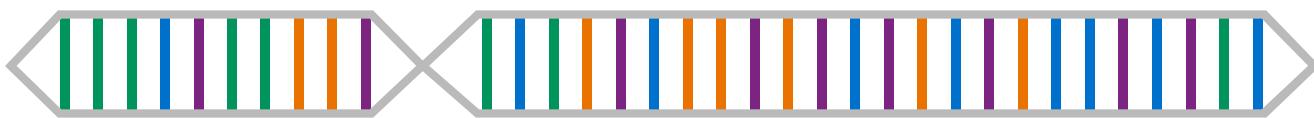


Your CliftonStrengths 34 Results

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. Ideation
2. Analytical
3. Strategic
4. Relator
5. Restorative
6. Intellection
7. Learner
8. Self-Assurance
9. Command
10. Deliberative

NAVIGATE

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

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. 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.

It's very likely that you occasionally generate novel ideas for campaigns, business ventures, initiatives, or special events.

Instinctively, you enjoy spending time with possibility thinkers. This is often the case when they present intriguing ideas that no one else has considered. You enjoy exploring the fascinating frontiers of medicine, politics, fashion, renewable energy sources, humanitarian aid, or the arts.

Driven by your talents, you contribute many innovative ideas to the group during brainstorming sessions. You tend to be highly imaginative when proposals are fully heard and any criticism is reserved for a later time.

Chances are good that you periodically recharge your imagination by creating original ideas for new projects. This might occur even before you have completed your current assignment. Perhaps you are happy if you can hand off to others your unfinished work. In some ways, you are like a surgeon who performs an operation but asks a competent assistant to close the patient's incision. Like the doctor, you may have ways of freeing yourself of details so you can think about your next project.

By nature, you thoroughly examine the idiosyncrasies, interests, talents, successes, fears, or dreams of each person you encounter. You contend that no two people are the same. You argue that the same individual reacts quite differently depending on the circumstances and the human beings present. People simply fascinate you.

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.



2. 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.

Chances are good that you often reduce problems, uncertainties, or difficulties to their most basic parts. Identifying the key pieces is one of your specialties. You want to ensure you are sufficiently prepared to design appropriate solutions. You spontaneously use logic and reason. You probably avoid individuals who rely on their instincts or emotions to figure out what to do.

By nature, you sometimes wish you could switch off your active brain. Even so, you may enjoy your time alone as you ponder ideas. Perhaps you want to test whether they make sense.

Because of your strengths, you may be inclined to double check your work. Perhaps you need to understand how one idea or fact links to whatever precedes or follows it.

It's very likely that you may be a process thinker. Perhaps you search for the reasons something went wrong. Once in a while, you sort through facts, look for missing pieces, or study a sequence of steps. If you fall short of a goal, you might investigate until you know precisely what prevented you from being successful.

Driven by your talents, you sometimes stop to identify the causes of problems, outcomes, mistakes, or circumstances. Maybe you use your logical thinking to detect and study all the variables. Perhaps you scrutinize how each element functions or fails to function properly. You also might study how each part links or fails to link with the next step in the sequence of a program, process, contract, regulation, or timeline.

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.

**STRATEGIC THINKING**

3. 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 may generate numerous ways to enhance, upgrade, revise, correct, or revamp certain processes, action plans, or itineraries. Sometimes your suggestions influence how a project will unfold in the coming months, years, or decades. You might find fault with your own or another person's talents, skills, or knowledge. To some extent, fixing people or things ranks in the top half of your list of favorite activities.

By nature, 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.

Driven by your talents, you thoroughly examine many of the problems you face in your life. For simple difficulties, you probably discover the right solution early in the process. When handling complex matters, however, you frequently labor long and hard to identify what is actually causing the predicament. Often you can pinpoint fundamental glitches or missing steps. Eventually, an economical, efficient, or diplomatic remedy becomes apparent to you.

Chances are good that 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.

Instinctively, you have acquired valuable skills and knowledge. You spend time considering numerous courses of action before choosing one. You invent original and innovative techniques for dealing with expected and unexpected challenges. 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.

