



# CliftonStrengths® Top 5 for



This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

## 1. Input®

You have a need to collect and archive. You may accumulate information, ideas, artifacts or even relationships.

## 2. Harmony®

You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.

## 3. Connectedness®

You have faith in the links among all things. You believe there are few coincidences and that almost every event has meaning.

## 4. Communication®

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

## 5. Consistency®

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

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

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

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

 **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Input
- 2. Harmony
- 3. Connectedness
- 4. Communication
- 5. Consistency

## You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

### EXECUTING

- Achiever
- Arranger
- Belief
- Consistency
- Deliberative
- Discipline
- Focus
- Responsibility
- Restorative

### INFLUENCING

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- Woo

### RELATIONSHIP BUILDING

- Adaptability
- Connectedness
- Developer
- Empathy
- Harmony
- Includer
- Individualization
- Positivity
- Relator

### STRATEGIC THINKING

- Analytical
- Context
- Futuristic
- Ideation
- Input
- Intellection
- Learner
- Strategic



## STRATEGIC THINKING

# 1. Input®

## What Is Input?

People with strong Input talents are inquisitive and always want to know more. They crave information. They might collect ideas, books, memorabilia, quotations or facts. Whatever they collect, they do so because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes spent surfing the internet may turn into hours once their curiosity takes off. They constantly acquire, compile and file things away. Their pursuits keep their minds fresh. They know that one day the information or things they've gathered will prove valuable.

## Why Your Input Is Unique

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

Input

Harmony

Connectedness

Communication

Consistency

Instinctively, you might read the regulations first, particularly when they apply to everyone in a group. Your need to commit these rules to memory may be one way you prepare to play a game, assemble a device, use a computer program, or adhere to a standardized process.

Driven by your talents, you are comfortable offering suggestions to people who regularly seek your counsel — that is, recommendations about a decision or course of action they are considering. These individuals usually feel deep affection for you. You are likely to spend time together socializing as well as working or studying.

By nature, you sometimes are the one who can soothe certain individuals when they become upset, overwhelmed, angry, or fearful about life's uncertainties. Because you read so much, perhaps you can expand their view of a situation a little bit by sharing a few facts, thoughts, quotations, or stories you have discovered.

Chances are good that you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday.

Because of your strengths, you might favor reading about precise research results or thoroughly conducted projects. Periodically you collect information, sensing you can use it one day. You might be attracted to books, journals, documents, or Internet sites that others would find boring and beyond their ability to understand.



- 1. Input
- 2. Harmony
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- 4. Communication
- 5. Consistency

## How Input Blends With Your Other Top Five Strengths

### INPUT + HARMONY

You foster collaboration when you help teams find useful resources and when you help them manage their emotional tension.

### INPUT + CONNECTEDNESS

You assist those who aspire to spiritual health or personal well-being by sharing tangible and helpful resources.

### INPUT + COMMUNICATION

You read, looking for interesting words and vivid stories because you want to be clear, compelling, and even a bit entertaining.

### INPUT + CONSISTENCY

You collect helpful resources and use an efficient distribution system so they are broadly available and easily accessible.

## Apply Your Input to Succeed

Find different ways to gather and organize resources.

- Develop a system for storing and easily finding information to share with others. This can be as simple as an email folder setup or as sophisticated as a computer database. This system will help you quickly locate information that you can share with others.
- Meet with people interested in learning about the information you have collected. During your conversation, ask them to help you by taking notes or recording the talk. This could be another way to keep track of your resources.



## RELATIONSHIP BUILDING

## 2. Harmony®

### What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

### Why Your Harmony Is Unique

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

Input	Harmony	Connectedness	Communication	Consistency
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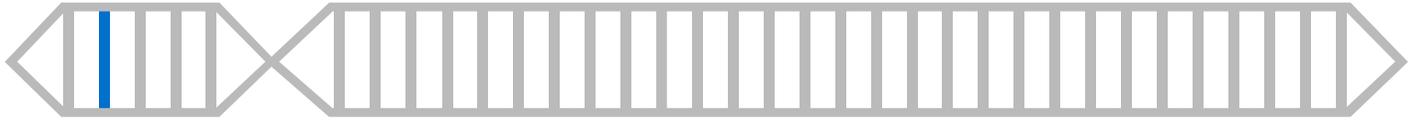
Because of your strengths, you are viewed as a practical thinker. You frequently seek out specialists who have the best information on a particular topic. You trust their answers and insights are correct.

Instinctively, you might be prone to taking a common-sense approach in certain situations. Possibly you “name” the emotions you believe people are exhibiting. This practice might help you understand what to say or do in situations that demand diplomacy or understanding.

