

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. **Woo**
2. **Strategic**
3. **Significance**
4. **Communication**
5. **Adaptability**
6. Activator
7. Positivity
8. Empathy
9. Individualization
10. Input

NAVIGATE

11. Command
12. Restorative
13. Self-Assurance
14. Developer
15. Arranger
16. Ideation
17. Analytical
18. Competition
19. Context
20. Focus
21. Includer
22. Learner
23. Achiever
24. Belief
25. Futuristic
26. Intellection
27. Consistency
28. Relator
29. Responsibility
30. Deliberative
31. Connectedness
32. Discipline
33. Harmony
34. Maximizer

You lead with **Influencing** 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. **Woo**
- 2. **Strategic**
- 3. **Significance**
- 4. **Communication**
- 5. **Adaptability**
- 6. Activator
- 7. Positivity
- 8. Empathy
- 9. Individualization
- 10. Input

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.

**INFLUENCING**

1. Woo®

HOW YOU CAN THRIVE

You love the challenge of meeting new people and winning them over. You derive satisfaction from breaking the ice and making a connection with someone.

WHY YOUR WOO IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you normally enjoy working, playing, or studying with people whenever the opportunity arises. The company of others probably energizes you in ways that working alone cannot. Even so, you are apt to want everyone to use your step-by-step methods for performing repetitive tasks. You notice that when each individual handles details in a predictable and consistent manner, efficiency increases and mistakes decrease.

Because of your strengths, you spark the interests of others with your keen wit and sociable nature. You can quickly establish an easy rapport with individuals by telling a joke, smiling, introducing yourself, or giving a compliment. You recognize that laughter is a universal language.

Chances are good that you anticipate with glee the chance to socialize with others. You are attracted to situations involving newcomers or outsiders. You enjoy pulling them into discussions. Your big smile and friendly disposition immediately put people at ease.

It's very likely that you normally pine — that is, yearn or intensely long — to be with your good friends. When this is impossible, you probably become even more determined to pull newcomers or outsiders into your discussions.

Driven by your talents, you usually are willing to acquire new skills or gain additional knowledge. This explains your eagerness to be the first person to speak with newcomers or outsiders. You undoubtedly sense these individuals can teach you something you need or want to know.

WHY YOU SUCCEED USING WOO

You have an exceptional ability to win others over. Because you energize social situations and naturally put strangers at ease, you help build networks by connecting people with each other.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Spend time every day interacting with people.

- Build and maintain your network of acquaintances by checking in with each person at least once a month.
- Stay in touch with your peers in professional organizations to broaden your network and increase the number of resources you can contact for help.
- Use your natural charm to help put reserved people at ease in social situations.
- Learn the names of as many people as you can. Create an index of people you know, and as you get to know them better, add personal information such as their birthday, favorite color, hobby or favorite sports team.
- Join local organizations, volunteer and get on the social lists of the influential people in your community.

WATCH OUT FOR BLIND SPOTS

- Others may view you as shallow and insincere because you connect with people quickly then move on. In social situations, when you are talking with someone and have the urge to go meet someone else, try to remember that some people may just be getting comfortable.
- You may have a tendency to reveal yourself and trust others too quickly. This may cause more reserved people to step back from a relationship. Be aware that people's personal comfort zones differ, and you will need to adjust your approach if you want to win people over.

**STRATEGIC THINKING**

2. 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 YOUR STRATEGIC IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you might easily detect unusual configurations or spot new trends in data or factual information. Devising options appeals to you. You have little interest in simply repeating what worked in the past.

It's very likely that you usually feel satisfied with life when your innovative thinking style is appreciated. You automatically pinpoint trends, notice problems, or identify opportunities many people overlook. Armed with this knowledge, you usually devise alternative courses of action. By evaluating the circumstances, available resources, and/or the potential consequences of each plan, you can select the best option.

Chances are good that you often bring an imaginative game plan to your teammates' attention. You enjoy partnering with people who rely on you to identify critical as well as recurring sequences of events, facts, or data.

Driven by your talents, you practice visualization to put yourself in the right mindset for overcoming potential challenges. Seeing mental images of what might lie ahead reduces your anxiety and sparks the creativity you need to address the scenarios you envision.

