

CliftonStrengths® for Students

Welcome to CliftonStrengths for Students, the report that guides you through your unique talents and how you can use those talents to succeed in your role.

We designed this report to make your days easier, bring clarity to your role as a student and help you thrive academically, socially and in your future career.

Use this report to learn about your results and better understand what you naturally do best as a student. Then, go implement the action items into your role responsibilities — starting today.

YOUR TOP FIVE THEMES

1. Relator

Connect deeply with the right people to gain friends for life.

2. Empathy

Appreciate and refine your gift for understanding others' thoughts and feelings.

3. Input

Keep exploring; always be curious.

4. Harmony

Help others find common ground through practical solutions.

5. Developer

Recognize and cultivate the potential in others.

Each Theme Fits Into a Leadership Domain

■ **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.

Your Strongest Future Begins Here



1. Relator
2. Empathy
3. Input
4. Harmony
5. Developer

This time in your life is filled with choices, changes and challenges. Being a student requires so much of your time and energy — and no two students have the same experience, which means there must be more than one way to succeed. We know that the best way to build a foundation for success, both as a student and well into the future, is by using your strengths.

Your distinct CliftonStrengths profile sets you apart from every other student. Above is your talent DNA, shown in order based on your responses to the assessment.

Learn About Your Most Powerful Strengths

This report outlines how your natural strengths give you an advantage during your time as a student. But to fully understand your talent DNA, you must know that your top five themes — the ones that shine through in almost everything you do — are the *most powerful*. Take the time to learn more about them.

Discover Practical Ways to Apply Them

Incorporate your strengths into your day-to-day routine: from choosing your class schedule and creating study habits to investing in extracurricular activities and relationships with classmates.

Each theme page includes:

- **How that theme contributes to your success**
- **How that theme could get in the way of your success**
- **Action items that you can implement immediately**

Use Them

You have strengths that are already within you; it's your specific talents, along with how you use them, that gives you your power and edge over others. Regardless of what you're doing in academia and where you're going next, you'll need to truly use and develop your strengths to create long-term and sustainable success.



RELATIONSHIP BUILDING

1. Relator®

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

How This Theme Contributes to Your Success

You build strong relationships and trust with those you know. You are more comfortable having conversations that lead to learning the details of someone's life than having just casual talks. In school, you are the classmate others can rely on. They know they can ask you for guidance and expect you to be there for them — because you always have been.

You likely prefer smaller class sizes and close-knit group work. You probably feel more comfortable asking questions, participating in group discussions and choosing classmates to work with because it is easier to get to know people. You want to get to know others on a deeper level and have them fully know you in return.

People respect you and enjoy being around you. You make others feel comfortable as you get to know them because you genuinely want to understand their feelings. In fact, whether in an academic, social or extracurricular activity setting, you can spot the potential in others by helping them see their talent, open up and feel connected to the group around them.

How This Theme Could Get in the Way of Your Success

- Others may feel left out because you are naturally drawn to staying with the people you know. It's much less natural for you to gravitate toward new people because you tend to get your strength from being around those you're closest to. You may miss out on new opportunities for friendships if you don't invite other students into your circle.
- It may be overwhelming for you to be in larger class settings. Because you derive your energy from closer and fewer relationships, being around a lot of people, especially new people, can drain you. When you attend networking events like career fairs, scholarship functions or social gatherings, your energy levels can deplete quickly, and you may even feel stressed.
- You may have a hard time when a relationship ends or when you feel like someone doesn't reciprocate the effort you put into a relationship. Friendships and classmate relationships change over time, which may be hard for you to understand. Even beginning a new class, activity or school can be challenging because you have to start those relationships all over again.

ACTION ITEMS

How to Apply Relator as a Student

This theme gives you an edge — here's how you can use it.

