

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 maximise 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. **Context**
- 2. **Command**
- 3. **Relator**
- 4. **Empathy**
- 5. **Learner**
- 6. Individualisation
- 7. Analytical
- 8. Restorative
- 9. Strategic
- 10. Developer

NAVIGATE

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

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 analyse 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. **Context**
- █ 2. **Command**
- █ 3. **Relator**
- █ 4. **Empathy**
- █ 5. **Learner**
- █ 6. Individualisation
- █ 7. Analytical
- █ 8. Restorative
- █ 9. Strategic
- █ 10. Developer

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 maximise 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 energised.

**STRATEGIC THINKING**

1. Context®

HOW YOU CAN THRIVE

You enjoy thinking about the past. You understand the present by researching its history.

WHY YOUR CONTEXT IS UNIQUE

These Strengths Insights are personalised based on your CliftonStrengths results.

Driven by your talents, you occasionally like to read about major wars. While some people find this particular topic boring or irrelevant, you might be fascinated by it. If you read about a specific global conflict, you may be impelled to collect additional information. Maybe one book or article leads you to another. Sometimes when you read, you see the story of humankind unfolding before your eyes.

Chances are good that you find the mistakes of the past to be enlightening. You navigate through former setbacks to discover the path to progress.

By nature, you occasionally turn to historians for information about the past. Perhaps you narrow your quest for knowledge to specific topics or eras.

It's very likely that you think that learning the lessons of the past is a defining characteristic of civilization. Since the earliest humans painted on cave walls, people have recorded their knowledge and their experiences.

Instinctively, you occasionally welcome opportunities to hear historians share their thoughts, stories, and theories about people of importance or specific events of the past.

WHY YOU SUCCEED USING CONTEXT

You look to history to understand the present. Your distinctive ability to see the link between where you have been and where you are going is extremely valuable for planning and decision-making.

TAKE ACTION TO MAXIMISE YOUR POTENTIAL

Look to the past to build a better tomorrow.

- Help your school, team or organisation strengthen its culture via folklore. For example, collect symbols and stories about the past, or suggest naming an award after someone you can memorialise for their contributions.
- Find a mentor who has lived in your community or worked in your organisation for a long time. Listening to this person's experiences will likely spark your thought process and accelerate your learning.
- Study your past successes. Try to identify the specific actions or behaviours that contributed to them so you can draw on them again.
- Become an agent for positive change. Having strong Context talents does not mean that you live in the past. It means that you can clearly identify which aspects of the past to discard and which to keep to build a better, more sustainable future.
- Empower others to make more informed choices. When a problem occurs, ask them to identify the factors that led to it so they can learn from the situation and make better decisions in the future.

WATCH OUT FOR BLIND SPOTS

- Some people might think that you live in the past and are resistant to change. Consider explaining the value of understanding history and what has – and has not – worked in the past, but keep an open mind when new situations arise.
- You are often fascinated by history and the lessons it reveals, but others may find this information boring or overwhelming. Keep this in mind as you share your perspectives, and look for signs that you've lost people's attention or interest.

**INFLUENCING**

2. Command®

HOW YOU CAN THRIVE

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

WHY YOUR COMMAND IS UNIQUE

These Strengths Insights are personalised based on your CliftonStrengths results.

Chances are good that you influence people into seeing things differently. You often influence their actions. You can tell individuals or groups they must think beyond current rules, traditions, or practices.

It's very likely that you help people do more and better work by challenging them. To you, doing less than their best is unacceptable.

Driven by your talents, you forge ahead to build the life you envision. You reach your goals by finding as many opportunities as possible to use your unique abilities and natural gifts.

Instinctively, you occasionally vied for the top ranking in contests or games as a child. You might remember a few instances of being unusually self-sufficient, assertive, or bold.

Because of your strengths, you may approach certain win-lose situations in a practical and realistic manner. When you are intent on being victorious, perhaps you extinguish any sentimental feelings you might have toward your rivals.

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 MAXIMISE YOUR POTENTIAL

Be ready to take charge when others waver.

- Practise 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.
- Find a cause that you believe in, and support it. You might be at your best when you are defending a cause in the face of resistance.
- Look for roles that require you to persuade others.

