

CliftonStrengths® Themes

EXECUTING DOMAIN

ACHIEVER® People exceptionally talented in the Achiever strength have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

ARRANGER® People exceptionally talented in the Arranger strength can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

BELIEF® People exceptionally talented in the Belief strength have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

CONSISTENCY® People exceptionally talented in the Consistency strength are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear expectations and adhering to them.

DELIBERATIVE® People exceptionally talented in the Deliberative strength are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

DISCIPLINE® People exceptionally talented in the Discipline strength enjoy routine and structure. Their world is best described by the order they create.

FOCUS® People exceptionally talented in the Focus strength can take a direction, follow through and make corrections necessary to stay on track. They prioritize, then act.

RESPONSIBILITY® People exceptionally talented in the Responsibility strength take psychological ownership of what they say they will do.

RESTORATIVE™ People exceptionally talented in the Restorative strength are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

INFLUENCING DOMAIN

ACTIVATOR® People exceptionally talented in the Activator strength can make things happen by turning thoughts into action. Once a decision is made, they want to act quickly.

COMMAND® People exceptionally talented in the Command strength have presence. They can take control of a situation and make decisions.

COMMUNICATION® People exceptionally talented in the Communication strength generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

COMPETITION® People exceptionally talented in the Competition strength measure their progress against the performance of others. They strive to win first place and revel in contests.

MAXIMIZER® People exceptionally talented in the Maximizer strength focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

SELF-ASSURANCE® People exceptionally talented in the Self-Assurance strength feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

SIGNIFICANCE® People exceptionally talented in the Significance strength want to be very important in others' eyes. They are independent and want to be recognized.

WOO® People exceptionally talented in the Woo strength love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

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RELATIONSHIP BUILDING DOMAIN

- ADAPTABILITY®** People exceptionally talented in the Adaptability strength prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.
- CONNECTEDNESS®** People exceptionally talented in the Connectedness strength have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.
- DEVELOPER®** People exceptionally talented in the Developer strength recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.
- EMPATHY™** People exceptionally talented in the Empathy strength can sense the feelings of other people by imagining themselves in others’ lives or others’ situations.
- HARMONY®** People exceptionally talented in the Harmony strength look for consensus. They don’t enjoy conflict; rather, they seek areas of agreement.
- INCLUDER®** People exceptionally talented in the Includer strength accept others. They show awareness of those who feel left out and make an effort to include them.
- INDIVIDUALIZATION®** People exceptionally talented in the Individualization strength are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
- POSITIVITY®** People exceptionally talented in the Positivity strength have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
- RELATOR®** People exceptionally talented in the Relator strength enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

STRATEGIC THINKING DOMAIN

- ANALYTICAL®** People exceptionally talented in the Analytical strength search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
- CONTEXT®** People exceptionally talented in the Context strength enjoy thinking about the past. They understand the present by researching its history.
- FUTURISTIC®** People exceptionally talented in the Futuristic strength are inspired by the future and what could be. They energize others with their visions of the future.
- IDEATION®** People exceptionally talented in the Ideation strength are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
- INPUT®** People exceptionally talented in the Input strength have a craving to know more. Often they like to collect and archive all kinds of information.
- INTELLECTION®** People exceptionally talented in the Intellection strength are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
- LEARNER®** People exceptionally talented in the Learner strength have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
- STRATEGIC®** People exceptionally talented in the Strategic strength create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.