

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. **Context**
- 2. **Learner**
- 3. **Connectedness**
- 4. **Intellection**
- 5. **Developer**
- 6. Individualization
- 7. Input
- 8. Deliberative
- 9. Futuristic
- 10. Relator

NAVIGATE

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

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

EXECUTING themes help you make things happen.

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

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

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

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

Unleash Your Infinite Potential: Your Strongest CliftonStrengths



- 1. **Context**
- 2. **Learner**
- 3. **Connectedness**
- 4. **Intellection**
- 5. **Developer**
- 6. Individualization
- 7. Input
- 8. Deliberative
- 9. Futuristic
- 10. Relator

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. Context

HOW YOU CAN THRIVE

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

WHY YOUR CONTEXT IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

It's very likely that you spontaneously pick up books and publications that focus on past events and the people involved in them. Your desire to read about days gone by causes you to gather important information that individuals who are more interested in the present or the future typically overlook. You can be a valuable resource for these people.

Instinctively, you usually choose to associate with people who value yesteryear's stories, events, feats of daring, and interesting personalities. You demonstrate a need to acquire lots of historic information. This likely leads you to experts who appreciate many of your thought-provoking questions.

By nature, you may gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. Perhaps you wait to determine whether this information is useful. Your interest in history might have no purpose other than to answer your own questions. Maybe you are drawn to the past and its people. In some ways, the future starts to take shape in your mind if you rummage through your collection of historic truths and objects.

Because of your strengths, you gravitate to people who love to think about and talk about the past. Your taste in books and other written materials often leads you to the history sections of bookstores, libraries, or Internet sites. Your passion for reading about humankind's ever-unfolding story allows you to feel quite comfortable in the presence of knowledgeable historians.

Driven by your talents, you periodically investigate some of the events, policies, or people whose actions contributed to worldwide wars. You might delve into materials that reveal how these global conflicts were brought to an end.

WHY YOU SUCCEED USING CONTEXT

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Look to the past to build a better tomorrow.

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

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

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

These personalized Strengths Insights are specific to your CliftonStrengths results.

By nature, you might thirst for specific types of information. Armed with newly acquired facts or skills, you may be able to pinpoint areas where you need to upgrade certain things. In the process, perhaps you generate a few ideas or devise several techniques to do something you already do well even better.

Chances are good that you may identify the specific traits or experiences that distinguish one person from the next. When you familiarize yourself with someone, you might be able to predict how the person will react in different situations.

Instinctively, you attempt to gauge how much information you have acquired compared to the amount someone else has gathered. Your rivalries may be actual or merely contests you have conceived in your mind. You might be motivated to accumulate additional knowledge to increase your advantage over specific individuals. Moreover, you might want to be acclaimed as the smartest or most informed person in a particular group.

Because of your strengths, you sometimes yearn to acquire more knowledge or gain new skills to deepen your expertise in a particular area. Perhaps you desire to be in the know — that is, completely educated about a certain topic. Maybe you suffer when an information vacuum exists or you are left out of the news loop.

Driven by your talents, you occasionally promise yourself to do certain things better in the future. Perhaps you study the linkages between final outcomes and the factors leading up to them. As a result, you may identify a few enhancements you need to make in yourself, in someone else, in a process, or in a plan.

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. Connectedness

HOW YOU CAN THRIVE

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

WHY YOUR CONNECTEDNESS IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Because of your strengths, you may underscore what people have in common even though their backgrounds, experiences, languages, cultures, or interests may vary. Sometimes you facilitate dialogue between individuals. Once in a while, you create peace within groups or between people by pointing out links between them.

Instinctively, 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.

By nature, you routinely isolate facts that link ideas, events, or people. You are especially sensitive to how one person's optimistic or negative thoughts can affect the entire human family. This prompts you to pay close attention to what individuals and groups think and do.

Driven by your talents, you might be determined to do good for people and/or the environment. Perhaps you are puzzled by people who cause harm without realizing they are hurting themselves.

Chances are good that you occasionally help people realize they are part of the human family. With your guidance, perhaps they understand that their lives are intertwined with people they will never meet.

WHY YOU SUCCEED USING CONNECTEDNESS

You build bridges between people and groups. You help others find meaning by looking at the bigger picture of the world around them, and you give them a sense of comfort and stability in the face of uncertainty.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Help others see connections and purpose in everyday life.

