

**EXECUTING**

1. 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.

It's very likely that you normally want to know a lot about the hopes and objectives of each group member. The more you understand someone, the easier it is for you to establish and sustain a personal partnership with that individual.

Chances are good that you ordinarily partner with people whose work ethics are sound. You prefer collaborating with individuals who seek continuous improvement. Like you, they often refuse to associate their names with average or mediocre outcomes.

Because of your strengths, you may strive to be a dependable person. Maybe you please people by being reliable. You might enjoy assuming accountability for certain tasks, projects, assignments, or commitments. Perhaps you accept these additional duties without making a fuss.

Instinctively, you are recruited to teams because you regularly produce good results and routinely reach your goals.

By nature, you probably have had an educator, a boss, or a coach who took a personal interest in you. You often recall the influence this individual has had on your success. This is apt to inspire you to know as much as you can about the people in your life.

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.

**INFLUENCING**

2. Maximizer

HOW YOU CAN THRIVE

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

WHY YOUR MAXIMIZER IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Chances are good that you find that life is quite satisfying when you concentrate on using your dominant talents. You are likely to move much more quickly toward your goals when you practice doing what comes naturally.

Driven by your talents, 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.

By nature, you routinely produce top-notch outcomes. This implies that you know what you do well. It also suggests that you intentionally engage in activities that match your unique talents.

Because of your strengths, you probably enjoy life more when you can practice using your dominant talents every day. Not surprisingly, you reach your goals, excel, and gain confidence when you are permitted to do things you naturally do quite well.

It's very likely that you may accept that no two people are exactly the same. This partially explains why you ask so many questions. Sometimes you are trying to figure out what makes an individual different from everyone else. Perhaps this knowledge allows you to inspire, coax, demand, challenge, or pressure various people to do their finest work.

WHY YOU SUCCEED USING MAXIMIZER

You focus on quality, and you prefer working with and for the best. By seeing what each person naturally does best and empowering them to do it, you make individuals, teams and groups better.

**STRATEGIC THINKING**

3. Futuristic

HOW YOU CAN THRIVE

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

WHY YOUR FUTURISTIC IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you frequently share your vision about the coming years or decades with other forward-looking thinkers. You cannot refrain from talking about all the things human beings can create or accomplish in the future.

By nature, you occasionally spend a lot of time considering what the coming months, years, or decades have to offer you. When you ponder the future, you might consider what kind of world you will live in as you move through each stage of your life.

Because of your strengths, you regularly pause to envision what you want to accomplish in the coming months, years, or decades. You think in terms of possibilities. This allows you to recover from setbacks, problems, disappointments, or even disasters. People are apt to marvel at your ability to remain upbeat in the face of life's difficulties and unpredictability.

Driven by your talents, you may place great value on moments alone with your thoughts. You might consider whatever arouses your intellectual curiosity. Setting aside time each week to explore particular ideas might be a pleasurable or necessary activity for you.

It's very likely that you intentionally take steps to be the mastermind of your own future. You refuse to leave your destiny to chance. You probably resist placing it in someone else's hands. You trust your own intelligence and imagination when setting a direction for your life.

WHY YOU SUCCEED USING FUTURISTIC

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

**RELATIONSHIP BUILDING**

4. 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.

It's very likely that you build partnerships and friendships one by one. You want to know each individual's hopes and ambitions. You recognize that everyone has a unique style of working, thinking, learning, or problem solving. From the start, you strive to identify someone's personal and professional objectives. When you are successful, the quality of your interactions with this person is enhanced.

Because of your strengths, you might feel happier if you are busy, even if it means performing routine or mundane tasks. When you have nothing to do, perhaps you are the type of person who looks for something to do.

By nature, you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.

Instinctively, you embrace life more fully when you are surrounded by people whose personal aims or professional ambitions are clearly defined.

Driven by your talents, you are quite comfortable being honest about yourself with others. You harbor very few illusions about who you really are. Furthermore, you can openly acknowledge your mistakes and shortcomings. This is apt to distinguish you from most people.

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.

**INFLUENCING**

5. Communication

HOW YOU CAN THRIVE

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

WHY YOUR COMMUNICATION IS UNIQUE

These personalized Strengths Insights are specific to your CliftonStrengths results.

Instinctively, you expand your horizons and knowledge when you engage in group conversations. You respond to differing points of view. You probably debate ideas. You incorporate into your thinking information from a wide variety of sources. These are just a few of the ways you acquire facts, data, and evidence.

Driven by your talents, you probably derive far less satisfaction from your work or studies when you are separated from your friends. Partnering with them usually motivates you to work very hard to complete tasks and reach goals.

Chances are good that you like to amuse people with your stories. Your stories probably provide people with pleasant distractions from their daily routines, worries, and obligations.

Because of your strengths, you may have little difficulty finding the right words at the right time to express what you are thinking or feeling. Maybe you can present your concepts in a reasonable, orderly, or methodical way. Perhaps you generate a few options for others to consider. As a result, certain individuals might say you know how to get your ideas across to people.

