

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. **Individualization**
- 2. **Restorative**
- 3. **Learner**
- 4. **Responsibility**
- 5. **Analytical**
- 6. Focus
- 7. Command
- 8. Achiever
- 9. Arranger
- 10. Context

NAVIGATE

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

You lead with **Executing** 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. **Individualization**
- 2. **Restorative**
- 3. **Learner**
- 4. **Responsibility**
- 5. **Analytical**
- 6. Focus
- 7. Command
- 8. Achiever
- 9. Arranger
- 10. Context

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.



RELATIONSHIP BUILDING

1. 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 YOUR INDIVIDUALIZATION IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

By nature, you watch people and talk with them, and when you see opportunities to help them, you do so. You probably pinpoint each person's unique interests, strengths, and goals. These insights permit you to tailor your response to each individual.

Chances are good that you are quite sensitive to the trials, tribulations, and loneliness forward-looking thinkers experience. When people callously — that is, insensitively — discard their inventive ideas, futurists sense you appreciate their vision of what can be accomplished in the coming months, years, or decades.

Because of your strengths, you are the person people turn to for insights about why certain things happened. You piece together events and unravel problems. You make discoveries and make sense of things for yourself and others.

Instinctively, you probably identify the traits or experiences that distinguish one person from the next. Once you familiarize yourself with someone, you can often predict with accuracy how the person will react in different situations.

It's very likely that you frequently notice what makes each person unique or special. Armed with these insights, you probably inspire many individuals to move into action. You realize life is more fulfilling for people who choose tasks and are given assignments that closely match their talents. You often notice the different moods, need for information, or preferred forms of recognition for the people in your life.

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.
- Study successful people to discover the uniqueness that made them successful.
- Help your coworkers and friends become more aware of each person's unique motivations and needs.

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.

**EXECUTING**

2. Restorative™

HOW YOU CAN THRIVE

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

WHY YOUR RESTORATIVE IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

It's very likely that you frequently decide you need to do things better. You hope your improvements will prompt many of your teammates, classmates, coworkers or family members to befriend you. You want them to view you as influential and important.

By nature, you consider safe ways to reveal personal information without compromising your need for privacy. You are likely to feel vulnerable — that is, open to criticism or attack — when you tell people about your history, present circumstances, or future aspirations — that is, hopes, ambitions, or goals.

Instinctively, you usually have ideas for ridding the environment of any temptations that make it easy for people to take things that are not rightfully theirs. You pinpoint areas where security upgrades need to be implemented to protect the organization's resources. You also figure out how to protect people from themselves.

Chances are good that you have no difficulty finding the right words to express your ideas. You are quite comfortable talking about ways to make people or things more complete, perfect, or excellent.

Driven by your talents, you enjoy passing time with people who foresee what will be possible weeks, months, years, or decades from now. You use reason to decide whether their inventive ideas are doable and sensible. You dissect their thoughts and plans into their basic parts. Because you are determined to make things better, you spend time perfecting the suggestions of these future-oriented individuals. You are determined to eliminate any problems before they happen.

WHY YOU SUCCEED USING RESTORATIVE

You love to solve problems. Your ability to analyze a situation, identify potential shortcomings and modify as needed makes you powerful in times of difficulty and crisis.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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

- Look for roles in which your success depends on your ability to solve problems. You might particularly enjoy medicine, consulting, computer programming or customer service.
- Seek out tough turnaround situations that others might avoid. You will enjoy the challenge of revitalizing something, and you will build your reputation as a valuable partner.
- Celebrate your successes. Difficult problems might entice you, but also acknowledge easy-to-solve issues that have big results.
- Tell others that you enjoy fixing problems, and offer to help. Many people shy away from difficulties, but problem-solving comes naturally to you.
- Give yourself a break. You might be overly self-critical and your own toughest critic. Try to redirect your energy toward things about yourself that you know you can fix or toward external, tangible problems.

WATCH OUT FOR BLIND SPOTS

- Others might think that all you see are their flaws and shortcomings. Remember that there are times when people need you to see their successes and give them praise.
- You tend to focus on processes, not people, and you might automatically rush to solve every problem. Sometimes others need to solve their own problems, so try to give people space to experiment and find their own solutions.

**STRATEGIC THINKING**

3. 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 Strengths Insights are personalized based on your CliftonStrengths results.

It's very likely that you may realize you are skilled in particular areas of specialization. Sometimes you take advantage of certain opportunities to broaden your knowledge base. You might try to obtain the latest facts, news, data, or research discoveries in your field. At the time you amass this information, its importance may not be apparent to you. You might be content to pull together bits and pieces of material so you can refer to them later if the need arises.