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.

**RELATIONSHIP BUILDING**

3. Relator®

HOW YOU CAN THRIVE

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

WHY YOUR RELATOR IS UNIQUE

These Strengths Insights are personalised based on your CliftonStrengths results.

Driven by your talents, you may have many friends, but only a few good friends. For you, the distinction is clear. You can tell your good friends anything, and you know your relationship is strong, deep and genuine.

It's very likely that you are aware of the importance of close friendships, and you do your best to make time for those relationships.

By nature, you are seldom interested in idle chit-chat. When gatherings are small, conversations are real. You prefer interactions that matter.

Chances are good that you thrive in settings where you can accomplish things. Of course, you have your own step-by-step way of performing repetitious tasks. As long as you can stick to your preferred plan of action, you usually enjoy handling the details and deadlines related to jobs, chores, projects, hobbies, assignments, or errands.

Because of your strengths, you are very fond of and devoted to the people in your life. You thrive when individuals reciprocate — that is, return — your feelings of warmth and affection.

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 MAXIMISE 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 that you value most.
- Stay in contact with your friends, no matter how busy you are. Your closest relationships energise 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 co-workers to 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 that 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.

**RELATIONSHIP BUILDING**

4. Empathy®

HOW YOU CAN THRIVE

You have an instinctive ability to understand people. You feel others' emotions as if they were your own.

WHY YOUR EMPATHY IS UNIQUE

These Strengths Insights are personalised based on your CliftonStrengths results.

Chances are good that you intentionally distance yourself from aggressive or domineering people. Thinking clearly and acting decisively in their presence can sometimes be difficult for you.

Because of your strengths, you boost others' spirits each time you refer to a memorable event, experience, or thought they shared with you. You sense, more than most people do, that human beings feel affirmed and valued when someone stops and listens to them. You do that for others. Because you are so attentive to what individuals say, you can engage them in a conversation about their key ideas or feelings at that moment and even hours later.

By nature, you routinely have insights into what individuals are thinking and feeling. Even so, you refrain from invading people's privacy by commenting on their moods and ideas. You are much more comfortable when they introduce the subject.

Instinctively, you may cause certain people to feel worthwhile and appreciated. How? Maybe you invite them to share some of their aims for the future. When you know a bit more about a person, you might begin nurturing a meaningful partnership.

Driven by your talents, you are pleased when people entrust you with their deepest feelings, thoughts, or needs. Often you anticipate what they will say before they find the exact words to express themselves.

WHY YOU SUCCEED USING EMPATHY

You have great emotional depth. Your awareness of the expression, value and implications of others' emotions makes them feel like you understand them.

TAKE ACTION TO MAXIMISE YOUR POTENTIAL

Appreciate and refine your gift for understanding others' thoughts and feelings.

- Create a list of great questions that help others describe their emotions and experiences. Experiment using these questions with friends. Refine your list by keeping the questions that best help others express their thoughts and feelings.
- Practise refining the words that you use to name your own feelings as well as those you observe in others. Try this: Journal your emotions for one week. Stop throughout the day to capture what you are feeling. Try to use different words to describe your experience each time.
- Be sure to decompress at the end of each day. Develop a routine that allows you to unwind and relax. If you don't, at times, the depth of your emotions might overwhelm or drain you.
- Refine your non-verbal communication. Sometimes it is better to be silent. You have the talent to show other people that you know how they feel without saying a word.
- Act quickly and firmly if people are behaving in a way that is unhealthy for them or those around them. Understanding individuals' emotional states does not mean that you must excuse their behaviour.

WATCH OUT FOR BLIND SPOTS

- Pay attention to your energy levels. Constantly experiencing others' emotions can be draining, so try to occasionally disconnect from all the emotions so you don't get burnt out.
- Because you are so sensitive to others' emotions, some people might think you are prying or overinvolved in their lives. Be careful not to overstep when others prefer to keep their feelings to themselves.

**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 Strengths Insights are personalised based on your CliftonStrengths results.

By nature, you may feel an attachment to certain individuals you meet. Perhaps you take time to become better acquainted with some people. Occasionally you listen to their stories, ask them questions, and pay attention to their answers. In some instances, you might go out of your way to find common interests. Maybe each discovery gives you another reason to invite specific newcomers into your circle of friends, family, associates, teammates, or students.

