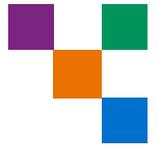




# CliftonStrengths® Top 5 for Susannah Mason



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. Learner®

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

## 2. Ideation®

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

## 3. Arranger®

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

## 4. Strategic®

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

## 5. Achiever®

You work hard and possess a great deal of stamina. You take immense satisfaction in being busy and productive.

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

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

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

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



- 1. Learner
- 2. Ideation
- 3. Arranger
- 4. Strategic
- 5. Achiever

## 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

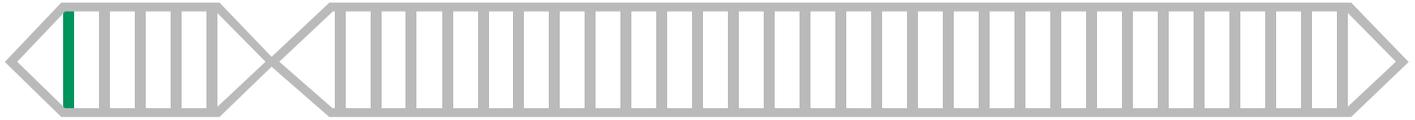
- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

#### RELATIONSHIP BUILDING

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

#### STRATEGIC THINKING

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



## STRATEGIC THINKING

# 1. Learner®

### What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people's confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the "getting there."

## Why Your Learner Is Unique

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

**Learner**

Ideation

Arranger

Strategic

Achiever

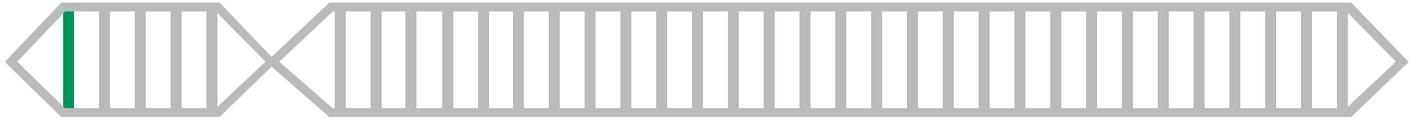
Driven by your talents, you capitalize on your ability to ask questions and listen to people's answers, especially when meeting strangers or newcomers. Not wanting anyone to feel like an outsider, you are inclined to draw them into the conversation. Unquestionably, you look for reasons to include them in your own or a group's activities.

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

Because of your strengths, you gather lots of ideas and information from reading publications that keep you up to date on current events. What you choose to peruse — that is, examine studiously — is likely to reflect your personal or professional interests.

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

Chances are good that you may be an individual performer who signs up for tough classes. Perhaps your desire to excel is amplified when the only path to a good grade is a steep one.



- 1. Learner
- 2. Ideation
- 3. Arranger
- 4. Strategic
- 5. Achiever

## How Learner Blends With Your Other Top Five Strengths

### LEARNER + IDEATION

Your creative innovation often springs from a willingness to embrace your curiosity and to engage in continuous education.

### LEARNER + ARRANGER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

### LEARNER + STRATEGIC

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

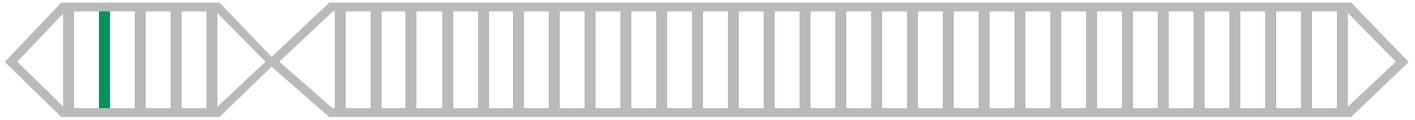
### LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

## Apply Your Learner to Succeed

### Develop expertise in areas that interest you the most.

- Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.



## STRATEGIC THINKING

# 2. Ideation®

### What Is Ideation?

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all of these reasons, they derive a jolt of energy whenever a new idea occurs to them.

## Why Your Ideation Is Unique

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

Learner

**Ideation**

Arranger

Strategic

Achiever

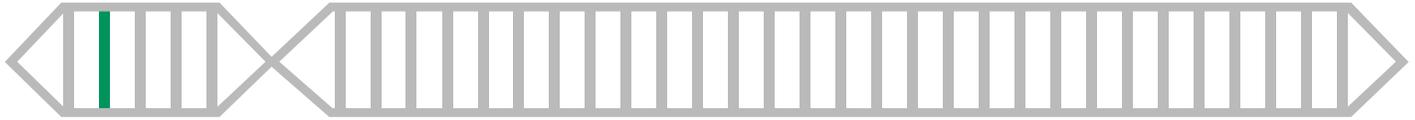
Because of your strengths, you occasionally separate into parts certain types of techniques, programs, or mechanisms. Then you might map the steps needed to perform a task. You also might pinpoint how each part fits or fails to fit perfectly with the one preceding it and the one following it. Having completed your investigation, you may expect specific people to abide by the established guidelines, rules, policies, or procedures. To some degree, you resist making exceptions for individuals.