- Make time to meet one on one with new people.** Talk to your teacher about what success in their class looks like. Go on a walk with a classmate you don't know well. Study with someone you'd like to befriend. By opening yourself up to creating new relationships, you can expand your network and maximize your time as a student.
- Find a role where you can mentor someone.** Help a younger student navigate their classes. Become a long-term tutor or study partner for a classmate. Knowing you will have a long-lasting relationship with someone will give you the freedom to continually strengthen and deepen that friendship, all while helping that person out.
- Make a list of your best supporters.** You know who you love, trust and depend on. Take time to reflect on their support. When school and life become busy or overwhelming, whom do you call? Who is always there for you when you need it most? Take time for gratitude, and consider writing this person a note or calling them to thank them.
- Create partnership-based study habits.** When studying, you might work more efficiently if you have a partner to consider ideas with, ask questions and quiz each other. Try finding a steady study partner for each class (whether it's one person or a few) to meet your need for social interaction and learn better.

Reflect to Plan for Action

What do others depend on you for? Why do they rely on you?

How can you develop friendships with new people?



RELATIONSHIP BUILDING

2. Empathy®

You can sense other people's feelings by imagining yourself in others' lives or situations.

How This Theme Contributes to Your Success

You anticipate others' needs, pick up on their feelings and notice changes in reactions. Because you constantly identify and understand others' emotional states, you often offer help before someone has the chance to ask. You easily create class presentations or discussion points to match the audience's emotions and know when to change direction to meet people's needs.

Every relationship you build has emotional depth. Inside and outside the classroom, those who know you understand that you're often putting others' needs above your own. This makes you a great student, friend and classmate. Others share their struggles with you — both academically and personally — and you want to help.

You recognize when people aren't included in a group because you can sense their feelings. This is almost impossible for you to ignore, so you invite them in and make them feel at ease. You may ask them to be a part of your group or introduce them to someone you know they'll fit in with. However you react, your presence brings comfort to those around you.

How This Theme Could Get in the Way of Your Success

- Because you constantly contemplate emotions, you tend to make assumptions about how others feel and fixate on past moments. This might be an awkward one-on-one conversation with a teacher or classmate or feeling like you overshad in a classroom discussion or presentation. Be careful not to worry too much about things that others have forgotten.
- You struggle with knowing when to offer help and when to let people solve problems on their own. While you feel everything others feel — a worried friend who procrastinated, an anxious student who forgot about a deadline — these problems aren't yours to fix. Although it might not feel good at the moment, setting limits for when you should help is good for you and them.
- You might easily feel emotionally depleted. Accepting responsibility for others' emotions while balancing your own life and academic pressures can lead to burnout. As you take on more feelings for others, your ability to help diminishes, increasing your guilt and making it harder for you to perform well academically. This state will only increase your level of mental fatigue.

ACTION ITEMS

How to Apply Empathy as a Student

This theme gives you an edge — here's how you can use it.

- Find ways to help you relax.** Make time to check in with yourself daily. Work to actively separate others' feelings from your own emotions. Go on a walk, cook a meal, spend time with friends, study on your own — do something that helps you feel calm and concentrated so you can focus on your own academics and social life.
- Set and keep emotional boundaries.** Identify relationships or recent interactions you've had that are hard for you to move on from. Think about your classwork, friendships and relationships with teachers. Remind yourself to focus on the moment you're having with someone and then let it — and the emotions — go when you leave. Doing this doesn't mean you care less.
- Get involved in a club or activity where you can help others.** You naturally identify others' needs, so find a way to use those talents in a fulfilling way. Consider tutoring students struggling in a certain subject or interning at a nonprofit or job where you get to interact personally with others. Make your talents work for you in powerful ways while still helping others.
- Practice making decisions on your own first.** Don't let others' expectations or needs guide your decisions. From where to study, what to study, where to live or what career to pursue, try making big and small choices on your own first. Then run your ideas by a teacher, parent or friend. Be factual and realistic about your circumstances so that you're confident in your choices.

Reflect to Plan for Action

Where do you most enjoy helping others? Think emotionally, physically and academically.

