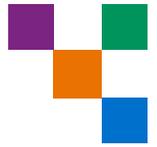




CliftonStrengths® Top 5 for Donald Clifton



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. Significance®

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

2. Futuristic®

You are inspired by the future and what could be. You energize others with your visions of the future.

3. Individualization®

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

4. Focus®

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

5. Maximizer®

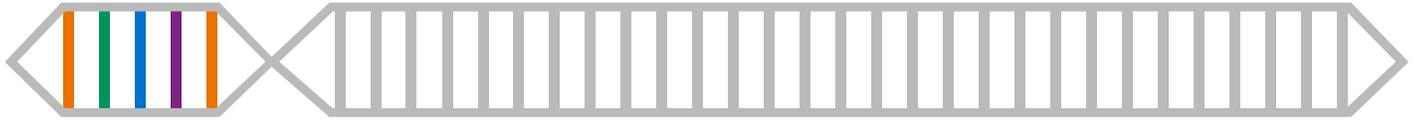
You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

 **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. Significance**
- 2. Futuristic**
- 3. Individualization**
- 4. Focus**
- 5. Maximizer**

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

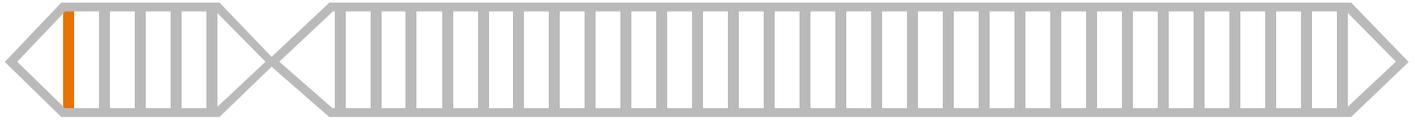
- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

RELATIONSHIP BUILDING

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

STRATEGIC THINKING

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



INFLUENCING

1. Significance®

What Is Significance?

People with strong Significance talents want others to see their worth. They want people to recognize, hear and value them. Particularly, they want others to know and appreciate them for their unique strengths. They want people to view their contributions as substantial, powerful and significant. Their intense yearning for others to recognize them motivates them away from the mediocre and toward the exceptional.

Why Your Significance Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance

Futuristic

Individualization

Focus

Maximizer

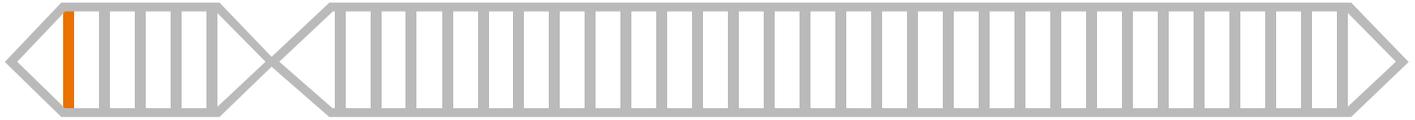
Because of your strengths, you probably work diligently, persevering to the very end. You are gratified when people tell others you are a competent, trustworthy, and accomplished individual.

Driven by your talents, you are determined to be in charge of your own destiny. This is your life. You intend to be the ultimate decision maker regarding personal and professional matters.

It's very likely that you live your life at center stage. Being prominent and successful comes naturally to you. You can easily capture others' attention.

Chances are good that you contend that what you have to say is very important. You probably tell individuals or groups they would be wise to stop what they are doing and give you their undivided attention.

By nature, you seek to be held in high regard and admired as a person of worth. You are delighted when people want to spend time with you.



- 1. Significance**
- 2. Futuristic
- 3. Individualization
- 4. Focus
- 5. Maximizer

How Significance Blends With Your Other Top Five Strengths

SIGNIFICANCE + FUTURISTIC

You envision a better future in your mind, and you are willing to be seen and heard so that others might hear and see your vision.

SIGNIFICANCE + INDIVIDUALIZATION

You value your audience and everyone's feedback. That feedback is never a composite average. Every vote counts.

SIGNIFICANCE + FOCUS

Able to concentrate on important outcomes, you focus on what you can achieve. Comfortable with visibility, others can watch you.

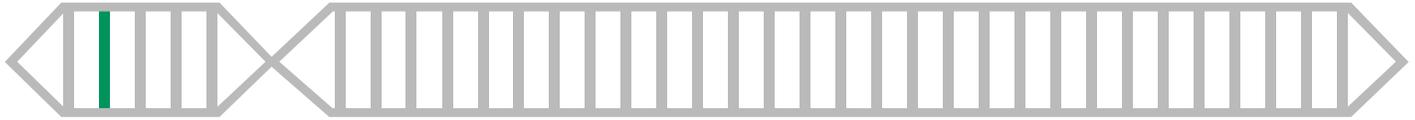
SIGNIFICANCE + MAXIMIZER

Your efforts for excellence are intensified when your results are visible. An audience brings out your best.

