

# 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. **Arranger**
- 2. **Achiever**
- 3. **Restorative**
- 4. **Strategic**
- 5. **Ideation**
- 6. Competition
- 7. Individualisation
- 8. Analytical
- 9. Futuristic
- 10. Responsibility

## NAVIGATE

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

You lead with **Executing** CliftonStrengths themes.

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

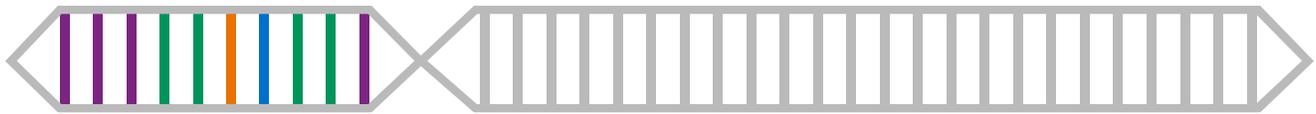
**INFLUENCING** themes help you take charge, speak up and make sure others are heard.

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

**STRATEGIC THINKING** themes help you absorb and 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. **Arranger**
- 2. **Achiever**
- 3. **Restorative**
- 4. **Strategic**
- 5. **Ideation**
- 6. Competition
- 7. Individualisation
- 8. Analytical
- 9. Futuristic
- 10. Responsibility

## 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.

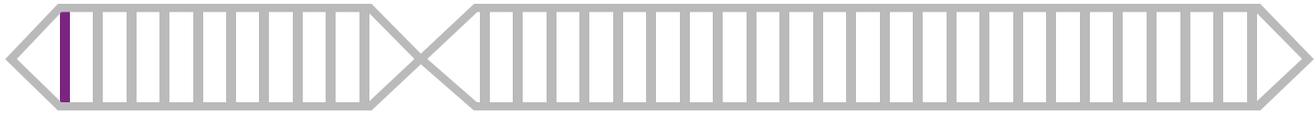
### Start with your top five.

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.

**EXECUTING**

# 1. Arranger®

**HOW YOU CAN THRIVE**

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

**WHY YOUR ARRANGER IS UNIQUE**

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

Instinctively, you occasionally see yourself as a contributing member of the group. You enjoy partnering with certain people. Perhaps you like to exchange information, share observations, or offer tips for doing things more easily, efficiently, or swiftly. You might be happiest collaborating with individuals who are not stingy with what they know. In some situations, you can figure out how everyone on the team can benefit from each other's knowledge, skills, experiences, or wisdom.

Because of your strengths, you occasionally combine your fascination for reading with your ability to figure out what sets individuals apart. You might discover what interests someone and then read more about their interests. Perhaps you want to collect insights that inspire them to take advantage of their one-of-a-kind talents, knowledge, and skills.

It's very likely that you sometimes discover the uniqueness of certain people. Perhaps you observe their strengths, limitations, likes, dislikes, interests, hopes, or emotional triggers. Armed with this information, you might be able to mix and match the various traits of individuals to form groups. When they cooperate, they may reach their common goals more easily, efficiently, or quickly.

Driven by your talents, you occasionally spend time alone thinking about which individuals work well together. Perhaps your thoughtful examination of each human being allows you to mix and match the strengths of several individuals. Sometimes the strengths of one person compensate for the limitations of another person, and vice versa. You might conclude that a group's true strength lies in the diversity of its members' knowledge, skills, motivations, work styles, or thinking styles.

Chances are good that you may help your teammates discover ways to cooperate that they never before considered. Sometimes you can identify certain individuals' talents, motivations, interests, skills, or knowledge. Maybe you tune in to their unique styles of thinking, working, or learning.

### **WHY YOU SUCCEED USING ARRANGER**

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

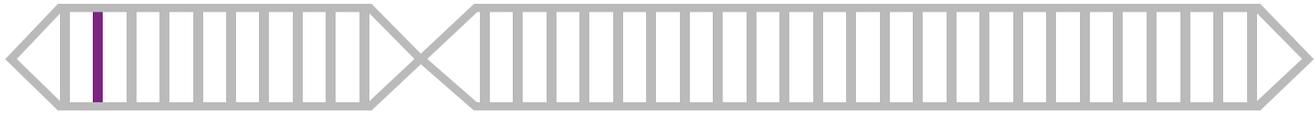
### **TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*Improve effectiveness and efficiency by reorganising resources.*

- Volunteer your talent to organise. You enjoy being part of a team, and you can keep a group project moving towards its goal when you make suggestions for improving your work environment.
- Look for opportunities where you can multitask. Because of your expertise at juggling schedules and people, you will enjoy managing all the moving parts.
- Explain to others that your flexibility doesn't mean your priorities are constantly changing. You are simply looking for better ways to implement them.
- Seek complex, dynamic work environments in which there are few routines.
- Challenge yourself to find ways to make even the most successful systems and arrangements better.

