

STRENGTHS DOMAINS

The Clifton StrengthsFinder is the code that cracks open people's awareness of their unique talents. It enables them to see themselves in a new way — as individuals with powerful talents in particular areas. While each StrengthsFinder theme has its own power and edge, four distinct theme categories have emerged in our research: Executing, Influencing, Relationship Building, and Strategic Thinking.

These domains shed additional light on how individuals contribute to groups or teams. They may appear to be general, especially when compared with the specific StrengthsFinder themes, but they can be useful for thinking about how our talents affect others.

The domains serve as a framework to help individuals see their powerful contributions to groups or teams, how they work with others, and how they get work done.

The themes in this deck are color coded according to these domains.



Executing



Influencing



Relationship Building



Strategic Thinking

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>

This framework helps individuals see their powerful contributions to groups or teams, how they work with others, and how they get work done. The purpose is not to be well-rounded, but to understand the power of their unique contributions to others.

ACHIEVER®

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

I am (being)	→ a hard worker
I will (doing)	→ set the pace for production
I bring (contribution)	→ intensity and stamina of effort
I need (requirement)	→ freedom to work at my own pace
I love (value)	→ completing tasks
I hate (value)	→ a lack of diligence
Metaphor/Image	→ completing a race, getting to the finish line
Barrier Label	→ work is more important than people

Theme Contrast:

Achiever:	I want to get it done.
Activator:	I want to get it started.
Achiever:	Intense diligence
Intellection:	Intense thinking

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THEME INSIGHTS

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ACTIVATOR®

People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

I am (being)	→ impatient with inactivity
I will (doing)	→ create momentum
I bring (contribution)	→ a catalytic sense of urgency
I need (requirement)	→ less discussion, more action
I love (value)	→ initiation, instigation
I hate (value)	→ waiting, wasting time
Metaphor/Image	→ getting out of the blocks quickly
Barrier Label	→ leaps before looking

Theme Contrast:

Activator:	There is no substitute for action.
Intellection:	There is no substitute for thinking.
Activator:	Do it until you get it right.
Deliberative:	Do it when you get it right.

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ADAPTABILITY®

People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.

I am (being)	→ a here-and-now person
I will (doing)	→ react with immediacy to the immediate
I bring (contribution)	→ a willingness to follow the lead of change
I need (requirement)	→ present pressures that demand an immediate response
I love (value)	→ spontaneity
I hate (value)	→ predictability
Metaphor/Image	→ like a river, go with the flow
Barrier Label	→ directionless

Theme Contrast:

Adaptability:	I like it when every day is different.
Discipline:	I like it when every day is the same.
Adaptability:	Responds to changes in an environment.
Arranger:	Initiates or manages changes in an environment.

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LEARNER®

People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

I am (being)	→ one who enjoys the experience of being a learner
I will (doing)	→ follow the things that interest me
I bring (contribution)	→ a learning perspective
I need (requirement)	→ exposure to new information and experiences
I love (value)	→ to live on the frontier/the cutting edge
I hate (value)	→ knowing it all and know-it-alls
Metaphor/Image	→ yes to learning curves, no to learning plateaus
Barrier Label	→ curiosity may lead to irrelevance or non-productivity

Theme Contrast:

Learner:	My interests guide my intentions.
Focus:	My intentions guide my interests.
Learner:	I am always interested in learning something new.
Woo:	I am always interested in meeting someone new.

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