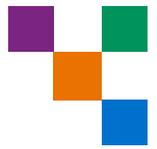


CliftonStrengths® Top 5 for Sarah Fluitt



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. Harmony®

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

2. Relator®

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

3. Developer®

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

4. Empathy®

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

5. Belief®

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

■ **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. Harmony
- 2. Relator
- 3. Developer
- 4. Empathy
- 5. Belief

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

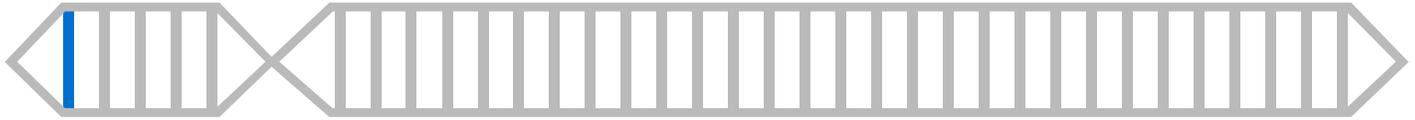
- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



RELATIONSHIP BUILDING

1. Harmony®

What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

Why Your Harmony Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Relator

Developer

Empathy

Belief

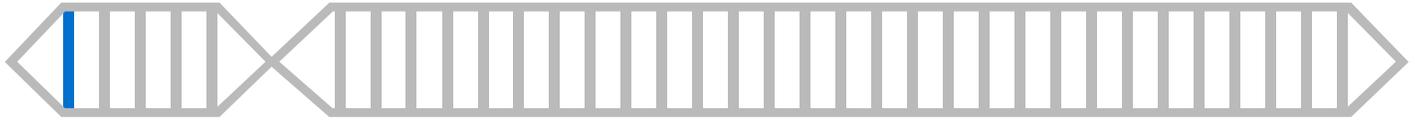
It's very likely that you may count on specialists to help you arrive at the correct solution, decision, or conclusion. When you choose to work alone on an assignment, you periodically turn to people with expertise for direction.

Chances are good that you sometimes use reason, not emotion, to examine interesting events or people from history. Perhaps you gravitate to historians when they appreciate or share your practical outlook on the past.

By nature, you are relieved and calm when teamwork progresses without obstacles. You love the feeling of camaraderie between you and your partners when your results feel effortless.

Driven by your talents, you sometimes find specialists who can guide you toward the right solutions. You may feel hopeful and happy about life when you are not expected to know all the answers.

Instinctively, you long to attain mental and emotional steadiness in your personal and professional life. For this reason, you prefer to perform all the tasks assigned to you each day. You resist the temptation to overdo things — that is, go to extremes, become obsessed, or exhaust yourself. You appear determined to give equal attention to the important parts of your life.



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

How Harmony Blends With Your Other Top Five Strengths

HARMONY + RELATOR

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

HARMONY + DEVELOPER

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

HARMONY + EMPATHY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

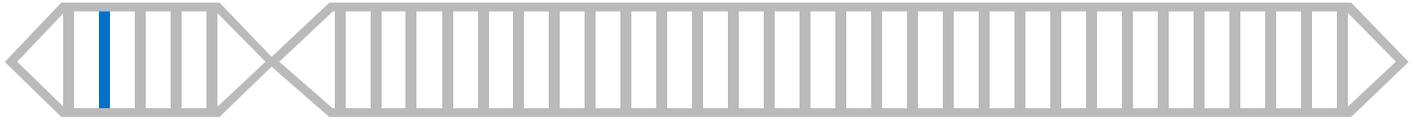
HARMONY + BELIEF

Your core values are solid and unchanging. When you work with people who have different beliefs than you do, you strive for peaceful productivity.

Apply Your Harmony to Succeed

Help others manage conflict.

- Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.



RELATIONSHIP BUILDING

2. Relator®

What Is Relator?

Relator talents describe a person's attitude toward their relationships. People with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. A person with strong Relator talents forms close relationships with people.

Why Your Relator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Relator

Developer

Empathy

Belief

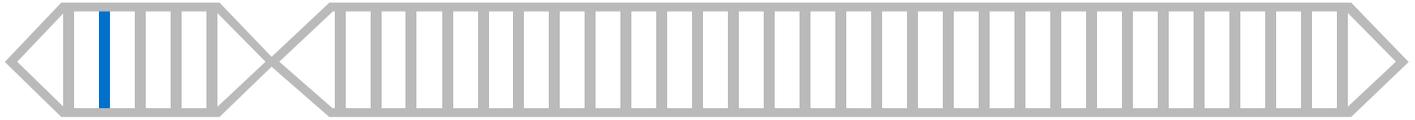
It's very likely that you traditionally desire to know a lot about members of your team. When you become more familiar with individuals, it probably is easier for you to collaborate with them.

