

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. **Futuristic**
- 2. **Arranger**
- 3. **Deliberative**
- 4. **Strategic**
- 5. **Competition**
- 6. Ideation
- 7. Maximizer
- 8. Individualization
- 9. Achiever
- 10. Analytical

NAVIGATE

- 11. Relator
- 12. Intellection
- 13. Significance
- 14. Focus
- 15. Self-Assurance
- 16. Restorative
- 17. Adaptability
- 18. Empathy
- 19. Developer
- 20. Connectedness
- 21. Learner
- 22. Belief
- 23. Responsibility
- 24. Command
- 25. Positivity
- 26. Activator
- 27. Consistency
- 28. Harmony
- 29. Input
- 30. Discipline
- 31. Woo
- 32. Communication
- 33. Context
- 34. Includer

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

EXECUTING themes help you make things happen.

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

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

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

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

Unleash Your Infinite Potential: Your Strongest CliftonStrengths®



- 1. **Futuristic**
- 2. **Arranger**
- 3. **Deliberative**
- 4. **Strategic**
- 5. **Competition**
- 6. Ideation
- 7. Maximizer
- 8. Individualization
- 9. Achiever
- 10. Analytical

The CliftonStrengths at the top of your profile are the most powerful.

These themes represent how you are uniquely talented. They are the starting point for living your strongest life possible.

Develop these CliftonStrengths to maximize your potential

Your greatest chance to succeed — at work or anywhere else — lies in strengthening what you naturally do best and doing more of it.

Start with your top five.

They are your most powerful natural talents.

1. **Read everything about your top CliftonStrengths.** To make the most of your talents, you first need to understand them and how to describe them to others.
2. **Reflect on who you are.** Think about your experiences, your motivations and how you see yourself. Then, consider how your CliftonStrengths shape you: what you do, how you do it and why.
3. **Use these CliftonStrengths every day.** Start with the suggestions in this report for applying your most powerful CliftonStrengths.
4. **Watch out for blind spots.** Sometimes how you exhibit your strongest CliftonStrengths can cause unintended negative misperceptions. Read the "What Is a Weakness?" section to learn more about preventing your strongest CliftonStrengths from getting in your way.

Then focus on your CliftonStrengths 6-10.

Apply the same strategies to make the most of your next five CliftonStrengths. You will excel and become the absolute best version of yourself when you take a strengths-based approach to your life. Do more of what you do best, and you'll feel more engaged, empowered and energized.



STRATEGIC THINKING

1. Futuristic®

HOW YOU CAN THRIVE

You vividly imagine the future. You inspire and energize others with your vision of what could be.

WHY YOUR FUTURISTIC IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Driven by your talents, you are eager to get started on a project once you realize what you can accomplish in the coming weeks, months, or years. You work very hard to breathe life into your big dreams. These often push and pull you into the future.

It's very likely that you are typically enthused about what you can accomplish in the coming months, years, or decades. Your ability to think about the future naturally feeds your desire to be the very best.

Chances are good that you think intensely to conceive vivid mental images of the future. Many individuals lack your ability to envision what will be possible in the coming months, years, or decades. As a result, they regularly rely on you to do this visioning for them.

By nature, you might generate certain types of ideas quickly. Occasionally you draw links between facts, events, people, problems, or solutions. You may present numerous options for consideration. Perhaps your innovative thinking fosters ongoing dialogue between and among associates, committee members, teammates, or classmates.

Because of your strengths, you have a capacity for envisioning what the coming months, years, or decades could, should, or will be like. Frequently you are prompted to transform your ideas into things you can touch, taste, see, smell, or hear.

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.

**EXECUTING**

2. Arranger®

HOW YOU CAN THRIVE

You are both organized and flexible. You enjoy figuring out how to align people and resources to get the best results.

WHY YOUR ARRANGER IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Because of your strengths, you may want people to regard you as trustworthy, dependable, or reliable. Perhaps this yearning motivates you to do whatever you said you would do.

Chances are good that you exhibit a heightened awareness of your talents. One of your top priorities is building upon these natural abilities to create strengths. You undoubtedly find opportunities to practice using your talents in new and different ways.

Instinctively, you are acutely aware of how your teammates perceive your abilities. You can sense what they think of you as a person. These insights many times allow you to earn their confidence so you can contribute even more to the group's success.

Driven by your talents, you often are the peacemaker and the peacekeeper of your group. You help your teammates find areas where they can agree. This explains how you reduce tension within the group as well as conflicts between individuals.

