



CliftonStrengths® Top 5 for OLIVIA KAHDEMAN

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. Strategic®

You quickly spot patterns and issues that others miss. You generate alternative paths forward and choose the most effective one.

2. Relator®

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

3. Individualization®

You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.

4. Ideation®

You are fascinated by ideas. You see connections that others don't and can view the world from different perspectives.

5. Achiever®

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

■ **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. Strategic
- 2. Relator
- 3. Individualization
- 4. Ideation
- 5. Achiever

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. Strategic®

What Is Strategic?

People with strong Strategic talents can sort through the clutter to find the best route. You can't teach this skill. It is a distinct way of thinking — a unique perspective on the world at large. This outlook allows them to see patterns where others see complexity. Mindful of these patterns, they envision alternative scenarios, always asking, "What if this happened?" This recurring question helps them see, plan and prepare for future situations. They see a way when others assume there is no way. Armed with this strategy, they move forward.

Why Your Strategic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Relator

Individualization

Ideation

Achiever

Because of your strengths, you might easily detect unusual configurations or spot new trends in data or factual information. Devising options appeals to you. You have little interest in simply repeating what worked in the past.

By nature, you invent original ideas of your own. Your imagination is typically stimulated when you collaborate — that is, team up — with future-oriented thinkers.

Instinctively, you normally find just the right words at the right moment to express whatever you are thinking and feeling. Many people are likely to appreciate your fine speaking abilities. You can present your ideas in a reasonable, sequential, and methodical way. Moreover, you generate lots of options for others to consider.

It's very likely that you are delighted to talk about large-scale concepts and theories as long as someone else initiates the discussion. You enjoy being a participant in the dialogue. However, you have little need to be the person who gets everyone talking.

Chances are good that you might practice visualization as part of your thought process. Seeing mental images of potential challenges can reduce your anxiety and spark the creativity you need to address the scenarios you envision.



- 1. Strategic
- 2. Relator
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- 5. Achiever

How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + RELATOR

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

STRATEGIC + INDIVIDUALIZATION

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

STRATEGIC + IDEATION

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

STRATEGIC + ACHIEVER

If at first you don't succeed, you try again. If you try again and still don't succeed, you consider your options and try one.

Apply Your Strategic to Succeed

Think ahead to gain perspective.

- Take time to fully plan your path forward. While you easily see patterns where others see complexity, it is important to make time to envision these alternative scenarios.
- Practice explaining your decision-making process before talking with others. Doing this ensures people know you have considered different options and opinions to inform your decision.



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.

Strategic

Relator

Individualization

Ideation

Achiever

By nature, you are a well-read individual. People whom you have befriended turn to you for guidance. Often you help them see a situation or problem from a different perspective because of something you discovered while surveying a book, article, letter, or Internet site. For you, reading is the key that opens the door to a world of fresh ideas. You collect them, never knowing when something you read will benefit someone else.

It's very likely that you feel upbeat and cheerful when you keep busy. Without question, you derive much satisfaction from producing tangible outcomes.

Chances are good that you thrive in settings where you can accomplish things. Of course, you have your own step-by-step way of performing repetitious tasks. As long as you can stick to your preferred plan of action, you usually enjoy handling the details and deadlines related to jobs, chores, projects, hobbies, assignments, or errands.

Driven by your talents, you cherish your long-term friendships because they are deep and genuine, and you instinctively crave close, fulfilling relationships.

Because of your strengths, you protect your close relationships. You choose depth over breadth because you know that genuine connection requires emotional space and time.



- 1. Strategic
- 2. Relator**
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How Relator Blends With Your Other Top Five Strengths

RELATOR + STRATEGIC

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

RELATOR + INDIVIDUALIZATION

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

RELATOR + IDEATION

While you are socially selective and prefer to deepen existing relationships, your mind is open and willing to create new experiences.

RELATOR + ACHIEVER

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

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. Individualization®

What Is Individualization?

People with strong Individualization talents understand and are intrigued by others' unique qualities. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how each thinks, and how each builds relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them build productive teams. While some search for the perfect team "structure" or "process," these employees know instinctively that the secret to great teams is casting by individual strengths — so that everyone can do a lot of what they already do well.

Why Your Individualization Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Relator

Individualization

Ideation

Achiever

Instinctively, you aid others by concentrating their attention on objective and factual information. You probably examine data, review studies, conduct investigations, gather evidence, and decide what it all means. You are likely to document the steps so individuals can quickly reference the material later.

Chances are good that you are sometimes comfortable listening to everything people have to say. When you are attentive, you may be surprised or awed by the unique challenges each person faces. Perhaps you strive to understand them more completely for their sake, rather than yours — and as a result, people may find you likeable.

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.

Driven by your talents, you frequently work without much rest. You typically want to pinpoint useful and intriguing facts. You likely have a need to explain why various events unfolded as they did. This information undoubtedly permits you to produce more and better results.