Because of your strengths, you might get satisfaction from reading one book or publication from start to finish before beginning another. You might prefer to concentrate on just one topic, plot, or author at a time.

Chances are good that you might choose to read things that are somewhat related to your work. Perhaps the printed materials or Internet sites you scan expand your knowledge base as a professional or as an expert. Maybe your definition of recreational reading differs somewhat from that of people you know.

Instinctively, you may thrive in certain situations where you have an opportunity to put your talents, knowledge, and skills to the test. As the contest approaches, you might feel an urgency to study, investigate, observe, or practice your craft, sport, or skill. Perhaps you find it hard to settle for anything less than the title of grand champion, best performer, or "number one."

By nature, you enjoy reading about topics that fascinate you. People are not surprised to find you with your nose in a book and reading all the time. When a subject intrigues you, you review a wide range of materials. You gather as much information as you possibly can about your areas of greatest interest.

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.

**EXECUTING**

4. 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 Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you often argue that people should be held to the highest moral standards. You insist that those who break the law be required to accept the consequences of their deeds. You have little sympathy for people who are caught in the act of taking things that do not belong to them.

It's very likely that you conduct yourself in a proper, ethical, legal, and upright manner to avoid feeling you have done something wrong. You truly regret making a mistake, violating a rule, breaking a trust, or producing poor results. You set high standards for yourself in various areas of your life.

By nature, you may wish to have a broader range of control and accountability on the job or in your personal life.

Chances are good that you occasionally take on additional tasks. Why? Maybe you want to keep busy. You may be compelled to assume full ownership of your work. Perhaps you continually discover more things you can do, should do, or must do. Perhaps you willingly accept the consequences of your words, deeds, action, or lack of action.

Because of your strengths, you may strive to be a dependable person. Maybe you please people by being reliable. You might enjoy assuming accountability for certain tasks, projects, assignments, or commitments. Perhaps you accept these additional duties without making a fuss.

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.

**STRATEGIC THINKING**

5. Analytical®

HOW YOU CAN THRIVE

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

WHY YOUR ANALYTICAL IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

It's very likely that you process numerical information with ease and precision. You probably perform mathematical calculations in your head. Objective and logical in your thinking, you typically count or measure results, progress, productivity, profit, or attendance. Teaming with like-minded individuals is a pleasure. Dealing with people who fail to support their requests with logical numerical data is difficult and frustrating.

Chances are good that you may assist individuals by directing their attention to facts or data you have examined in detail. Maybe your investigation is incomplete until you have discovered the majority of available information.

Driven by your talents, you automatically sequence tasks according to their importance. Only then do you move into action. The more organized you are, the more favorable you feel about yourself and life in general.

Instinctively, you may thoroughly examine all the parts of a problem. Perhaps you look at the situation from various angles, then draw conclusions about how to resolve the dilemma.

Because of your strengths, you typically offer valid reasons and substantial evidence to support your thinking and your conclusions. You can detect repetitions in numerical data. These insights allow you to predict the frequency of something occurring again.

WHY YOU SUCCEED USING ANALYTICAL

Your natural ability to investigate, diagnose and identify patterns results in valuable insights that are logical and well-thought-out. Your critical thinking helps clarify reality and provides objectivity.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Use your logical, objective approach to make important decisions.

- Identify credible sources you can rely on. Find helpful books, websites, experts or other resources that you can use as references.
- Get involved in the planning stages of a new initiative or project so you can evaluate its feasibility and direction before it gets too far along.
- Accept that sometimes you will need to take action before all the facts are in place.
- Choose assignments or work that allows you to analyze data, find patterns or organize ideas.
- Develop your Analytical talents by sharing your ideas with other analytical minds who specialize in your area.

WATCH OUT FOR BLIND SPOTS

- Your objective and fact-based approach to decision-making may seem skeptical or critical. Keep in mind that others will have emotional, subjective and personal opinions — and that their input is just as valuable as yours is.
- Because you ask many questions, people may think that you always doubt the validity of their ideas, that you do not trust them and that you are tough to work with. Explain your analysis so they will be more likely to trust your process and your motives.

**EXECUTING**

6. Focus®

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING FOCUS

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Set specific goals with timelines to motivate yourself.

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

WATCH OUT FOR BLIND SPOTS

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

**INFLUENCING**

7. Command®

HOW YOU CAN THRIVE

You have presence. You can take control of a situation and make decisions.

