



# CliftonStrengths® Top 5 for rowan peter

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. Developer®

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

## 2. Includer®

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

## 3. Positivity®

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

## 4. Adaptability®

You prefer to go with the flow. You tend to be a “now” person who takes things as they come and who discovers the future one day at a time.

## 5. Empathy®

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

**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.



- 1. Developer
- 2. Includer
- 3. Positivity
- 4. Adaptability
- 5. Empathy

## 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



## RELATIONSHIP BUILDING

# 1. Developer®

### What Is Developer?

Developers see the potential in others. They naturally recognize others' capacity to change for the better, and they are drawn to people for this reason. Being part of another person's development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

## Why Your Developer Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

**Developer**

Includer

Positivity

Adaptability

Empathy

Driven by your talents, you are tolerant of the mistakes people make when they are learning something new or challenged by a new environment. Your patient observation of their struggles expands your own perspective and helps you see new ways to support them.

By nature, you mix and match people's unique styles of working, thinking, problem solving, or relationship building. You probably help people see how their special talents, knowledge, or skills benefit others on the job or in the classroom. When individuals and groups cooperate, you automatically commend them for reaching a goal, making progress, or succeeding.

Chances are good that you are genuine, and others hear the sincerity in your voice. You spend time with people to reinforce their sense of importance, and you give them confidence that they make a difference.

It's very likely that you hope individuals choose to spend a lot of time with you, and that they recognize your willingness to put aside whatever you are doing just to help them. Your unselfishness often wins favor and friendship.

Because of your strengths, you realize that sharing information, resources, talents, and even time provides you with experiences to grow as a person and as a professional.



- 1. Developer
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## How Developer Blends With Your Other Top Five Strengths

### DEVELOPER + INCLUDER

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

### DEVELOPER + POSITIVITY

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

### DEVELOPER + ADAPTABILITY

You are aware of and responsive to the situations that surround you and the potential in people near you.

### DEVELOPER + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

## Apply Your Developer to Succeed

**Support others' progress by sharing with them what you notice.**

- Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



## RELATIONSHIP BUILDING

# 2. Includer®

### What Is Includer?

“Stretch the circle wider.” People with strong Includer talents center their lives on this philosophy. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated, and they reach out to bring them in. They instinctively accept others. Regardless of race, gender, nationality, personality or faith, Includers cast few judgments. Their accepting nature doesn’t necessarily rest on the belief that we are all different and that one should respect those differences — rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

## Why Your Includer Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Developer

**Includer**

Positivity

Adaptability

Empathy

Chances are good that you usually prefer to partner with others to accomplish things rather than work alone. This explains why you welcome a wide range of personalities into your life.

It’s very likely that you are hospitable, and you have an easy demeanor that is likely to make those around you feel accepted.

By nature, you want to show others that you are friendly, so you usually invite them to join conversations or events you are involved in.

Driven by your talents, you prefer to work in groups. You are attracted to teams whose activities and challenges intrigue you. You usually give these matters your undivided attention.

Because of your strengths, you relish the opportunity to connect with others around a favorite pastime. Watching, discussing, or debating the outcomes of athletic events appeals to your sociable, talkative, open, and fun-loving nature. You are stimulated whenever you have a chance to be around people who share your interest in sports.



- 1. Developer
- 2. Includer**
- 3. Positivity
- 4. Adaptability
- 5. Empathy

## How Includer Blends With Your Other Top Five Strengths

### **INCLUDER + DEVELOPER**

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

### **INCLUDER + POSITIVITY**

You love to throw parties, and the best parties are those where all invited attend. When someone is missing, you miss some fun.

### **INCLUDER + ADAPTABILITY**

You live for the present and invite others to join you so that no one will be left out.

### **INCLUDER + EMPATHY**

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

## Apply Your Includer to Succeed

### **Empower people to see the best in others.**

- Help people get to know each other. Your ability to quickly make people feel accepted and involved in a group makes it easier for them to contribute and form relationships.
- Be aware that existing group members might not initially embrace newcomers, so do your best to explain what we all have in common. Help others understand that to respect the differences among us.