Driven by your talents, you periodically schedule time to consider what you might create or accomplish in the coming weeks, months, years, or decades. Since you are somewhat practical, your ideas may be a bit more realistic than those of others. Perhaps your proposals are not mere pipe dreams — that is, wishful thinking. Maybe you feel that when you publicly share your thoughts, you might give more individuals an equal chance of participating, benefiting, or contributing to the effort.

Chances are good that you intentionally pause once in a while to hear what people want or need to tell you. Perhaps you realize individuals feel valued when you pay attention to the thoughts or feelings they express. Occasionally you provide them with a reality check — that is, an unbiased opinion of things as they truly are. Maybe your straightforward comments cause some individuals or groups to find areas where they can agree rather than disagree.

It's very likely that you might search for facts when coping with uncertain situations. By taking a problem apart piece by piece, you occasionally discover its glitches — that is, its minor problems that cause temporary setbacks. Once in a while, your objective investigation benefits individuals, particularly those who become emotional when confronted with difficulties. Perhaps your insights into what is factual enable them to view things a bit more matter-of-factly. Maybe this is one way you help some people agree on how to deal with unpleasant circumstances or overcome obstacles.



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## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + INPUT

You foster collaboration when you help teams find useful resources and when you help them manage their emotional tension.

### HARMONY + CONNECTEDNESS

Your perspective on life is global and spiritual, and your practice in life is local, concrete, calm, and collaborative.

### HARMONY + COMMUNICATION

If people get too emotional, your voice calms them down. If discussions get too theoretical, your words become more practical.

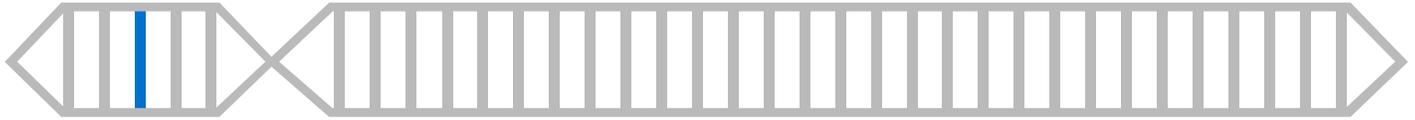
### HARMONY + CONSISTENCY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

## Apply Your Harmony to Succeed

Help others manage conflict.

- Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.



RELATIONSHIP BUILDING

### 3. Connectedness®

What Is Connectedness?

Things happen for a reason. Those with strong Connectedness talents are sure of it. They have a powerful conviction that everyone is connected. While each person is responsible for their own judgments and actions, those with strong Connectedness believe everyone is part of something larger. This belief implies certain responsibilities. Their awareness of these responsibilities creates their value system. They are considerate, caring and accepting. Confident in the unity of humankind, they build bridges for people of different cultures. They give others comfort that there is a purpose beyond everyday existence. Their faith is strong. It sustains them and their close friends in the face of life’s mysteries.

#### Why Your Connectedness Is Unique

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

- Input
- Harmony
- Connectedness
- Communication
- Consistency

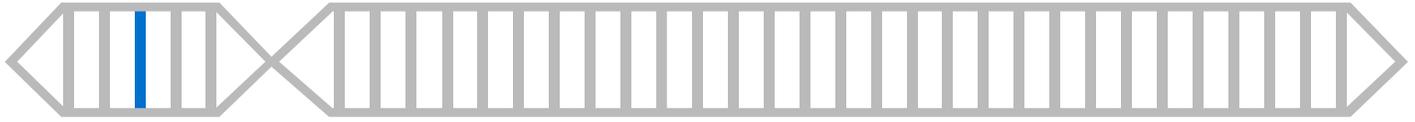
It’s very likely that you sense every event is somehow the consequence of a series of actions, reactions, or lack of actions. You can accept that which cannot be fully explained using logic. You say there are no accidents. You are confident that things are linked together for a purpose that may or may not be revealed to you.

Instinctively, you occasionally sense you are part of something bigger or more important than yourself. Maybe this conviction influences choices you make in life.

Because of your strengths, you occasionally link together a variety of people who otherwise might not know each other. Perhaps you create a work climate where individuals begin to understand each other and cooperate.

Driven by your talents, you may enjoy the company of people who have faced and conquered some of life’s difficulties. Perhaps they have gained wisdom you lack. Occasionally you benefit from their philosophical insights.

By nature, you consider people more important than things. The value you place on humankind guides your decision-making. It also influences what you say and do as well as what you choose not to say and do.



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## How Connectedness Blends With Your Other Top Five Strengths

### CONNECTEDNESS + INPUT

You assist those who aspire to spiritual health or personal well-being by sharing tangible and helpful resources.