It's very likely that you join various teams to enhance your odds of attaining fame, fortune, power, prestige, promotions, or success. You probably do things to build up your resume.

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.
- Seek complex, dynamic work environments in which there are few routines.
- Challenge yourself to find ways to make even the most successful systems and arrangements better.

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.

**EXECUTING**

3. Deliberative®

HOW YOU CAN THRIVE

You are best described by the serious care you take in making decisions. You anticipate risks and move forward cautiously.

WHY YOUR DELIBERATIVE IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Instinctively, you might refrain from sharing much about yourself with others. Perhaps you are reserved by nature. You might prefer to keep your thoughts to yourself. However, if the situation demands conversation, you may become talkative and sociable.

Driven by your talents, you might observe the results or successes of someone over time before you offer any compliments. Maybe you need to know that the person's accomplishments were more than luck or a matter of circumstances. Perhaps you want to be sure the individual really and truly deserves to be recognized.

By nature, you may be selective about how much you reveal to particular individuals about your history, future intentions, or current affairs. Maybe you are less inclined than some people to launch into chitchat or discussions. Why? You realize you might be asked or expected to answer some personal questions.

Chances are good that you sometimes withhold recognition until you have sufficient proof the recipient has earned it. Perhaps people appreciate your compliments because you give so few of them.

It's very likely that you may remain silent rather than join conversations that involve the sharing of intimate or personal information. Occasionally you try to change the topic altogether. If your attempts are unsuccessful, you might excuse yourself from discussions about the upbringing, finances, problems, physical conditions, or mental health of yourself or others.

WHY YOU SUCCEED USING DELIBERATIVE

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Stop, listen and assess before taking action.

- Rely on your good judgment, caution and conservative decision-making during times of change. Your ability to identify and reduce risk is a powerful advantage.
- Be sure to set aside time for yourself. Try this: Reserve 20 minutes each day to sort through your projects, plans and ideas. Use this time to gather information on options, assess different situations or solidify choices you need to make. When you have the opportunity and freedom to calculate, you will make better decisions.
- Help others think through what they want to do. Whatever your role is, you can become a valuable sounding board because you identify and assess potential risks that others might not see.
- Be ready to explain your careful decision-making process. Others might misread your Deliberative talents as tentativeness or fear of action.
- Don't let anyone push you into revealing too much about yourself too soon. You naturally build friendships slowly, so take pride in your small circle of good friends.

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

4. Strategic®

HOW YOU CAN THRIVE

You quickly spot patterns and issues that others miss. You generate alternative paths forward and choose the most effective one.

WHY YOUR STRATEGIC IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Driven by your talents, 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.

It's very likely that you might recognize recurring sequences in data, events, information, or people's comments. These insights might enable you to form links between things that others cannot.

Instinctively, you may see solutions before other people know there is a problem. You might start formulating answers before your teammates, coworkers, or classmates understand the question. Sometimes you generate numerous ideas before sorting to the one that makes the most sense in a particular situation.

Chances are good that you might spot some emerging trends or problems others fail to notice. You sometimes generate innovative ideas before selecting the best option. Perhaps your proposals, coupled with your optimism, ignite people's enthusiasm for certain endeavors.

By nature, you may have acquired expertise in specific areas. Occasionally you spend time considering several courses of action before choosing one. Perhaps you invent original or innovative techniques for dealing with expected or unexpected challenges. Maybe you use the same approach to take advantage of promising opportunities.

WHY YOU SUCCEED USING STRATEGIC

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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

- Strengthen the groups you belong to by using your talent to discover the best path to success. Because you can do this quickly, it may look as if you are “winging it,” so explain yourself along the way to help others understand what you see.
- Schedule time each day to think about your goals and strategies. Time alone might be the best way for you to evaluate all your options and to find the right course of action for each goal.
- Trust your insights. Because you consider options so naturally and easily, you might not realize how you came up with a strategy. But because of your exceptional talents, it will likely be successful.
- Find a group that does important work, and contribute your strategic thinking. Your ideas and expert planning can make you a strong leader in any group.
- Be prepared to explain your thought process; sometimes people can misinterpret your Strategic talents as criticism of their ideas. Help them understand that, instead, you are considering what is already working well and what others have already done.

WATCH OUT FOR BLIND SPOTS

- When working with others, sometimes they may misinterpret your strong Strategic talents as criticism. Be mindful of what is already working well and what others have accomplished.
- Because you evaluate patterns and pathways so quickly, others might find it difficult to follow or understand your thought process. Be aware that sometimes, you might have to backtrack to explain how you got to where you are.

