

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. Developer

Recognize and cultivate the potential in others.

2. Achiever

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

3. Input

Keep exploring; always be curious.

4. Discipline

Create structure, and keep things organized.

5. Includer

Stretch the circle wider. Find ways to get more people involved.

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. Developer
- 2. Achiever
- 3. Input
- 4. Discipline
- 5. Includer

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. 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?

**EXECUTING**

2. Achiever®

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

How This Theme Contributes to Your Success

You have a constant need for attainment. Whether it's in your classwork, extracurricular activities or other academic affairs, you are looking for the next goal to complete. You try to start assignments right away to stay ahead of your to-do list. You push yourself to the next level and want others to push themselves too.

In a group setting, you bring the motivation to get things done. You don't know what it means to be stagnant or stalled when completing work, and you inspire others to get things done too. Your preference is to work with other students who enjoy a challenge, work hard and are ready to accomplish big things.

A strong work ethic, intense busyness and continuous improvement are the hallmarks of your academic career. Regardless of how many classes you're in, what job (or jobs) you've picked up or your involvement in other activities, you stay focused on your goals. You don't just work hard to work hard; you do more because you know it will help you succeed long after you graduate.

How This Theme Could Get in the Way of Your Success

- Because you're motivated to get things done quickly and efficiently, others who can't keep up with you might start to frustrate you. Whether that is another student, a teacher or the pace of a class, you may get annoyed and have a hard time applying yourself when you don't feel challenged enough.
- You run the risk of being over-involved. Your energy to complete tasks and achieve new goals never dwindles, and you won't let yourself fail either. This means you'll likely sacrifice your physical and mental wellbeing, or even relationships, to meet your academic goals and accomplish all you've set out to do.
- You often move on to the next task, assignment or project without considering the one you just finished. You may be missing valuable information on what went well, what could have gone better, or what you or the group needs to replicate next time. Stopping to celebrate with the group or even by yourself will help you create better strategies and be more successful overall.

ACTION ITEMS

How to Apply Achiever as a Student

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

- ☐ **Prioritize your task list so you know where to begin.** Everything on your list feels equally important to you, so it's essential to organize based on due date, classroom expectations and your goals. At the beginning of each week, consider your to-do list and upcoming projects. Listing out your current workload, tasks and goals will help you better rank and complete them.
- ☐ **Designate tasks when working on a group project.** Your desire to get things done helps you make sure that no task or goal goes unaccounted for. Share your inspiration and objectives for every project outcome, and then make sure your classmates are aligned on who is doing what.
- ☐ **Describe your major goals to a teacher, mentor or friend.** You are always thinking about what's next — whether it's more school or your future career — so share the details of your plans with someone you trust. Ask them to give you their feedback and work with you in areas where you need help. And don't forget to communicate your wins with someone you trust!
- ☐ **Celebrate and reflect on a recent individual or group success.** Think about what led to that accomplishment, how you contributed to it and how you can replicate it in the future. Consider what you can do differently or better next time. The more you learn about your processes as a student, the easier it will be to use your successful patterns in your future career.

Reflect to Plan for Action

What are the most important steps for you to take to achieve a major goal?

How can you rest or reset when school or life gets really busy?



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?

**EXECUTING**

4. Discipline®

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

How This Theme Contributes to Your Success

You thrive in situations with structure. Even where there's none, you create your own. There's a chance you organize your school calendar with deadlines, exams, extracurricular activities and work hours so that you never miss a thing. You find disorganization and chaos exhausting, so you choose to bring order to those situations.

Long-term projects and detailed requirements for assignments don't overwhelm you. You are a talented planner who can break down larger problems into smaller steps and then add timelines and your own deadlines to those steps. You are committed to the plans you set, and teachers and classmates have come to depend on your consistency in this area.

Often, you are the dependable partner in a group project. You are meticulous and are often the first to assign roles and the last to check the work. You can coordinate times and events easily, so you may find yourself — socially or academically — getting the group together. You offer the answers to “who, what, when, where and why” because you already have a plan.