Chances are good that you might place a high value on seeking and gathering specific kinds of information. Perhaps your need to be informed motivates you to acquire knowledge so you are as smart as you want to be about certain subjects.

Driven by your talents, you may feel good about life when people answer your questions and keep you informed about topics that affect you personally or professionally. Perhaps you prefer to be bombarded with facts, data, and/or explanations. Maybe receiving only bits and pieces of information raises your level of anxiety, suspicion, or frustration. Sometimes you become upset when individuals forget or refuse to tell you something you think you have a right or a need to know.

Because of your strengths, you sometimes set and adhere to specific goals so you can concentrate on absorbing relevant information, data, or facts rather than useless material. In doing so, you may increase the likelihood of reaching more than one of your objectives.

Instinctively, you may be inclined to read certain types of books, publications, or Internet sites that offer tips on how you might improve yourself as a person, a parent, a student, a professional, an investor, or a craftsperson. Perhaps you are unapologetic about wanting to conquer some of your shortcomings.

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 MAXIMISE 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 co-workers, 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 towards 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.

**RELATIONSHIP BUILDING**

6. Individualisation (Individualization)

HOW YOU CAN THRIVE

You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.

WHY YOU SUCCEED USING INDIVIDUALISATION

You notice and appreciate each person's unique characteristics, and you don't treat everyone the same. Because you can see what makes each individual unique, you know how to bring out their best.

TAKE ACTION TO MAXIMISE YOUR POTENTIAL

Appreciate the uniqueness in each person you meet.

- Become an expert at describing your own strengths and style. What is the best praise you have ever received? What is your best method for building relationships? How do you learn best?
- Ask your co-workers and friends these same questions. Help them to create a future based on their strengths and what they do best.
- See the talents in others, and encourage them to follow their dreams. Help individuals understand and maximise the power of their talents.

WATCH OUT FOR BLIND SPOTS

- You often know more about others than they know about you, and when people don't naturally show awareness of your likes, dislikes, motivations and needs, this may disappoint you. Recognise that you will need to share your preferences with people, and don't assume they will instinctively know.
- Your natural impulse is to put individual needs and goals ahead of what is best for the group. To prevent the appearance of favouritism and bias, acknowledge that sometimes you will need to adjust your style for the greater good.

**STRATEGIC THINKING**

7. Analytical®

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING ANALYTICAL

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

TAKE ACTION TO MAXIMISE YOUR POTENTIAL

Use your logical, objective approach to make important decisions.

- Identify credible sources you can rely on. Find helpful books, websites, experts or other resources that you can use as references.
- Get involved in the planning stages of a new initiative or project so you can evaluate its feasibility and direction before it gets too far along.
- Accept that sometimes you will need to take action before all the facts are in place.

WATCH OUT FOR BLIND SPOTS

- Your objective and fact-based approach to decision-making may seem sceptical 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**

8. 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 YOU SUCCEED USING RESTORATIVE

You love to solve problems. Your ability to analyse a situation, identify potential shortcomings and modify as needed makes you powerful in times of difficulty and crisis.

TAKE ACTION TO MAXIMISE 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 revitalising 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.

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**

9. Strategic®

HOW YOU CAN THRIVE

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

WHY 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 MAXIMISE YOUR POTENTIAL

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

- Strengthen the groups that 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 of 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 realise 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.

**RELATIONSHIP BUILDING**

10. Developer®

HOW YOU CAN THRIVE

You recognise and cultivate the potential in others. You spot the signs of each small improvement and love when you see someone make progress.

WHY YOU SUCCEED USING DEVELOPER

You see the raw potential in people and even small signs of progress as you actively invest in their development. Your encouragement helps others learn, grow and improve.

