



# CliftonStrengths® Top 5 for Luke Causon

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. Analytical®

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

## 2. 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.

## 3. Empathy®

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

## 4. Arranger®

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

## 5. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

■ **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. Analytical
- 2. Adaptability
- 3. Empathy
- 4. Arranger
- 5. Restorative

## 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



## STRATEGIC THINKING

# 1. Analytical®

### What Is Analytical?

People with strong Analytical talents challenge others to prove it. They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another: how they combine, the outcome and if the result fits with the theory or the situation. Others see them as logical and rigorous. Some might feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination to things enabling them to find the causes and effects, and then developing clear thoughts based on facts.

## Why Your Analytical Is Unique

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

### Analytical

### Adaptability

### Empathy

### Arranger

### Restorative

By nature, you often spend considerable time examining the details underpinning an idea. Rather than rush through your research, you typically stick with it until you are convinced everything makes sense.

It's very likely that you rely on reason to reduce things to their simplest parts. You closely examine each element to discover how it does or does not benefit the overall situation.

Chances are good that you periodically set high standards of precision and thoroughness when you are involved in certain types of research. Perhaps you think of ways you might produce more accurate results in the future. Sometimes you are one of the people who notices problems as they arise. Maybe you even figure out how to fix some of those problems.

Instinctively, you may have acquired specific knowledge, skills, degrees, or certifications over the years. Perhaps these give you the background you need to logically evaluate how different elements come together to influence an event, a crisis, or an opportunity.

Because of your strengths, you are well aware of the many elements impacting a group of people, a project, a process, a deal, or a proposal. Typically you examine all the facts to predict possible outcomes or consequences. You probably produce reasonable explanations for why things do and do not happen.



1. Analytical
2. Adaptability
3. Empathy
4. Arranger
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## How Analytical Blends With Your Other Top Five Strengths

### ANALYTICAL + ADAPTABILITY

You are willing to be influenced by what goes on around you, but you want to understand why and how you are influenced.

### ANALYTICAL + EMPATHY

Your approach to life involves both the rational intelligence of your mind and the emotional intelligence of your heart.

### ANALYTICAL + ARRANGER

You take puzzles apart to clarify and simplify. You put puzzles together to improve performance.

### ANALYTICAL + RESTORATIVE

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

## Apply Your Analytical to Succeed

### Find ways to express and put your thoughts into action.

- Find credible data and facts to help support your thinking. Use these sources of information to reinforce your thought process when talking with others.
- Provide simple, logical and objective advice to the people that matter most to you. Your ability to uncover the essential facts can transform complex situations into understandable actions.



## RELATIONSHIP BUILDING

# 2. 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.*

Analytical

**Adaptability**

Empathy

Arranger

Restorative

Chances are good that you might prefer to spend time with people who know how to take life easy. Perhaps unraveling the mystery of what makes someone unique cannot be rushed, in your estimation. This partially explains why you try to avoid people who are harried, hurried, stressed, or tense.

Instinctively, you are a free spirit who is seldom thrown off balance by unexpected events and comments. Instead, you react to things as they occur. You are quite comfortable letting your future unfold at its own pace.

Because of your strengths, you sometimes are particularly aware that possibility thinkers fuel your imagination. They might convince you that you can put action to their dreams for the coming months, years, or decades.

By nature, you occasionally establish the sequence in which events or processes must unfold in the coming months, years, or decades. To some extent, you envision the human or material resources needed to attain each goal. Maybe you mix and match people's strengths with available resources as circumstances change.

It's very likely that you may feel best about life when you take time to envision how you might react to future situations. To some degree, forethought helps you adjust to unexpected problems. It sometimes prepares you to take advantage of new opportunities.



- 1. Analytical
- 2. Adaptability**
- 3. Empathy
- 4. Arranger
- 5. Restorative

## How Adaptability Blends With Your Other Top Five Strengths

### ADAPTABILITY + ANALYTICAL

You are willing to be influenced by what goes on around you, but you want to understand why and how you are influenced.

### ADAPTABILITY + EMPATHY

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

### ADAPTABILITY + ARRANGER

Change is a normal part of life. You can accept the situation as is, but you also have a capacity to control and lead it.

### ADAPTABILITY + RESTORATIVE

You take time to smell the roses, but if you see bugs on the roses, you get the insecticide.

## 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

# 3. 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.*

Analytical

Adaptability

**Empathy**

Arranger

Restorative

Because of your strengths, you usually listen attentively when someone is talking to you. Your focus on them shows how much you care.

Instinctively, you are pleased when people entrust you with their deepest feelings, thoughts, or needs. Often you anticipate what they will say before they find the exact words to express themselves.

Driven by your talents, you might make certain people feel valued by listening carefully to what they are saying. Later you may refer to one of their key thoughts or questions. Perhaps this simple act tells individuals that you take what they say seriously. When you can contribute to someone's sense of well-being, maybe your own life becomes a little more satisfying.

By nature, you may relate to individuals better when you pay attention as they describe their goals. Because being liked is important to you, you might set out to convince people that you understand their desires, wants, or needs.