Instinctively, you might enjoy acquiring certain types of knowledge and/or skills. You might want to build on particular abilities you know you already have. When you meet people who value education like you do, perhaps you are interested in hearing about a few of their personal or professional ambitions, intentions, or goals. Understanding what they aim to accomplish may be the beginning of a practical partnership or an enduring friendship.

Because of your strengths, you may find that when you socialize with your good friends, you start talking about the memories you share. It is those mutual "remember when" moments that are likely to mean the most to you.

Chances are good that you may have many friends, but only a few good friends. For you, the distinction is clear. You can tell your good friends anything, and you know your relationship is strong, deep and genuine.

Driven by your talents, you know that truly good friends are hard to find. You want to protect your best friendships, so you stay in touch and keep the lines of communication open.



1. Harmony
- 2. Relator**
3. Developer
4. Empathy
5. Belief

How Relator Blends With Your Other Top Five Strengths

RELATOR + HARMONY

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

RELATOR + DEVELOPER

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

RELATOR + EMPATHY

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

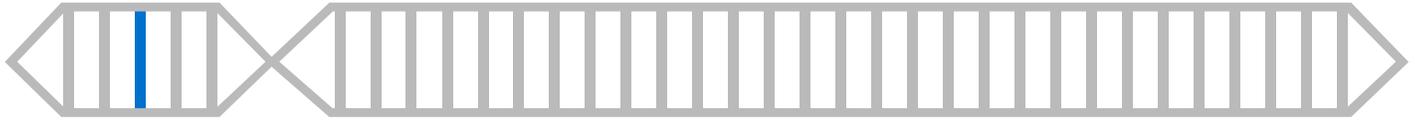
RELATOR + BELIEF

Authenticity is important to you, so you are open about who you are and what you believe, especially with those who are closest to you.

Apply Your Relator to Succeed

Make time for one-on-one interactions with your friends.

- Make sure you get enough one-on-one time with the important people in your life. Periodic opportunities to interact with them will energize you.
- Take time to tell others how your relationship with them creates happiness in your life. Ask them how it enhances their happiness. Doing this with each person will show you care about them.



RELATIONSHIP BUILDING

3. 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.

Harmony

Relator

Developer

Empathy

Belief

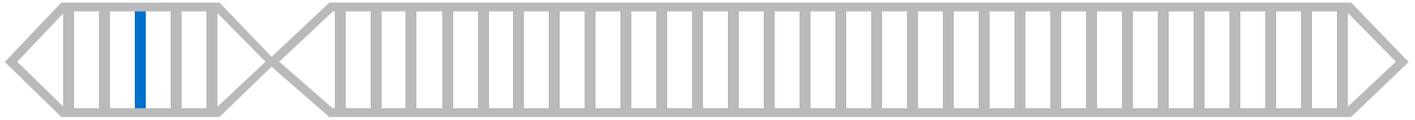
Driven by your talents, you try to understand as much as you can about certain individuals. The more knowledgeable you are about someone, the easier it may be for you to celebrate the person's accomplishments or talents.

Instinctively, you address individuals or groups using complicated or sophisticated words and terminology. Actually, your vocabulary captures people's attention. Without saying you are in charge, others usually assume you have authority because of your proficiency with language. Your manner of speech enables you to convey information to your listeners. In the process, you probably expand your own understanding of the topic.

Because of your strengths, you desire to leave behind a legacy of great value and worth. In the end, you want your life to have mattered. For this reason, you are impelled to make a meaningful and lasting impact on the planet or people's lives. Often you urge individuals to do their part in making the world, or at least their little corner of it, a better place for all living things.

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 may be able to convince teammates that you appreciate them. Your words and deeds might prove that you value some of their talents, knowledge, or skills.



1. Harmony
2. Relator
- 3. Developer**
4. Empathy
5. Belief

How Developer Blends With Your Other Top Five Strengths

DEVELOPER + HARMONY

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

DEVELOPER + RELATOR

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

DEVELOPER + EMPATHY

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

DEVELOPER + BELIEF

You want to make the world a better place, and you believe you do that best when you help other people realize 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

4. 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.

Harmony

Relator

Developer

Empathy

Belief

Instinctively, you welcome the questions and concerns others voice. These afford you an opportunity to listen compassionately and offer counsel. People tend to seek you out because your insights are helpful and often lead them to think in new ways.

By nature, you are the person who frequently pauses to hear what your teammates think or feel. Most people walk away saying, "Finally, someone truly understands me."

Chances are good that you might be able to tune in to the mood of your group or interpret the emotions that certain members of the team are experiencing.

