



CliftonStrengths® Top 5 for Nathan Hendrickson

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. 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.

2. Communication®

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

3. Strategic®


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


4. Developer®


You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.


5. Positivity®

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

 **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. Individualization
- 2. Communication
- 3. Strategic
- 4. Developer
- 5. Positivity

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. 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.

Individualization	Communication	Strategic	Developer	Positivity
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Chances are good that you may be a bit more optimistic about life when you delegate tasks to people who have the talent, interest, or time to do them well. Perhaps this approach allows every person, including yourself, to contribute to the overall success of a project. Sometimes you improve the quality of your life and everyone else’s by trusting others to take on tasks. To some degree, you understand the danger of attempting to do everything yourself.

By nature, 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 periodically take time to figure out what makes a person unique or special. Perhaps your interest in people explains why some individuals describe you as friendly, thoughtful, kind, likeable, or understanding.

It’s very likely that you may be more successful when you work on your own. Knowing that your contributions benefit someone else might please you.

Instinctively, you spend considerable time examining exactly why something has gone wrong. Whenever you experience a personal or professional loss, make a mistake, or experience failure, you tend to investigate. You are likely to be restless until you have answers to all your basic questions: What? How? When? Where? Who? Why?



- 1. Individualization
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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + COMMUNICATION

You make sure that your message is understood because you understand the uniqueness of each person you speak to.

INDIVIDUALIZATION + STRATEGIC

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

INDIVIDUALIZATION + DEVELOPER

Your approach to mentoring is always shaped by the unique preferences and needs of the individual protégé.

INDIVIDUALIZATION + POSITIVITY

Your insight into the unique nature of others helps you lift each person's spirit or lighten each person's load.

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.



INFLUENCING

2. Communication®

What Is Communication?

People with strong Communication talents like to explain, describe, host, present and write. Using their natural talents, they bring ideas and events to life. They turn thoughts and actions into stories, images, examples and metaphors. They want their information — whether an idea, an event, a discovery or a lesson — to captivate the audience. This drives them to hunt for the perfect phrase and draws them toward dramatic words and powerful statements, which is why people like listening to them. Their word pictures pique interest, provide clarity and inspire others to act.

Why Your Communication Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Individualization	Communication	Strategic	Developer	Positivity
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Instinctively, you enjoy explaining your ideas and listening to what your teammates have to say about them. Animated give-and-take sessions make your work or studies much more interesting. When someone struggles to grasp one of your concepts, you probably enlighten the person by telling a story, outlining the steps, or giving examples.

By nature, you are known for making unintelligible or complex ideas, plans, procedures, or regulations easy to understand.

It's very likely that you openly admit that you participate in friendly rivalries for fun. You are comfortable letting people know what you do and do not value.

Driven by your talents, you sometimes enjoy verbalizing your thoughts. You may want certain individuals to acknowledge your ideas and honor your feelings. Perhaps gaining and maintaining specific people's attention pleases you.

Because of your strengths, you occasionally like to be part of a team. Perhaps certain kinds of groups provide you with opportunities to voice your ideas or express your feelings.



- 1. Individualization
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How Communication Blends With Your Other Top Five Strengths

COMMUNICATION + INDIVIDUALIZATION

You make sure that your message is understood because you understand the uniqueness of each person you speak to.

COMMUNICATION + STRATEGIC

You have many stories in your repertoire, but you sort through all of them to find the perfect one for each situation.

COMMUNICATION + DEVELOPER

You can help other people grow by having conversations with them or by making presentations to them.

COMMUNICATION + POSITIVITY

When you talk with others about what you have together and what is working, it creates hope and restores energy.

Apply Your Communication to Succeed

Help people put their ideas into words.

- ☐ Capture other people's thoughts in words and relay them back to these individuals. This will help you connect with people by bringing attention to and refining their messages.
- ☐ If you are in a group, volunteer to summarize any necessary communication after a meeting or social gathering. With your ability to clarify what others say, you bring attention to what needs to be heard.



STRATEGIC THINKING

3. 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.

Individualization	Communication	Strategic	Developer	Positivity
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It's very likely 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.

By nature, you sometimes work diligently to generate several alternatives. Perhaps you notice new as well as unusual configurations in facts, evidence, or data. Others, however, may see only separate, unrelated bits of information. Periodically you are fascinated by problems that puzzle, confound, or frustrate others.

Chances are good that you easily enter into dialogue with others. When you have an idea, the right words, stories, or examples quickly come to mind. The animated give-and-take of debates stimulates your thinking. Often you gain the advantage by emphasizing irrefutable — that is, cannot be disproved — facts to support your key arguments. Victory for you means having the final word.

Driven by your talents, you occasionally make contingency plans for different consequences. These plans can give you the confidence to move forward in a world of uncertainty.

