

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. **Maximizer**
- 2. **Belief**
- 3. **Relator**
- 4. **Responsibility**
- 5. **Analytical**
- 6. Self-Assurance
- 7. Arranger
- 8. Strategic
- 9. Discipline
- 10. Significance

NAVIGATE

- 11. Focus
- 12. Futuristic
- 13. Individualization
- 14. Learner
- 15. Achiever
- 16. Communication
- 17. Competition
- 18. Positivity
- 19. Harmony
- 20. Input
- 21. Developer
- 22. Connectedness
- 23. Command
- 24. Intellection
- 25. Activator
- 26. Deliberative
- 27. Consistency
- 28. Restorative
- 29. Ideation
- 30. Includer
- 31. Adaptability
- 32. Woo
- 33. Context
- 34. Empathy

You lead with **Executing** CliftonStrengths themes.

■ **EXECUTING** themes help you make things happen.

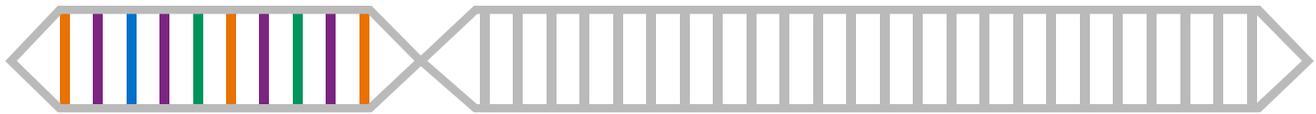
■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

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

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

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

Unleash Your Infinite Potential: Your Strongest CliftonStrengths



- 1. **Maximizer**
- 2. **Belief**
- 3. **Relator**
- 4. **Responsibility**
- 5. **Analytical**
- 6. Self-Assurance
- 7. Arranger
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- 9. Discipline
- 10. Significance

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

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

Develop these CliftonStrengths to maximize your potential

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

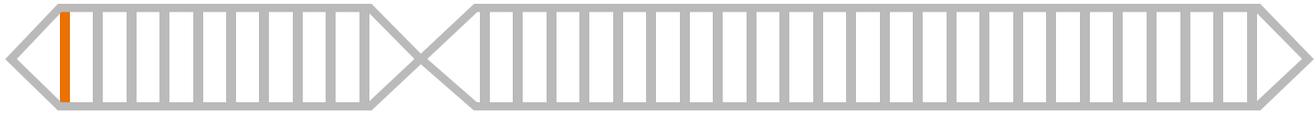
Start with your top five.

They are your most powerful natural talents.

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

Then focus on your CliftonStrengths 6-10.

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

**INFLUENCING**

1. Maximizer

HOW YOU CAN THRIVE

You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

WHY YOUR MAXIMIZER IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

By nature, you periodically inspire people by finding out what motivates them. You may give individuals lots of recognition. Once in a while, you celebrate each person's uniqueness. Perhaps your acknowledgments or compliments energize particular people.

Driven by your talents, 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.

Because of your strengths, you take full advantage of your talents. This is how you move toward your goals.

It's very likely that you exhibit an awareness about what you do and do not do well. You trust your instincts in this regard. Over time, you have progressed faster and moved further by relying on your talents. You simply refuse to risk losing confidence in yourself by tackling assignments for which you lack the talent, even when you may possess some relevant knowledge, skills, or experience.

Instinctively, you apply your expertise, knowledge, or skills to opportunities that offer you the greatest potential for personal or professional advancement. You optimize — that is, make the most of — your talents by intentionally using them on a daily basis.

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.

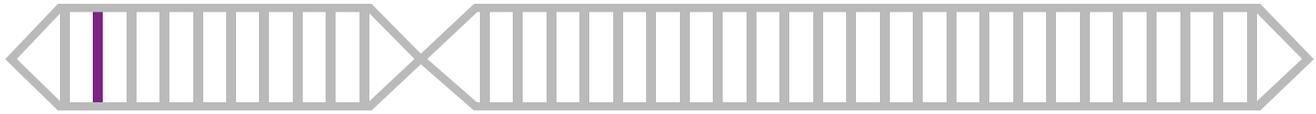
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.
- Develop a plan to use your strengths outside of work. Consider how your strengths relate to your personal mission and how they can benefit your family or community.
- Study success. Spend time with people who have discovered their strengths. The more you understand how using strengths leads to success, the more likely you will be to create success in your own life.

