



# CliftonStrengths® Top 5 for Edward Coleman

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. Relator®

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

## 2. Strategic®

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

## 3. Empathy®

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

## 4. Analytical®

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

## 5. Consistency®

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

■ **EXECUTING** themes help you make things happen.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Relator
- 2. Strategic
- 3. Empathy
- 4. Analytical
- 5. Consistency

## 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



## RELATIONSHIP BUILDING

# 1. 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.*

**Relator**

**Strategic**

**Empathy**

**Analytical**

**Consistency**

Instinctively, you have a small group of friends who remain constant even when you haven't seen or talked to them for a while. Whether a week, a month, or a year goes by, your relationships are rekindled the moment you reconnect with those special friends.

By nature, you are seldom interested in idle chit-chat. When gatherings are small, conversations are real. You prefer interactions that matter.

Driven by your talents, you experience pure delight when others welcome you into their group and encourage you to join in their activities. Financial security means little when you have no one with whom to share it. Being accepted for who you are and as you are is one of life's true treasures, in your opinion. Because it is priceless, you know it is very precious.

It's very likely 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.

Because of your strengths, you treasure your closest friendships, and you work hard to make time for those relationships.



1. Relator
2. Strategic
3. Empathy
4. Analytical
5. Consistency

## 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 + EMPATHY

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

### RELATOR + ANALYTICAL

You often bring facts and logic to your close relationships. You believe that intimacy and objectivity can coexist.

### RELATOR + CONSISTENCY

Your friendships have a depth of quality and equality. There is no ranking among your friends.

## 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.



## STRATEGIC THINKING

# 2. 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.*

Relator

**Strategic**

Empathy

Analytical

Consistency

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

Chances are good that you can see solutions through different angles and configurations, and you often open yourself up to different perspectives to broaden your point of view.

Because of your strengths, you may pay attention to some of the things going on around you. Perhaps you listen, quiz people, read, or take notes. As you accumulate information, you might disregard what is unrelated, and pay heed to what seems important. Sometimes the more you reflect on what you know, certain problems reveal themselves, and eventually some solutions start taking shape in your mind. Then you try to select the best plan from your list of options.

By nature, you may generate numerous ways to enhance, upgrade, revise, correct, or revamp certain processes, action plans, or itineraries. Sometimes your suggestions influence how a project will unfold in the coming months, years, or decades. You might find fault with your own or another person's talents, skills, or knowledge. To some extent, fixing people or things ranks in the top half of your list of favorite activities.

Driven by your talents, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do.



- 1. Relator
- 2. Strategic**
- 3. Empathy
- 4. Analytical
- 5. Consistency

## 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 + EMPATHY

When charting a course, you consider possible options in your head and anticipate emotional implications in your heart.

### STRATEGIC + ANALYTICAL

Your mind can find a way through a multiplicity of future options and find truth in the complexity of a present reality.

### STRATEGIC + CONSISTENCY

You consider all the creative options for what should be done and all the sustainable options of how it can be done.

## 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

# 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.*

Relator

Strategic

**Empathy**

Analytical

Consistency

It's very likely that you are overjoyed when you can credit a person or a group with being successful. The more you affirm others, the healthier you are emotionally physically, mentally, and even spiritually.

Instinctively, you may be able to sense people's emotions when you spend time with them. Perhaps tuning in to another's feelings provides you with insights about how to help the person meet challenges, complete tasks, deal with problems, or weigh opportunities.

By nature, you may notice that certain people realize you hold them in high regard. This might be evident when they tell you about their innermost thoughts, feelings, concerns, or aspirations.

Because of your strengths, you automatically compare your results to the outcomes others produce. You usually monitor your final scores, ratings, and rankings. You enjoy testing your knowledge, skills, and talents. Even so, you are pleased to acknowledge the accomplishments and successes of others.

Driven by your talents, you notice when others use emotional words, and you respond with kindness. You recognize and respect the specific feelings they reveal to you. You naturally understand what they are saying, and you focus on support instead of answers.





1. Relator
2. Strategic
- 3. Empathy**
4. Analytical
5. Consistency

## How Empathy Blends With Your Other Top Five Strengths

### EMPATHY + RELATOR

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

### EMPATHY + STRATEGIC

When charting a course, you consider possible options in your head and anticipate emotional implications in your heart.

### EMPATHY + ANALYTICAL

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

### EMPATHY + CONSISTENCY

When you see injustice and inequality, you feel angry. You believe that we need laws to ensure that all people are treated fairly.

## 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.



## STRATEGIC THINKING

# 4. 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.*

Relator

Strategic

Empathy

Analytical

Consistency

Instinctively, you sometimes present yourself to others as a no-nonsense person. Maybe some of them understand that you prefer to work or study by yourself.

Driven by your talents, you are occasionally described as a no-nonsense person. Perhaps people notice that you carefully think through things before taking action. Maybe they have watched you break down an idea into its basic parts. Maybe they have seen you dissect a process into steps. To some degree, you are businesslike. Even so, some individuals might appreciate your cheerful, lively, and optimistic perspective on life.