### **WATCH OUT FOR BLIND SPOTS**

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

**EXECUTING**

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

It's very likely that you can be scholarly if you have a desirable goal to reach. Perhaps you are willing to examine certain topics for extended periods of time. This might satisfy your need for knowledge or your desire to make measurable progress.

Chances are good that you labor tirelessly on whatever needs to be accomplished today. You likely are willing to change your plans when the people around you change theirs. You ordinarily remain quite calm when others reverse their decisions, modify their schedules, or cancel their appointments.

Driven by your talents, you spend hours unraveling the mysteries of complicated procedures, routines, or systems. Your step-by-step descriptions help numerous individuals understand how things operate.

By nature, you might expend more physical or mental energy doing your job or pursuing your studies than some of your peers do. Perhaps you need to make measurable progress toward one or two goals each day to feel successful as a human being.

Instinctively, you intentionally raise your odds of being the best by diving into projects and working industriously. You regularly compare your scores, rankings, ratings, outcomes, or performances to those to others. You are quite motivated to participate in activities in which only one person can finish in first place.

**WHY YOU SUCCEED USING ACHIEVER**

You love to complete tasks, and your accomplishments fulfil 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.

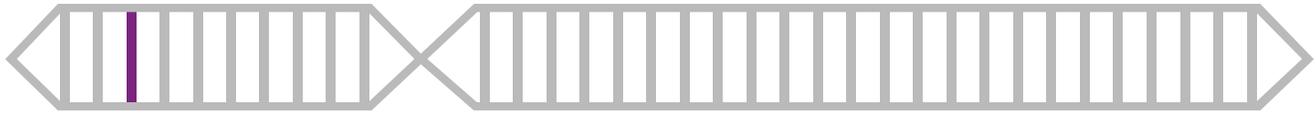
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*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 that you have the time and resources that you need to do it right.

**EXECUTING**

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

Chances are good that you participate in conferences, seminars, or classes when ideas are exchanged about how to make things better. A natural talker, you enjoy telling others about the upgrades you have made. You probably emphasize different ways you increased efficiency.

Instinctively, you are keenly aware of your limitations and deficiencies. This knowledge motivates you to take advantage of self-improvement opportunities in the workplace, educational settings, or your community.

It's very likely that you are not interested in routine, trouble-free or smooth-running situations. Hopeless challenges capture your attention.

Because of your strengths, you seriously contemplate what you can do better in the coming months, years, or decades. Once you convince yourself you can improve things, you are apt to make corrections, revisions, upgrades, repairs, or changes in behavior.

Driven by your talents, you frequently put your talents, knowledge, and skills to the test by comparing your scores, results, or rankings with those of your rivals. You naturally look for opportunities to enhance your chances of victory.

**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.

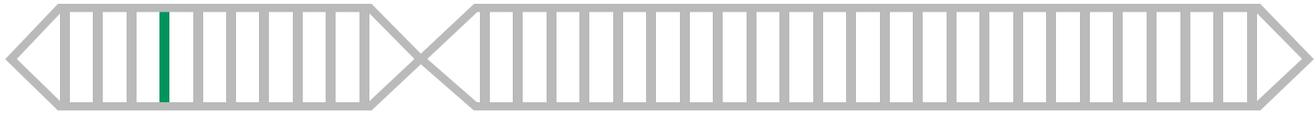
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*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.
- 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 towards things about yourself that you know you can fix or towards 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**

## 4. Strategic®

**HOW YOU CAN THRIVE**

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

**WHY YOUR STRATEGIC IS UNIQUE**

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

It's very likely that you have a knack for identifying problems. You spontaneously generate alternatives for solving them. You probably consider the pros and cons of each option. You often factor into your thinking prevailing circumstances and available resources. You feel life is good when you sense you are choosing the best course of action.

Instinctively, you are a self-reliant person who needs time alone to think and work. You generate innovative ideas and propose systematic programs of action. You likely identify recurring configurations in the behavior of people, the functioning of processes, or the emergence of potential problems.

By nature, 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.

Because of your strengths, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do.

Chances are good that you see patterns where others see only randomness. You allow your mind to wander in pursuit of new perspectives.

**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.

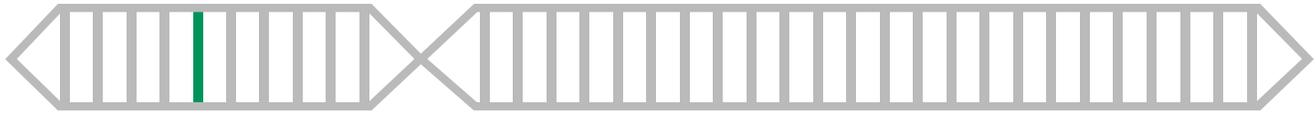
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*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.
- 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.

