



CliftonStrengths® Top 5 for Fay Bader



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. Responsibility®

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

2. Intellection®

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

3. Achiever®

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

4. Includer®

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

5. Futuristic®

You are inspired by the future and what could be. You energize others with your visions of the future.

■ **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. Responsibility
- 2. Intellection
- 3. Achiever
- 4. Includer
- 5. Futuristic

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



EXECUTING

1. Responsibility®

What Is Responsibility?

People with strong Responsibility talents take psychological ownership of anything they commit to, whether it is large or small, and they feel emotionally bound to follow it through to completion. They keep their promises and honor their commitments. They don't let people down, and they work very hard to fulfill all of their responsibilities and keep their word.

Why Your Responsibility Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Responsibility

Intellecion

Achiever

Includer

Futuristic

It's very likely that you are occasionally willing to be vulnerable. Perhaps you claim your talents or admit your weaknesses. Your openness may help some people know you better as a person. Your straightforward style may convince others you are honest, dependable, and reliable.

Driven by your talents, you automatically work hard to do things properly and ethically. You blame yourself when you fall short of your high standards. Being a solo performer probably frees you to work at a task until you decide it perfectly meets the specifications or aligns with your moral principles.

Instinctively, you might prefer to work with certain teammates. These individuals may share your concern about doing things correctly or ethically.

By nature, you occasionally take on additional tasks. Why? Maybe you want to keep busy. You may be compelled to assume full ownership of your work. Perhaps you continually discover more things you can do, should do, or must do. Perhaps you willingly accept the consequences of your words, deeds, action, or lack of action.

Because of your strengths, you may be inclined to double check your work. Perhaps you need to understand how one idea or fact links to whatever precedes or follows it.



1. Responsibility

- 2. Intellection
- 3. Achiever
- 4. Includer
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How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + INTELLECTION

As an introspective person, you reflect as a philosopher. As a conscientious person, you respond as a servant to others.

RESPONSIBILITY + ACHIEVER

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

RESPONSIBILITY + INCLUDER

You are interested in serving those who are marginalized and invisible and who just plain get overlooked.

RESPONSIBILITY + FUTURISTIC

You will make a serious commitment to someone today if it will help your vision become a reality tomorrow.

Apply Your Responsibility to Succeed

Be selective about what you agree to take on.

- Choose your commitments wisely and focus on the things you genuinely enjoy doing. Prioritize your tasks so they align with your passions so you can perform at your best without feeling stressed out.
- While you have a reputation for staying true to your commitments, be sure to carefully choose your tasks to protect your wellbeing.



STRATEGIC THINKING

2. Intellection®

What Is Intellection?

People with strong Intellection talents like to think. They like mental activity. They like to exercise the “muscles” of their brain, stretching them in multiple directions. This need for mental activity may be focused; for example, they may be trying to solve a problem, develop an idea or understand another person’s feelings. The exact focus will depend on their other strengths. The theme of Intellection does not dictate what these people are thinking about; it simply describes that they like to think. They like to let their thoughts go in many directions. People with strong Intellection talents are introspective. This introspection gives them time to reflect and ponder. Wherever it leads them, their mental hum is a constant in their lives.

Why Your Intellection Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Responsibility

Intellection

Achiever

Includer

Futuristic

Driven by your talents, you enjoy having time to mull over theories, philosophies, or important questions. Being permitted to process your thoughts contributes greatly to your sense of well-being. Having time to think probably enhances your optimism.

Chances are good that you periodically feel restless until you have collected enough insights to thoughtfully examine certain kinds of abstract concepts, theories, or ideas. This may be one reason why you are attracted to specific people. Perhaps they engage in intelligent conversations. Possibly they refrain from casual chit-chat or meaningless small talk.

Instinctively, you may crave to know more about certain subjects or issues. Perhaps reading is a pleasurable activity for you rather than a burden. You might accumulate new ideas from books, publications, documents, or correspondence. Maybe you welcome the opportunity to talk with particular people about your latest discoveries. Listeners’ questions or comments might pique — that is, excite or inspire — your curiosity. Periodically this motivates you to read even more.

By nature, you probably enjoy reading books, magazines, newspapers, or Internet sites that feature news about sports or athletes.

It's very likely that you are apt to feel good about life the moment you can sit down and read. For you, the acquisition of information is a basic need. Probably for you, following the twists and turns of a well-crafted plot populated with interesting characters is a form of relaxation.



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How Intellection Blends With Your Other Top Five Strengths

INTELLECTION + RESPONSIBILITY

As an introspective person, you reflect as a philosopher. As a conscientious person, you respond as a servant to others.

INTELLECTION + ACHIEVER

You approach your thinking and doing independently and intensely. Your personal thoughts and efforts are often productive.

INTELLECTION + INCLUDER

You think best when you think alone, but you won't live in isolation or become an intellectual clique of one.

INTELLECTION + FUTURISTIC

When you reflect and muse in solitude, you are more likely to envision images of better tomorrows.

Apply Your Intellection to Succeed

Make time to think by yourself and with others.

- Set aside a few minutes every day just to think. Doing this refines your ideas and sharpens your thinking.
- Identify topics that fascinate you and find a like-minded person to explore them with. Spend time delving into these topics with this person to stimulate your thinking even further.



EXECUTING

3. Achiever®

What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

Why Your Achiever Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Responsibility

Intellection

Achiever

Includer

Futuristic

Instinctively, you sometimes increase your odds of being the best by diving into projects and working industriously. Perhaps you compare some of your scores, rankings, ratings, outcomes, or performances to those to others. You might be motivated to participate in activities in which only one person can finish in first place.

It's very likely that you may spend a bit more mental or physical energy than some people do in matters related to athletic endeavors. Perhaps you are a spectator, coach, diehard fan, seasoned player, or aspiring athlete.

