

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. Restorative
2. Strategic
3. Futuristic
4. Ideation
5. Connectedness
6. Learner
7. Responsibility
8. Intellection
9. Significance
10. Individualization

NAVIGATE

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

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

EXECUTING themes help you make things happen.

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

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

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

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

Unleash Your Infinite Potential: Your Strongest CliftonStrengths



- 1. Restorative
- 2. Strategic
- 3. Futuristic
- 4. Ideation
- 5. Connectedness
- 6. Learner
- 7. Responsibility
- 8. Intellection
- 9. Significance
- 10. Individualization

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.

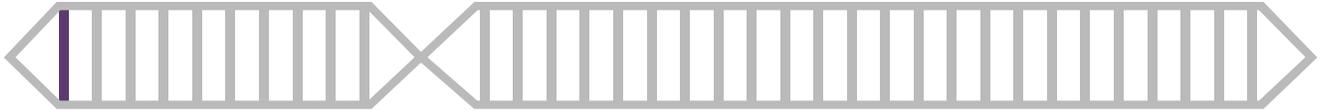
Start with your top five.

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.

**EXECUTING**

1. 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 personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you guide people by offering them your advice and suggestions. You probably tell them about areas in which they would be wise to enhance, upgrade, or expand their knowledge or skills. You prefer to point out deficiencies. Then you help individuals eradicate — that is, remove or wipe out — all traces of deficiencies. You probably use this “fix it” approach on yourself, too.

Because of your strengths, you periodically address personal shortcomings by confronting them. You might aim to minimize or eliminate some of them. Once in a while, you go on a quest to enhance your skills, polish your style, revamp your appearance, or expand your knowledge.

It's very likely that you naturally think about what you can fix or do better. Your mind is usually occupied by what you can accomplish in the coming months, years, or decades. This explains why you find today's events ordinary and less fascinating than the future.

Chances are good that you might engage in self-improvement activities once you have identified things you need to know more about or do better. Perhaps you hope to minimize some of your shortcomings.

By nature, you automatically set out to do things right. As a result, you usually invent better ways to tackle assignments, studies, or chores. You are apt to make small yet necessary upgrades to enhance the efficiency and overall performance of various processes or individuals.

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.

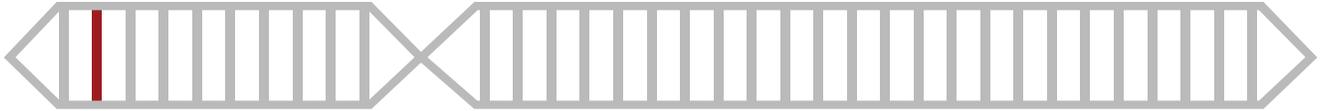
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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**

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 personalized Strengths Insights are specific to your CliftonStrengths results.

It's very likely that you might notice that the right word enters your mind exactly when you need it. Perhaps your comfort with language makes the oral or written exchange of ideas or feelings almost effortless.

Instinctively, you might enjoy a group problem-solving technique that involves the spontaneous contribution of ideas from all participants. When you have acquired specialized skills or possess specific knowledge, perhaps you can suggest alternative solutions for certain issues. Now and then, your expertise excites your own or others' imaginations. Maybe this occurs when you are encouraged to think what will be possible weeks, months, or even years from today.

Because of your strengths, you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources.

By nature, 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.

Driven by your talents, you occasionally demonstrate an ease with language. Sometimes you effortlessly verbalize your thoughts. You might delight in the opportunity to share your insights. Maybe you derive exceptional pleasure from actively participating in conversations as long as group members propose ideas, seek solutions, or debate issues.

WHY YOU SUCCEED USING STRATEGIC

You quickly weigh alternative paths and determine the best one. Your natural ability to anticipate, play out different scenarios and plan ahead makes you an agile decision-maker.

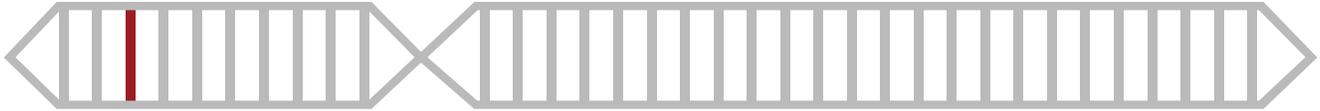
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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

- Strengthen the groups you belong to by using your talent to discover the best path to success. Because you can do this quickly, it may look as if you are “winging it,” so explain yourself along the way to help others understand what you see.
- Schedule time each day to think about your goals and strategies. Time alone might be the best way for you to evaluate all your options and to find the right course of action for each goal.
- Trust your insights. Because you consider options so naturally and easily, you might not realize how you came up with a strategy. But because of your exceptional talents, it will likely be successful.
- 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.