**STRATEGIC THINKING**

## 5. Ideation®

**HOW YOU CAN THRIVE**

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

**WHY YOUR IDEATION IS UNIQUE**

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

Instinctively, you recharge your mind by creating ideas for new projects. This occurs even before you have completed your current assignment. You are happiest when you can hand off your unfinished work to others. You are like a surgeon who performs the operation but asks a competent assistant close the patient's incision. You have ways of freeing yourself to think about your next project.

Driven by your talents, you often are the originator of fresh ideas for brand-new campaigns, business ventures, initiatives, or special events.

By nature, you might be attentive to what certain forward-looking thinkers say is possible in the coming months, years, or decades. Perhaps you reduce their big ideas to manageable steps that people can easily understand. To some extent, you serve as a liaison between futurists and the individuals who convert their ideas into tangible results such as a building, a program, or a product.

It's very likely that you are concerned about what individuals think of you. You want them to recognize your ability to involve all kinds of people in groups or activities. Knowing others are watching and judging you probably is highly motivating.

Chances are good that you periodically seek the company of historically astute individuals. Perhaps you value the clarity of their thinking about past events. They may occasionally help you evaluate the roles that principal figures played in history.

**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.

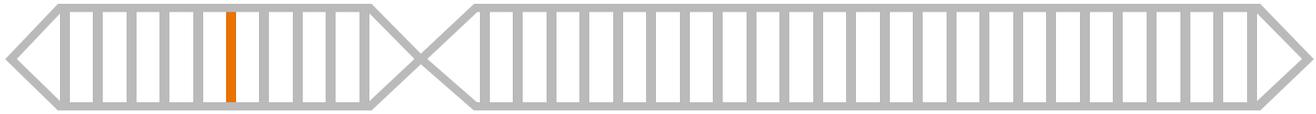
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*Refine your creativity to inspire and energise 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 energise 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 that you generate. Think about collaborating with someone who can help you turn your best ideas into real results.

**INFLUENCING**

## 6. Competition®

**HOW YOU CAN THRIVE**

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

**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.

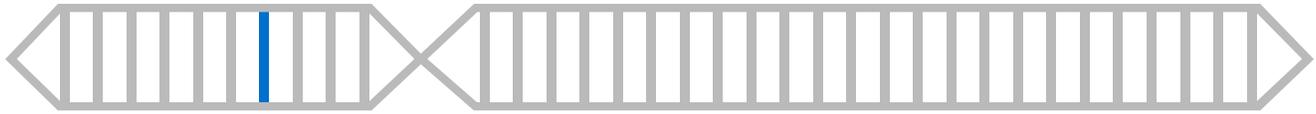
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*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 towards ultimate victory.

**RELATIONSHIP BUILDING**

## 7. 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.

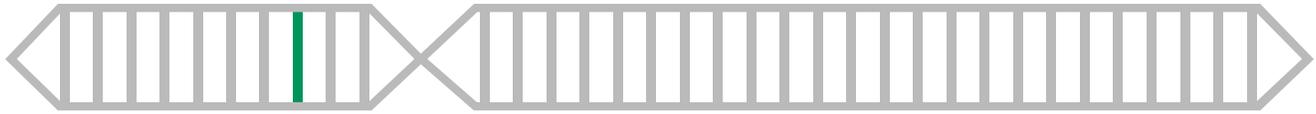
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*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**

## 8. 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.

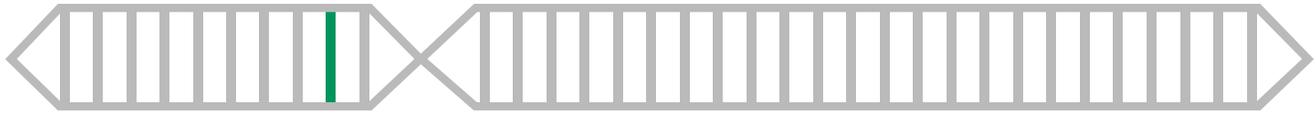
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*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.

**STRATEGIC THINKING**

## 9. Futuristic®

**HOW YOU CAN THRIVE**

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

**WHY YOU SUCCEED USING FUTURISTIC**

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

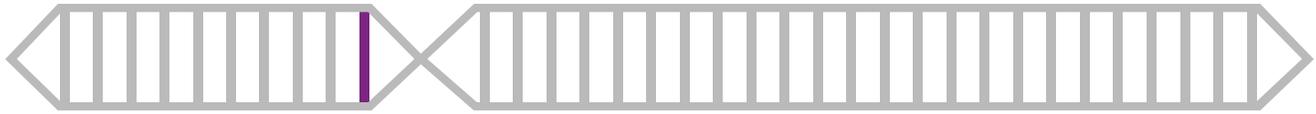
**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

*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 start-up situations.
- Help those who are struggling to 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. Responsibility®

**HOW YOU CAN THRIVE**

You take psychological ownership of your commitments. You are dependable and embrace values such as honesty and loyalty.

