work harder and longer than others.
- Make sure your to-do lists include tasks and responsibilities beyond work.

**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.



**RELATIONSHIP BUILDING**

## 4. Includer

**HOW YOU CAN THRIVE**

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

**WHY YOUR INCLUDER IS UNIQUE**

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

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

Because of your strengths, you move in and out of thought-provoking conversations with grace. You delve deeply into topics and explore the frontiers of ideas. The animated give-and-take you most enjoy often occurs in the company of thinkers. You tend to be happier when you meet people who share your need to talk about theories and concepts. You tend to be less engaged with those who are overly concerned with gossip or purely practical matters.

It's very likely that you sometimes enjoy surrounding yourself with companions rather than being alone.

Instinctively, you may accept individuals just as they are. Maybe this is one reason why you seem to get along with more people than others can. Sometimes you move beyond tolerating people to enjoying their company.

Chances are good that you notice that life is a lot better for you when people accommodate your biological need to work in the evening. You customarily produce optimal — that is, most satisfactory — results in the evening or the hours after midnight.

**WHY YOU SUCCEED USING INCLUDER**

You notice those who are left out, and you naturally invite them in and make them feel welcome. Your ability to accept people without judgment fosters tolerance and open-mindedness.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Stretch the circle wider. Find ways to get more people involved.*

- Look for opportunities to bring people from diverse cultures and backgrounds together. You might be a natural leader in connecting and enlightening individuals from different walks of life.
- Help those who are new to a group get to know others. You are great at quickly making people feel accepted and involved.
- Be a spokesperson for those whose voices are not usually heard. Emphasize the importance of including everyone's feelings and opinions.
- Choose roles that allow you to continuously interact with people. You will enjoy the challenge of making everyone feel important.
- Help your friends and coworkers see the best in people. Explain to them that to respect our differences — our diversity — we must begin by appreciating what we all share — our similarities.

**WATCH OUT FOR BLIND SPOTS**

- You might tend to include others to the point of unnecessary complexity, with too many opinions and conflicting efforts. Acknowledge that sometimes, you will need to be selective for the sake of clarity and efficiency.
- Even though you cast few judgments, be careful not to criticize those who belong to exclusive groups and clubs. While you likely disagree with what they stand for and might view them as elitist, remember that everyone has the right to choose whom they spend time with.

**INFLUENCING**

## 5. Maximizer

**HOW YOU CAN THRIVE**

You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

**WHY YOUR MAXIMIZER IS UNIQUE**

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

By nature, you concentrate most of your energy on what you know you do well. You ask, "Why waste time trying to fix myself?" You contend it is wiser and more sensible to build on what you naturally do best.

Because of your strengths, you are likely to do your best work when someone truly recognizes your strengths. You want to be appreciated for the talents you own, the skills you possess, and the knowledge you have acquired.

Chances are good that you are pleased that so many people trust you. They tell you about their abilities, limitations, goals, concerns, fears, mistakes, or experiences. They sense you can maintain confidences. Numerous individuals describe you as a keeper of secrets. This reputation causes others to reveal to you their innermost thoughts or the intimate details of their lives. Depending on your other talents, you may or may not feel entirely comfortable hearing these things.

Instinctively, you might spend more time thinking about your talents than about your shortcomings. Sometimes you give a lot of thought to your limitations when you meet with failure or defeat. Rather than try to be someone you are not, you sometimes partner with individuals who possess talents you lack, and return the favor by sharing your own talents.

It's very likely that you fully experience what others are feeling. You can easily view things from someone else's perspective even when you do not share their opinion. You deal with each individual on a personal level. You instinctively know what someone is feeling, based on the person's words, deeds, silence, or body gestures.