Because of your strengths, you can reconfigure factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one.

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.
- Find a group that does important work, and contribute your strategic thinking. Your ideas and expert planning can make you a strong leader in any group.
- Be prepared to explain your thought process; sometimes people can misinterpret your Strategic talents as criticism of their ideas. Help them understand that, instead, you are considering what is already working well and what others have already done.

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.

**INFLUENCING**

3. Significance®

HOW YOU CAN THRIVE

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

WHY YOUR SIGNIFICANCE IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

By nature, you thrive in situations where you can get to know people as distinct individuals. You notice their unique traits and qualities. You tell them they are proficient, capable, and accomplished human beings. With confidence, you utter words that often have a profound and favorable impact on your listeners.

Driven by your talents, you might want to distribute your time more evenly among the priorities in your life. This is a challenge, however. Why? You tend to express yourself through your work. One part of you is completely devoted to your job or studies. Another part of you demands equal time for family, friends, solitude, or recreation. You typically block out everything but your work when you must give your undivided attention to an assignment, project, experiment, or special event.

Because of your strengths, you yearn to be held in high esteem. You want people to regard you as trustworthy, competent, and accomplished. You probably entertain ideas about doing things so much better that these individuals have to notice.

It's very likely that you rely on your extensive vocabulary of hard-to-understand words to give you an advantage over others in debates, conversations, presentations, or correspondence. You are restless to advance. You refuse to remain at the lowest pay or status level. You intentionally use complicated or theoretical terms to establish yourself as a contender in the minds of individuals who have clout — that is, influence or pull — with officials who determine promotions, control pay, or assign tasks.

Instinctively, you work diligently to govern all kinds of situations, decisions, or plans. You ordinarily refuse to let anyone take charge of any aspect of your life.

WHY YOU SUCCEED USING SIGNIFICANCE

You want to do important work and are determined to make a difference. You want others to respect you for your significant contribution and willingness to work hard to achieve success.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Look for opportunities to do important work where you can help others raise the bar.

- Imagine the legacy you want to leave. Picture yourself in the future. When you look back on your life, what will you have done to make the world a better place?
- Make a list of the goals, achievements and qualifications you want to accomplish, and put them where you will see them every day. Use this list to inspire yourself.
- Tell the important people in your life how valuable their feedback and support are to you. You need appreciation and affirmation, and their words can motivate you.
- Stay focused on performance. Your strong Significance theme compels you to set outstanding goals.
- Write down your strengths, and refer to them often. Reminding yourself what you do best gives you the confidence to rebound when you don't get the feedback you need.

WATCH OUT FOR BLIND SPOTS

- Because of your strong Significance talents, people might perceive you as overly concerned about your reputation and success. Acknowledge that you will need to earn the respect of others through your actions and contributions.
- Sometimes you might mask your vulnerability or come across as overly controlled, and this can make it difficult for others to know how to support you. Consider the value of making others feel important by letting them know when you need help.

**INFLUENCING**

4. Communication®

HOW YOU CAN THRIVE

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

WHY YOUR COMMUNICATION IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you might accept invitations to participate in discussion groups that concentrate their attention on studying the past. Perhaps you enjoy the give and take of ideas among people who recognize the relevance of history in their everyday lives.

By nature, you frequently amuse people with stories, examples, or playful capers. Your style of delivery often distracts individuals from the mundane and numbing routines of their lives. Typically you know what to say and how to say it. Why? You are keenly aware of the full range of human emotions.

Because of your strengths, you are loquacious — that is, fond of talking. You gain people's attention by sharing news and passing along information. You are apt to tell elaborate stories about your personal adventures or professional experiences. Your stories can illustrate abstract ideas, theories, or concepts. They can serve as examples of what to do and what not to do. Regardless of their intended purpose, your tales generally amuse and entertain listeners.

It's very likely that you regularly surround yourself with people. You are energized by what you learn about each one. You crave to know what makes a person special, singular, or distinct from all the others you encounter.