### CONNECTEDNESS + HARMONY

Your perspective on life is global and spiritual, and your practice in life is local, concrete, calm, and collaborative.

### CONNECTEDNESS + COMMUNICATION

Your conversations help create community. For a community to be healthy, it needs dialogue.

### CONNECTEDNESS + CONSISTENCY

You belong to the human family, and that family needs certain rules and systems to maintain efficiency and justice.

## Apply Your Connectedness to Succeed

Help people and groups better understand how to relate to and rely on each other.

- Offer to listen to and counsel people. You can easily see connections between what they are saying and doing. Help them by providing directions on how to see connection and purpose in everyday occurrences.
- Support others in finding meaning in the unpredictability of their world. Doing this provides a sense of comfort and stability in the face of uncertainty.



INFLUENCING

## 4. Communication®

What Is Communication?

People with strong Communication talents like to explain, describe, host, present and write. Using their natural talents, they bring ideas and events to life. They turn thoughts and actions into stories, images, examples and metaphors. They want their information — whether an idea, an event, a discovery or a lesson — to captivate the audience. This drives them to hunt for the perfect phrase and draws them toward dramatic words and powerful statements, which is why people like listening to them. Their word pictures pique interest, provide clarity and inspire others to act.

### Why Your Communication Is Unique

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Because of your strengths, you may be described as a “what you see is what you get” person. Perhaps there is little mystery about who you are. Now and then, you make a point of talking with strangers. You sometimes tell them about yourself without being asked. Your forthright approach might encourage some individuals to be as open with you as you are with them.

Driven by your talents, you very much enjoy the animated give-and-take of a lively discussion.

Chances are good that you usually attract listeners with your stories, presentations, lectures, or speeches. You routinely seek opportunities to talk about what you think, feel, or have experienced.

By nature, you demonstrate an ease with language. You effortlessly verbalize your thoughts. You relish the opportunity to share your insights. You derive pleasure from actively participating in conversations when group members propose ideas, seek solutions, or debate issues.

It’s very likely that you have an aptitude for communicating and making conversation. Under very few circumstances do you struggle to find just the right word to express your thoughts or feelings. Being able to put friends or strangers at ease quickly is one of your gifts.



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## How Communication Blends With Your Other Top Five Strengths

### COMMUNICATION + INPUT

You read, looking for interesting words and vivid stories because you want to be clear, compelling, and even a bit entertaining.

### COMMUNICATION + HARMONY

If people get too emotional, your voice calms them down. If discussions get too theoretical, your words become more practical.

### COMMUNICATION + CONNECTEDNESS

Your conversations help create community. For a community to be healthy, it needs dialogue.

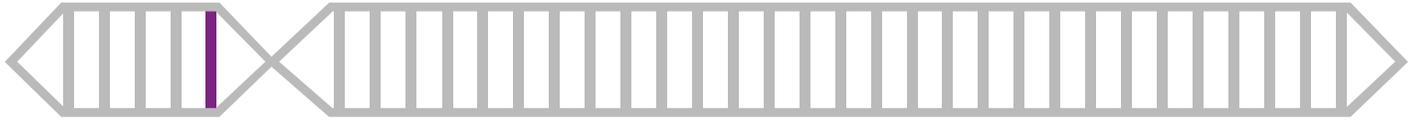
### COMMUNICATION + CONSISTENCY

When you have something to say, you want your message to be accessible to all and to be the same message for all.

## Apply Your Communication to Succeed

Help people put their ideas into words.

- Capture other people's thoughts in words and relay them back to these individuals. This will help you connect with people by bringing attention to and refining their messages.
- If you are in a group, volunteer to summarize any necessary communication after a meeting or social gathering. With your ability to clarify what others say, you bring attention to what needs to be heard.



EXECUTING

## 5. Consistency®

What Is Consistency?

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter their situation, so the scales do not tip too far in any person’s favor. People with strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. In this setting, people have a fair chance to show their worth.

### Why Your Consistency Is Unique

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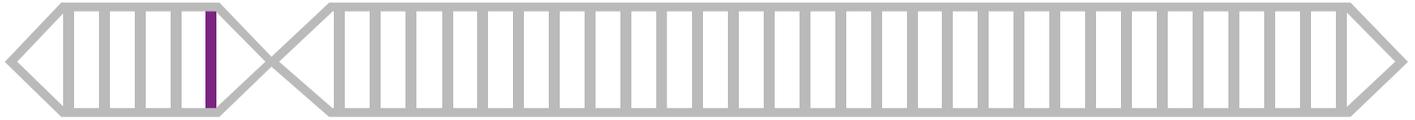
It’s very likely that you occasionally rely on your sound judgment to figure out how to deal with everyday chores that cannot be ignored. As minor as they might seem, you sometimes realize that each detail and due date is necessary and important. You may set up systems or rules that you follow on a daily, weekly, monthly, or annual basis. Perhaps you value uniformity, consistency, and efficiency. You might wish certain other people did too.

