

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. Analytical
2. Focus
3. Achiever
4. Intellection
5. Learner
6. Competition
7. Self-Assurance
8. Command
9. Futuristic
10. Discipline

NAVIGATE

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

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. Analytical
2. Focus
3. Achiever
4. Intellection
5. Learner
6. Competition
7. Self-Assurance
8. Command
9. Futuristic
10. Discipline

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. 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.

Instinctively, you are likely to be restless until you have collected enough insights to thoughtfully examine an abstract concept, theory, or idea. This is one reason why you are attracted to people who frequently engage in intelligent conversations. They intentionally avoid casual chit-chat or meaningless small talk.

Driven by your talents, you can invent reasonably sequenced processes for performing various tasks. Having familiar patterns to follow makes it easier for everyone involved to handle recurring activities with ease and efficiency. You probably think favorably about individuals who rely on your processes day after day. People who say they cannot and will not use your system often irritate you.

It's very likely that you characteristically are a dependable person. You often know the right thing to do in a variety of situations. Your methodical thinking and thoughtful nature usually influence your words and deeds.

Because of your strengths, you assess all of the activities on your day's agenda. Then you assign to each a level of importance and urgency. As soon as you have outlined your plan, you methodically move into action.

Chances are good that you customarily search for pertinent facts and relevant data to reconstruct the chain of events that produced a problem or an opportunity. You prefer reasonable explanations. Typically you reject the notion that fate, chance, or luck rules your life.

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.

**EXECUTING**

2. Focus

HOW YOU CAN THRIVE

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

WHY YOUR FOCUS IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Driven by your talents, you devote your full attention to immediate tasks and challenges. This explains why you give yourself plenty of time to comprehend what you read on the printed page or the computer screen. Diligence, persistence, and concentration are three of your distinguishing traits.

By nature, you are no stranger to long hours of work. You very much enjoy teaming up with friends. Why? They, like you, probably expend mental and physical energy for as long as it takes to reach the goal.

It's very likely that you are sometimes quite industrious. You might work diligently to produce good outcomes. Perhaps you are motivated by a desire for personal or professional advancement.

Chances are good that you set definite goals for yourself. These performance objectives allow you to exercise control over the events in your life. They also influence many of the choices you make.

Instinctively, you automatically isolate the basic elements of an intriguing project, the fundamental features of a fascinating product, or the key facts about a novel concept. When you are interested in something, you tend to give it your full attention for hours, days, weeks, months, or even years. The process of acquiring knowledge gives you much satisfaction.

WHY YOU SUCCEED USING FOCUS

You have a powerful ability to prioritize, set goals and work efficiently. You avoid time-consuming distractions and stay on track toward an overall objective.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Set specific goals with timelines to motivate yourself.

- Attach timelines and measurements to your goals, and keep track of your progress. Regularly meeting your objectives will prove that you are moving forward and inspire you to do more.
- Try putting a daily “power hour” of complete focus on your calendar each week. During this hour, turn off all your social media alerts, get away from your email, find a committed space and work toward one important goal — and nothing else.
- Write down your goals and refer to them often. You will feel more in control of your life.
- In meetings, take responsibility for summarizing what the group decided, defining when the group will act on its decisions and setting a date to reconvene.
- Pay attention to those who think, act and talk less efficiently than you do. Sometimes their “detours” will lead to unexpected discoveries.

WATCH OUT FOR BLIND SPOTS

- You may focus so intently on your own work that you don’t notice when goals and priorities change. Remember to occasionally stop what you’re doing so you can re-evaluate your objectives.
- When you are absorbed in something, you may be slow to respond to others’ immediate needs and appear emotionally distant. Acknowledge that sometimes, you will have to stop and respond to interruptions from the important people in your life.

**EXECUTING**

3. 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 YOUR ACHIEVER IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

By nature, you occasionally take time or make an extra effort to comprehend what you are reading. You may refuse to rush through written material. Why? Perhaps you intend to memorize as many facts or concepts as possible.

Instinctively, you periodically use your quick, skillful wit to lighten the serious mood of people who may feel frustrated, overwhelmed, angry, or disappointed. Perhaps your amusing stories or playful antics help them laugh when they want to cry.

Because of your strengths, you channel your energy into your work or studies. You seldom count the hours you work. Feeling fully engaged in what you do is a major source of satisfaction. You believe there is always something more challenging you can pursue. Given your ability to withstand hardship, adversity, and stress, it is no surprise you love what you do. You strive to do more and more of it each day.

Chances are good that you occasionally work in earnest to coordinate plans, events, and projects. You might orchestrate a cross-country move, accommodate a handicapped person's special needs, or direct a community event.

Driven by your talents, you channel your efforts into the task at hand. You persevere until you have gained the knowledge and skills needed to attain a goal. You can toil for many hours to secure your objective. You probably work hardest and most productively at a particular time of day.

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.
- Be sure to take regular breaks, even though you might be naturally equipped to work harder and longer than others.
- Make sure your to-do lists include tasks and responsibilities beyond work.

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**

4. Intellection

HOW YOU CAN THRIVE

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

WHY YOUR INTELLECTION IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you need uninterrupted quiet time to be alone with your thoughts. Seldom do you automatically accept all the ideas of someone who has authored a book, been interviewed by the media, or been invited to address an audience. Instead, you scrutinize the theories and concepts of writers, speakers, and philosophers. You probably are a critical thinker.