**STRATEGIC THINKING**

3. 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 YOUR FUTURISTIC IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

It's very likely that you may be skilled and/or knowledgeable about specific issues, subjects, processes, or programs. Perhaps you combine this expertise with your ability to pinpoint goals you might want to reach in the coming weeks, months, years, or decades.

By nature, you may intentionally take charge of your future. You might be determined to shape it as you wish. This partially explains why you set aside some time to ponder your goals. You may be impelled to create the experiences you desire. To some extent, you might agree with the notion "If you can think it, you can make it happen."

Because of your strengths, you occasionally work seriously at something when you have defined the specific objective you want to reach in the near term or the long term. Remember, your other talents might influence how far into the future you can push certain goals and still give them your undivided attention.

Chances are good that you think a lot about the coming months, years, or decades. You gravitate to projects and study subjects that promise to shape the future. You enjoy talking about possibilities that exist only in your imagination. You probably worry about being left behind if what you know and do were no longer valued or needed. You prefer to be a pioneer and an inventor.

Driven by your talents, you occasionally spend a lot of time considering what the coming months, years, or decades have to offer you. When you ponder the future, you might consider what kind of world you will live in as you move through each stage of your life.

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.

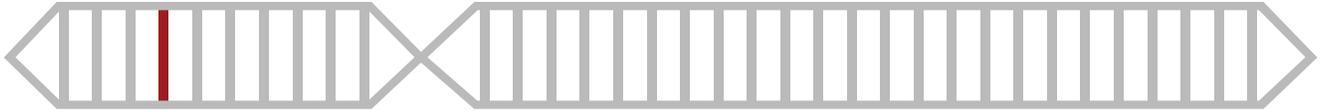
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.
- Write down your ideas for the future to clarify your visions for yourself, your colleagues and your friends.
- Read articles about technology, science and research to fuel your imagination. Thinking about the future comes naturally to you, and learning more about it will inspire you.

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.

**STRATEGIC THINKING**

4. 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.

Driven by your talents, you might have a reputation for strength in taking apart certain types of ideas, objects, processes, or data. Perhaps you examine how the individual parts function or link to one another.

Instinctively, you might be the person people look to for original thoughts during discussions or meetings. Your reputation for innovative thinking partially explains why groups attempt to recruit you. Perhaps you embrace opportunities to be creative.

It's very likely that you now and then take advantage of opportunities that allow you to generate original ideas.

By nature, you might be able to help people dissect data to determine which numbers are relevant. Sometimes your thoughts are totally occupied with numerical information. Perhaps you gather enough facts to make intelligent decisions, understand why a particular project was successful, or prepare a sensible budget.

Because of your strengths, you typically generate inventive ideas for new projects, especially those that require upgrading things. When you are challenged to be an innovative thinker, you feel valued.

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.

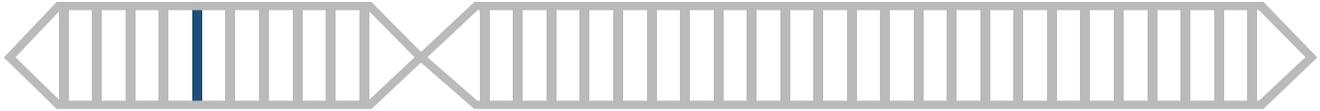
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.

**RELATIONSHIP BUILDING**

5. Connectedness

HOW YOU CAN THRIVE

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

WHY YOUR CONNECTEDNESS IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you sometimes feel a particular yearning to control your life, and to leave your mark on the world. To some extent, you know you are somehow linked to every human being on the planet. This partially explains why you sense whatever you choose to do or not do affects them just as their choices eventually affect you. You might feel you are walking a tightrope between wanting to be totally independent and knowing you need others to survive.

It's very likely that you may be determined to make the acquaintance of certain individuals you identify as seekers of truth. Perhaps you are attracted to people who ponder philosophical questions such as "What is the meaning of life?" or "What is beauty?" or "What constitutes wisdom?" or "Why do bad things happen to good people?" or "Why should ordinary people like me even ask these kinds of questions?"

Because of your strengths, you may be guided by the notion that no one can live life without some help from others. Perhaps this idea compels you to consider how what you do and say affects people you know and individuals you will never meet.

By nature, you might be fascinated with certain ideas, policies, or philosophies that affect human beings around the world.

Driven by your talents, you often are the one who helps people understand how they are linked across time, distance, race, ethnicity, religion, economic levels, languages, or cultures. You make it possible for individuals to work together. You aim to break down barriers that separate them.

WHY YOU SUCCEED USING CONNECTEDNESS

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

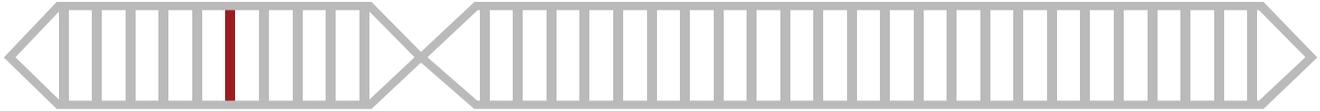
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Help others see connections and purpose in everyday life.