Chances are good that you periodically gravitate toward reading groups that converse about a particular author, book, or printed materials on a given topic. Prior to the session, you might gather some interesting facts from the assigned reading. By storing bits and pieces of information in your mind, you might increase your chances of recalling a specific insight you want to share with the other participants.

WHY YOU SUCCEED USING COMMUNICATION

You are good at capturing people's attention by what you say and how you say it. Your ability to find words for your own and others' thoughts and feelings highlights important messages and helps you make meaningful connections.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Use your gift for stimulating conversation to connect with and inspire others.

- Monitor your audience. Carefully watch how they react to what you say and what engages them. Identify the words and phrases that caught their attention. Refine your upcoming presentations, conversations and speeches to focus on these highlights.
- Keep getting smarter about the words you use. They are a critical currency for you. Spend them wisely, and monitor their impact.
- Take your Communication talents to the level of strength by developing your knowledge and expertise in specific areas. You can be highly effective and influential when your message has substance.
- Keep your best stories top of mind, and practice telling them so you get better each time. You excel at capturing people's attention.
- Use your talents to build consensus among your peers. Get them talking, and help them put their ideas or feelings into words.

WATCH OUT FOR BLIND SPOTS

- Because you are naturally verbal and instinctively share your thoughts, you may not realize when you are monopolizing a discussion. Try to be mindful of when other people have something to say, and consider pausing so they can say it.
- Remember that your words are not always enough to motivate others. Take time to listen and pay attention to what others are saying — and not saying.

**RELATIONSHIP BUILDING**

5. Adaptability®

HOW YOU CAN THRIVE

You prefer to go with the flow. You tend to be a “now” person who takes things as they come and who discovers the future one day at a time.

WHY YOUR ADAPTABILITY IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Because of your strengths, you strongly believe that the key to being flexible is how well you listen.

It's very likely that you are much happier with life when you quit trying to control people as well as the day's events, opportunities, or surprises. You experience a sense of freedom each time you relax and live in the moment. You probably are able to deal with change a lot better as a result.

Chances are good that you tend to be flexible when unexpected situations arise. You do whatever is necessary to deal with them. Clearly you live in the present. You spend little time dwelling on the past. Although you adjust to each day's demands, you have established procedures for handling repetitious tasks and recurring obligations. As a result, you waste little time thinking about everyday details and chores. Your mind is free to cope with the unusual and the unpredictable.

Driven by your talents, you avoid individuals who work non-stop, never taking a break. You refuse to rush headlong from one activity to the next. You are quite comfortable dealing with change, surprises, and unexpected problems. Why? While you appreciate schedules and plans, you recognize when it is wise to deviate — that is, turn away — from them.

Instinctively, you are quite comfortable letting the day's events and people's demands determine what really deserves your attention.

WHY YOU SUCCEED USING ADAPTABILITY

You are flexible and can quickly adjust to changing or unexpected circumstances that upset or intimidate others. Your calm response to chaos reassures others and helps you respond to what people need.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

React immediately, and be a positive force for change.

- Look for opportunities to respond to people and situations that need your attention. Your natural ability to adapt relieves pressure during stressful situations and calms coworkers and friends.
- Fine-tune how you respond to the unexpected. For example, if your job requires you to travel on short notice, learn how to pack and leave in 30 minutes. If your workload is unpredictable, practice the first three moves you will make when the pressure hits.
- Don't apologize for your spontaneity. Your willingness to seize the moment means that you won't miss out on valuable experiences and opportunities.
- Use your reassuring demeanor to soothe unhappy or fearful friends, coworkers and customers.
- Help your friends and coworkers find productive ways to deal with stress. Show them how a new approach might help them move forward.

WATCH OUT FOR BLIND SPOTS

- You're so willing to live in the moment that you might constantly shift your priorities. Be aware that frequent changes can feel endless and often unnecessary to those who thrive on structure and stability.
- You may have a tendency to miss deadlines or run late for appointments. Make sure you keep track of the most important due dates and meetings.

**INFLUENCING**

6. Activator®

HOW YOU CAN THRIVE

You can make things happen by turning thoughts into action. You want to do things now, rather than simply talk about them.