**WHY YOU SUCCEED USING MAXIMIZER**

You focus on quality, and you prefer working with and for the best. By seeing what each person naturally does best and empowering them to do it, you make individuals, teams and groups better.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Strive for excellence, and encourage others to do the same.*

- Stay focused on your own strengths. Choose one talent you want to maximize each month, and invest in building on it. Refine your skills. Acquire new knowledge. Practice. Keep working toward mastery.
- Make your weaknesses irrelevant. Find a partner, devise a support system or use one of your stronger themes to compensate for your weaker ones.
- Help your friends and coworkers recognize others' talents and strengths.
- Develop a plan to use your strengths outside of work. Consider how your strengths relate to your personal mission and how they can benefit your family or community.
- Study success. Spend time with people who have discovered their strengths. The more you understand how using strengths leads to success, the more likely you will be to create success in your own life.

**WATCH OUT FOR BLIND SPOTS**

- Your desire to exhaust all possible outcomes can frustrate those who want to come to a suitable conclusion and move forward. Sometimes, you will need to accept that "good enough" is adequate and appropriate.
- You might be disappointed when a project or initiative falls short of your definition of excellence. Try not to get discouraged when you have to work on or sign off on something that is acceptable, but not ideal, in your eyes.

**RELATIONSHIP BUILDING**

## 6. Individualization

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING INDIVIDUALIZATION**

You notice and appreciate each person's unique characteristics, and you don't treat everyone the same. Because you can see what makes each individual unique, you know how to bring out their best.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Appreciate the uniqueness in each person you meet.*

- Become an expert at describing your own strengths and style. What is the best praise you ever received? What is your best method for building relationships? How do you learn best?
- Ask your coworkers and friends these same questions. Help them create a future based on their strengths and what they do best.
- See the talents in others, and encourage them to follow their dreams. Help individuals understand and maximize the power of their talents.

**WATCH OUT FOR BLIND SPOTS**

- You often know more about others than they know about you, and when people don't naturally show awareness of your likes, dislikes, motivations and needs, this may disappoint you. Recognize that you will need to share your preferences with people, and don't assume they will instinctively know.
- Your natural impulse is to put individual needs and goals ahead of what is best for the group. To prevent the appearance of favoritism and bias, acknowledge that sometimes you will need to adjust your style for the greater good.

**STRATEGIC THINKING**

## 7. 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.

**RELATIONSHIP BUILDING**

## 8. Empathy

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING EMPATHY**

You have great emotional depth. Your awareness of the expression, value and implications of others' emotions makes them feel like you understand them.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

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

- Create a list of great questions that help others describe their emotions and experiences. Experiment using these questions with friends. Refine your list by keeping the questions that best help others express their thoughts and feelings.
- Practice refining the words you use to name your own feelings as well as those you observe in others. Try this: Journal your emotions for one week. Stop throughout the day to capture what you are feeling. Try to use different words to describe your experience each time.
- Be sure to decompress at the end of each day. Develop a routine that allows you to unwind and relax. If you don't, at times, the depth of your emotions might overwhelm or drain you.

**WATCH OUT FOR BLIND SPOTS**

- Pay attention to your energy levels. Constantly experiencing others' emotions can be draining, so try to occasionally disconnect from all the emotions so you don't get burned out.
- Because you are so sensitive to others' emotions, some people might think you are prying or overinvolved in their lives. Be careful not to overstep when others prefer to keep their feelings to themselves.

**STRATEGIC THINKING**

## 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.



**RELATIONSHIP BUILDING**

# 10. Positivity

**HOW YOU CAN THRIVE**

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

**WHY YOU SUCCEED USING POSITIVITY**

You have an infectious energy and enthusiasm. As someone who offers genuine encouragement and an optimistic outlook on life, you have the power to make people feel better when you are around.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

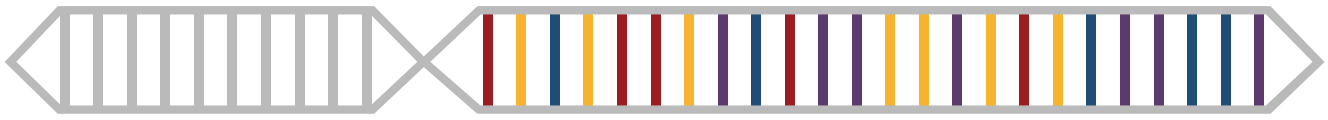
*Help others see the humor and positive side of life.*

- Encourage others to keep their eyes on the positive by helping them see what's going well for them.
- Arm yourself with good stories, jokes and sayings to lighten the mood. Never underestimate the effect that you can have on others. Many people likely rely on your optimism to help them rise above their daily frustrations.
- Celebrate. Whether it's a holiday, an event or someone's success, be the one to plan the party. Turn small achievements into big events, or host regular celebrations that others can look forward to.