- Use your sense of connection to build the foundation for strong relationships. When you meet new people, ask them questions to find common ground and shared interests that you can use as a starting point.
- Consider roles in which you listen to and counsel others. You could become an expert at helping people see connections and purpose in everyday occurrences.
- Help those around you cope with unpredictable and unexplainable events. Your perspective will bring them comfort.
- Show your friends and coworkers how they are connected to those around them. Point out specific examples of how their actions directly and indirectly affect others.
- Help your teammates and colleagues better understand how their efforts fit into the bigger picture. When people see that what they are doing is important and part of something larger than themselves, they will be more committed to the goal, and your team will be stronger.

WATCH OUT FOR BLIND SPOTS

- You may react more calmly and passively to others' bad news, frustrations or concerns than they would like. Be aware that people sometimes need to vent and will want you to validate their feelings more than they want a philosophical response.
- Some may perceive you as naïve or idealistic because turmoil and upheaval likely trouble you. Remember that not everyone shares your connected view of humanity or believes that every negative event ultimately affects everyone.

**STRATEGIC THINKING**

4. 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.

Chances are good that you might spend time pondering your future. Sometimes you experience anxiety about your prospects. Your ability to reason through stress-producing situations may assuage — that is, calm or ease — some of your fears about the unknown.

Because of your strengths, you may examine facts, data, or the sequence of events to determine why something happened. Perhaps you use reason to make sense of whatever is going on in your life.

Instinctively, you sometimes enjoy instructing others. Because you like to read, you probably have more information to share with your students than some educators do. The individuals you tutor benefit from the facts or insights you gather from the printed page or the computer screen.

By nature, you probably enjoy reading because it gives you so many topics to talk about other than yourself. Characteristically you prefer to discuss ideas rather than delve — that is, make a detailed search for information — into your own or another's personal life.

Driven by your talents, you periodically contemplate your obligations and responsibilities. Keeping your promises might be a priority. Somewhat thorough by nature, you may carefully consider what you need to do. Perhaps you can be relied upon to explore many angles of a situation before drawing conclusions, making decisions, or taking action.

WHY YOU SUCCEED USING INTELLECTION

You love to think, muse and reflect. Your powerful mental processing and intellectual activity empower you to clarify and explain, regardless of the topic or situation.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Think deeply. Think often.

- Set aside a few minutes every day to collect your thoughts. This reflection time will energize you, and your thinking will become sharper and more effective.
- Get involved in big projects or initiatives in the early stages, before the action begins. You have the ability to follow a trail to see where it leads, and your insights enable projects to move forward intelligently and without backtracking.
- Take time to write. Writing might be the best way to crystallize and integrate your thoughts. Make a list of your best ideas, and refer to it often. Revisiting your thoughts can give you valuable insights.
- Give people time to think through the thoughts and ideas you present. Remember that they have not spent as much time as you have pondering, so they might not grasp your message right away.
- Deliberately build relationships with people you consider to be “big thinkers.” Their example will inspire you to focus your own thinking.

WATCH OUT FOR BLIND SPOTS

- Because you are comfortable with silence and solitude, others might view you as isolated, disinterested or disengaged. Be prepared to tell them that solitary thinking is just your natural process and not necessarily a reflection of how much you care.
- Some people might think you create needless complexity during discussions and may want you to make decisions faster than you do. Consider tailoring your approach; sometimes it's better to keep it simple and go more in depth later.

**RELATIONSHIP BUILDING**

5. 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.

It's very likely that you might be enthused about being declared "number one" or the best. Perhaps the experience of winning means more to you than any monetary reward.

Because of your strengths, you may concede that monetary rewards, though important, are not a substitute for feeling content with your life.

Driven by your talents, you support the people around you by acknowledging their outstanding accomplishments and stellar performances.

Chances are good that you may work hard to acknowledge the presence of certain people at formal gatherings or routine events. Perhaps your friendly greeting, simple note, congratulatory comment, or casual chitchat makes the day a bit brighter for some individuals.

By nature, you may thrive when you have opportunities to mentor, advise, or train individuals who exhibit raw talent or untapped potential. By telling others about some of your experiences and listening to some of theirs, you might create an environment in which everyone is free to ask questions and expand their thinking.

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.

**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. Input

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING INPUT

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Keep exploring; always be curious.

- Find out more about areas you want to specialize in. Consider jobs or volunteer opportunities where you can acquire and share information every day, such as teaching, journalism or research work.
- Regularly read books and articles that motivate you. Increase your vocabulary by collecting new words and learning their meaning.
- Devise a system to store and easily locate information you have found so you can access it quickly. Use whatever approach works best for you — a file for articles you have saved, a database or spreadsheet, or a list of your favorite websites.