**WHY YOU SUCCEED USING RESPONSIBILITY**

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

**TAKE ACTION TO MAXIMISE YOUR POTENTIAL**

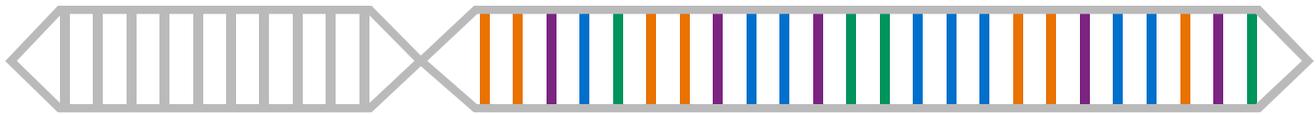
*Take ownership for the things that matter most to you.*

- Always check your schedule and to-do list before taking on a new request. This will help you realistically meet all of your commitments without overworking yourself and demonstrate to others that you are serious about your responsibilities.
- Align yourself with those who share your sense of commitment. You will thrive when you are surrounded by others who take their responsibilities as seriously as you do.
- Be an ethical watchdog for your school, organisation or community by taking action to eliminate and prevent any unethical behaviour you see.

**WATCH OUT FOR BLIND SPOTS**

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

# Navigate the Rest of Your CliftonStrengths®



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

## Your unique CliftonStrengths 34 profile

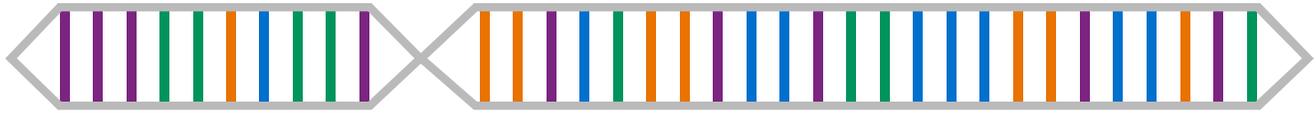
The themes towards the top of your CliftonStrengths 34 profile might show up regularly in your life, and the ones closer to the bottom might not show up at all.

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 behaviours 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 maximising 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?



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- 26. Empathy
- 27. Woo
- 28. Maximiser
- 29. Consistency
- 30. Includer
- 31. Harmony
- 32. Communication
- 33. Deliberative
- 34. Context

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

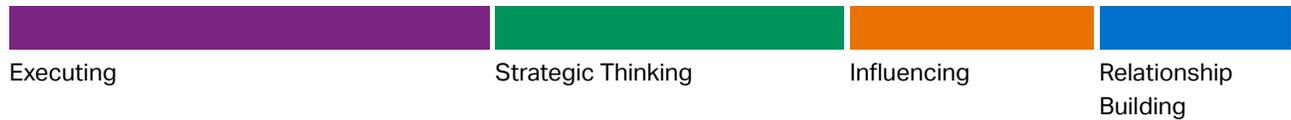
**People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.**

### STRATEGIC THINKING

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

# You lead with **Executing** CliftonStrengths® themes.

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



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

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

## Your CliftonStrengths by Domain

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

### Arranger®

Improve effectiveness and efficiency by reorganising resources.

### Achiever®

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

### 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.

### Ideation®

Refine your creativity to inspire and energise yourself and others.

### Competition®

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

### Individualisation (Individualization)®

Appreciate the uniqueness in each person you meet.

### Analytical®

Use your logical, objective approach to make important decisions.

### Futuristic®

Share your visions of a better future.

### Responsibility®

Take ownership for the things that matter most to you.

# Your CliftonStrengths® 34 Theme Sequence

## 1. 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.

## 2. 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.

## 3. 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.

## 4. Strategic®

### STRATEGIC THINKING

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

## 5. 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.

## 6. Competition®

### INFLUENCING

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

## 7. 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.

## 8. 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.

## 9. 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.

## 10. 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.

## 11. 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.

## 12. 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.

**13. Discipline**

## EXECUTING

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

**14. Positivity**

## RELATIONSHIP BUILDING

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

**15. 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.

**16. 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.

**17. Command**

## INFLUENCING

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

**18. 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.

**19. 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.

**20. 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.

**21. 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.

**22. 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.

**23. Intellection**

## STRATEGIC THINKING

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

**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. 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.

**26. 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.

**27. Woo**

## INFLUENCING

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

**28. 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.

### 29. 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.

### 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. 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.

### 32. Communication

#### INFLUENCING

People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

### 33. 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.

### 34. Context

#### STRATEGIC THINKING

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

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