Chances are good that you perhaps invent rules or procedures for the sake of efficiency and accuracy when you must perform repetitious or mundane tasks. By following your own directions, you may find it is easier to complete certain types of daily, weekly, monthly, or annual chores. Sometimes you are thankful for people who not only recognize but also respect your need for uniformity.

Because of your strengths, you periodically choose to team with certain people to perform specific kinds of tasks. Perhaps you appreciate working with group members who accomplish what they are assigned to do. For practical reasons, you might expect individuals to carry an equal share of the load. You may perceive that an injustice has been done when one or two people are given more to do than is humanly possible or when they are not allowed to reach their full potential.

By nature, you may seek objective advice when situations are unclear, confusing, or tainted by political undercurrents. Being a realist, you know that certain individuals occasionally have access to specific facts, see things from an insider's perspective, or possess a bit of expertise you lack. Perhaps you put off adopting any particular suggestion until you have had sufficient time to give the ideas equal consideration.

Driven by your talents, you periodically wish that each person you meet would want to spend more time with you. Being a somewhat objective individual, you realize not everyone is going to be your friend. Even so, it is your nature to show consideration for certain types of people. Maybe you refrain from imposing your views or desires on them. Perhaps you are inclined to figure out what they prefer to do. Then, without making a fuss, you might agree to join them.



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## How Consistency Blends With Your Other Top Five Strengths

### CONSISTENCY + INPUT

You collect helpful resources and use an efficient distribution system so they are broadly available and easily accessible.

### CONSISTENCY + HARMONY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

### CONSISTENCY + CONNECTEDNESS

You belong to the human family, and that family needs certain rules and systems to maintain efficiency and justice.

### CONSISTENCY + COMMUNICATION

When you have something to say, you want your message to be accessible to all and to be the same message for all.

## Apply Your Consistency to Succeed

Clarify rules or procedures that everyone can follow to get more done.

- Look for things that others might ignore. Create a standard way to ensure that these things are not lost in the shuffle and become something predictable and fair.
- Establish a routine to get things done. Your ability to create a standard approach to getting things done can help alleviate the stress of things that could otherwise become frustrating for you or others.

## What's Next?

Take these steps to start unlocking your full potential using your CliftonStrengths.



### Learn to Use Your Dominant Strengths

Read about each of your top five CliftonStrengths in this report and reflect:

- What did you read that inspires you?
- What did you read that excites you?
- What did you read that surprises you?
- What did you read that challenges you?

[Click here](#) or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

#### Name It

- Pick one of your top CliftonStrengths.
- List the words or phrases you read about this strength that resonate strongly with you.

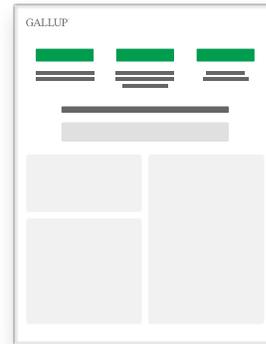
#### Claim It

- When has this strength helped you be successful in the past?
- How does this strength help you be successful in your role?

#### Aim It

- In what two ways could you start using this strength more intentionally right away?

Hint: Read the action items in this report and on your [my.gallup.com](https://my.gallup.com) dashboard for ideas.



[Click to View Activity](#)



### Use Your Resources in Gallup® Access



Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

[Click here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.

Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.



## Explore All 34 of Your CliftonStrengths®



Already have your CliftonStrengths 34 report? Great! Take some time to explore your full results.

If you don't have it yet, [click here](#) or scan the QR code to learn how your CliftonStrengths 34 report can help you:

- reveal your complete talent profile of 34 CliftonStrengths
- learn how to use your top 10 CliftonStrengths to set and achieve goals
- navigate your 11-34 CliftonStrengths, including understanding and managing weaknesses



## Apply Your CliftonStrengths® in Specific Roles

Take time to explore any role-based CliftonStrengths reports you already have.

If you don't have any, [click here](#) or scan the QR code to browse a range of reports tailored to specific roles and responsibilities.

We offer a suite of reports designed to help you use your CliftonStrengths to excel in various areas, whether it's in management, leadership or even as a student.



## Engage in a Conversation About Your CliftonStrengths®



Share your CliftonStrengths results with the people closest to you, including your family, friends, coworkers and teammates.

Spend time talking about your CliftonStrengths with a coach, manager, mentor or adviser — someone invested in your personal and professional development.

[Click here](#) or scan the QR code for helpful ways to share and discuss your CliftonStrengths with others.

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