



CliftonStrengths® Top 5 for Heather Laurence



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. Discipline®

You enjoy routine and structure. Your world is best described by the order you create.

2. Futuristic®

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

3. Achiever®

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

4. Woo®

You love the challenge of meeting new people and winning them over. You derive satisfaction from breaking the ice and making a connection with someone.

5. Focus®

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

■ **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. Discipline
- 2. Futuristic
- 3. Achiever
- 4. Woo
- 5. Focus

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. Discipline®

What Is Discipline?

People with strong Discipline talents thrive in an organized and orderly environment. They like their days to be predictable and planned, so they instinctively find ways to organize their lives. They set up routines. They focus on timelines and deadlines. They break long-term projects into a series of specific, short-term steps and follow their plan diligently. They are not necessarily neat and tidy, but they do need precision. They create order and structure where needed. Some people may label the highly disciplined as compulsive, meticulous or control freaks, but these attributes make them productive — often more so than their critics.

Why Your Discipline Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline

Futuristic

Achiever

Woo

Focus

By nature, you sometimes choose to work independently. Perhaps you give exceptionally mature consideration to each step of your plan before you launch projects or begin assignments. Maybe you set out to do everything right.

Because of your strengths, you may establish repetitious processes to enhance your own or others' efficiency. Perhaps recurring tasks take less time and thought when you do them the same way day after day. This partially explains how you manage to finish your work, meet your deadlines, handle details or carry your fair share of the workload.

Chances are good that you eliminate chaos. You probably walk into out-of-control situations and quickly determine where materials or people need to be placed for the sake of efficiency. You are likely to establish schedules, set up files, make check lists, or order supplies. Individuals tend to rely on you to think of all the steps, pieces, and parts. They usually trust you to establish a logical series of steps and guide them through the execution.

Driven by your talents, you frequently collect as much information as you can by reading about the topics to be discussed at group gatherings. This is your forte — that is, strong point. Undoubtedly, there are individuals who routinely rely on you to do all the homework — that is, the preparatory reading and research — so they do not have to worry about it.

It's very likely that you may enjoy hearing people describe you as more serious than some of your colleagues, classmates, teammates, friends, or coworkers.



1. Discipline

2. Futuristic

3. Achiever

4. Woo

5. Focus

How Discipline Blends With Your Other Top Five Strengths

DISCIPLINE + FUTURISTIC

When you have an image of a better tomorrow in your mind, you are uncomfortable until you create a detailed plan and timeline to get there.

DISCIPLINE + ACHIEVER

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

DISCIPLINE + WOO

Your talent for building a broad and growing social network never diminishes your ability to increase order and reduce chaos.

DISCIPLINE + FOCUS

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

Apply Your Discipline to Succeed

Look for places where you can bring structure and efficiency.

- Identify places in your life, workplace or community where you can create an orderly environment. Doing this will bring you joy while supporting those around you.
- Engage in planned conversations with your most trusted friends and partners. Creating a routine with them ensures that your relationships stay strong in a constantly changing world.



STRATEGIC THINKING

2. 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.

Discipline

Futuristic

Achiever

Woo

Focus

Instinctively, you create detailed and vivid images of what the future promises. You can describe it long before others can imagine it.

Chances are good that you intentionally take steps to be the mastermind of your own future. You refuse to leave your destiny to chance. You probably resist placing it in someone else's hands. You trust your own intelligence and imagination when setting a direction for your life.

Driven by your talents, you have an ability to imagine what visionaries believe is possible as you read about their innovative ideas and plans. The information you acquire generally frees you to make a mental leap from this moment in time to the future that these thinkers see.

By nature, you occasionally spend a lot of time considering what the coming months, years, or decades have to offer you. When you ponder the future, you might consider what kind of world you will live in as you move through each stage of your life.

Because of your strengths, you channel your mental and physical energies toward what you can accomplish in the months, years, or decades ahead. The question you must answer is this: "How far into the future can I think before my ideas start becoming vague or uninspiring?"



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How Futuristic Blends With Your Other Top Five Strengths

FUTURISTIC + DISCIPLINE

When you have an image of a better tomorrow in your mind, you are uncomfortable until you create a detailed plan and timeline to get there.

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 + WOO

People might say you are charismatic — some because of your social charm and some because of your inspiring dreams about tomorrow.

FUTURISTIC + FOCUS

Your future dreams become realities when you concentrate your daily efforts on each incremental step along the way.

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.



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.

Discipline

Futuristic

Achiever

Woo

Focus

Driven by your talents, you are much more industrious when you are working on projects you feel are really important. Your fervor increases whenever the outcomes directly impact the quality of your life.

Instinctively, you might devote some of your attention to immediate tasks or challenges. This partially explains why you give yourself time to comprehend what you read on the printed page or the computer screen. Diligence, persistence, and concentration might be three of your distinguishing traits.

Because of your strengths, you sometimes engage in academic pursuits for extended periods of time. You may be less inclined than some people to join a study group to absorb new information or reinforce what you already know.

Chances are good that you ordinarily take time and exert extra effort to comprehend what you are reading. You probably refuse to rush through written material. Why? You likely intend to commit to memory as many facts and concepts as possible.