Apply Your Significance to Succeed

Make a list of goals that will inspire you.

- Think about your strengths as you write down your goals. Use this list to think about how your goals and strengths can make the world a better place and how you want others to acknowledge them.
- Keep in mind your desire to influence people, groups and society in a substantial way. This understanding will guide you in identifying goals that align with your aspirations.



STRATEGIC THINKING

2. Futuristic®

What Is Futuristic?

People with strong Futuristic talents love to peer over the horizon. They are fascinated by the future. They anticipate and imagine in detail what tomorrow could or should be. They usually see the future positively. While the details of the picture will depend on their other strengths and interests — a better product, a better team, a better life or a better world — it will always inspire them. This vision energizes themselves and others. They can paint a picture of the future for their team members.

Why Your Futuristic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance

Futuristic

Individualization

Focus

Maximizer

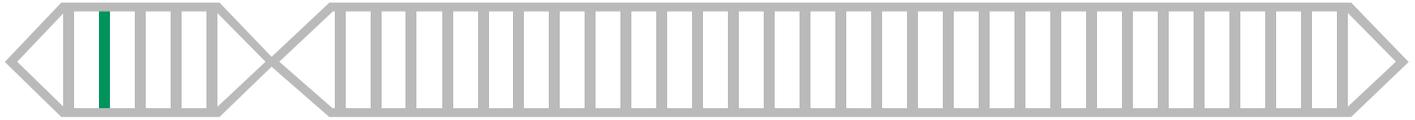
Instinctively, you like being an individual performer. Why? Working alone permits you to concentrate all your energy on what you want to accomplish in the coming months, years, or decades.

By nature, you sharpen your ideas about the future by spending time with possibility thinkers. These individuals regularly talk about inventions, medicines, designs, technologies, or food supplies that no one else has even considered.

Because of your strengths, you invest considerable time creating the future of your own choosing. You frequently share your ideas about what will be possible in the coming months, years, and decades. You probably capture people's attention whenever you describe in vivid detail what you imagine.

Chances are good that you crave moments alone with your thoughts. You consider whatever arouses your intellectual curiosity. Setting aside time each week to explore your ideas is not only a pleasurable but a necessary activity for you.

It's very likely that you sense you have an ability to create word pictures that describe the future. You can inspire people with your images of what can be. The individuals who most appreciate your forward thinking probably want and need to hear from you often.



- 1. Significance
- 2. Futuristic**
- 3. Individualization
- 4. Focus
- 5. Maximizer

How Futuristic Blends With Your Other Top Five Strengths

FUTURISTIC + SIGNIFICANCE

You envision a better future in your mind, and you are willing to be seen and heard so that others might hear and see your vision.

FUTURISTIC + INDIVIDUALIZATION

You frequently see visions of a better life for someone you know. A customized vision is a relevant vision.

FUTURISTIC + FOCUS

Your future dreams become realities when you concentrate your daily efforts on each incremental step along the way.

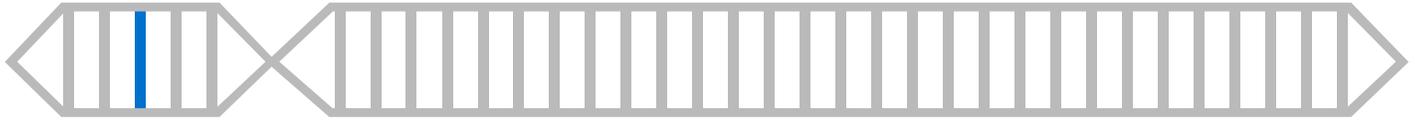
FUTURISTIC + MAXIMIZER

When you dream about your future, it usually includes you getting better at what you do well and doing more of what you do best.

Apply Your Futuristic to Succeed

Energize others with your visions of the future.

- Dedicate time to dream about what could be. You inspire those around you when you put your vision into words and share it.
- Be sure to ask people how they feel about your visions of the future. If they are worried or uncomfortable, make the picture as vivid as possible using hopeful, clear and detailed language.



RELATIONSHIP BUILDING

3. Individualization®

What Is Individualization?

People with strong Individualization talents understand and are intrigued by others' unique qualities. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how each thinks, and how each builds relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them build productive teams. While some search for the perfect team "structure" or "process," these employees know instinctively that the secret to great teams is casting by individual strengths — so that everyone can do a lot of what they already do well.