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.

**EXECUTING**

2. Belief

HOW YOU CAN THRIVE

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

WHY YOUR BELIEF IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Chances are good that you occasionally set aside time to evaluate whether your plans or judgments align with your values. Perhaps you rely on reason rather than emotion when you must make a choice that will affect you or someone else.

Because of your strengths, you can sometimes place the needs of others ahead of your own.

It's very likely that you may put aside your own interests or inconvenience yourself to serve others. Some people might say you devote yourself to the welfare or interests of particular individuals by putting their needs ahead of your own.

Driven by your talents, you may be zealous — that is, fervent and enthusiastic — about solving problems that affect the quality of your life. Once in a while, you devote all your time and energy to a specific cause. Perhaps your core values explain why you participate in certain social, political, educational, religious, legal, or environmental activities.

By nature, you occasionally sense you are part of something bigger or more important than yourself. Maybe this conviction influences choices you make in life.

WHY YOU SUCCEED USING BELIEF

Your core values guide you and give you purpose. You provide clarity, conviction and stability by living your values.

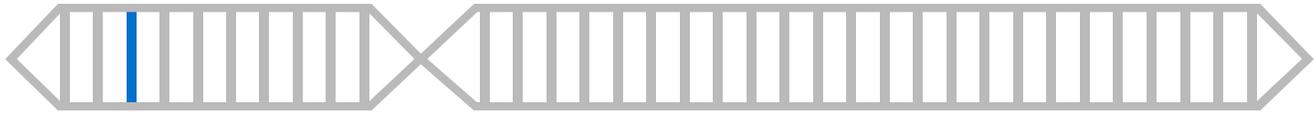
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Honor your values; they keep you on course during tough times.

- Keep reminders of your personal mission around. In difficult situations, these reminders will help you focus on your objective and the valuable contribution you make.
- Have courage in your ability to select projects to work on. Ask about their intended outcomes and target audiences. When possible, get involved in ideas and projects that match your values.
- Try to keep an appropriate balance between your work and personal life. Both areas will benefit when you dedicate enough time and attention to each.
- Accept that others will have values different from yours. Having strong Belief is not the same as being judgmental.
- Don't be afraid to give voice to your values to help others know who you are and how to relate to you.

WATCH OUT FOR BLIND SPOTS

- Because you are passionate about your own beliefs, others might view you as stubborn or set in your ways. Keep in mind that everyone has a unique worldview, and often, it will not be the same as yours.
- Be careful not to pass judgment on others' principles and motivations. Their values and belief systems deserve your respect, even when you don't agree with them.

**RELATIONSHIP BUILDING**

3. Relator

HOW YOU CAN THRIVE

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

WHY YOUR RELATOR IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you feel most fulfilled when you are busy and simply performing routine tasks. When you have nothing to do, typically you find something to do. Sitting around and wasting time does not suit you at all.

Because of your strengths, you might be an individual who wants to know a little bit about the hopes or objectives of each group member. Perhaps the more you understand people, the easier it is for you to establish or sustain personal partnerships with them.

Driven by your talents, you occasionally assist your teammates by reducing the difficult-to-understand programs, rules, processes, concepts, formulas, or policies to their bare essentials.

By nature, you might be known for reducing elaborate or intertwined ideas, processes, legal documents, or action plans to their basic elements. As a result, some people might turn to you for plainspoken and easy-to-understand explanations.

It's very likely that you might be drawn to certain individuals who reveal their goals to you. Armed with these bits of information, you may ask questions or observe them in action. Occasionally you can pinpoint some of the unique likes, dislikes, strengths, limitations, work style, or experiences of particular people.

WHY YOU SUCCEED USING RELATOR

You naturally form genuine and mutually rewarding one-on-one relationships. Your authenticity allows you to build close, long-lasting connections that foster trust and confidence.

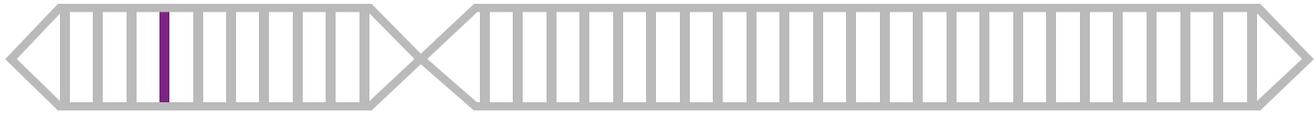
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Connect deeply with the right people to gain friends for life.