How have you let others' feelings and emotions take priority over your own?



STRATEGIC THINKING

3. Input®

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

How This Theme Contributes to Your Success

Your research is thorough because you believe you can never have too much information. Others may be impressed with how expansive your findings are, but this is typical because you genuinely enjoy searching for and finding new information. This effort affects what extracurricular activities you participate in too: You explore everything that's available before you make a choice.

In groups, you may do most of the research or, at the very least, have the information organized and ready to use. You might be the one to categorize topics, read the findings, or figure out what can and can't be used for a particular project. You ensure the group doesn't cover the topic only halfway, but instead comprehensively.

Others enjoy collaborating with you because you help them answer questions, share facts about almost anything and volunteer to help find information. You like to learn about your classmates too. As you work with other people, you want to know more about them and are interested in asking questions about their lives.

How This Theme Could Get in the Way of Your Success

- As you begin working on a project, things can easily distract you. You might start researching things that are irrelevant to completing the project. Sometimes, this is because you're genuinely interested in these random topics — while other times, you may be procrastinating. Remember, most things are interesting to you, but not everything is relevant to your classwork.
- You may overwhelm others with information. When they want the summary, you may give them the whole book. You might try to squeeze in lots of facts when they want a brief explanation. As you try to sort through helpful and unhelpful information, you tend to do more than is necessary. It can be difficult for you to know the difference between what's important and what's extra.
- Starting something can be challenging for you. As you look for information, you might feel like you will never have enough. It may seem like there's too much you need to learn and that you don't have enough — research, sources, facts, whatever — to start working. And even after you've found adequate information, you often enjoy the search more than the execution.

ACTION ITEMS

How to Apply Input as a Student

This theme gives you an edge — here's how you can use it.

- Study with other people.** This will help you avoid information overload. Knowing what others find important and are planning to review will help you prepare for an exam without stressing yourself out. Remove the pressure to learn everything — as it all feels important to you — and consider asking your teacher for a study guide.
- Give yourself a research deadline.** When you're preparing to begin a project, give yourself a designated amount of time to search for sources, research and think broadly about your work. After you reach the cutoff, start working. Alternate between research and work if that helps you get the focus you want while still meeting your time frame.
- Make time to immerse yourself in the information you collect.** You need a moment to explore something new without the fear of wasting time. Whether it's 10 minutes each morning to read the latest news or half an hour on the weekend, make space to allow your mind to wander freely. This is energizing and will help you stay more focused when it's time to work.
- Come up with questions to help you prioritize.** As you navigate multiple classes, extracurricular activities and perhaps a job, you'll need help prioritizing your days. List out everything you need to accomplish, and then put it in order of importance. The most interesting thing may not always be the best use of your time, so this list can help you focus and do more.

Reflect to Plan for Action

What subjects or topics do you find the most fascinating?

How does your routine reflect your love of gathering information?



RELATIONSHIP BUILDING

4. Harmony®

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

How This Theme Contributes to Your Success

You are exceptionally skilled at seeing what everyone has in common. You want group cohesiveness and try to encourage collaboration among classmates, teachers and even friends. It makes you happy when everyone feels like they are a part of the group and that their opinions count, no matter how different they are.

Because you seek agreement, you are good at getting different opinions to find a common belief. In group projects or debates, you are an asset to keeping the group focused on and moving toward a shared goal while maintaining order. Other students know they can come to you with their problems and frustrations because you will try to help them find a solution.

You take pride in the way you invest in high-quality relationships. You are a model for having well-balanced relationships with teachers, faculty, staff and classmates. You know that by taking care of these connections, you are building a network of people you can depend on in the future.