Why Your Individualization Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance

Futuristic

Individualization

Focus

Maximizer

Driven by your talents, you are quite sensitive to the trials, tribulations, and loneliness forward-looking thinkers experience. When people callously — that is, insensitively — discard their inventive ideas, futurists sense you appreciate their vision of what can be accomplished in the coming months, years, or decades.

It's very likely that you routinely choose to spend time with people who recognize, applaud, or value your accomplishments. You probably prefer the company of those who see what you have to offer. You thrive when surrounded by supportive individuals. You tend to distance yourself from people who repeatedly ignore, downplay, or feel threatened by what you do so naturally and so well.

By nature, you are keenly aware of people's unique traits. You notice characteristics that distinguish each person from everyone else.

Because of your strengths, 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.

Instinctively, you instinctively recognize that you grow and benefit when you emphasize your strong points. This explains why you routinely seek the company of people who value your unique gifts.



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + SIGNIFICANCE

You value your audience and everyone's feedback. That feedback is never a composite average. Every vote counts.

INDIVIDUALIZATION + FUTURISTIC

You frequently see visions of a better life for someone you know. A customized vision is a relevant vision.

INDIVIDUALIZATION + FOCUS

You can simultaneously appreciate the uniqueness of each person and clearly pursue a single goal or purpose.

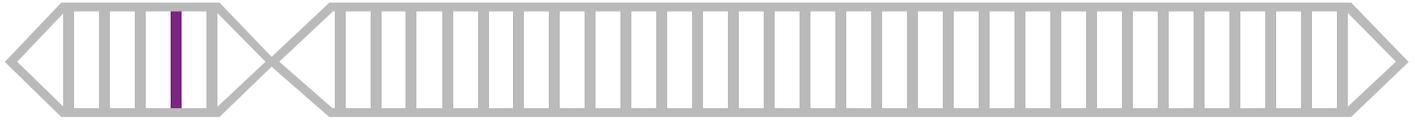
INDIVIDUALIZATION + MAXIMIZER

You are at your best when others accept you for who you are and encourage you to do more of and get better at what you already do well.

Apply Your Individualization to Succeed

Explain how different people can do their best work together.

- Support others in discovering and appreciating what they do best, and then encourage them to work on projects and tasks that let them be successful.
- Help people become more aware of others' unique needs. Because you naturally notice how an individual thinks and builds relationships, people will come to you for insights into other people's motivations and actions.



EXECUTING

4. Focus®

What Is Focus?

People with strong Focus talents prioritize and then take action. They set goals that serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to decide whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

Why Your Focus Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance

Futuristic

Individualization

Focus

Maximizer

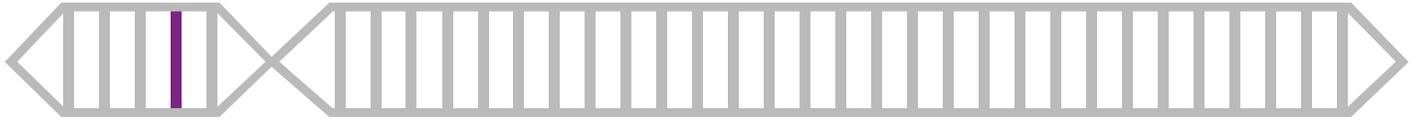
Because of your strengths, you may be aware that you are more persistent and determined than many people are. Perhaps this is most evident when you have established a clear goal. You direct most of your attention to the task. You avoid being distracted by irrelevant, time-consuming, and/or nonproductive activities.

It's very likely that you typically immerse yourself in intense activities. Preferring a fast pace, you thrive on excitement. You appreciate being surrounded by like-minded individuals. They motivate you to expend even more energy accomplishing whatever needs to be done. You stay busy and work hard whenever it is necessary.

Instinctively, you seek to govern the circumstances of your life. You probably choose to work on tasks by yourself so you can determine what to do, when to do it, and how to do it. Group decision-making usually frustrates you.

Chances are good that you keep your assignments and projects on track by setting weekly objectives. You work your plan and concentrate on your goals until you attain them.

By nature, you normally establish step-by-step performance targets for yourself. Keeping each week's tasks and goals in mind probably improves your chances of finishing in first place and being declared the best.



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- 5. Maximizer

How Focus Blends With Your Other Top Five Strengths

FOCUS + SIGNIFICANCE

Able to concentrate on important outcomes, you focus on what you can achieve. Comfortable with visibility, others can watch you.

FOCUS + FUTURISTIC

Your future dreams become realities when you concentrate your daily efforts on each incremental step along the way.

FOCUS + INDIVIDUALIZATION

You can simultaneously appreciate the uniqueness of each person and clearly pursue a single goal or purpose.