Driven by your talents, you occasionally aim for the topmost title or prize. With some forethought, perhaps you generate alternate tactics. Your options may give you an edge over people whose performances or results are being compared to yours.

Instinctively, you might feel a bit more upbeat about yourself and life in general when you use your ingenuity to create an innovative theory, concept, procedure, process, action plan, or device.

Chances are good that you might favor conversations where information, facts, or data are considered objectively — that is, emotions do not distort the truth. Sometimes you pose questions, evaluate answers, or figure out how things work. Reducing an idea, theory, or process to its most basic parts might provide you with some insights. Perhaps you archive — that is, preserve — your discoveries so you may use them later.

By nature, you immediately know without resorting to reason what people think about you. The impressions they have of you can contribute to your complete success or utter failure. Understandably, the views of individuals often influence your words and deeds.



- 1. Learner
- 2. Ideation**
- 3. Arranger
- 4. Strategic
- 5. Achiever

## How Ideation Blends With Your Other Top Five Strengths

### IDEATION + LEARNER

Your creative innovation often springs from a willingness to embrace your curiosity and to engage in continuous education.

### IDEATION + ARRANGER

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

### IDEATION + STRATEGIC

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

### IDEATION + ACHIEVER

You work with intensity and creativity. Your productivity is often innovative — a blend of hard work and imagination.

## Apply Your Ideation to Succeed

### Look for areas that would benefit from an innovative approach.

- Spend time with imaginative people discussing and refining your ideas. Together, you can think up new possibilities.
- Look for different connections and generate new insights when things don't make sense in a certain area. Whereas others might be unsure or unclear about what to do next, you can quickly brainstorm multiple options for consideration.



## EXECUTING

# 3. Arranger®

### What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

## Why Your Arranger Is Unique

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

Learner

Ideation

**Arranger**

Strategic

Achiever

Because of your strengths, you know that time is a precious resource. So you use your natural flexibility to readjust your priorities and resources whenever you see an opportunity for a better configuration.

Driven by your talents, you know that every situation has a beginning and an end. You also know that there are various paths that can lead to the final objective. You instinctively evaluate each option and make wise choices as you sort through all the variables.

It's very likely that 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.

Instinctively, 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 get energy from looking for new strategies. With so many options to explore, you are not satisfied with the idea that there is only one way to solve a problem.



- 1. Learner
- 2. Ideation
- 3. Arranger**
- 4. Strategic
- 5. Achiever

## How Arranger Blends With Your Other Top Five Strengths

### ARRANGER + LEARNER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

### ARRANGER + IDEATION

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

### ARRANGER + STRATEGIC

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

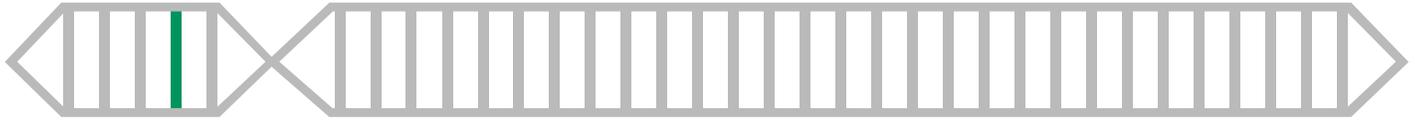
### ARRANGER + ACHIEVER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

## Apply Your Arranger to Succeed

**Help people figure out better ways of working together.**

- Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.



## STRATEGIC THINKING

# 4. Strategic®

### What Is Strategic?

People with strong Strategic talents can sort through the clutter to find the best route. You can't teach this skill. It is a distinct way of thinking — a unique perspective on the world at large. This outlook allows them to see patterns where others see complexity. Mindful of these patterns, they envision alternative scenarios, always asking, "What if this happened?" This recurring question helps them see, plan and prepare for future situations. They see a way when others assume there is no way. Armed with this strategy, they move forward.

## Why Your Strategic Is Unique

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

Learner

Ideation

Arranger

**Strategic**

Achiever

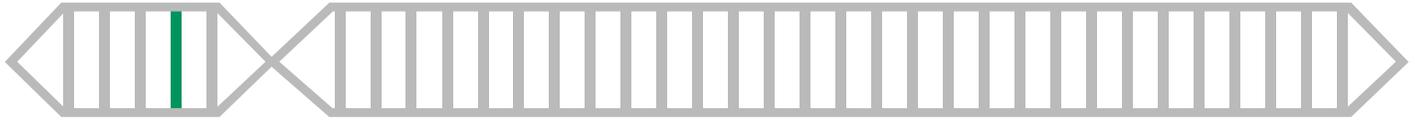
Because of your strengths, you periodically identify problems others fail to notice. You might create solutions and find the right answers. Perhaps you yearn to improve certain things about yourself, other people, or situations. Maybe you are drawn to specific kinds of classes, books, or activities. Why? Maybe they promise to give you the skills or knowledge you seek.

