

Unleash Your Infinite Potential: Your Strongest CliftonStrengths



- 1. **Developer**
- 2. **Relator**
- 3. **Arranger**
- 4. **Empathy**
- 5. **Individualization**
- 6. Consistency
- 7. Connectedness
- 8. Responsibility
- 9. Deliberative
- 10. Strategic

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.

**RELATIONSHIP BUILDING**

1. Developer

HOW YOU CAN THRIVE

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.

WHY YOUR DEVELOPER IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Because of your strengths, you occasionally tell people what you know, what you have experienced, or what you can do. You might benefit when they provide you with information about their talents, knowledge, and skills.

It's very likely that you periodically empower individuals by expressing your confidence in them. Perhaps you comment favorably about their knowledge, skills, talents, or successes. You might feel that life is grand when your words of encouragement or support motivate someone to excel or attempt something for the first time.

By nature, you sometimes derive satisfaction from giving individuals credit for what they do well. Your openhearted — that is, kind and generous — spirit might lead you to praise all sorts of people. Perhaps you are intrigued by the diverse qualities of human beings.

Driven by your talents, you can sometimes instill a sense of self-worth in individuals. Perhaps you are one of the people in their lives who values them, sees what they can become, and believes in them.

Chances are good that you may sense the good qualities certain people possess. Perhaps you find something to like in many individuals you meet. Sometimes you remind others of the reasons why you think a person is special. In the process, you might boost the self-esteem or confidence of a newcomer.

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 MAXIMIZE YOUR POTENTIAL

Recognize 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.
- Find roles in which your primary responsibilities include developing others. Teaching, coaching or managing might be especially satisfying for you.
- Boost your friends' and coworkers' confidence. You will naturally notice when they learn and grow, so share your specific observations with them to help them keep making progress.

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.

**RELATIONSHIP BUILDING**

2. Relator

HOW YOU CAN THRIVE

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

WHY YOUR RELATOR IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

By nature, you sometimes offer guidance to friends who seek your assistance. Maybe you keep your opinions, recommendations, or suggestions to yourself until you are invited to share them.

Because of your strengths, you may have friends who come to you for guidance, suggestions, or recommendations. Topics might include situations in their personal or professional lives.

It's very likely that you occasionally feel pleased when friends seek your counsel. Perhaps being asked for guidance uplifts you. It may give meaning to your life.

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

Driven by your talents, you might feel best about life after you have shared your knowledge or skills with less experienced associates, teammates, or students. Perhaps you are most gratified by individuals who want to improve personally or professionally.

WHY YOU SUCCEED USING RELATOR

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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

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

WATCH OUT FOR BLIND SPOTS

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

**EXECUTING**

3. Arranger

HOW YOU CAN THRIVE

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

WHY YOUR ARRANGER IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you might excel on teams whose members appreciate your ability to simultaneously think about several ideas, problems, or tasks. The more you have to juggle, the happier you may be.

It's very likely that you may convince people that a project or cause improves humankind's quality of life. Occasionally you persuade them how important it is to protect the planet's resources for future generations. Perhaps you help people realize they can accomplish more good as a group than they can as individuals.

Because of your strengths, you periodically find better ways for people to cooperate. You try to identify the strengths, limitations, ideas, goals, or experiences each person brings to the group. You might set up partnerships so individuals can acquire the knowledge or skills they lack.

By nature, you might choose to work on teams rather than by yourself. To some degree, this preference reflects your willingness to include newcomers, strangers, or outsiders in your group's activities.

Chances are good that you may be pleased when teammates trust you enough to tell you about their ambitions, doubts, suggestions, worries, plans, concerns, or questions.

WHY YOU SUCCEED USING ARRANGER

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Improve effectiveness and efficiency by reorganizing resources.

- Volunteer your talent to organize. You enjoy being part of a team, and you can keep a group project moving toward its goal when you make suggestions for improving your work environment.
- Look for opportunities where you can multitask. Because of your expertise at juggling schedules and people, you will enjoy managing all the moving parts.
- Explain to others that your flexibility doesn't mean your priorities are constantly changing. You are simply looking for better ways to implement them.
- 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 reorganize tasks, projects and people might confuse others. Take time to explain your approach and how it can work better.
- People with dominant Arranger talents tend to claim responsibility for and take personal ownership of projects, processes and people. Be aware that when you assume control without asking, you might irritate others or discourage them from taking responsibility.

**RELATIONSHIP BUILDING**

4. Empathy

HOW YOU CAN THRIVE

You can sense other people's feelings by imagining yourself in others' lives or situations.

WHY YOUR EMPATHY IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you might tune in to the feelings of people. Maybe you cheer them up when they are sad, disappointed, lonely, frustrated, or afraid.

By nature, you sometimes grasp how one person's talents, skills, or knowledge can fill another's gaps. You might realize a group's ability to solve problems lies in the diversity of its members. Maybe you like to study everyone's backgrounds, talents, experiences, attitudes, ages, educational levels, or cultures. Perhaps then you feel prepared to set up the team to handle puzzling challenges.

It's very likely that you may be a bit happier with your own life when you can convince certain individuals they are valuable. Perhaps you express appreciation for their upbeat attitudes or their special talents. When you realize someone feels glum, you might make an effort to boost that person's spirits.

Because of your strengths, you may be delighted when certain visionaries trust you enough to share their innovative ideas. Perhaps you sense that they simply need someone to listen as they think aloud.

Driven by your talents, you occasionally interpret the moods of people. Perhaps you sense what they are thinking or feeling at the moment they experience an event, overhear a comment, reach a goal, or make a mistake.

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 MAXIMIZE 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.
- Practice refining the words 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 nonverbal 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 behavior.

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 burned 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.

**RELATIONSHIP BUILDING**

5. 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 YOUR INDIVIDUALIZATION IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

It's very likely that you might derive pleasure from being on certain teams. Why? Sometimes you just want to help your partners figure out what they can contribute to the project. Sometimes you lend a hand coordinating human and material resources. Sometimes you step into situations where one more pair of hands means the difference between success and failure.

Instinctively, you occasionally welcome diverse people into your life. Maybe honoring their differences is easy for you. Perhaps you identify specific things each one does well. These insights may help you mix and match one person's talents, skills, and knowledge with those of others in the group. Maybe you position specific individuals so cooperation becomes the norm rather than the exception.

Because of your strengths, you may derive joy from assisting your teammates. Sometimes you discover a couple of areas where everyone can agree. Perhaps this enables certain individuals to cooperate in ways they never would have considered if you had not become involved.

Driven by your talents, you may have a gift for noticing the differences between people. You might think variety is a good thing, not a bad thing. You might help individuals from diverse backgrounds discover ways they can cooperate so the team succeeds.

Chances are good that you easily identify with what others are thinking and feeling. You intuitively understand their hopes, fears, joys, and sorrows. This helps you consider things from each individual's perspective.

WHY YOU SUCCEED USING INDIVIDUALIZATION

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 MAXIMIZE 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 ever received? What is your best method for building relationships? How do you learn best?
- Ask your coworkers and friends these same questions. Help them 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 maximize the power of their talents.
- Study successful people to discover the uniqueness that made them successful.
- Help your coworkers and friends become more aware of each person's unique motivations and needs.

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. Recognize 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 favoritism and bias, acknowledge that sometimes you will need to adjust your style for the greater good.