**WATCH OUT FOR BLIND SPOTS**

- Sometimes your optimism and generosity with praise might come off as superficial, naïve or insincere. Make sure your positivity and admiration are always genuine; you can do more damage with false praise than with criticism.
- Be careful not to point out the positive side of a bad situation before others have the chance to fully vent. Acknowledge that sometimes people are not ready to hear the bright side and just need you to listen.

# Navigate the Rest of Your CliftonStrengths



- 11. Intellection
- 12. Communication
- 13. Relator
- 14. Significance
- 15. Analytical
- 16. Input
- 17. Self-Assurance
- 18. Arranger
- 19. Connectedness
- 20. Learner
- 21. Belief
- 22. Discipline
- 23. Command
- 24. Woo
- 25. Focus
- 26. Competition
- 27. Context
- 28. Activator
- 29. Developer
- 30. Deliberative
- 31. Consistency
- 32. Harmony
- 33. Adaptability
- 34. Restorative

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

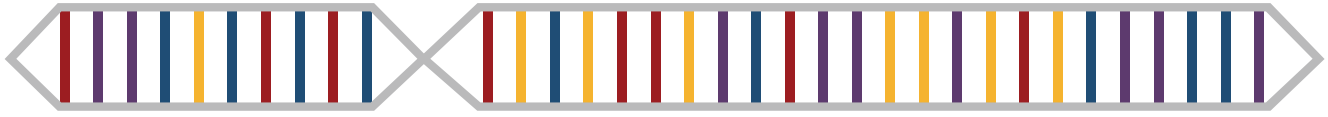
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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

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

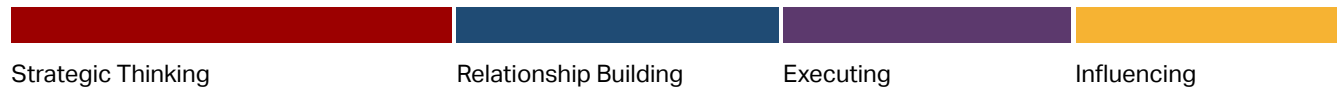
**People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.**

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

### Ideation

Refine your creativity to inspire and energize yourself and others.

### Responsibility

Take ownership for the things that matter most to you.

### Achiever

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

### Includer

Stretch the circle wider. Find ways to get more people involved.

### Maximizer

Strive for excellence, and encourage others to do the same.

### Individualization

Appreciate the uniqueness in each person you meet.

### Futuristic

Share your visions of a better future.

### Empathy

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

### Strategic

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

### Positivity

Help others see the humor and positive side of life.

# Your CliftonStrengths 34 Theme Sequence

## 1. Ideation

### STRATEGIC THINKING

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

## 2. 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.

## 3. 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.

## 4. 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.

## 5. 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.

## 6. 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.

## 7. 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.

## 8. Empathy

### RELATIONSHIP BUILDING

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

## 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. 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.

## 11. Intellection

### STRATEGIC THINKING

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

## 12. 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.

## 13. 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.

## 14. 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.

**15. 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.

**16. 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.

**17. 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.

**18. 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.

**19. 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.

**20. 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.

**21. 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.

**22. Discipline**

## EXECUTING

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

**23. Command**

## INFLUENCING

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

**24. 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.

**25. 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.

**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. Context**

## STRATEGIC THINKING

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

**28. 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.

**29. 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.

**30. 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.



## 31. 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.

## 32. Harmony

### RELATIONSHIP BUILDING

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

## 33. 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.

## 34. 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.