Driven by your talents, you periodically document goals that can lead you to a future of your own choosing. Perhaps you leave less to chance when you outline your aims and push yourself to reach each one.

By nature, you might work diligently to establish specific rules for everyone to follow. Perhaps making exceptions for one person strikes you as unjust. You might worry that chaos will reign when regulations or standard operating procedures are not uniformly enforced.

Chances are good that you sometimes work with intensity to make changes, upgrades, or improvements. Perhaps you reach your goals by conquering some of your limitations or eliminating some of your shortcomings.



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How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + RESPONSIBILITY

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

ACHIEVER + INTELLECTION

You approach your thinking and doing independently and intensely. Your personal thoughts and efforts are often productive.

ACHIEVER + INCLUDER

Your desire and ability to get everyone on the team involved often ensures that all of the team's work gets done.

ACHIEVER + FUTURISTIC

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

Apply Your Achiever to Succeed

Use a scoring system to keep track of all achievements.

- Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.



RELATIONSHIP BUILDING

4. 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.

Responsibility

Intellection

Achiever

Includer

Futuristic

It’s very likely that you may seldom be at a loss for something to say to most people. Without hesitation, you sometimes dive into conversations with old friends, new acquaintances, or even total strangers.

Driven by your talents, you might find a reason to feel affection for almost every person you meet.

Instinctively, you may recognize your ability to involve different sorts of individuals in your life. Some people might recall that you were the first person to welcome them with open arms, an open heart, or an open mind.

By nature, you usually do not tolerate those who make others feel less than welcome. There is seldom an excuse for that type of behavior.

Chances are good that you may be able to enjoy the companionship of numerous individuals. Perhaps they appreciate your willingness to involve them in activities or compliment their knowledge, skills, or talents.



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- 2. Intellection
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- 4. Includer**
- 5. Futuristic

How Includer Blends With Your Other Top Five Strengths

INCLUDER + RESPONSIBILITY

You are interested in serving those who are marginalized and invisible and who just plain get overlooked.

INCLUDER + INTELLECTION

You think best when you think alone, but you won't live in isolation or become an intellectual clique of one.

INCLUDER + ACHIEVER

Your desire and ability to get everyone on the team involved often ensures that all of the team's work gets done.

INCLUDER + FUTURISTIC

Your vision of a better tomorrow is one where no one experiences discrimination and everyone is involved.

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.



STRATEGIC THINKING

5. Futuristic®

What Is Futuristic?

People with strong Futuristic talents love to peer over the horizon. They are fascinated by the future. They anticipate and imagine in detail what tomorrow could or should be. They usually see the future positively. While the details of the picture will depend on their other strengths and interests — a better product, a better team, a better life or a better world — it will always inspire them. This vision energizes themselves and others. They can paint a picture of the future for their team members.

Why Your Futuristic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Responsibility

Intellection

Achiever

Includer

Futuristic

It's very likely that you may spend your time and energy contemplating what the coming months, years, or decades can offer you. From your perspective, the future might be full of possibilities for success. Through careful planning, you periodically identify what you must accomplish to reach objectives. Maybe you are preoccupied with things you can do. This partially explains why you sometimes refuse to be distracted by things you cannot do.

Instinctively, you may be able to imagine what visionaries believe is possible when you can read about their innovative ideas and plans. Some of the information you acquire might free you to make a mental leap from this moment in time to the future that these thinkers see.

By nature, you are energized by your plans for the coming months, years, or decades. Bringing your ideas to life is an exciting proposition for you. You sense you have the power to transform whatever you think is possible into tangible outcomes.

Chances are good that you can occasionally see yourself being declared the very best or "number one" at some point in the future. Perhaps the chances for your outstanding performance increase in proportion to how intrigued you are with an activity.

Driven by your talents, you may sense that your life has deep meaning. With remarkable vividness, you occasionally imagine where you will be, what you will be doing, and what you will have the ability to accomplish in the coming months, years, or decades. To some degree, your dreams of tomorrow are alive in your mind today. Perhaps you strive to transform these possibilities into reality.



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How Futuristic Blends With Your Other Top Five Strengths

FUTURISTIC + RESPONSIBILITY

You will make a serious commitment to someone today if it will help your vision become a reality tomorrow.

FUTURISTIC + INTELLECTION

When you reflect and muse in solitude, you are more likely to envision images of better tomorrows.

FUTURISTIC + ACHIEVER

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

FUTURISTIC + INCLUDER

Your vision of a better tomorrow is one where no one experiences discrimination and everyone is involved.

Apply Your Futuristic to Succeed

Energize others with your visions of the future.

- Dedicate time to dream about what could be. You inspire those around you when you put your vision into words and share it.
- Be sure to ask people how they feel about your visions of the future. If they are worried or uncomfortable, make the picture as vivid as possible using hopeful, clear and detailed language.

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.

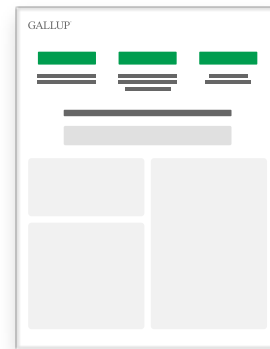
Claim It

- 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.

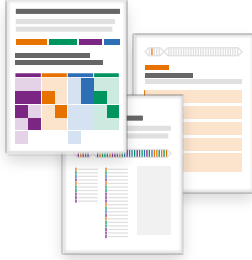
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

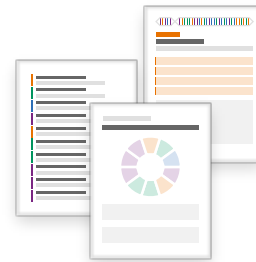


Apply Your CliftonStrengths® in Specific Roles

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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