It's very likely that you repeatedly go out of your way to support, inspire, motivate, or embolden various individuals. You likely regard this task as worthy of your effort and time.



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How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + DISCIPLINE

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

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.

ACHIEVER + WOO

You thrive in situations that involve hard work and getting things done but that also require you to interact with new people.

ACHIEVER + FOCUS

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

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.



INFLUENCING

4. Woo®

What Is Woo?

Woo stands for “winning others over.” People with strong Woo talents enjoy the challenge of encountering new people and gaining their esteem. They are drawn to meeting new people. They want to learn others’ names, ask them questions and find common interests on which to build rapport. People with Woo among their top themes can enter a crowd and easily know what to do and say. Some people shy away from starting up conversations because they worry about running out of things to say. People with a lot of Woo do not. They see no strangers — only friends they haven’t met yet.

Why Your Woo Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline

Futuristic

Achiever

Woo

Focus

By nature, you have a marvelous time drawing newcomers and outsiders into discussions as well as casual chitchat. Usually people appreciate your ability to invite numerous sorts of individuals into your circle of acquaintances, family, or friends.

Instinctively, you ordinarily describe your life as very gratifying, pleasant, and satisfying. Why? You intentionally allow yourself to have new experiences. You find new people to meet. You routinely engage total strangers in small talk as well as discussions about weighty topics.

Driven by your talents, you are fond of people who are quite different from you, your friends, your family, or your associates. This explains why you find it so easy to include so many individuals in your groups or activities.

It’s very likely that you easily engage people in conversation, especially those you are meeting for the first time. By initiating dialogue, you put others at ease and make them feel like they have found a friend. Walking away from their encounter with you, most individuals have smiles on their faces and a bounce in their step. Seeing that response fills you with joy.

Because of your strengths, you usually are willing to acquire new skills or gain additional knowledge. This explains your eagerness to be the first person to speak with newcomers or outsiders. You undoubtedly sense these individuals can teach you something you need or want to know.



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How Woo Blends With Your Other Top Five Strengths

WOO + DISCIPLINE

Your talent for building a broad and growing social network never diminishes your ability to increase order and reduce chaos.

WOO + FUTURISTIC

People might say you are charismatic — some because of your social charm and some because of your inspiring dreams about tomorrow.

WOO + ACHIEVER

You thrive in situations that involve hard work and getting things done but that also require you to interact with new people.

WOO + FOCUS

You block out distractions when you pursue a goal, but you are aware of those who can help you and your need to enlist their support.

Apply Your Woo to Succeed

Discover something about every person.

- Learn more about people you know — and don't know — by keeping track of their names and some personal details. Use this information to better remember people and even help you introduce them to others they might easily connect with.
- Ask people open-ended questions to find common interests. You have an exceptional ability to build a rapport with others, making them feel comfortable and more talkative.



EXECUTING

5. Focus®

What Is Focus?

People with strong Focus talents prioritize and then take action. They set goals that serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to decide whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

Why Your Focus Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline

Futuristic

Achiever

Woo

Focus

Because of your strengths, you may like to participate in discussions where decisions are made about what an individual or group needs to accomplish in the near-term or the long-term.

By nature, you may approach certain win-lose situations in a practical and realistic manner. When you are intent on being victorious, perhaps you extinguish any sentimental feelings you might have toward your rivals.

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

It's very likely that you enjoy informing others about the direction you are headed. This is one reason why you usually document the steps, timelines, or deadlines you need to honor in the coming weeks, months, years, or decades.

Instinctively, you might expend more physical or mental energy doing your job or pursuing your studies than some of your peers do. Perhaps you need to make measurable progress toward one or two goals each day to feel successful as a human being.



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How Focus Blends With Your Other Top Five Strengths

FOCUS + DISCIPLINE

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

FOCUS + FUTURISTIC

Your future dreams become realities when you concentrate your daily efforts on each incremental step along the way.

FOCUS + ACHIEVER

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

FOCUS + WOO

You block out distractions when you pursue a goal, but you are aware of those who can help you and your need to enlist their support.

Apply Your Focus to Succeed

Decide what you must do, prioritize and then act.

- Say no to projects or tasks that do not align with your end goal. While you can't always say no, when you can, it will help you concentrate on your most important priorities.
- Trust your internal compass to make necessary adjustments as you work toward a goal. You have an instinct that ensures things will not distract you as you work to achieve the desired outcome.

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.

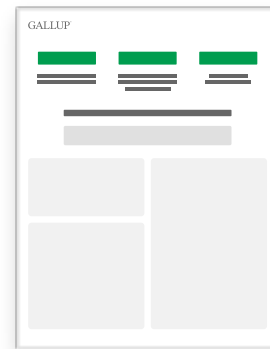
Claim It

- 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.

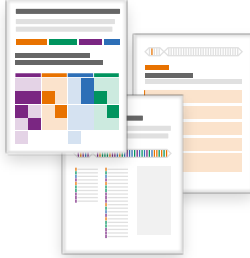
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

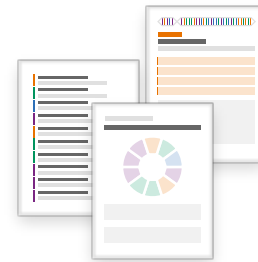


Apply Your CliftonStrengths® in Specific Roles

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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