WATCH OUT FOR BLIND SPOTS

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

**EXECUTING**

8. Deliberative

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING DELIBERATIVE

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Stop, listen and assess before taking action.

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

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

9. 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**

10. 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.

Navigate the Rest of Your CliftonStrengths



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

Your greatest opportunity to reach your full potential is developing and using your strongest CliftonStrengths. But it is also important to understand all 34 of your CliftonStrengths themes.

Your unique CliftonStrengths 34 profile

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

To fully understand your talent DNA, consider how all your CliftonStrengths themes, separately or in combination, influence your work and personal life. In addition to concentrating on your top 10 themes:

- **Navigate the middle.** You might notice these CliftonStrengths themes in your behaviors from time to time. And you may need to rely on them in certain situations. Think of these themes as a support system you can use when you need to.
- **Manage the bottom.** Just as your top CliftonStrengths show you who you are, those at the bottom may tell you who you are not. They aren't necessarily weaknesses, but they are your least powerful themes. If you don't manage them properly, they could prevent you from maximizing your potential.
- **Identify weaknesses.** To determine if any themes are getting in your way, review the "What Is a Weakness?" section on the next page, and find out how to overcome potential obstacles to your success.

To learn more about your entire CliftonStrengths profile, see the "Your CliftonStrengths 34 Theme Sequence" section at the end of the report.

What Is a Weakness?



<ul style="list-style-type: none"> 1. Context 2. Learner 3. Connectedness 4. Intellection 5. Developer 6. Individualization 7. Input 8. Deliberative 9. Futuristic 10. Relator 11. Arranger 12. Positivity 13. Belief 14. Responsibility 15. Self-Assurance 16. Focus 17. Activator 18. Ideation 19. Maximizer 20. Restorative 21. Achiever 22. Analytical 23. Discipline 24. Command 25. Empathy 26. Competition 27. Strategic 28. Woo 29. Communication 30. Harmony 31. Significance 32. Consistency 33. Adaptability 34. Includer 	<p>Focusing on your CliftonStrengths doesn't mean you can ignore your weaknesses.</p> <p>Gallup defines a weakness as anything that gets in the way of your success.</p> <p>While the CliftonStrengths assessment does not mathematically quantify weaknesses, you can use your profile to understand how <i>any</i> of your CliftonStrengths themes might prevent you from maximizing your potential.</p> <p>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.</p> <p>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.</p> <p>To identify potential weaknesses, ask yourself:</p> <ul style="list-style-type: none"> • 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? <p>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.</p> <p>How do I manage my weaknesses?</p> <ul style="list-style-type: none"> • 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

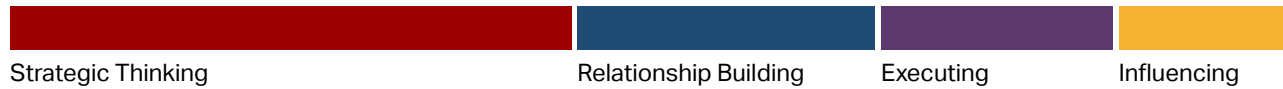
People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

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

Context

Look to the past to build a better tomorrow.

Learner

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

Connectedness

Help others see connections and purpose in everyday life.

Intellection

Think deeply. Think often.

Developer

Recognize and cultivate the potential in others.

Individualization

Appreciate the uniqueness in each person you meet.

Input

Keep exploring; always be curious.

Deliberative

Stop, listen and assess before taking action.

Futuristic

Share your visions of a better future.

Relator

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

Your CliftonStrengths 34 Theme Sequence

1. Context

STRATEGIC THINKING

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

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. 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.

4. Intellection

STRATEGIC THINKING

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

5. 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.

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. Input

STRATEGIC THINKING

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

8. Deliberative

EXECUTING

People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.

9. 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.

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

15. 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.

16. 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.

17. 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.

18. Ideation

STRATEGIC THINKING

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

19. 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.

20. 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.

21. 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.

22. 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.

23. Discipline

EXECUTING

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

24. Command

INFLUENCING

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

25. Empathy

RELATIONSHIP BUILDING

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

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. 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.

28. Woo

INFLUENCING

People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

29. Communication

INFLUENCING

People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

30. Harmony

RELATIONSHIP BUILDING

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

31. 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.

32. 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.

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. 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.