- Try to get one-on-one time with people, rather than attempting to connect with them in a group. This will help you build the deeper and trusting relationships you value most.
- Stay in contact with your friends, no matter how busy you are. Your closest relationships energize you.
- Make sure people know that you are more interested in their character and personality than in their status or job title. You might serve as a model for others.
- Let your caring show. For example, find someone to mentor, help your coworkers get to know one another better or deepen your existing relationships.
- Look for workplaces, classes, teams or groups that encourage friendships. You prefer a casual style and culture and will likely not do well in overly formal situations.

WATCH OUT FOR BLIND SPOTS

- Because Relators typically do not trust others implicitly and people have to earn your trust over time, some may think you are hard to get to know. Be aware of this perception with new people you meet as well as with the people you see every day.
- Your tendency to spend more time with the people you know best might give the impression that you are exclusive or unfriendly to those outside your inner circle. Consider that you might be missing out on the benefits of widening the circle and getting to know more people.

**EXECUTING**

4. Responsibility

HOW YOU CAN THRIVE

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

WHY YOUR RESPONSIBILITY IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Driven by your talents, you may be a person whose work ethic is as much a matter of conscience as it is a matter of completing tasks. Perhaps you need to do what you know is right, true, proper, or accurate.

Because of your strengths, you yearn to be given additional duties. You expect to be held accountable for your productivity, profit, behavior, comments, and actions.

Instinctively, you volunteer for additional duties. You really enjoy being given authority over projects, individuals, or groups. You expect to be held accountable for the results you produce as well as your words and deeds.

By nature, you might go out of your way to do what you promised. Sometimes you are impelled to follow the rules of your conscience. Is it any wonder that you may take time to think about certain things you could do or should do better?

Chances are good that you might draw on your reserve of personal accountability if pressed to complete tasks. A deadline or a commitment to teammates may spur you to do whatever it takes to complete a project.

WHY YOU SUCCEED USING RESPONSIBILITY

You have a deep sense of dedication and feel ownership for your commitments. You are a person of your word, and others know they can rely on and trust you.

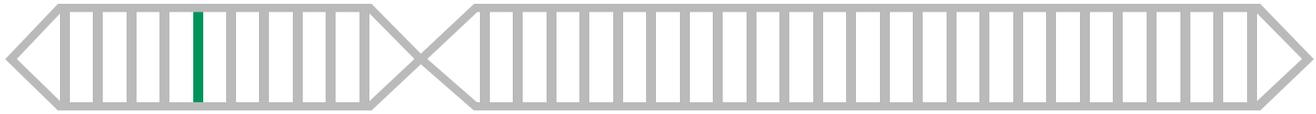
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Take ownership for the things that matter most to you.

- Always check your schedule and to-do list before taking on a new request. This will help you realistically meet all of your commitments without overworking yourself and demonstrate to others that you are serious about your responsibilities.
- Align yourself with those who share your sense of commitment. You will thrive when you are surrounded by others who take their responsibilities as seriously as you do.
- Be an ethical watchdog for your school, organization or community by taking action to eliminate and prevent any unethical behavior you see.
- Let your teacher or manager know that your natural sense of responsibility gives you an exceptional capacity to function independently.
- Be selective. Because you are instinctively responsible, it might be difficult for you to refuse requests from others. Sometimes you need to remind yourself to say no.

WATCH OUT FOR BLIND SPOTS

- Because you find it difficult to turn down others' requests, sometimes you overcommit. Try to manage your Responsibility talents by giving up something before you take on a new task.
- Too many obligations can keep you from spending time with the most important people in your life. Remember that sometimes, no is the best answer for the health of your relationships.

**STRATEGIC THINKING**

5. Analytical

HOW YOU CAN THRIVE

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

WHY YOUR ANALYTICAL IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

It's very likely that you sometimes welcome opportunities to methodically examine details in data. Perhaps you notice when a series of numbers repeats itself. Now and then, your hours of mental labor enable you to spot important pieces of information that others overlook.

Because of your strengths, you periodically investigate the "hows" and "whys" of a given situation. You might find relationships between the final result and the events preceding it. Perhaps these links enable you to understand how things came into being. You may draw logical conclusions that can broaden your knowledge base.