Driven by your talents, you may enjoy acknowledging people's good traits or applauding their fine accomplishments. Perhaps you make new friends when you notice things they do well. Maybe you maintain current relationships when you express an interest in whatever intrigues each person. To some extent, you are motivated to say and do things that might cause others to befriend you.

Because of your strengths, you sometimes derive satisfaction from giving individuals credit for what they do well. Your openhearted — that is, kind and generous — spirit might lead you to praise all sorts of people. Perhaps you are intrigued by the diverse qualities of human beings.



1. Harmony
2. Relator
3. Developer
- 4. Empathy**
5. Belief

How Empathy Blends With Your Other Top Five Strengths

EMPATHY + HARMONY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

EMPATHY + RELATOR

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

EMPATHY + DEVELOPER

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

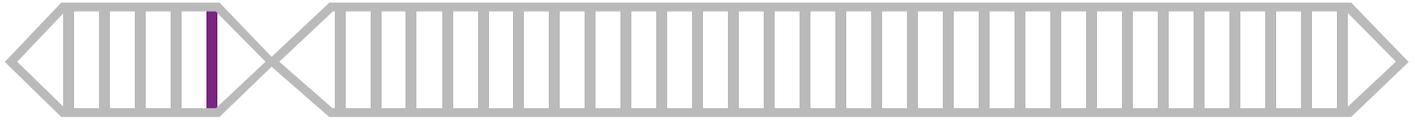
EMPATHY + BELIEF

Your passion for your values emphasizes your emotionally expressive nature. Others know what you stand for and how you feel.

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.



EXECUTING

5. Belief®

What Is Belief?

People with strong Belief talents have enduring principles that they live by. These values vary from one person to another, but those with powerful Belief talents have deeply held ideals and a strong sense of purpose in their lives. These core values affect their behavior in many ways. Their sense of mission gives their lives meaning and direction; in their view, success is more than money and prestige. Their Belief talents guide them through temptations and distractions toward a consistent set of priorities. This consistency is the foundation for their relationships. Others view them as dependable and trustworthy.

Why Your Belief Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Relator

Developer

Empathy

Belief

Chances are good that you keep your word. The distinction between right and wrong is very clear to you. And because of your strong values, you always choose what is right.

Instinctively, you periodically point out what is wrong. You might not spend much time considering projects that have little chance of success. Perhaps you zero in on certain kinds of difficulties, glitches, or obstacles as early as possible. When some issues are allowed to expand out of proportion, you might realize that specific people become short-tempered, annoyed, or disagreeable. Maybe you are determined to keep the peace by helping others examine the facts.

Driven by your talents, you are definitely honest with yourself about yourself. Your personal integrity leads you to do the right thing in most situations.

Because of your strengths, you might be inclined to get to know people on a personal level. Once you understand someone as an individual, you might be more apt to inconvenience yourself or give up something you value for that person.

It's very likely that you are a person of your word. For you, there are no excuses for doing anything other than what is right.



- 1. Harmony
- 2. Relator
- 3. Developer
- 4. Empathy
- 5. Belief**

How Belief Blends With Your Other Top Five Strengths

BELIEF + **HARMONY**

Your core values are solid and unchanging. When you work with people who have different beliefs than you do, you strive for peaceful productivity.

BELIEF + **RELATOR**

Authenticity is important to you, so you are open about who you are and what you believe, especially with those who are closest to you.

BELIEF + **DEVELOPER**

You want to make the world a better place, and you believe you do that best when you help other people realize their potential.

BELIEF + **EMPATHY**

Your passion for your values emphasizes your emotionally expressive nature. Others know what you stand for and how you feel.

Apply Your Belief to Succeed

Reflect on your values and how they play a part in your everyday life.

- Think about your best day to better understand what you like the most about what you do daily. How did your values contribute to the satisfaction you felt that day? What can you do to have more days like your best?
- Find a cause that matters to you and actively support it. Not just believing in something, but also getting involved, helps to fuel your passion even more.

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.

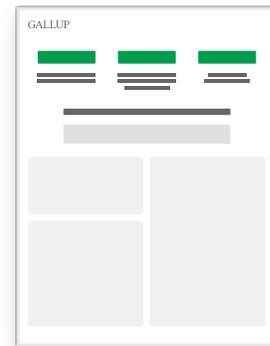
Claim It

- 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?

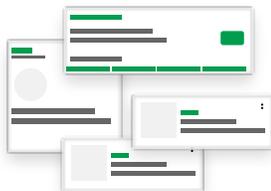
Hint: Read the action items in this report and on your my.gallup.com dashboard for ideas.



[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 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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