

# 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.  | <b>Positivity</b> |
| 2.  | <b>Activator</b>  |
| 3.  | <b>Ideation</b>   |
| 4.  | <b>Woo</b>        |
| 5.  | <b>Strategic</b>  |
| 6.  | Adaptability      |
| 7.  | Communication     |
| 8.  | Futuristic        |
| 9.  | Command           |
| 10. | Input             |

## NAVIGATE

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

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. **Positivity**
- 2. **Activator**
- 3. **Ideation**
- 4. **Woo**
- 5. **Strategic**
- 6. Adaptability
- 7. Communication
- 8. Futuristic
- 9. Command
- 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.

**RELATIONSHIP BUILDING**

# 1. 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 YOUR POSITIVITY IS UNIQUE**

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

By nature, you normally energize discussions with outsiders or newcomers. How? You encourage them to talk about their successes, talents, or big ideas. Your animated reactions and interesting questions usually prompt them to describe things in minute detail.

Because of your strengths, you encourage individuals by expressing confidence in them. You comment favorably about their knowledge, skills, talents, or successes. You undoubtedly feel life is grand when your words of encouragement and support motivate someone to excel or attempt something for the first time.

Driven by your talents, you choose to be fully engaged with people and activities. Meaningful relationships and purposeful work probably fill you with happiness. You are wide awake to the wonders of your life. Characteristically upbeat, you are likely to avoid pessimists and cynics who refuse to see the goodness in human beings and the world around them.

Instinctively, you like to lift the spirits of the people around you. You know what to do and say so individuals feel useful, valued, appreciated, and important.

It's very likely that you cheer up people by telling jokes and funny stories. Your comedic flair and your clever wit often evoke laughter. You can make others smile regardless of the circumstances.

**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.
- Get involved in activities where you can inject drama, excitement and humor.
- Avoid negative people who bring you down. Instead, spend time with people who find the same humor in the world that you do. You will energize each other.

**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.

**INFLUENCING**

## 2. 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 YOUR ACTIVATOR IS UNIQUE**

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

Instinctively, you can influence your friends to be productive. How? You point out the talents, skills, and knowledge each one possesses. You can convince them they have the abilities needed to solve problems, implement changes, or launch initiatives. You probably prevent many people from losing confidence in themselves.

By nature, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do.

Chances are good that you easily stir people's enthusiasm with your cheerful exuberance for life. You have a gift for sharing your complete joy with others.

Because of your strengths, you generate enthusiasm so people become as eager as you are to transform an idea into something tangible. You are energized, not paralyzed, by opportunities and possibilities.

It's very likely that you motivate your friends with your passion for moving ideas from the talking stage to the action stage. Your dedication to various projects rallies numerous individuals to work alongside you.

**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.
- Take on the role of asking for action items in meetings. Be the one who forces the group to commit to next steps before the meeting is over.
- Find work that allows you to make your own decisions and act on them. In particular, look for startup or turnaround opportunities.

**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.

**STRATEGIC THINKING**

## 3. Ideation

**HOW YOU CAN THRIVE**

You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.

**WHY YOUR IDEATION IS UNIQUE**

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

By nature, you intentionally seek out what is new and different. Unexplored territory appeals to your adventurous spirit. You like to test your limits as a human being in travel, work, sports, or thinking. Even when others worry about your well-being, you trust you can take care of yourself.

Because of your strengths, you usually find novel and fresh ways to do things. People turn to you when they find themselves struggling to generate ideas.

Chances are good that you engage life with gusto. Bursting with creativity, you approach assignments, tasks, projects, opportunities, or problems. You like to take the innovative path rather than follow the traditional and tried-and-true ways of doing things.

It's very likely that you routinely contrive innovative ideas. The art of invention stimulates your mind. You likely spring from one original thought to an entirely different one. You usually find unique ways to link two or more concepts.

Instinctively, you tend to be the member of the team who suggests creative ways to do things. You are apt to propose many more innovative ideas than others in your group.

**WHY YOU SUCCEED USING IDEATION**

You are fascinated by ideas. Because you enjoy looking at the world from different perspectives and are always searching for connections, you are a powerful and creative brainstorming partner.