How This Theme Could Get in the Way of Your Success

- Because you focus so intensely on quality and excellence, small mistakes might seem like huge errors. You may sound judgmental or condescending when you express dissatisfaction with these minor mistakes. If you're not careful, you may start recording others' errors, which can harm your relationships. Remember, school is about learning; part of learning is making mistakes.
- You have high expectations for yourself and others. Your need for routines and structure begins to form those high expectations. However, others might feel like your expectations for them are too high, or worse, feel like you are trying to control them so you can meet your own needs. Your focus on quality outcomes can't mean sacrificing your relationships with classmates.
- Not having control in a loosely structured or chaotic situation overwhelms you. Whether it's a teacher who doesn't follow a schedule or a club you're involved in that continually forgets to communicate, you might start to shut down or distance yourself. Unclear expectations, relaxed policies and few rules make it hard for you to feel confident about what you need to do.

ACTION ITEMS

How to Apply Discipline as a Student

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

- ☐ **Create a process for when you don't have control.** For example, when you don't have what you need to begin a project or enroll in an extracurricular activity, how will you get it? Consider talking to teachers or other students who have done these things to learn how to approach the situation. Sometimes you just need another person to confirm that what you're doing will work.
- ☐ **Delegate brainstorming and outlining in groups.** Because you are naturally talented at this, try letting others have a chance to share expectations for structure and outcomes first. Then, you can use your skills to bring together the group's best ideas, which creates agreement among group members while you're still the one defining the final structure, goals and tasks.
- ☐ **Reinforce your best daily routines.** Make a list of your routines or the structures you have in place to make each day a success. Think about your morning and evening schedules, how you study, and how you fit in time with friends. How do you set yourself up for success in your classes, social life, learning and other activities? Keep building on your good habits.
- ☐ **Partner with those who struggle with organizing.** What feels natural to you could be the most overwhelming part of someone else's day. Think about your classmates, friends, work groups and others who need help organizing their class schedule, setting goals for studying or more. Your skills extend beyond the classroom by finding ways to help others manage disorder in their lives.

Reflect to Plan for Action

What routine do you use right now that continually helps you succeed?

How can you provide leadership opportunities and give control to others around you?



RELATIONSHIP BUILDING

5. Includer®

You accept others. You show awareness of those who feel left out and make an effort to include them.

How This Theme Contributes to Your Success

You are so welcoming to everyone. In a class, a sport, a club or a study group, you make others feel like they belong. You have a close circle of friends and want that for others too. However, you don't wait for them to simply find that group; you welcome them into yours both inside and outside the classroom.

You are a great partner. You work well with others and make sure their opinions are included. If you work with a more domineering or exclusive person on a group project, you are the one to ask each person what they think, how they feel and how they'd like to contribute. It's hard for you to watch others exclude your classmates in any way.

Others view you as open, respectable and trustworthy. In fact, people gravitate toward you because they know you'll welcome them. Teachers may pair you with someone who needs some help — that is, only if you haven't already found that person on your own. You may feel joy when welcoming new members or participants into your club or extracurricular activity.

How This Theme Could Get in the Way of Your Success

- When you have the freedom to choose a group size, you have trouble limiting the size. Think about study groups or group projects that have too many individuals. At some point, too many people can slow down efficiency, can be disruptive to others and can cause you to lose out on developing more meaningful friendships.
- You might have difficulty recognizing when people do and don't want to be included. Some people prefer independence; others may feel like they must say yes to your invitation. Given that you invite so many people into your circle, others may feel like you only include them because you feel sorry for them. Some may question the sincerity of your inclusion.
- If you're not careful, many situations could make you anxious because you always worry about others' feelings. You could overcomplicate things by including too many people or by setting a limit and then worrying you left too many people out. Rely on your friends to set limits because, to you, it might feel like these types of situations will always fail.