## RELATIONSHIP BUILDING

# 3. Positivity®

### What Is Positivity?

People with strong Positivity talents are generous with praise, quick to smile and always on the lookout for the upside of the situation. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and dynamic.

## Why Your Positivity Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Developer

Includer

**Positivity**

Adaptability

Empathy

It's very likely that you are practical. Your manner is often straightforward. Normally, you highlight the impressive ideas someone shares. People know that your words are sincere. They realize you are keenly aware of the way things actually are. You aim to create good feelings in everyone, not just a chosen few. You intentionally avoid showing favoritism.

Chances are good that you coax visionaries to dream really big dreams. Why? They can generate novel ideas, products, proposals, or processes that likely will be important years or decades from now.

Driven by your talents, you regularly look for opportunities to give people special attention. You celebrate their accomplishments. You tell them why you appreciate their knowledge, skills, and talents. You acknowledge their opinions and solicit their suggestions.

Because of your strengths, you inspire others by finding out what motivates them. You give individuals lots of recognition. You celebrate each person's uniqueness. Your acknowledgments and compliments typically energize people.

Instinctively, you have little need to draw attention to yourself and your accomplishments. Instead, you lavish compliments on your associates. You support them and their projects with your words and deeds. You are more likely to acknowledge the talents and contributions of easygoing individuals who refuse to take themselves too seriously.



- 1. Developer
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- 3. Positivity**
- 4. Adaptability
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## How Positivity Blends With Your Other Top Five Strengths

### POSITIVITY + DEVELOPER

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

### POSITIVITY + INCLUDER

You love to throw parties, and the best parties are those where all invited attend. When someone is missing, you miss some fun.

### POSITIVITY + ADAPTABILITY

You can often help in difficult situations because you naturally calm tense people down and lift discouraged people up.

### POSITIVITY + EMPATHY

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

## Apply Your Positivity to Succeed

### Encourage others by reminding them of the positives you see.

- Commit to praising the people you interact with most. Try to tailor this recognition to each person's needs. When you remind others of the positives you see, they feel better about life, and so do you.
- Make sure your praise and positivity are genuine. Some people are used to hearing the negatives, so make sure your praise and positivity are authentic. But keep repeating the positives to let these people trust you will always point out the upside.





## RELATIONSHIP BUILDING

# 4. Adaptability®

### What Is Adaptability?

People with strong Adaptability talents live in the moment. They don't see the future as a fixed destination. Instead, they see it as a place that they can create out of the choices they make right now. They discover their future one choice at a time. This doesn't mean that they don't have plans. But their Adaptability talents enable them to respond willingly to the demands of the moment, even if circumstances pull them away from their plans. They don't resent sudden requests or unforeseen detours. They expect them. On some level, they may look forward to them. They are, at heart, very flexible, and they can stay productive when circumstances pull them in many different directions at once.

## Why Your Adaptability Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Developer

Includer

Positivity

**Adaptability**

Empathy

It's very likely that you may prefer to be an individual performer. Why? Apparently, it is because working alone allows you to deal with things as they occur. Your flexible approach makes your job or studies much more pleasurable. You are less effective when you are forced to adhere to every step or deadline of someone else's action plan. If the plan is outdated, your efficiency is apt to diminish.

Chances are good that you live in the present. When disruptions happen, you stay composed, upbeat and helpful. You calmly respond to chaos and encourage others to believe that everything will be OK.

Because of your strengths, you normally pay attention to the loveliness that surrounds you. This includes people as well as things. You see special qualities in individuals that distinguish them from everyone else. This ability allows you to adjust your style to match that of the person with whom you are working, studying, or playing.

Instinctively, you think about the present and enjoy the moment. You know it is impermanent — that is, it does not last forever. You struggle to deal with people who are rooted in the past, those who can see only the future, or those who are caught up in the stresses of the day. For you, it is tiring to spend much time with individuals who are constantly busy or moving so fast they fail to enjoy their lives minute by wondrous minute.