Instinctively, you sometimes figure out what you need to upgrade, enhance, or do better. Perhaps you are eager to get started once you have established the importance of each task or activity. Maybe you prefer to concentrate your energy and time on one or two areas of opportunity.

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

Chances are good that you may bring a logical perspective to your team's tasks or to work in general. Perhaps you break down projects into small parts. Sometimes you determine the importance and urgency of each step. You might decide what must be done first, second, or third. You might waste little time getting started once your plan is finalized.

WHY YOU SUCCEED USING ANALYTICAL

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

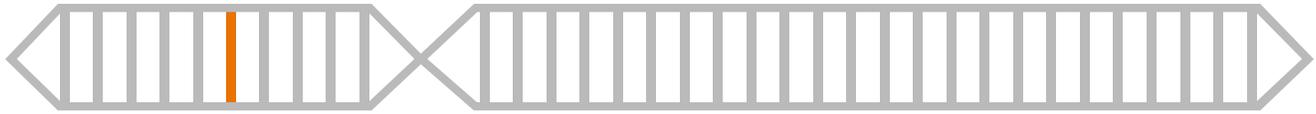
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Use your logical, objective approach to make important decisions.

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

WATCH OUT FOR BLIND SPOTS

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

**INFLUENCING**

6. Self-Assurance

HOW YOU CAN THRIVE

You feel confident in your ability to take risks and manage your own life. You have an inner compass that gives you certainty in your decisions.

WHY YOU SUCCEED USING SELF-ASSURANCE

You trust your instincts, so you forge ahead confidently, even on risky paths. Because of your certainty, persuasiveness and ability to make decisions easily, you lead the way for others.

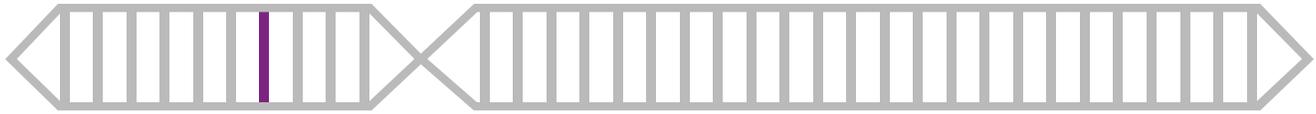
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Trust your gut, and live life on your own terms.

- Trust your instincts, but always gather enough input from other sources to ensure you make well-informed decisions.
- Look for startup opportunities. You are comfortable working without a rulebook, and you are at your best when you have to make many decisions.
- Bring your confidence to areas of uncertainty where others are stuck. Your decisiveness and calm certainty in the midst of chaos can create comfort and security.

WATCH OUT FOR BLIND SPOTS

- Your confidence in your ability to make the right decisions might make you feel like you don't need to consult anyone else. But no one is right all the time, so consider asking others for their input; they might even validate your hunches.
- Because you usually sound like you know what you're talking about — whether you do or not — others might be nervous about questioning you. Be careful not to alienate or intimidate others with your confidence.

**EXECUTING**

7. Arranger

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING ARRANGER

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

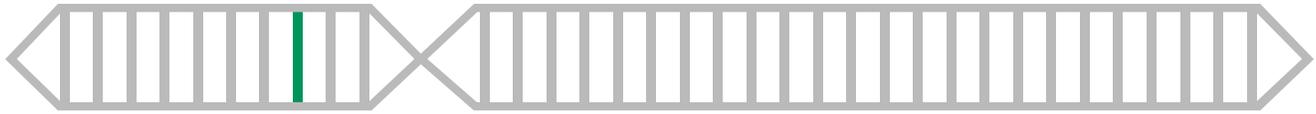
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Improve effectiveness and efficiency by reorganizing resources.

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

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

8. 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 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.

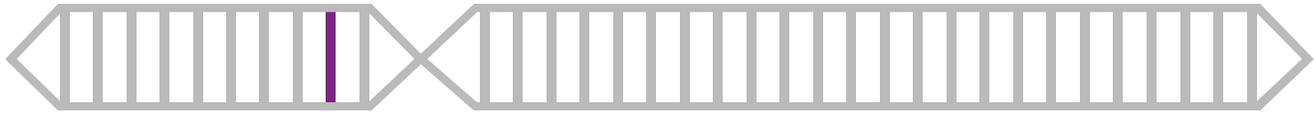
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.