By nature, you feel forlorn — that is, miserable or deprived — when you are separated from someone who is dear to you. You yearn to spend time with your friends. Their absence saddens you.

WHY YOU SUCCEED USING COMMUNICATION

You are good at capturing people's attention by what you say and how you say it. Your ability to find words for your own and others' thoughts and feelings highlights important messages and helps you make meaningful connections.

**STRATEGIC THINKING**

6. Strategic

HOW YOU CAN THRIVE

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

WHY YOU SUCCEED USING STRATEGIC

You quickly weigh alternative paths and determine the best one. Your natural ability to anticipate, play out different scenarios and plan ahead makes you an agile decision-maker.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Always have at least three options in mind so you can adapt if circumstances change.

- Strengthen the groups you belong to by using your talent to discover the best path to success. Because you can do this quickly, it may look as if you are “winging it,” so explain yourself along the way to help others understand what you see.
- Schedule time each day to think about your goals and strategies. Time alone might be the best way for you to evaluate all your options and to find the right course of action for each goal.
- Trust your insights. Because you consider options so naturally and easily, you might not realize how you came up with a strategy. But because of your exceptional talents, it will likely be successful.

WATCH OUT FOR BLIND SPOTS

- When working with others, sometimes they may misinterpret your strong Strategic talents as criticism. Be mindful of what is already working well and what others have accomplished.
- Because you evaluate patterns and pathways so quickly, others might find it difficult to follow or understand your thought process. Be aware that sometimes, you might have to backtrack to explain how you got to where you are.

**EXECUTING**

7. Responsibility

HOW YOU CAN THRIVE

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

WHY YOU SUCCEED USING RESPONSIBILITY

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

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Take ownership for the things that matter most to you.

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

WATCH OUT FOR BLIND SPOTS

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

**EXECUTING**

8. Discipline

HOW YOU CAN THRIVE

You enjoy routine and structure. Your world is best described by the order you create.

WHY YOU SUCCEED USING DISCIPLINE

You need organization, order and precision. Your controlled planning and routines increase efficiency and bring predictability and structure to turmoil.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Create structure, and keep things organized.

- Check as often as necessary to ensure that tasks and projects are completed correctly and on time. You feel an urge to do it anyway, and soon enough, others will begin to expect it from you.
- Share your routines and structure. Your detailed lists of tasks, goals and timelines can increase others' efficiency.
- Accept that not many people are as disciplined as you. Instead of letting their processes frustrate you, try to focus on their results and not their methods.

WATCH OUT FOR BLIND SPOTS

- Because of your need for predictability and control, others might view you as rigid and inflexible. Try not to automatically dismiss ideas that do not directly fit into the neat framework you have created.
- As much as you thrive on structure and organization, others thrive on the freedom to innovate. Be careful about expecting others to follow any structure you put in place.

**INFLUENCING**

9. Self-Assurance

HOW YOU CAN THRIVE

You feel confident in your ability to take risks and manage your own life. You have an inner compass that gives you certainty in your decisions.

WHY YOU SUCCEED USING SELF-ASSURANCE

You trust your instincts, so you forge ahead confidently, even on risky paths. Because of your certainty, persuasiveness and ability to make decisions easily, you lead the way for others.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

Trust your gut, and live life on your own terms.

- Trust your instincts, but always gather enough input from other sources to ensure you make well-informed decisions.
- Look for startup opportunities. You are comfortable working without a rulebook, and you are at your best when you have to make many decisions.
- Bring your confidence to areas of uncertainty where others are stuck. Your decisiveness and calm certainty in the midst of chaos can create comfort and security.

WATCH OUT FOR BLIND SPOTS

- Your confidence in your ability to make the right decisions might make you feel like you don't need to consult anyone else. But no one is right all the time, so consider asking others for their input; they might even validate your hunches.
- Because you usually sound like you know what you're talking about — whether you do or not — others might be nervous about questioning you. Be careful not to alienate or intimidate others with your confidence.

**EXECUTING**

10. Achiever

HOW YOU CAN THRIVE

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

WHY YOU SUCCEED USING ACHIEVER

You love to complete tasks, and your accomplishments fulfill you. You have a strong inner drive — an innate source of intensity, energy and power that motivates you to work hard to get things done.

TAKE ACTION TO MAXIMIZE YOUR POTENTIAL

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

- Set challenging goals. Take advantage of your self-motivation with a more ambitious goal every time you finish a project.
- Take time to celebrate each success before moving on to your next item or task, even for just a few minutes.
- Limit your commitments to projects or assignments that align with your highest priorities as much as you can.

WATCH OUT FOR BLIND SPOTS

- You might get frustrated when others don't work as hard as you do, and they might see you as too demanding. Remember that not everyone has the same high expectations for themselves or is driven to work as hard as you are.
- Your pressing need to get things done might cause you to take on projects or agree to deadlines before you know everything that's involved. Before you commit to something, make sure you have the time and resources you need to do it right.