WHY YOU SUCCEED USING COMMAND

You are direct and firm in the face of resistance or challenges. Because you are comfortable taking charge and speaking up, you can remove bottlenecks and reassure others in times of crisis.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Be ready to take charge when others waver.

- Practice the words, tone and techniques that turn your ability to confront into persuasiveness.
- Take on worthwhile challenges, and bring others with you. Use your Command talents to lead others out of their comfort zone and into new territory where change is inevitable.
- Help your colleagues and friends make commitments. You can provide the spark that will inspire them to act.

WATCH OUT FOR BLIND SPOTS

- Your decisiveness and presence can be intimidating, whether you intend it to be or not. Keep that in mind, especially when you have to coach others, deliver feedback and set expectations.
- Because you speak with authority, you might be used to getting the final word. Consider asking others for their input before sharing yours so they have a chance to contribute.

**EXECUTING**

8. Achiever®

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING ACHIEVER

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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

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

WATCH OUT FOR BLIND SPOTS

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

**EXECUTING**

9. Arranger®

HOW YOU CAN THRIVE

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

WHY YOU SUCCEED USING ARRANGER

You have a natural ability to coordinate people and resources for maximum effectiveness. Your creative flexibility in complex situations leads to greater efficiency.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Improve effectiveness and efficiency by reorganizing resources.

- Volunteer your talent to organize. You enjoy being part of a team, and you can keep a group project moving toward its goal when you make suggestions for improving your work environment.
- Look for opportunities where you can multitask. Because of your expertise at juggling schedules and people, you will enjoy managing all the moving parts.
- Explain to others that your flexibility doesn't mean your priorities are constantly changing. You are simply looking for better ways to implement them.

WATCH OUT FOR BLIND SPOTS

- Your tendency to continually reorganize tasks, projects and people might confuse others. Take time to explain your approach and how it can work better.
- People with dominant Arranger talents tend to claim responsibility for and take personal ownership of projects, processes and people. Be aware that when you assume control without asking, you might irritate others or discourage them from taking responsibility.

**STRATEGIC THINKING**

10. Context®

HOW YOU CAN THRIVE

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

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.

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.

Navigate the Rest of Your CliftonStrengths®



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

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

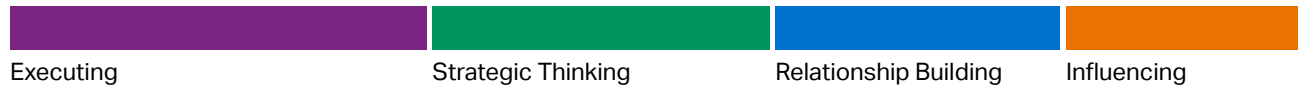
People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

STRATEGIC THINKING

People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.

You lead with **Executing** CliftonStrengths® themes.

You know how to “catch” an idea and make it a reality.



This chart shows the relative distribution of your unique CliftonStrengths 34 results across the four domains. These categories are a good starting point for you to examine where you have the most potential to perform with excellence and how you can best contribute to a team.

See chart below for more detail about your CliftonStrengths by domain.

Your CliftonStrengths by Domain

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

Individualization®

Appreciate the uniqueness in each person you meet.

Restorative™

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

Learner®

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

Responsibility®

Take ownership for the things that matter most to you.

Analytical®

Use your logical, objective approach to make important decisions.

Focus®

Set specific goals with timelines to motivate yourself.

Command®

Be ready to take charge when others waver.

Achiever®

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

Arranger®

Improve effectiveness and efficiency by reorganizing resources.

Context®

Look to the past to build a better tomorrow.

Your CliftonStrengths® 34 Theme Sequence

1. 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.

2. 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.

3. 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.

4. 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.

5. 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.

6. 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.

7. Command®

INFLUENCING

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

8. Achiever®

EXECUTING

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

9. 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.

10. Context®

STRATEGIC THINKING

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

11. 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.

12. 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.

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. 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.

15. 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.

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. Discipline®

EXECUTING

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

18. 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.

19. 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.

20. 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.

21. Ideation®

STRATEGIC THINKING

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

22. 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.

23. 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.

24. Empathy®

RELATIONSHIP BUILDING

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

25. 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.

26. 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.

27. 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.

28. Intellection®

STRATEGIC THINKING

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

29. 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.

30. Competition®

INFLUENCING

People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

31. Maximizer®

INFLUENCING

People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

32. 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. 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.

34. 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.

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