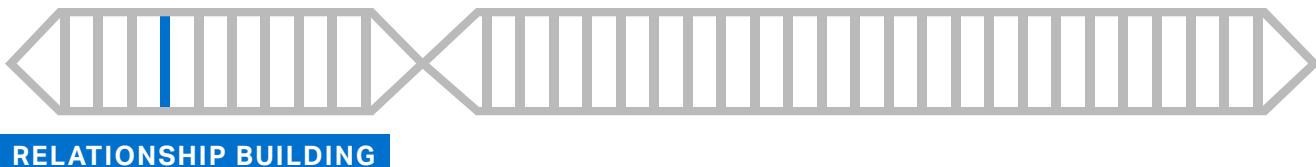
TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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.



4. 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.

It's very likely that you may relate to individuals better when you pay attention as they describe their goals. Because being liked is important to you, you might set out to convince people that you understand their desires, wants, or needs.

Because of your strengths, you might notice that people regularly ask you, "What do you think?" This might be because they value your views about particular people, situations, rules, news events or decisions.

By nature, you periodically consider skills you might upgrade to be a better trainer or coach. Perhaps you derive some satisfaction from helping individuals improve personally or professionally.

Chances are good that you may be regarded by some individuals as a fine trainer, tutor, or instructor. Occasionally you describe yourself in these terms.

Driven by your talents, you may find that certain individuals solicit your ideas or views on specific issues. Even though you might like working by yourself, some people feel comfortable interrupting you with their questions. Some may ask what you think or feel about sensitive topics, internal organizational battles, or the behavior of particular individuals.

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**

5. 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.

By nature, you may enjoy pondering what you can revise, correct, renovate, upgrade, or relocate. When you are curious about a person, event, topic, project, activity, or idea, you probably devote a bit more energy and time to studying it.

Because of your strengths, you periodically ponder what needs to be done better. In an unrushed and measured manner, you may make needed improvements or upgrades.

Chances are good that you sometimes find a quiet place to reflect on what you think, feel, or have experienced. Perhaps you ask and answer your own questions. By looking inward, you may identify specific things you could do even better.

Driven by your talents, you may surround yourself with individuals who value your strengths or appreciate your personality traits. Perhaps their comments inspire you to get as much as possible out of the skills, knowledge, or talents you possess. Investing in your own growth might be one way you strive to improve as a person or as a professional.

It's very likely that you sometimes ponder what you could do better. You may find some new ways to deliver on the commitments you have made to certain individuals. Perhaps keeping promises is one way you might enhance the quality of your work.

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**

6. 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.

**STRATEGIC THINKING**

7. 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.

**INFLUENCING**

8. 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.

**INFLUENCING**

9. Command

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING COMMAND

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Be ready to take charge when others waver.

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

WATCH OUT FOR BLIND SPOTS

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

**EXECUTING**

10. Deliberative

HOW YOU CAN THRIVE

You are best described by the serious care you take in making decisions or choices. You anticipate obstacles.

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

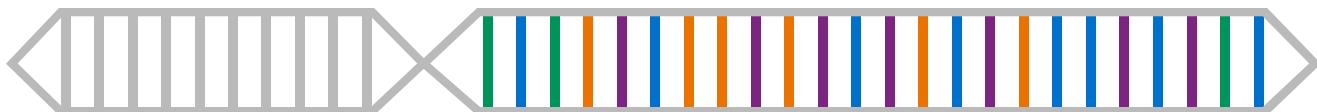
Stop, listen and assess before taking action.

- 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.

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.