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

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

6. 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 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.

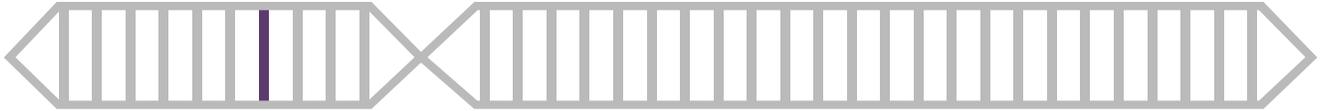
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.

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**

7. 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 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.

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**

8. Intellection

HOW YOU CAN THRIVE

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

WHY YOU SUCCEED USING INTELLECTION

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Think deeply. Think often.

- Set aside a few minutes every day to collect your thoughts. This reflection time will energize you, and your thinking will become sharper and more effective.
- Get involved in big projects or initiatives in the early stages, before the action begins. You have the ability to follow a trail to see where it leads, and your insights enable projects to move forward intelligently and without backtracking.
- Take time to write. Writing might be the best way to crystallize and integrate your thoughts. Make a list of your best ideas, and refer to it often. Revisiting your thoughts can give you valuable insights.

WATCH OUT FOR BLIND SPOTS

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

**INFLUENCING**

9. 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 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.

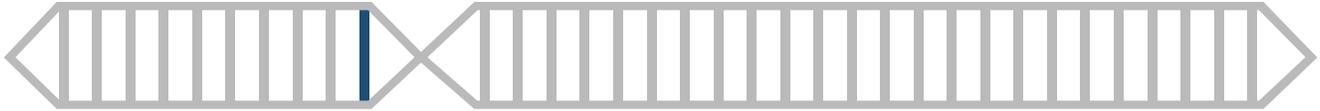
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.

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.

**RELATIONSHIP BUILDING**

10. 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

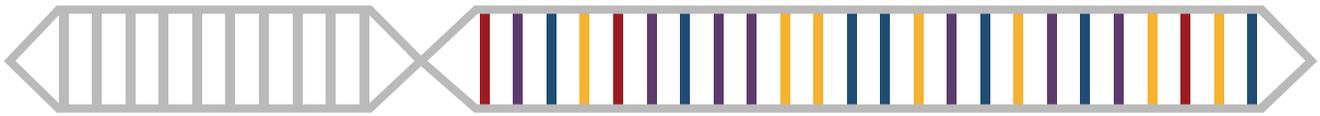
Appreciate the uniqueness in each person you meet.

- 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.

Navigate the Rest of Your CliftonStrengths



- 11. Analytical
- 12. Deliberative
- 13. Relator
- 14. Self-Assurance
- 15. Input
- 16. Focus
- 17. Empathy
- 18. Arranger
- 19. Belief
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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

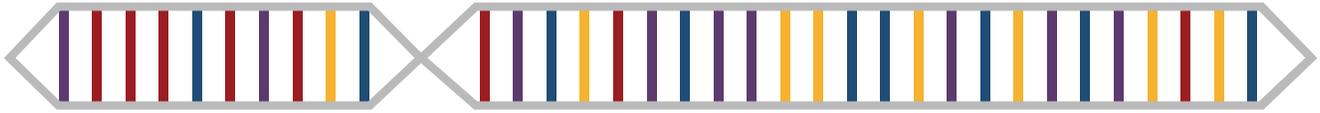
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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. Restorative
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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 **Strategic Thinking** CliftonStrengths themes.

You know how to help individuals absorb and analyze information that can inform better decisions.



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

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

Your CliftonStrengths by Domain

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

Restorative

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

Strategic

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

Futuristic

Share your visions of a better future.

Ideation

Refine your creativity to inspire and energize yourself and others.

Connectedness

Help others see connections and purpose in everyday life.

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.

Intellection

Think deeply. Think often.

Significance

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

Individualization

Appreciate the uniqueness in each person you meet.

Your CliftonStrengths 34 Theme Sequence

1. 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.

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. 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.

4. Ideation

STRATEGIC THINKING

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

5. 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.

6. 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.

7. 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.

8. Intellection

STRATEGIC THINKING

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

9. 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.

10. 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.

11. 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.

12. 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.

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. 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.

15. 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.

16. Focus

EXECUTING

People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.

17. Empathy

RELATIONSHIP BUILDING

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

18. Arranger

EXECUTING

People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.

19. 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.

20. Command

INFLUENCING

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

21. 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.

22. 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.

23. 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.

24. 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.

25. Discipline

EXECUTING

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

26. 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.

27. 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.

28. 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.

29. 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.

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. 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. Context

STRATEGIC THINKING

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

33. 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.

34. Harmony

RELATIONSHIP BUILDING

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