Driven by your talents, you contend that life consists of many uncertainties. This explains why you are cautious about guarantees, sure deals, cannot-fail projects, novel proposals, and money-making schemes. You feel restricted when forced to adhere to someone's inflexible plan of action. You prefer to let the future unfold at its own pace.



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## How Adaptability Blends With Your Other Top Five Strengths

### ADAPTABILITY + DEVELOPER

You are aware of and responsive to the situations that surround you and the potential in people near you.

### ADAPTABILITY + INCLUDER

You live for the present and invite others to join you so that no one will be left out.

### ADAPTABILITY + POSITIVITY

You can often help in difficult situations because you naturally calm tense people down and lift discouraged people up.

### ADAPTABILITY + EMPATHY

Because you live primarily in the here and now, you have a keen sense of both situational and emotional realities.

## Apply Your Adaptability to Succeed

### Fine-tune your responsiveness.

- Keep making progress when unexpected things happen. The calmness you bring when things quickly change helps those around you to be able to press ahead with you.
- Act quickly when urgent matters arise. Those around you may depend on your comfort in the moment to help them see what needs to be done.



## RELATIONSHIP BUILDING

# 5. Empathy®

### What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others' eyes and share their perspectives. They perceive people's pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

## Why Your Empathy Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Developer

Includer

Positivity

Adaptability

**Empathy**

By nature, you are sympathetic to the feelings of others. Thus you can awaken individuals to their talents. You usually do more than is required to make people feel good about their accomplishments.

It's very likely that you sometimes bring smiles to people's faces by making them feel welcome. Perhaps your circle of acquaintances, teammates, classmates, family members, or friends is amazed by your ability to attract individuals who represent diverse backgrounds and interests.

Because of your strengths, you bring an emotional awareness to conversations. Many times, you ease the stress of individuals when they are about to make an important decision. You can also calm those who are struggling with the uncertainty of change. You are likely to pose probing questions to direct the thinking of others. However, you refrain from telling people what they should and should not do.

Driven by your talents, you are enthusiastic about life when individuals trust you enough to share their most personal thoughts or feelings.

Instinctively, you cause others to pay attention to their innermost thoughts and feelings. People are confident of your ability to exercise good judgment and common sense. Many people trust you to keep to yourself whatever they choose to share. Your capacity to imagine their situations and be sensitive to their needs allows individuals to unburden themselves. You listen. You customarily acknowledge their unique circumstances.



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## How Empathy Blends With Your Other Top Five Strengths

### **EMPATHY + DEVELOPER**

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

### **EMPATHY + INCLUDER**

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

### **EMPATHY + POSITIVITY**

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

### **EMPATHY + ADAPTABILITY**

Because you live primarily in the here and now, you have a keen sense of both situational and emotional realities.

## Apply Your Empathy to Succeed

### **Help people be more sensitive to others' feelings.**

- Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.

## 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.

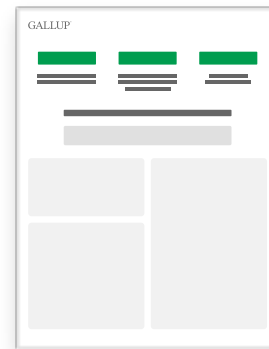
#### Claim It

- 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](https://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.

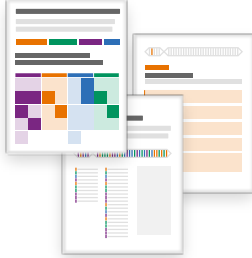
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

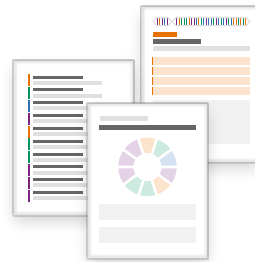


## Apply Your CliftonStrengths® in Specific Roles

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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