



CliftonStrengths® Themes

People exceptionally talented in the **Achiever** theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

Achiever

People exceptionally talented in the **Activator** theme can make things happen by turning thoughts into action. They are often impatient.

Activator

People exceptionally talented in the **Adaptability** theme 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.

Adaptability

People exceptionally talented in the **Analytical** theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

Analytical

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

Arranger

People exceptionally talented in the **Belief** theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.

Belief

People exceptionally talented in the **Command** theme have presence. They can take control of a situation and make decisions.

Command

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

Communication

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

Competition

People exceptionally talented in the **Connectedness** theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.

Connectedness

People exceptionally talented in the **Consistency** theme are keenly aware of the need to treat people the same. They try to treat everyone with equality by setting up clear rules and adhering to them.

Consistency

People exceptionally talented in the **Context** theme enjoy thinking about the past. They understand the present by researching its history.

Context

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

Deliberative

People exceptionally talented in the **Developer** theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence in progress.

Developer

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

Discipline

People exceptionally talented in the **Empathy** theme can sense other people’s feelings by imagining themselves in other’s lives or situations.

Empathy

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

Focus

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People exceptionally talented in the **Futuristic** theme are inspired by the future and what could be. They energize others with their visions of the future.

Futuristic

People exceptionally talented in the **Harmony** theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Harmony

People exceptionally talented in the **Ideation** theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Ideation

People exceptionally talented in the **Includer** theme accept others. They show awareness of those who feel left out and make an effort to include them.

Includer

People exceptionally talented in the **Individualization** theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

Individualization

People exceptionally talented in the **Input** theme have a craving to know more. Often they like to collect and archive all kinds of information.

Input

People exceptionally talented in the **Intellection** theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Intellection

People exceptionally talented in the **Learner** theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

Learner

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

Maximizer

People exceptionally talented in the **Positivity** theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.

Positivity

People exceptionally talented in the **Relator** theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

Relator

People exceptionally talented in the **Responsibility** theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Responsibility

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

Restorative

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

Self-Assurance

People exceptionally talented in the **Significance** theme want to be very important in the eyes of others. They are independent and want to be recognized.

Significance

People exceptionally talented in the **Strategic** theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

Strategic

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

Woo

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