**INFLUENCING**

5. Competition®

HOW YOU CAN THRIVE

You measure your progress against the performance of others. You love contests and need to win.

WHY YOUR COMPETITION IS UNIQUE

These Strengths Insights are personalized based on your CliftonStrengths results.

Driven by your talents, you know the things you do quite well. You waste very little time mulling over your limitations, shortcomings, or failures. Your strengths allow you to capture first-place honors again and again. You refuse to concentrate much energy on areas where you must struggle just to be average. "What's the point?" you ask yourself.

Because of your strengths, you often unravel perplexing ideas, problems, processes, opportunities, or puzzles. You usually continue working until you discover how something operates. You think much faster when you know someone else is trying to understand how the same thing functions. This likely motivates you to finish first.

Chances are good that you want people to see you as a winner, as "number one," or as the very best in various activities. Being quite sensitive to what others think of you probably is a powerful motivating force that usually works to your advantage.

Instinctively, you sometimes outwit people by capitalizing on your ingenuity — that is, your originality. When scores are being tallied, you might rely on your talents to emerge the victor.

It's very likely that you sometimes rely on reason to make sense of facts, events, people's behavior, problems, or solutions. You might outmaneuver certain individuals when comparisons are being made between your results and theirs.

WHY YOU SUCCEED USING COMPETITION

You motivate yourself and others to a higher standard of performance. You can raise a group's achievement level by creating a culture of winning and aspiring to be the best.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Aim for first place so you'll always finish strong.

- Create daily measures of success for yourself and the teams you are on. Learn what it takes to win consistently.
- List the performance scores that help you know where you stand every day. Decide which ones you should pay attention to.
- Take the time to celebrate your wins. In your world, there is no victory without celebration.
- Select tasks, roles and work environments where you can measure your achievements. You might never be able to discover how good you can be without keeping score.
- Explain to your coworkers, friends and family that you enjoy battling against good, strong competitors and winning — not from putting others down.

WATCH OUT FOR BLIND SPOTS

- Be careful not to let your competitive spirit get in the way of your relationships. Not everyone has your drive to win, and constantly comparing your performance to theirs might offend them or hurt their feelings.
- Winning at all costs isn't winning; it's self-defeating. Make sure you maintain your principles when you push yourself toward ultimate victory.

**STRATEGIC THINKING**

6. Ideation®

HOW YOU CAN THRIVE

You are fascinated by ideas. You see connections that others don't and can view the world from different perspectives.

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.

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**

7. Maximizer®

HOW YOU CAN THRIVE

You consistently ask, "How can we make this better?" You don't settle for "good enough," but push for excellence.

WHY YOU SUCCEED USING MAXIMIZER

You focus on quality, and you prefer working with and for the best. By seeing what each person naturally does best and empowering them to do it, you make individuals, teams and groups better.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Strive for excellence, and encourage others to do the same.

- Stay focused on your own strengths. Choose one talent you want to maximize each month, and invest in building on it. Refine your skills. Acquire new knowledge. Practice. Keep working toward mastery.
- Make your weaknesses irrelevant. Find a partner, devise a support system or use one of your stronger themes to compensate for your weaker ones.
- Help your friends and coworkers recognize others' talents and strengths.

WATCH OUT FOR BLIND SPOTS

- Your desire to exhaust all possible outcomes can frustrate those who want to come to a suitable conclusion and move forward. Sometimes, you will need to accept that "good enough" is adequate and appropriate.
- You might be disappointed when a project or initiative falls short of your definition of excellence. Try not to get discouraged when you have to work on or sign off on something that is acceptable, but not ideal, in your eyes.

**RELATIONSHIP BUILDING**

8. 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.

**EXECUTING**

9. 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.

**STRATEGIC THINKING**

10. 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 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.

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.

Navigate the Rest of Your CliftonStrengths®



- 11. Relator
- 12. Intellection
- 13. Significance
- 14. Focus
- 15. Self-Assurance
- 16. Restorative
- 17. Adaptability
- 18. Empathy
- 19. Developer
- 20. Connectedness
- 21. Learner
- 22. Belief
- 23. Responsibility
- 24. Command
- 25. Positivity
- 26. Activator
- 27. Consistency
- 28. Harmony
- 29. Input
- 30. Discipline
- 31. Woo
- 32. Communication
- 33. Context
- 34. Includer

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

Your unique CliftonStrengths 34 profile

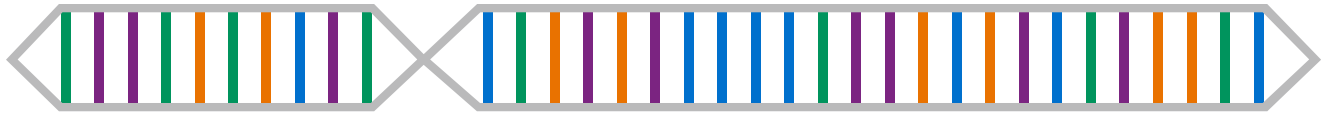
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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

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

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

What Is a Weakness?