How This Theme Could Get in the Way of Your Success

- For stability, you may tone down your viewpoints or opinions. Even if you feel passionate about a discussion topic or idea, your default reaction might be to restrain your excitement to make others feel more comfortable. Unfortunately, this often reflects poorly on you, as you seem disinterested in understanding the full depth of conversations or assignments.
- Because conflict can stress you out, you may find yourself constantly intervening. Mediation is a skill of yours, but it's not your only one. You may be missing vital opportunities to develop by ignoring the conflict or learning from it. As a student, you don't want your skills to distract from your own learning.
- A disruptive classroom or conversation can feel so upsetting that you may pressure others into settling conflicts they don't want to. This means you might try to bring people and their viewpoints together when they have no interest in resolution. This can frustrate you because you will advocate for peace at all costs, but others may be OK with letting things be.

ACTION ITEMS

How to Apply Harmony as a Student

This theme gives you an edge — here's how you can use it.

- Decide what your role is in a conflict.** Your choice will help you define and freely take part in your own learning. The decision will help you determine whether you should move on because there won't be a quick resolution or use your skills because you see a simple way to resolve the conflict.
- Ask people to share their viewpoints.** When you're in group settings, academic or otherwise, ask those whom others might overlook to share their opinions or thoughts. Whether it's a study group, work session, extracurricular activity or class discussion, you want every person to feel heard so there can truly be group consensus.
- Share your own opinions.** Remember to raise your hand during difficult discussions, share a different point of view or challenge someone else's belief with your own. Don't avoid sharing your opinions to maintain order — you are an important participant in your classroom's culture, and others can learn from your careful approach to conflict.
- Focus on learning outcomes.** As you advance in your academic career, debate and what you think is unnecessary conflict start to play an important part in learning. To understand the learning outcomes that can come from disagreement, don't dwell on your instinct to want to settle it. Write down what you think the objective is to help you avoid trying to resolve it.

Reflect to Plan for Action

How do you feel about conflict? Do you hesitate or try to intervene right away?

What clubs or extracurricular activities can you join that will really use your talents?



RELATIONSHIP BUILDING

5. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.

How This Theme Contributes to Your Success

You love helping others. Specifically, you make time for person-to-person interactions and enjoy tutoring or assisting others in their work. You see the potential in each person and find it nearly impossible to ignore. You work hard to ensure that others receive recognition for their progress, and you are proud of those who make positive changes.

You naturally acknowledge and celebrate others' successes. These people appreciate how you focus on their accomplishments, even if it means directing attention away from your own. You give credit to others for their thoughts and ideas and easily communicate what's good about others in classroom settings. You bring positive energy to any group you're in.

Patience is a characteristic of how you teach others. You are good at simplifying complex ideas into more manageable ways of understanding. This is one way you build strong relationships inside and outside the classroom and why your teachers often pair you with people who need help seeing their potential. You want to help others become the best version of themselves.

How This Theme Could Get in the Way of Your Success

- Because you don't want to give up on someone, you could slow yourself down. Remember, you are a student too. You have your own deadlines, extracurricular activities, social life and future to worry about. You need to prioritize your own development to be in a position to help more people in the future.
- You might be so focused on others that you forget to invest in your own development. As you go through your daily routine for school, you may overlook opportunities for growth that would be perfect for you. Remember that your years as a student can be some of the most formative, developmental times that you don't want to miss out on.
- People may feel like projects when you spend a lot of time trying to fix them. Although you don't see them as "broken," others may not want recognition or attention for succeeding because it makes them feel like you perceive them as inferior in some way. Your classmates may not all enjoy developing like you, and you'll need to respect that.

ACTION ITEMS

How to Apply Developer as a Student

This theme gives you an edge — here's how you can use it.

- Ask someone else to help you set developmental goals.** Contact a teacher, mentor or friend who can challenge you. Ask them to help you set goals, provide encouragement and give feedback. Turn your need for growth inward, and invite people you trust to help you achieve objectives that will challenge you.
- Use your talents to mentor or tutor others.** You do part of this naturally, but look for a more structured way to help. Consider finding a part-time job, internship or extracurricular activity matching your talents. Think about working at a learning center, teaching others a skill (piano, writing, etc.). This will ensure that you consistently invest in your desire to help others.
- Consider what you want in your future career.** When you think about the industry, field or job you want to work in, will you get to work closely with people? Some occupations are naturally suited to your talents, while others may not require much interaction with people. Whatever you choose, ensure that you look for opportunities to invest in others outside of work.
- Think about those who have helped you develop.** How did you get to where you are today? Who specifically invested (or invests) energy into helping you become a better version of yourself? You are surrounded by many people who want to help you learn and grow as a student. Reflect on what these people have done, and thank them.