**TAKE ACTION TO MAXIMIZE YOUR POTENTIAL**

*Refine your creativity to inspire and energize yourself and others.*

- Make small changes in your work or home routines. Experiment. Play mental games with yourself. You likely get bored quickly, so these adjustments can keep you engaged.
- Take time to read, explore and think. Others' ideas and experiences can energize you and help you form new ideas.
- Understand the fuel for your Ideation talents. When do you get your best ideas? When you're talking with people? When you're reading? When you're simply listening or observing? Identify the circumstances when you get your best ideas so you can recreate them.
- Think through your ideas before you communicate them. Not everyone will be able to "connect the dots" of an interesting but incomplete idea and might dismiss it.
- Discuss your ideas with others. Because you have so many to share, you make brainstorming sessions exciting and productive. Their feedback will help you refine your thoughts.

**WATCH OUT FOR BLIND SPOTS**

- Your limitless thoughts and ideas can sometimes overwhelm and confuse people. Consider refining your ideas and sharing only the best so others won't reject them simply because they cannot follow your abstract thinking.
- You might struggle to follow through on the ideas you generate. Think about collaborating with someone who can help you turn your best ideas into real results.



**INFLUENCING**

## 4. 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 personalized Strengths Insights are specific to your CliftonStrengths results.*

Instinctively, you easily enter into dialogue with others. When you have an idea, the right words, stories, or examples quickly come to mind. The animated give-and-take of debates stimulates your thinking. Often you gain the advantage by emphasizing irrefutable — that is, cannot be disproved — facts to support your key arguments. Victory for you means having the final word.

Because of your strengths, you have a marvelous time drawing newcomers and outsiders into discussions as well as casual chitchat. Usually people appreciate your ability to invite numerous sorts of individuals into your circle of acquaintances, family, or friends.

It's very likely that you are the perfect guest at gatherings where few people know each other. You quite easily engage one individual in conversation. Based on what you hear, you probably involve others who share similar interests or exhibit curiosity about various topics. Once you get a small group chatting, you are apt to excuse yourself to start the process all over again with another newcomer. You often are the catalyst for animated verbal exchanges.

Driven by your talents, you really enjoy starting discussions with newcomers. You probably engage outsiders in small talk. You are determined to make each person feel comfortable in your presence. After chatting with you, most individuals sense they have made a new friend.

Chances are good that you customarily enjoy being the person who gets people talking. When outsiders or newcomers have little or nothing to say, you usually find a way to ease them into the dialogue.

**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**

## 5. 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 personalized Strengths Insights are specific to your CliftonStrengths results.*

It's very likely that you automatically generate numerous ways to enhance, upgrade, revise, correct, or revamp a process, action plan, or itinerary. Your suggestions often influence how a project will unfold in the coming months, years, or decades. You tend to find fault with your own and even other people's talents, skills, and/or knowledge. Fixing people or things ranks high on your favorite activities.

Driven by your talents, you customarily pinpoint the core problems and identify the best solutions. You artfully and skillfully eliminate distractions. This helps people gain a clear understanding of what is happening and why it is happening. You frequently identify ways to transform an obstacle into an opportunity.

Chances are good that you select the right combination of words to convey your ideas or feelings. In the middle of discussions, your vocabulary provides you with precise phrases and terminology. You probably express yourself with ease and grace.

Because of your strengths, you analyze the lessons of the past to find clues for handling future situations. Piecing together the causes and effects of historical events allows you to discover alternate routes to your goal. You are seldom taken by surprise. Why? You probably have studied your options and crafted innovative solutions.

Instinctively, 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.

**RELATIONSHIP BUILDING**

## 6. 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 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.

**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**

## 7. Communication

**HOW YOU CAN THRIVE**

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

**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.

**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.

**STRATEGIC THINKING**

## 8. 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.

**INFLUENCING**

## 9. 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.



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

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. Positivity
- 2. Activator
- 3. Ideation
- 4. Woo
- 5. Strategic
- 6. Adaptability
- 7. Communication
- 8. Futuristic
- 9. Command
- 10. Input
- 11. Competition
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Focusing on your CliftonStrengths doesn't mean you can ignore your weaknesses.