It's very likely that you might make people feel good about themselves and what they have accomplished. How? You simply observe them closely to determine what pleases each one, and you may be sensitive to their feelings. Perhaps you celebrate one person's success with the entire group present. Maybe you congratulate another person in private. Some people may enjoy working or studying with you. Why? You try to respect their feelings or anticipate their needs.



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

### EMPATHY + ANALYTICAL

Your approach to life involves both the rational intelligence of your mind and the emotional intelligence of your heart.

### EMPATHY + ADAPTABILITY

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

### EMPATHY + ARRANGER

You are collaborative about productivity and intuitive about emotions. You notice when feeling affects doing.

### EMPATHY + RESTORATIVE

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

## 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

# 4. Arranger®

### What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

## Why Your Arranger Is Unique

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

Analytical

Adaptability

Empathy

**Arranger**

Restorative

It's very likely that you may be willing to juggle multiple tasks at the same time when it helps a person or a group handle a complicated project. Perhaps individuals who do their best work when they can concentrate on one activity appreciate having you as a partner.

Chances are good that you might be motivated by your sense of obligation to finish what you start. Perhaps you can fight the impulse to delegate or procrastinate. Maybe you remind yourself that you are the one who is personally accountable.

By nature, you think tried and true can be boring. What is life without variety? You may find yourself exploring "what else" as you look for new challenges.

Instinctively, you sometimes join groups whose work demands precision, accuracy, or completeness. Perhaps you enjoy assignments that require the handling of details or the coordination of available resources, such as people, time, money, and materials.

Driven by your talents, you may enjoy juggling multiple tasks in the course of a day, week, or month. Perhaps having to keep several assignments moving forward at the same time, independent of each other, challenges you to excel. If you are forced to concentrate on one task at a time, however, you might risk becoming bored, frustrated, or inefficient.



- 1. Analytical
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- 3. Empathy
- 4. Arranger**
- 5. Restorative

## How Arranger Blends With Your Other Top Five Strengths

### ARRANGER + ANALYTICAL

You take puzzles apart to clarify and simplify. You put puzzles together to improve performance.

### ARRANGER + ADAPTABILITY

Change is a normal part of life. You can accept the situation as is, but you also have a capacity to control and lead it.

### ARRANGER + EMPATHY

You are collaborative about productivity and intuitive about emotions. You notice when feeling affects doing.

### ARRANGER + RESTORATIVE

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

## Apply Your Arranger to Succeed

### Help people figure out better ways of working together.

- Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.



## EXECUTING

# 5. Restorative™

### What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

## Why Your Restorative Is Unique

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

Analytical

Adaptability

Empathy

Arranger

**Restorative**

Chances are good that you may be inclined to check and double check things you do or are accountable for doing. Perhaps you are motivated to make sure everything is done right. You occasionally identify areas where you might need to upgrade your skills for creating structure or putting things in order.

By nature, you sometimes are sensitive to what certain individuals think of you. This sensitivity might motivate you to do certain things better than you have in the past.

Instinctively, you occasionally express your displeasure. Perhaps this happens when you realize something needs to be fixed. Maybe it occurs when individuals could or should perform a task or an assignment better than they have in the past.

Because of your strengths, you sometimes consider improvements that will allow you to rank in the top tier of performers. Perhaps being "number one" is of less interest to you than being among the best and making continual progress.

Driven by your talents, you occasionally envision what you might do better in the coming weeks, months, years, or decades. You might see in vivid detail specific things you could enhance, perfect, or upgrade. You sometimes evaluate what needs to be changed in your environment, yourself, another person, a system, or a project.



- 1. Analytical
- 2. Adaptability
- 3. Empathy
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- 5. Restorative**

## How Restorative Blends With Your Other Top Five Strengths

### RESTORATIVE + ANALYTICAL

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

### RESTORATIVE + ADAPTABILITY

You take time to smell the roses, but if you see bugs on the roses, you get the insecticide.

### RESTORATIVE + EMPATHY

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

### RESTORATIVE + ARRANGER

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

## Apply Your Restorative to Succeed

### Identify simple problems with big potential for improvement.

- Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.

## 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.

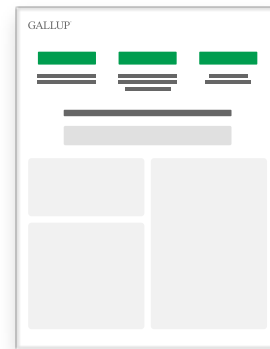
#### Claim It

- 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.

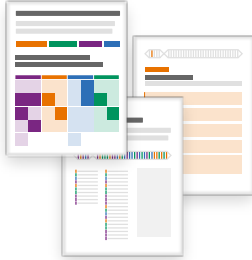
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

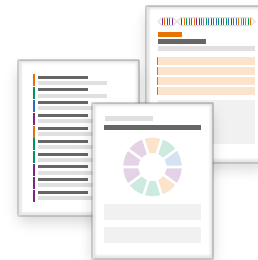


## Apply Your CliftonStrengths® in Specific Roles

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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