WHY YOU SUCCEED USING ACTIVATOR

You are a catalyst. You naturally know how to turn ideas into action, and you make things happen. Your energy can be contagious and engaging.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Be the catalyst. When others are stuck, make a decision and get going.

- Record your insights or revelations when you have them so you can act on them later.
- Take responsibility for your intensity. Your drive to make things happen can be the push that people and groups need to move from discussion to action.
- Put yourself in situations where you can make things happen. Your energy and tempo will engage you and the people you work with.

WATCH OUT FOR BLIND SPOTS

- Sometimes you might charge ahead and act without a solid plan. Before making a major decision, think about challenging yourself to consider alternatives and weigh options first.
- The force of your urging people to take action might make them feel overwhelmed and pressured to act before they are comfortable. Remember that others may not feel that same urgency, and some people will need more time to think before they act.

**RELATIONSHIP BUILDING**

7. 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.

**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.

**RELATIONSHIP BUILDING**

9. 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**

10. 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.

Navigate the Rest of Your CliftonStrengths®



- 11. Command
- 12. Restorative
- 13. Self-Assurance
- 14. Developer
- 15. Arranger
- 16. Ideation
- 17. Analytical
- 18. Competition
- 19. Context
- 20. Focus
- 21. Includer
- 22. Learner
- 23. Achiever
- 24. Belief
- 25. Futuristic
- 26. Intellection
- 27. Consistency
- 28. Relator
- 29. Responsibility
- 30. Deliberative
- 31. Connectedness
- 32. Discipline
- 33. Harmony
- 34. Maximizer

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. Woo
- 2. Strategic
- 3. Significance
- 4. Communication
- 5. Adaptability
- 6. Activator
- 7. Positivity
- 8. Empathy
- 9. Individualization
- 10. Input
- 11. Command
- 12. Restorative
- 13. Self-Assurance
- 14. Developer
- 15. Arranger
- 16. Ideation
- 17. Analytical
- 18. Competition
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- 33. Harmony
- 34. Maximizer

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 **Influencing** CliftonStrengths® themes.

You know how to take charge, speak up and make sure others are heard.



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

Take Action

Discovering your CliftonStrengths is only the beginning. Achieving excellence depends on your ability to develop and apply your CliftonStrengths and maximize your potential.

Now, take the next steps:

- **Share your CliftonStrengths with others.** Conversations with those closest to you can accelerate your CliftonStrengths development.
- **Find a Gallup-Certified Strengths Coach.** A coach can help you learn to productively apply your CliftonStrengths regardless of the situation.
- **Apply your strongest CliftonStrengths every day.** Read the suggestions in your report, and use the following statements to guide you.

HOW YOU CAN THRIVE WITH YOUR TOP CLIFTONSTRENGTHS



Woo®

Spend time every day interacting with people.



Strategic®

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



Significance®

Look for opportunities to do important work where you can help others raise the bar.



Communication®

Use your gift for stimulating conversation to connect with and inspire others.



Adaptability®

React immediately, and be a positive force for change.



Activator®

Be the catalyst. When others are stuck, make a decision and get going.



Positivity®

Help others see the humor and positive side of life.



Empathy®

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



Individualization®

Appreciate the uniqueness in each person you meet.



Input®

Keep exploring; always be curious.

Your CliftonStrengths® 34 Theme Sequence

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

7. 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.

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. 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.

10. 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.

11. Command®

INFLUENCING

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

12. Restorative™

EXECUTING

People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

13. 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. Developer®

RELATIONSHIP BUILDING

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

15. 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.

16. Ideation®

STRATEGIC THINKING

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

17. 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.

18. 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.

19. Context®

STRATEGIC THINKING

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

20. 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.

21. Incluser®

RELATIONSHIP BUILDING

People exceptionally talented in the Incluser theme accept others. They show awareness of those who feel left out and make an effort to include them.

22. 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.

23. 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.

24. 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.

25. 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.

26. Intellection®

STRATEGIC THINKING

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

27. 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.

28. 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.

29. 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.

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. 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.

32. Discipline®

EXECUTING

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

33. Harmony®

RELATIONSHIP BUILDING

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

34. 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.

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