## **Gallup defines a weakness as anything that gets in the way of your success.**

While the CliftonStrengths assessment does not mathematically quantify weaknesses, you can use your profile to understand how *any* of your CliftonStrengths themes might prevent you from maximizing your potential.

Your strongest CliftonStrengths are your best opportunity for success. But in some situations and with some people, these same themes can hinder your effectiveness and become blind spots.

The themes at the bottom of your profile can also get in the way of your success. They aren't necessarily weaknesses, but they likely do not come naturally to you.

## **To identify potential weaknesses, ask yourself:**

- Does this theme ever undermine my success?
- Have I ever received negative feedback related to this theme?
- Does my role require me to use this theme, but I feel drained when I do?

If you answered yes to any of these questions, you may be discovering areas of weakness. Don't ignore your weaknesses. Instead, focus on your strengths, and work to manage the areas that get in your way.

## **How do I manage my weaknesses?**

- Claim them: Know your weaknesses and how they get in your way
- Collaborate: Ask partners for support
- Apply a strength: Use a different theme to achieve a better outcome
- Just do it: Lean in and do your best

# Identify Your Unique Contribution: The CliftonStrengths Domains

While your CliftonStrengths 34 profile helps you understand *who* you are, there is also power in knowing *how* you make things happen, influence others, build relationships and process information. The framework of the four CliftonStrengths domains — Executing, Influencing, Relationship Building and Strategic Thinking — is another way to think about your CliftonStrengths and how you contribute when you join, create or lead a team.

The best teams are made up of individuals who understand their own — and others' — unique contribution to the team. This awareness and appreciation empowers the team to be more cohesive, versatile, productive and engaged.

However, be careful not to let the four domains limit your thinking. If you don't have any top themes in a particular domain, don't worry. That doesn't mean you can't think strategically or build relationships, for example. Everyone accomplishes tasks, influences others, builds relationships and processes information. You just use your stronger themes in different domains to get to the same outcome.

The next page shows you how your unique CliftonStrengths profile sorts into the four domains. Knowing which domain you lead with can help you understand your most powerful contribution.

## The CliftonStrengths Domains

### EXECUTING

**People with dominant Executing themes make things happen.**

### INFLUENCING

**People with dominant Influencing themes take charge, speak up and make sure others are heard.**

### RELATIONSHIP BUILDING

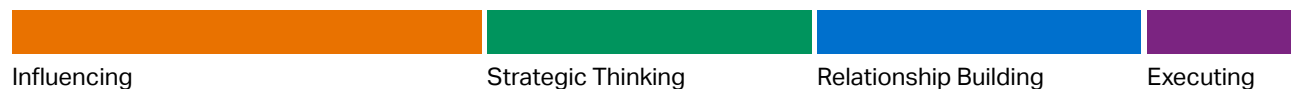
**People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.**

### STRATEGIC THINKING

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

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



### Positivity

Help others see the humor and positive side of life.



### Activator

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



### Ideation

Refine your creativity to inspire and energize yourself and others.



### Woo

Spend time every day interacting with people.



### Strategic

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



### Adaptability

React immediately, and be a positive force for change.



### Communication

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



### Futuristic

Share your visions of a better future.



### Command

Be ready to take charge when others waver.



### Input

Keep exploring; always be curious.

# Your CliftonStrengths 34 Theme Sequence

## 1. 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.

## 2. 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.

## 3. Ideation

### STRATEGIC THINKING

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

## 4. 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.

## 5. 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.

## 6. 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.

## 7. 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.

## 8. 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.

## 9. Command

### INFLUENCING

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

## 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. 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.

## 12. 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.

### 13. 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.

### 14. 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.

### 15. 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.

### 16. 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.

### 17. Self-Assurance

#### INFLUENCING

People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.

### 18. 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.

### 19. 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.

### 20. 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.

### 21. Intellection

#### STRATEGIC THINKING

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

### 22. 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.

### 23. 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.

### 24. 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.

### 25. Context

#### STRATEGIC THINKING

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

### 26. Empathy

#### RELATIONSHIP BUILDING

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

### 27. 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.



**28. 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.

**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. 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.

**31. Consistency**

## EXECUTING

People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.

**32. 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. 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.