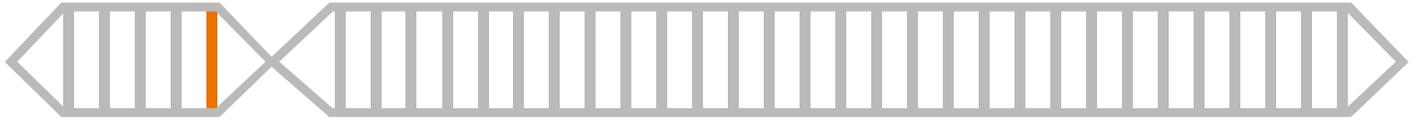
FOCUS + MAXIMIZER

You give most of your attention to potential strengths in yourself and others because it promises the best return on investment.

Apply Your Focus to Succeed

Decide what you must do, prioritize and then act.

- Say no to projects or tasks that do not align with your end goal. While you can't always say no, when you can, it will help you concentrate on your most important priorities.
- Trust your internal compass to make necessary adjustments as you work toward a goal. You have an instinct that ensures things will not distract you as you work to achieve the desired outcome.



INFLUENCING

5. Maximizer®

What Is Maximizer?

Maximizers see talents and strengths in others, usually before anyone else does. Strengths — whether their own or someone else's — fascinate them. Maximizers love to help others get excited about their potential. They see what people do best and which jobs they will be good at. They can see how people's talents match the tasks they must complete. Excellence, not average, is their measure and pursuit. They have a quality orientation that leads them to focus on areas of strength for themselves and others and manage weaknesses.

Why Your Maximizer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance

Futuristic

Individualization

Focus

Maximizer

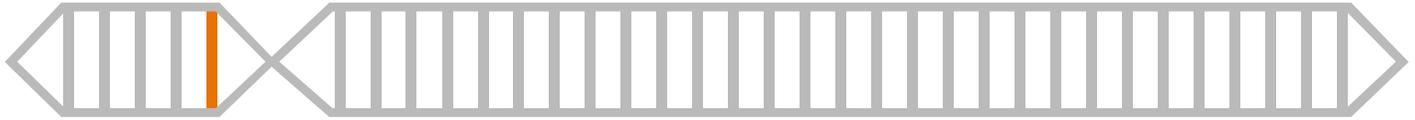
Instinctively, you are grateful when your questions are answered, your studies yield new information, or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results.

Chances are good that you customarily figure out what makes each person special. You talk to, observe, or study individuals who produce nothing less than excellence to identify what inspires them. Unquestionably, you prefer to associate with those who share your passion for taking something good and making it better. Once you understand what drives a person, you can motivate him or her to transform whatever was made better into something utterly superb.

Because of your strengths, you select projects, assignments, or tasks that allow you to use your talents to produce outcomes. You actively seek opportunities to work independently. You probably realize you make a lot more progress when you are allowed to work alone.

By nature, you are attracted to people who acknowledge your talents as an individual contributor. Your chances of success markedly increase when you can determine how you will solve problems, reach goals, acquire knowledge, apply your skills, or handle assignments.

It's very likely that you have identified your talents and strengths. You know the things you do quite well. You waste very little time mulling over your limitations, shortcomings, or failures. Your strengths allow you to capture first-place honors again and again. You refuse to concentrate much energy on areas where you must struggle just to be average. "What's the point?" you ask yourself.



- 1. Significance
- 2. Futuristic
- 3. Individualization
- 4. Focus
- 5. Maximizer**

How Maximizer Blends With Your Other Top Five Strengths

MAXIMIZER + SIGNIFICANCE

Your efforts for excellence are intensified when your results are visible. An audience brings out your best.

MAXIMIZER + FUTURISTIC

When you dream about your future, it usually includes you getting better at what you do well and doing more of what you do best.

MAXIMIZER + INDIVIDUALIZATION

You are at your best when others accept you for who you are and encourage you to do more of and get better at what you already do well.

MAXIMIZER + FOCUS

You give most of your attention to potential strengths in yourself and others because it promises the best return on investment.

Apply Your Maximizer to Succeed

Focus on long-term relationships for maximum success.

- Meet regularly with mentors and role models for insight, advice and inspiration. This mentorship will lead to a new standard of excellence and success.
- Support others in areas where they don't excel. Build their strengths and confidence by helping them do what they naturally do best and finding complementary partners.

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?

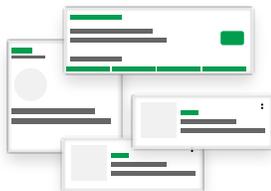
Hint: Read the action items in this report and on your my.gallup.com dashboard for ideas.



[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 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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