TAKE ACTION TO MAXIMISE YOUR POTENTIAL

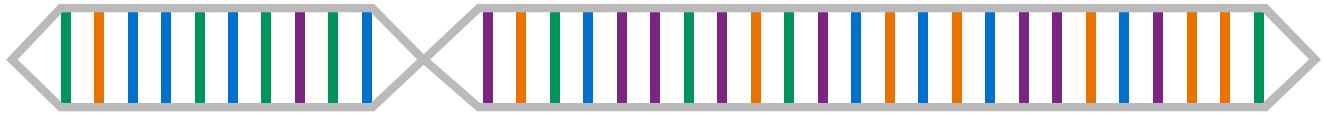
Recognise and cultivate the potential in others.

- Make a list of people you would like to coach or mentor – people whose potential, signs of growth and strengths you have noticed. Offer to meet with them regularly, even if only for a few minutes, to discuss their goals and strengths.
- Call, text or email people who need your encouragement the most. Your natural ability to nurture and inspire might be just what they need to hear.
- Try not to spend all your time encouraging people who are consistently struggling in their role. Sometimes the best developmental action is to help them find a different role – one that fits.

WATCH OUT FOR BLIND SPOTS

- You may become overinvested in someone's development and feel personally responsible if they are struggling. Accept that sometimes, the best option is for them to find their own path forward.
- Be careful not to devote so much time to other people that you forget to invest in your own development. Remember that you can't help others if you don't take time to work on yourself.

What Is a Weakness?



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

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 maximising 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

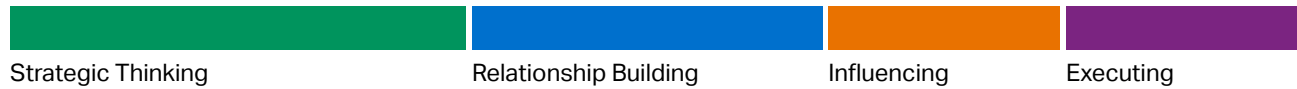
People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

STRATEGIC THINKING

People with dominant Strategic Thinking themes absorb and analyse information that informs better decisions.

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

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

Take Action

Discovering your CliftonStrengths is only the beginning. Achieving excellence depends on your ability to develop and apply your CliftonStrengths and maximise 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

Context

Look to the past to build a better tomorrow.

Command

Be ready to take charge when others waver.

Relator

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

Empathy

Appreciate and refine your gift for understanding others' thoughts and feelings.

Learner

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

Individualisation (Individualization)

Appreciate the uniqueness in each person you meet.

Analytical

Use your logical, objective approach to make important decisions.

Restorative

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

Strategic

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

Developer

Recognise and cultivate the potential in others.

Your CliftonStrengths® 34 Theme Sequence

1. Context™

STRATEGIC THINKING

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

2. Command™

INFLUENCING

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

3. Relator™

RELATIONSHIP BUILDING

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

4. Empathy™

RELATIONSHIP BUILDING

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

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. Individualisation (Individualization)™

RELATIONSHIP BUILDING

People exceptionally talented in the Individualisation theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

7. 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.

8. 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.

9. Strategic™

STRATEGIC THINKING

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

10. Developer™

RELATIONSHIP BUILDING

People exceptionally talented in the Developer theme recognise and cultivate the potential in others. They spot the signs of each small improvement and love when they see someone make progress.

11. Belief™

EXECUTING

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

12. Self-Assurance™

INFLUENCING

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

13. Ideation™

STRATEGIC THINKING

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

14. Connectedness®

RELATIONSHIP BUILDING

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

15. Responsibility®

EXECUTING

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

16. 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.

17. Intellection®

STRATEGIC THINKING

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

18. Arranger®

EXECUTING

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

19. 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.

20. Input®

STRATEGIC THINKING

People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artefacts or even relationships.

21. Discipline®

EXECUTING

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

22. Positivity®

RELATIONSHIP BUILDING

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

23. Significance®

INFLUENCING

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

24. Adaptability®

RELATIONSHIP BUILDING

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

25. Competition®

INFLUENCING

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

26. Harmony®

RELATIONSHIP BUILDING

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

27. Deliberative®

EXECUTING

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

28. 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.

29. 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.

30. Includer

RELATIONSHIP BUILDING

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

31. 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 prioritise, then act.

32. Woo

INFLUENCING

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

33. Maximiser (Maximizer)

INFLUENCING

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

34. Futuristic

STRATEGIC THINKING

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

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