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

Futuristic®

Share your visions of a better future.

Arranger®

Improve effectiveness and efficiency by reorganizing resources.

Deliberative®

Stop, listen and assess before taking action.

Strategic®

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

Competition®

Aim for first place so you'll always finish strong.

Ideation®

Refine your creativity to inspire and energize yourself and others.

Maximizer®

Strive for excellence, and encourage others to do the same.

Individualization®

Appreciate the uniqueness in each person you meet.

Achiever®

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

Analytical®

Use your logical, objective approach to make important decisions.

Your CliftonStrengths® 34 Theme Sequence

1. Futuristic®

STRATEGIC THINKING

People exceptionally talented in the Futuristic theme vividly imagine the future. They inspire and energize others with their vision of what could be.

2. Arranger®

EXECUTING

People exceptionally talented in the Arranger theme are both organized and flexible. They enjoy figuring out how to align people and resources to get the best results.

3. Deliberative®

EXECUTING

People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions. They anticipate risks and move forward cautiously.

4. Strategic®

STRATEGIC THINKING

People exceptionally talented in the Strategic theme quickly spot patterns and issues that others miss. They generate alternative paths forward and choose the most effective one.

5. Competition®

INFLUENCING

People exceptionally talented in the Competition theme measure their progress against the performance of others. They love contests and need to win.

6. Ideation®

STRATEGIC THINKING

People exceptionally talented in the Ideation theme are fascinated by ideas. They see connections that others don't and can view the world from different perspectives.

7. Maximizer®

INFLUENCING

People exceptionally talented in the Maximizer theme consistently ask, "How can we make this better?" They don't settle for "good enough," but push for excellence.

8. 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.

9. 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.

10. 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.

11. Relator®

RELATIONSHIP BUILDING

People exceptionally talented in the Relator theme enjoy close relationships. They find deep satisfaction in working hard with friends to achieve a goal.

12. Intellection®

STRATEGIC THINKING

People exceptionally talented in the Intellection theme enjoy deep thinking. They are introspective and appreciate intellectual discussions.

13. Significance®

INFLUENCING

People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize what will increase their influence on others or their organization.

14. 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.

15. Self-Assurance®

INFLUENCING

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

16. 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.

17. Adaptability®

RELATIONSHIP BUILDING

People exceptionally talented in the Adaptability theme prefer to go with the flow. They take things as they come and discover the future one day at a time.

18. Empathy®

RELATIONSHIP BUILDING

People exceptionally talented in the Empathy theme have an instinctive ability to understand people. They feel others' emotions as if they were their own.

19. 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 love when they see someone make progress.

20. Connectedness®

RELATIONSHIP BUILDING

People exceptionally talented in the Connectedness theme believe everything is linked and that there are few coincidences. For them, everything happens for a reason.

21. 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.

22. Belief®

EXECUTING

People exceptionally talented in the Belief theme have certain core values that are unchanging. These values provide direction and a strong sense of purpose.

23. Responsibility®

EXECUTING

People exceptionally talented in the Responsibility theme take psychological ownership of their commitments. They are dependable and embrace values such as honesty and loyalty.

24. Command®

INFLUENCING

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

25. Positivity®

RELATIONSHIP BUILDING

People exceptionally talented in the Positivity theme have contagious enthusiasm. They are naturally upbeat and can energize others.

26. 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.

27. Consistency®

EXECUTING

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

28. Harmony®

RELATIONSHIP BUILDING

People exceptionally talented in the Harmony theme look for consensus. They have no use for unnecessary friction and guide others toward practical solutions.

29. 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.

30. Discipline®

EXECUTING

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

31. Woo®

INFLUENCING

People exceptionally talented in the Woo theme love meeting new people and winning them over. They enjoy socializing and making connections.

32. 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.

33. Context®

STRATEGIC THINKING

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

34. Includer®

RELATIONSHIP BUILDING

People exceptionally talented in the Includer theme accept others. They are instinctively aware of those who feel left out and make an effort to include them.

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