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.

**EXECUTING**

9. Discipline

HOW YOU CAN THRIVE

You enjoy routine and structure. Your world is best described by the order you create.

WHY YOU SUCCEED USING DISCIPLINE

You need organization, order and precision. Your controlled planning and routines increase efficiency and bring predictability and structure to turmoil.

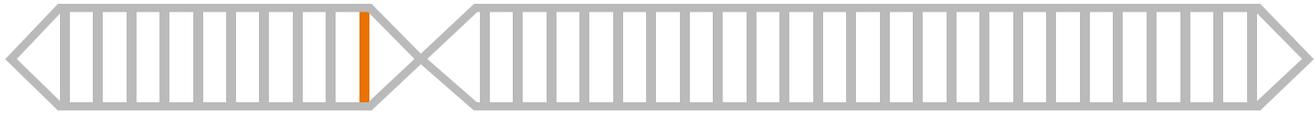
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Create structure, and keep things organized.

- Check as often as necessary to ensure that tasks and projects are completed correctly and on time. You feel an urge to do it anyway, and soon enough, others will begin to expect it from you.
- Share your routines and structure. Your detailed lists of tasks, goals and timelines can increase others' efficiency.
- Accept that not many people are as disciplined as you. Instead of letting their processes frustrate you, try to focus on their results and not their methods.

WATCH OUT FOR BLIND SPOTS

- Because of your need for predictability and control, others might view you as rigid and inflexible. Try not to automatically dismiss ideas that do not directly fit into the neat framework you have created.
- As much as you thrive on structure and organization, others thrive on the freedom to innovate. Be careful about expecting others to follow any structure you put in place.

**INFLUENCING**

10. 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

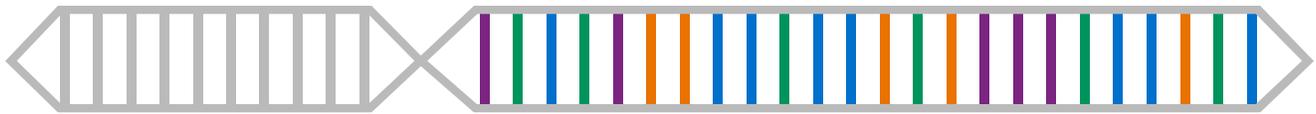
Look for opportunities to do important work where you can help others raise the bar.

- 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.

Navigate the Rest of Your CliftonStrengths



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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

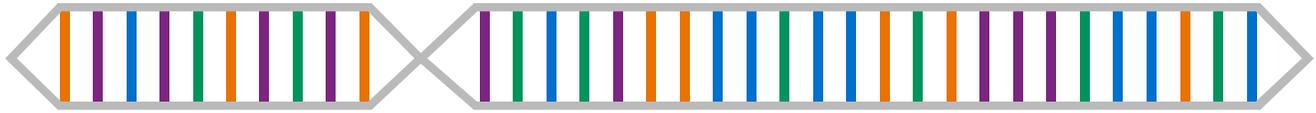
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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. Maximizer
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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 **Executing** CliftonStrengths themes.

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



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

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

Your CliftonStrengths by Domain

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

Maximizer

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

Belief

Honor your values; they keep you on course during tough times.

Relator

Connect deeply with the right people to gain friends for life.

Responsibility

Take ownership for the things that matter most to you.

Analytical

Use your logical, objective approach to make important decisions.

Self-Assurance

Trust your gut, and live life on your own terms.

Arranger

Improve effectiveness and efficiency by reorganizing resources.

Strategic

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

Discipline

Create structure, and keep things organized.

Significance

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

Your CliftonStrengths 34 Theme Sequence

1. 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.

2. 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.

3. 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.

4. Responsibility

EXECUTING

People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

5. Analytical

STRATEGIC THINKING

People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

6. 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.

7. 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.

8. 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.

9. Discipline

EXECUTING

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

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

15. 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.

16. 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.

17. 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.

18. 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.

19. Harmony

RELATIONSHIP BUILDING

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

20. 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.

21. 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.

22. 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.

23. Command

INFLUENCING

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

24. Intellection

STRATEGIC THINKING

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

25. 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.

26. 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.

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. 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.

29. Ideation

STRATEGIC THINKING

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

30. 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.

31. 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.

32. 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.

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. Empathy

RELATIONSHIP BUILDING

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