It's very likely that you occasionally make contingency plans for different consequences. These plans can give you the confidence to move forward in a world of uncertainty.

By nature, you communicate with others easily. You might even enjoy opportunities to debate with others because of your ability to think quickly and to see different pathways.

Chances are good that you sometimes acknowledge you have an ability to identify specific types of obstacles, difficulties, or dilemmas. You might respond to questions others refuse to consider. Perhaps you recognize answers or solutions as they evolve naturally.

Instinctively, you may notice that multiple solutions to nagging problems just pop into your mind. Sometimes you study each option from many different angles. Perhaps you carefully evaluate the entire situation, then choose the alternative that makes the most sense. Why? Maybe you aim to outscore or outperform your rivals.



- 1. Learner
- 2. Ideation
- 3. Arranger
- 4. Strategic**
- 5. Achiever

## How Strategic Blends With Your Other Top Five Strengths

### STRATEGIC + LEARNER

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

### STRATEGIC + IDEATION

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

### STRATEGIC + ARRANGER

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

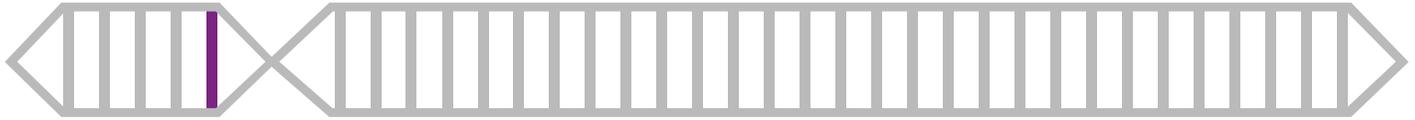
### STRATEGIC + ACHIEVER

If at first you don't succeed, you try again. If you try again and still don't succeed, you consider your options and try one.

## Apply Your Strategic to Succeed

### Think ahead to gain perspective.

- Take time to fully plan your path forward. While you easily see patterns where others see complexity, it is important to make time to envision these alternative scenarios.
- Practice explaining your decision-making process before talking with others. Doing this ensures people know you have considered different options and opinions to inform your decision.



## EXECUTING

# 5. Achiever®

### What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

## Why Your Achiever Is Unique

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

Learner

Ideation

Arranger

Strategic

**Achiever**

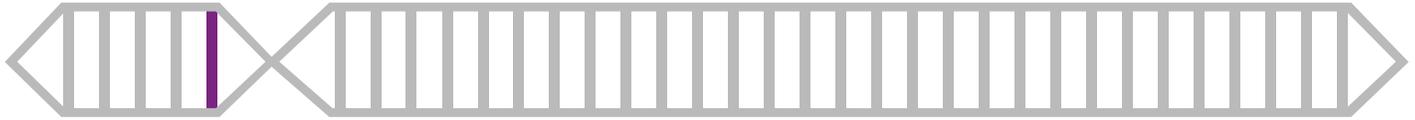
By nature, you often draw newcomers or strangers into various groups, conversations, or activities. Making all kinds of individuals feel like they belong is one way you choose to measure your success.

Because of your strengths, you intentionally devote a lot of time and effort to eliminating sensations of emptiness, unworthiness, and purposelessness from your life.

Driven by your talents, you normally dedicate yourself to acquiring knowledge and gaining skills. You probably devote many hours to mental labor.

Instinctively, you make an effort to be friendly and talkative whenever the situation demands. Even so, you treasure your work or study time. Why? You yearn to produce tangible results each day. Socializing, while important, fails to provide outcomes to which you can point and measure. As a result, you likely resist devoting time to activities that impede progress, compromise productivity, or waste precious time.

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



1. Learner
2. Ideation
3. Arranger
4. Strategic
5. **Achiever**

## How Achiever Blends With Your Other Top Five Strengths

### **ACHIEVER + LEARNER**

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### **ACHIEVER + IDEATION**

You work with intensity and creativity. Your productivity is often innovative — a blend of hard work and imagination.

### **ACHIEVER + ARRANGER**

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

### **ACHIEVER + STRATEGIC**

If at first you don't succeed, you try again. If you try again and still don't succeed, you consider your options and try one.

## Apply Your Achiever to Succeed

**Use a scoring system to keep track of all achievements.**

- Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.

## 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 **surprises** you?
- What did you read that **excites** 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.

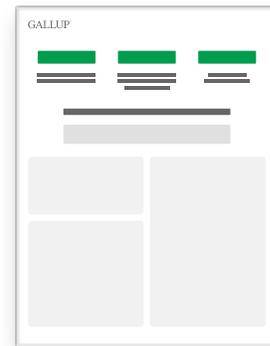
#### Claim It

- 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?

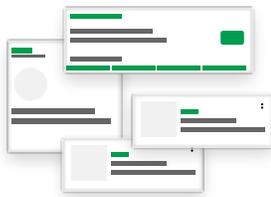
Hint: Read the action items in this report and on your [my.gallup.com](https://my.gallup.com) dashboard for ideas.



[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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