Navigate the Rest of Your CliftonStrengths



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

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

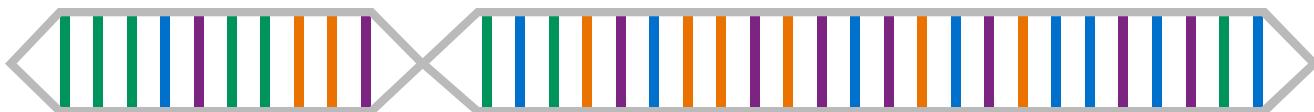
The themes toward the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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

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

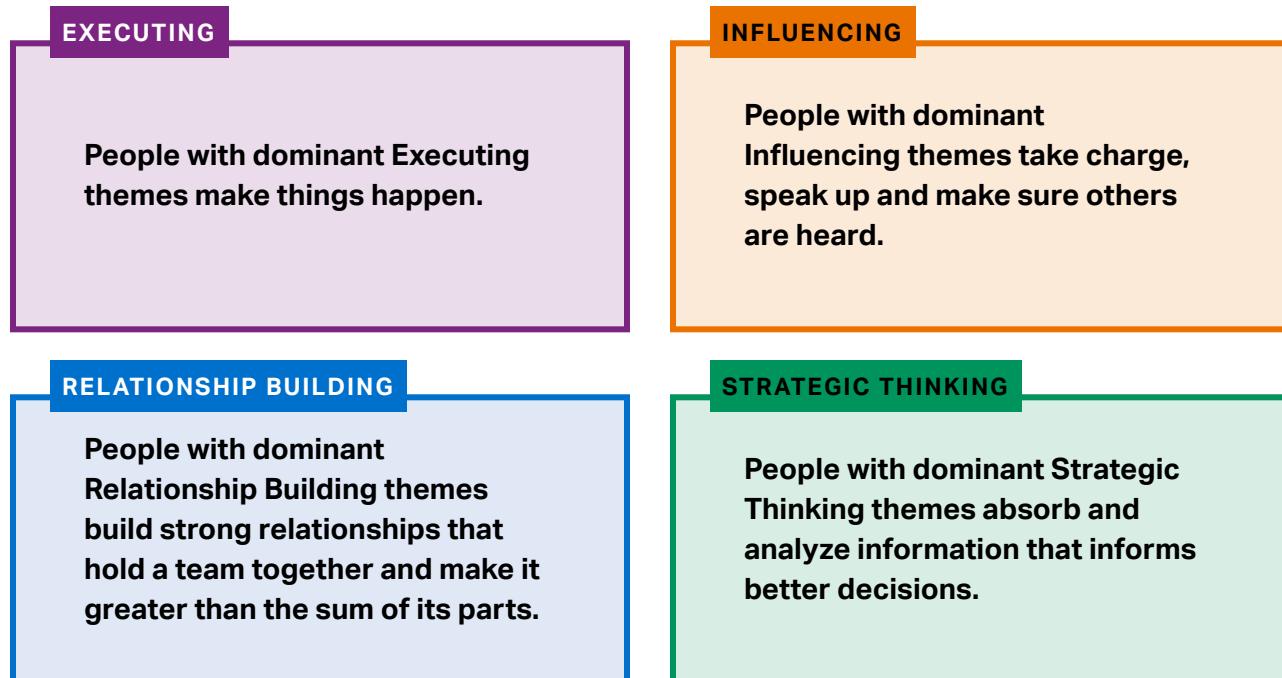
While your CliftonStrengths 34 profile helps you understand *who* you are, there is also power in knowing *how* you make things happen, influence others, build relationships and process information. The framework of the four CliftonStrengths domains — Executing, Influencing, Relationship Building and 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



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

Ideation

Refine your creativity to inspire and energize yourself and others.

Analytical

Use your logical, objective approach to make important decisions.

Strategic

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

Relator

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

Restorative

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

Intellection

Think deeply. Think often.

Learner

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

Self-Assurance

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

Command

Be ready to take charge when others waver.

Deliberative

Stop, listen and assess before taking action.

Your CliftonStrengths 34 Theme Sequence

1. Ideation

STRATEGIC THINKING

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

2. 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.

3. 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.

4. 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.

5. 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.

6. Intellection

STRATEGIC THINKING

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

7. 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.

8. 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.

9. Command

INFLUENCING

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

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

15. 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.

16. 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.

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. 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.

19. Arranger

EXECUTING

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

20. 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.

21. 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.

22. 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.

23. 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.

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. 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.

26. Discipline

EXECUTING

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

27. 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.

28. Empathy

RELATIONSHIP BUILDING

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

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. 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.

32. 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.

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. Harmony

RELATIONSHIP BUILDING

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