By nature, you may gain the advantage by using difficult-to-understand words in your speech or writing. To some extent, this forces certain people to ask questions. When they must depend on you for answers, perhaps you become an authority figure. Possibly much preparation goes into your examination of the subject prior to these interactions. Because you realize knowledge is power, you might be inclined to delve into specific topics for the sole purpose of making discoveries or acquiring new information.

Driven by your talents, you probably need a place where you can be alone to reflect on your experiences or conversations with people. You often draw conclusions about a person's knowledge, skills, talents, likes, dislikes, or moods. These insights naturally influence how you interact with that individual in the coming days, weeks, or months.

Chances are good that you derive immense pleasure from work that requires intense, thorough, and careful consideration of the facts. You weigh the consequences of what you do, fail to do, and say. Your precision becomes apparent when you concentrate on small, factual details. You are also known for adhering to prescribed policies, procedures, standards, or specifications.

It's very likely that you regularly find a quiet place to be alone so you can clarify your plans, theories, questions, or solutions. Once you know what you think, you can launch discussions. In addition, you can elaborate on your ideas when it is necessary to do so. Being deprived of preparation time puts you at a disadvantage. On these occasions, you say as little as

possible and hope someone else gets people talking.

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.
- Give people time to think through the thoughts and ideas you present. Remember that they have not spent as much time as you have pondering, so they might not grasp your message right away.
- Deliberately build relationships with people you consider to be “big thinkers.” Their example will inspire you to focus your own thinking.

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**

5. 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 YOUR LEARNER IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Chances are good that you crave knowledge. You search for meaningful information. When you are researching a subject, you are likely to delve far beneath the surface. You isolate key ideas and thoroughly examine each one. Your methodical approach allows you to make sense of the topic. You probably become an expert because you work so diligently.

Instinctively, you give little thought to how much time you spend taking things apart to understand how and/or why they function. When you can accomplish this in an hour, you are thrilled. However, you willingly dedicate one day, several days, a week, a month, and even more time to the acquisition of knowledge and skills. This is not burdensome for you. Actually, you enjoy the process of making discoveries, committing them to memory, sharing them with others, and applying them whenever possible.

Because of your strengths, you sometimes devote yourself to gaining knowledge or acquiring skills. You may be happy with life when you have ample time to make discoveries. How? You might read, solve problems, write, rehearse, or practice.

Driven by your talents, you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention.

By nature, you generally rely on reason to determine how an event, decision, or condition led to an outcome. You usually desire to understand how things converge to produce the final result.

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.
- Be a catalyst for change. New rules, skills or circumstances might intimidate others. Your willingness to absorb new and different factors can calm their fears.
- Keep track of your learning progress. If a skill or topic has distinct levels or stages of learning, celebrate your progression from one level to the next. If not, create them for yourself. For example, set a goal of reading five books on a new subject.

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**

6. Competition

HOW YOU CAN THRIVE

You measure your progress against the performance of others. You strive to win first place and revel in contests.

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.

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.

**INFLUENCING**

7. 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**

8. Command

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING COMMAND

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Be ready to take charge when others waver.

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

WATCH OUT FOR BLIND SPOTS

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

**STRATEGIC THINKING**

9. Futuristic

HOW YOU CAN THRIVE

You are inspired by the future and what could be. You energize others with your visions of the future.

WHY YOU SUCCEED USING FUTURISTIC

You are a visionary. Your powerful anticipation and detailed visualization of a better future can turn aspirations into reality. Your vision of tomorrow can inspire and push others to new heights.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Share your visions of a better future.

- Use as much detail as possible when you describe what you see on the horizon. Not everyone can naturally fill in the gaps between the present and future like you can.
- Choose roles that allow you to contribute your ideas about the future. For example, you might excel in entrepreneurial or startup situations.
- Help those who are struggling imagine their future. You naturally foresee a better tomorrow, and that motivates you to overlook today's pain and problems.

WATCH OUT FOR BLIND SPOTS

- Because you live in the future, you may find it difficult to enjoy the present moment. While it will always be important for you to have things to look forward to, don't overlook opportunities to experience and appreciate where you are now.
- Some people may dismiss your visions because they can't see the future like you do. Accept that you must address real issues today to get to a better tomorrow.

**EXECUTING**

10. 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.

Navigate the Rest of Your CliftonStrengths



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

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

Analytical

Use your logical, objective approach to make important decisions.

Focus

Set specific goals with timelines to motivate yourself.

Achiever

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

Intellection

Think deeply. Think often.

Learner

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

Competition

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

Self-Assurance

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

Command

Be ready to take charge when others waver.

Futuristic

Share your visions of a better future.

Discipline

Create structure, and keep things organized.

Your CliftonStrengths 34 Theme Sequence

1. 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.

2. 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.

3. 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.

4. Intellection

STRATEGIC THINKING

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

5. 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.

6. 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.

7. 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.

8. Command

INFLUENCING

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

9. 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.

10. Discipline

EXECUTING

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

11. Ideation

STRATEGIC THINKING

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

12. 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.

13. 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.

14. 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.

15. 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.

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. 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.

18. 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.

19. 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.

20. 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.

21. 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.

22. 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.

23. 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.

24. 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.

25. Harmony

RELATIONSHIP BUILDING

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

26. Empathy

RELATIONSHIP BUILDING

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

27. 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.

28. 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.

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. 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.

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. Context

STRATEGIC THINKING

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

33. Woo

INFLUENCING

People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

34. 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.