By nature, you welcome opportunities to methodically examine details in data. You notice when a series of numbers repeats itself. Your hours of mental labor enable you to spot important pieces of information that most people overlook.

It's very likely that you may have the resourcefulness needed to complete what you started or originally committed to doing. Perhaps your ability to reason through things helps you find ways around specific types of problems or obstacles.

Chances are good that you may be a no-nonsense person. This partially explains why you spend some of your time thinking about things you could or should review, revise, repair, reorganize, or do better.



- 1. Relator
- 2. Strategic
- 3. Empathy
- 4. Analytical**
- 5. Consistency

## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + RELATOR**

You often bring facts and logic to your close relationships. You believe that intimacy and objectivity can coexist.

### **ANALYTICAL + STRATEGIC**

Your mind can find a way through a multiplicity of future options and find truth in the complexity of a present reality.

### **ANALYTICAL + EMPATHY**

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

### **ANALYTICAL + CONSISTENCY**

Your commitment to objective measurements and protective regulations helps maintain and improve performance.

## 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.



## EXECUTING

# 5. Consistency®

### What Is Consistency?

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter their situation, so the scales do not tip too far in any person's favor. People with strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. In this setting, people have a fair chance to show their worth.

## Why Your Consistency Is Unique

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

Relator

Strategic

Empathy

Analytical

**Consistency**

By nature, you favor familiar, predictable, and standardized procedures for doing things. Understandably, you seek and find ways to streamline the daily, weekly, monthly, or annual tasks that are part of your job, your family, or your studies. You like knowing what to expect next. You probably dislike being caught off guard or surprised. Your satisfaction comes from planning for and executing repetitious assignments. Deadlines anchor you and help you prioritize your activities. You probably have a reputation for doing what needs to be done on time and in accordance with established rules and processes.

Instinctively, you long to attain mental and emotional steadiness in your personal and professional life. For this reason, you prefer to perform all the tasks assigned to you each day. You resist the temptation to overdo things — that is, go to extremes, become obsessed, or exhaust yourself. You appear determined to give equal attention to the important parts of your life.

It's very likely that you regularly take apart things to figure out how they operate. Your fascination with details allows you to sequence the steps of processes, procedures, or regulations. When everything is orderly and predictable, you and others feel more secure. Orderly, predictable, or repeated patterns frequently give you comfort. You are likely to grow impatient with individuals who do things their own way. Failing to understand how their actions affect people, they tend to create unnecessary work for you, themselves, and their colleagues. This irks — that is, annoys — you.

Because of your strengths, you are happy to do exactly what is assigned to you, as long as you sense you are not being asked to carry more than your fair share of the workload. Checking those tasks off your list brings you much pleasure, and it helps you get along with others who notice your close attention to the work required of you.

Driven by your talents, you are rational in most situations. You often use step-by-step processes and established practices rather than accepting methods that you see as experimental or unpredictable.



- 1. Relator
- 2. Strategic
- 3. Empathy
- 4. Analytical
- 5. Consistency**

## How Consistency Blends With Your Other Top Five Strengths

### **CONSISTENCY** + **RELATOR**

Your friendships have a depth of quality and equality. There is no ranking among your friends.

### **CONSISTENCY** + **STRATEGIC**

You consider all the creative options for what should be done and all the sustainable options of how it can be done.

### **CONSISTENCY** + **EMPATHY**

When you see injustice and inequality, you feel angry. You believe that we need laws to ensure that all people are treated fairly.

### **CONSISTENCY** + **ANALYTICAL**

Your commitment to objective measurements and protective regulations helps maintain and improve performance.

## Apply Your Consistency to Succeed

**Clarify rules or procedures that everyone can follow to get more done.**

- Look for things that others might ignore. Create a standard way to ensure that these things are not lost in the shuffle and become something predictable and fair.
- Establish a routine to get things done. Your ability to create a standard approach to getting things done can help alleviate the stress of things that could otherwise become frustrating for you or others.

## 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.

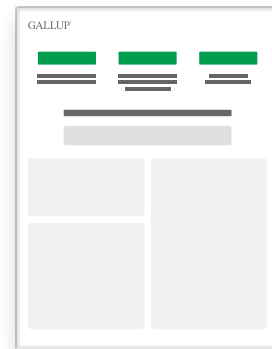
#### Claim It

- 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.**

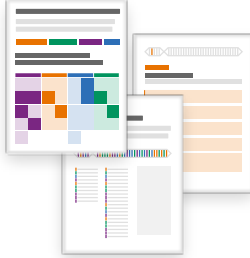
Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.





## 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

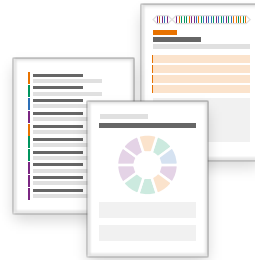


## Apply Your CliftonStrengths® in Specific Roles

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.**

**COPYRIGHT STANDARDS**

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Gallup®, CliftonStrengths®, Clifton StrengthsFinder®, StrengthsFinder® and each of the 34 strengths theme names are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are the property of their respective owners.