Reflect to Plan for Action

How have you grown over the past year? How do you want to develop in the next year?

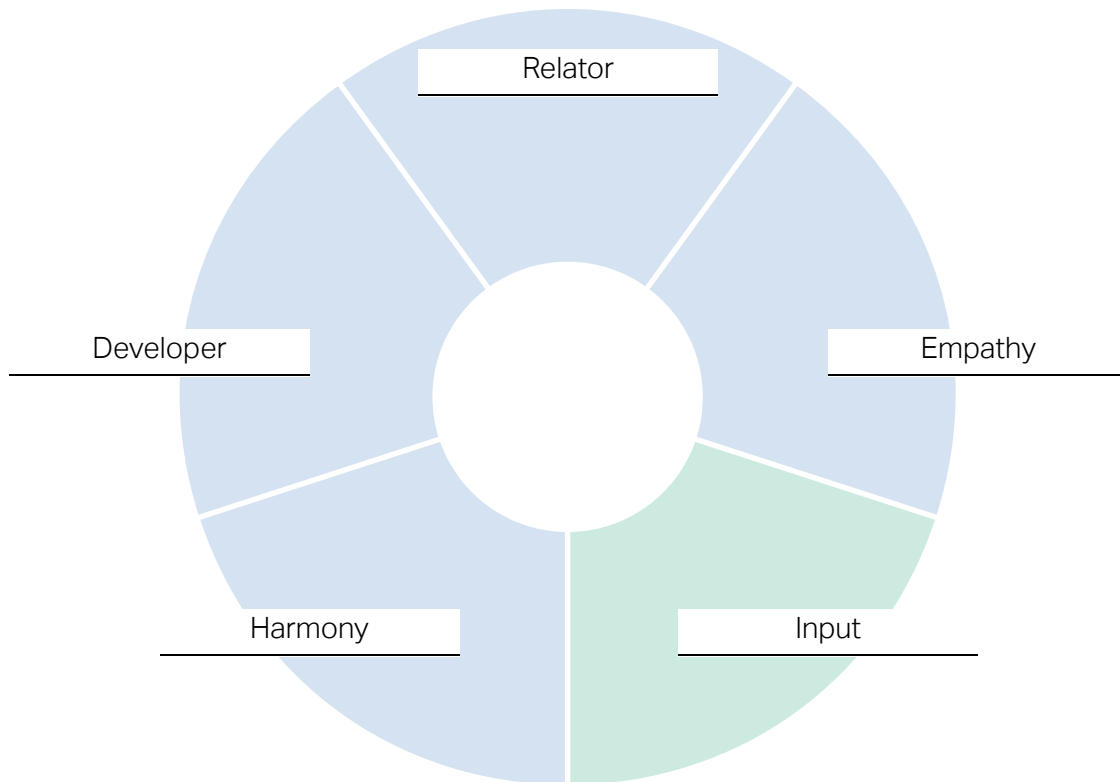
Which of your current relationships gives you the most energy and joy?

Accomplish Your Goals

There's no "one right way" to succeed as a student. You'll get the best results by building on who you already are. But talents don't turn into strengths right away; you must continually aim them at your goals and the outcomes you desire most.

With a commitment to using your strengths, this report becomes the first step you take on the road to success selling.

Write your most meaningful goal in the center of the circle. Next, think about the themes you can use to achieve this goal to help you answer the questions below.



How will you use your strengths to reach this goal?

How will you know you have been successful?

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