It's very likely that you help people by accepting them as unique individuals rather than expecting them to be who you want them to be.



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + STRATEGIC

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

INDIVIDUALIZATION + RELATOR

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

INDIVIDUALIZATION + IDEATION

Your creativity is never general. Your best creativity is customized for someone in particular.

INDIVIDUALIZATION + ACHIEVER

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

Apply Your Individualization to Succeed

Explain how different people can do their best work together.

- Support others in discovering and appreciating what they do best, and then encourage them to work on projects and tasks that let them be successful.
- Help people become more aware of others' unique needs. Because you naturally notice how an individual thinks and builds relationships, people will come to you for insights into other people's motivations and actions.



STRATEGIC THINKING

4. Ideation®

What Is Ideation?

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all of these reasons, they derive a jolt of energy whenever a new idea occurs to them.

Why Your Ideation Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Relator

Individualization

Ideation

Achiever

It's very likely that you have acquired valuable skills and knowledge. You spend time considering numerous courses of action before choosing one. You invent original and innovative techniques for dealing with expected and unexpected challenges. You use the same approach to take advantage of promising opportunities.

Instinctively, you sometimes feel comfortable sharing your original ideas with groups. Perhaps they welcome your innovations. Maybe they realize you suggest novel ways of doing things they would never have considered.

Chances are good that you take pride in thinking differently. Others rely on your unique perspective as a check against careless conformity.

Because of your strengths, you automatically generate numerous ways to enhance, upgrade, revise, correct, or revamp a process, action plan, or itinerary. Your suggestions often influence how a project will unfold in the coming months, years, or decades. You tend to find fault with your own and even other people's talents, skills, and/or knowledge. Fixing people or things ranks high on your favorite activities.

Driven by your talents, you might welcome opportunities to exchange new theories, innovative thoughts, or intriguing concepts. Sometimes the original thinking of individuals stimulates your creativity.



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How Ideation Blends With Your Other Top Five Strengths

IDEATION + STRATEGIC

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

IDEATION + RELATOR

While you are socially selective and prefer to deepen existing relationships, your mind is open and willing to create new experiences.

IDEATION + INDIVIDUALIZATION

Your creativity is never general. Your best creativity is customized for someone in particular.

IDEATION + ACHIEVER

You work with intensity and creativity. Your productivity is often innovative — a blend of hard work and imagination.

Apply Your Ideation to Succeed

Look for areas that would benefit from an innovative approach.

- Spend time with imaginative people discussing and refining your ideas. Together, you can think up new possibilities.
- Look for different connections and generate new insights when things don't make sense in a certain area. Whereas others might be unsure or unclear about what to do next, you can quickly brainstorm multiple options for consideration.



EXECUTING

5. 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.

Strategic

Relator

Individualization

Ideation

Achiever

Because of your strengths, you don't need external motivation to get started because you have a strong internal drive. You set high standards and rarely settle for average effort.

Driven by your talents, you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question.

Instinctively, you approach your work-related or academic assignments with a great deal of intensity. You are known for putting in long hours and working hard.

By nature, you usually spend hours assessing the reasons why you failed or missed a goal. In other instances, you carefully examine why you were caught off guard by a crisis, stalled by a problem, or stymied by an obstacle. When you arm yourself with the right answers, you probably do things much better. You probably break through barriers and succeed.

It's very likely that you have a work ethic that allows you to produce favorable outcomes day after day. Most people rely on you to do your assignments extremely well.



- 1. Strategic
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- 5. **Achiever**

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + STRATEGIC

If at first you don't succeed, you try again. If you try again and still don't succeed, you consider your options and try one.

ACHIEVER + RELATOR

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

ACHIEVER + INDIVIDUALIZATION

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

ACHIEVER + IDEATION

You work with intensity and creativity. Your productivity is often innovative — a blend of hard work and imagination.

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.

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.

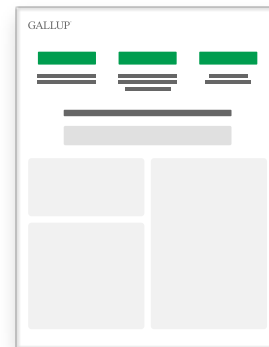
Claim It

- 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.

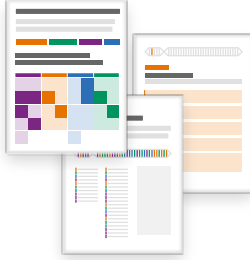
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

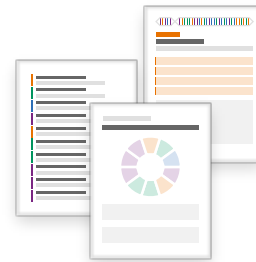


Apply Your CliftonStrengths® in Specific Roles

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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