ACTION ITEMS

How to Apply Includer as a Student

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

- ☐ **Consider the role each classmate plays in your life.** Think about what all these people expect from you and what you expect from them. How close are you, *really*? Do you see them in your future? While this may be a challenging exercise, it will help you see how valuable certain relationships are. This will help you better determine whom to include in everything you do.
- ☐ **Find a role where you can welcome newcomers.** You always want a group to include as many people as possible who can benefit from its support. Whether you become a student council leader, campus recruiter, resident assistant or something else, be part of something that encourages you to use these natural talents. This will bring you joy and fill you with purpose.
- ☐ **Examine your social network.** As you think about your future, consider how you can use your relationships to help you get an internship, find a mentor or more. Your history of including others has connected you with many diverse people. Contact these individuals to help you do things today that will positively influence your future.
- ☐ **Be strategic in how you involve new people.** Instead of adding multiple people to a club or study group, intentionally include just one new person. This will still bring a diversity of thought and opinion and connect you to other relationships, allowing you to focus on one new person at a time. This may also help you strengthen friendships.

Reflect to Plan for Action

Who in your life has benefited from your naturally inclusive behavior?

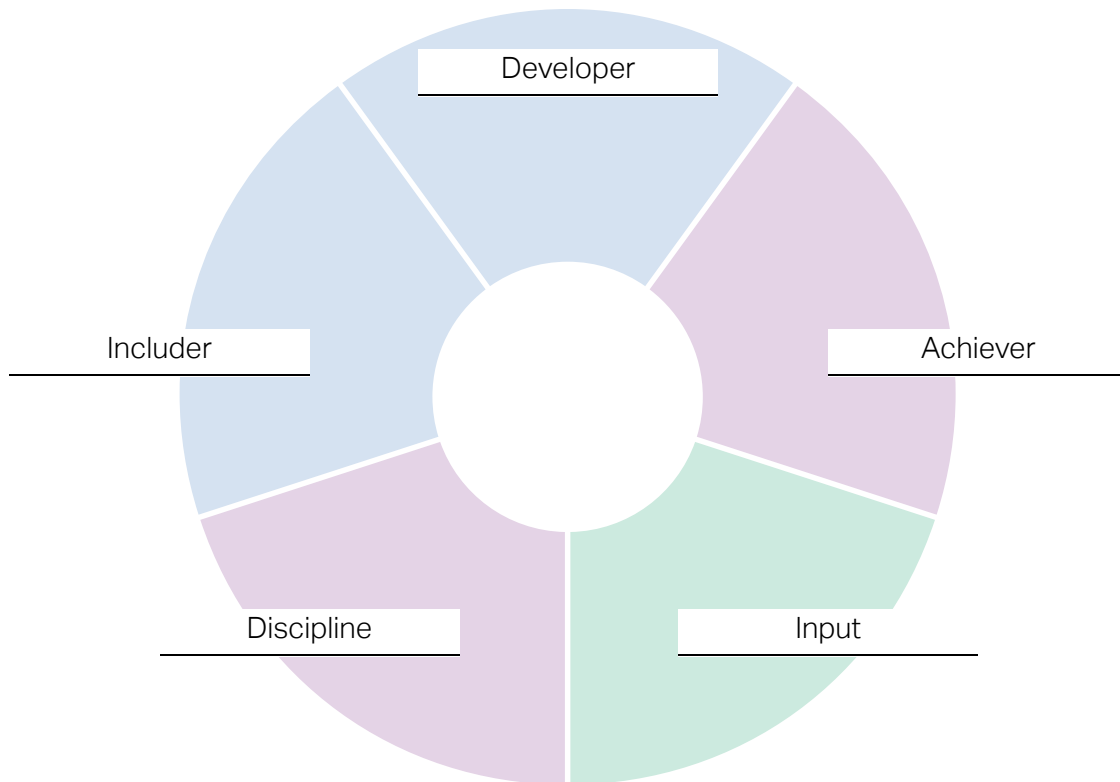
How can you spend more time strengthening your closest friendships?

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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