Because of your strengths, you frequently find the precise words to express your thoughts and feelings. You spontaneously start conversations with total strangers. You quickly discover what interests them. You probably enliven discussions by telling stories to illustrate things that capture your attention.



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How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + **INDIVIDUALIZATION**

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

STRATEGIC + **COMMUNICATION**

You have many stories in your repertoire, but you sort through all of them to find the perfect one for each situation.

STRATEGIC + **DEVELOPER**

When you are preparing to help a person with their development, you evaluate all your approaches before you invest in one.

STRATEGIC + **POSITIVITY**

You prefer to imagine and anticipate all the possibilities because it energizes you and clarifies what you can do.

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

4. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others’ capacity to change for the better, and they are drawn to people for this reason. Being part of another person’s development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

Why Your Developer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Individualization	Communication	Strategic	Developer	Positivity
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Instinctively, you may derive pleasure from opening people’s eyes to their own value or moments of excellence. Perhaps you notice this is a gift you have that others lack. As a result, you occasionally feel impelled to use it.

Because of your strengths, you may do whatever it takes to know someone on a personal level. Periodically the insights you gain help you bestow appropriate recognition on the individual. To some extent, you instinctively understand the level of attention or the amount of time the person needs from you to feel truly appreciated.

By nature, you use common sense every day. You can also determine the emotions of people. These insights help you know what to say and do when you interact with someone.

Chances are good that you may compliment or applaud the good work of your coworkers, teammates, or classmates. When you acknowledge their contributions and/or talents, perhaps individuals will favor you with their friendship.

It's very likely that you enjoy acknowledging people's finest traits and applauding their most outstanding accomplishments. You make new friends by noticing things they do very well. You maintain current relationships by expressing an interest in whatever intrigues each person. You are highly motivated to say and do things that cause others to befriend you.



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How Developer Blends With Your Other Top Five Strengths

DEVELOPER + INDIVIDUALIZATION

Your approach to mentoring is always shaped by the unique preferences and needs of the individual protégé.

DEVELOPER + COMMUNICATION

You can help other people grow by having conversations with them or by making presentations to them.

DEVELOPER + STRATEGIC

When you are preparing to help a person with their development, you evaluate all your approaches before you invest in one.

DEVELOPER + POSITIVITY

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

Apply Your Developer to Succeed

Support others' progress by sharing with them what you notice.

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



RELATIONSHIP BUILDING

5. Positivity®

What Is Positivity?

People with strong Positivity talents are generous with praise, quick to smile and always on the lookout for the upside of the situation. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and dynamic.

Why Your Positivity Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Individualization

Communication

Strategic

Developer

Positivity

Instinctively, you engage life with gusto. Bursting with creativity, you approach assignments, tasks, projects, opportunities, or problems. You like to take the innovative path rather than follow the traditional and tried-and-true ways of doing things.

It's very likely that you have a reputation for orderliness. You are known for your tasteful simplicity. Keeping things tidy generally affects how you feel about your environment and life in general.

By nature, you attract many people with your optimistic outlook on life. The individuals who befriend you probably appreciate this trait.

Because of your strengths, you typically approach life with enthusiasm. Your spirits are lifted even higher when you can use your powers of reason to explain what is going on around you.

Chances are good that you are motivated to vie against a variety of people for the top award or the best score. Winning makes you eager to test your knowledge, skills, and talents again and again. Knowing that scores, ratings, or rankings are being tallied undoubtedly keeps you interested in selected activities. When these measurements are missing, you probably struggle to stay fully engaged.



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How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + INDIVIDUALIZATION

Your insight into the unique nature of others helps you lift each person's spirit or lighten each person's load.

POSITIVITY + COMMUNICATION

When you talk with others about what you have together and what is working, it creates hope and restores energy.

POSITIVITY + STRATEGIC

You prefer to imagine and anticipate all the possibilities because it energizes you and clarifies what you can do.

POSITIVITY + DEVELOPER

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

Apply Your Positivity to Succeed

Encourage others by reminding them of the positives you see.

- ☐ Commit to praising the people you interact with most. Try to tailor this recognition to each person's needs. When you remind others of the positives you see, they feel better about life, and so do you.
- ☐ Make sure your praise and positivity are genuine. Some people are used to hearing the negatives, so make sure your praise and positivity are authentic. But keep repeating the positives to let these people trust you will always point out the upside.

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.

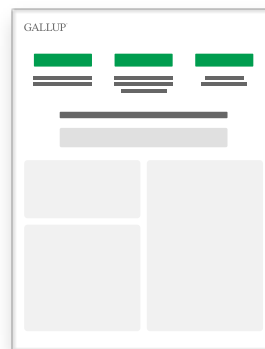
Claim It

- 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.

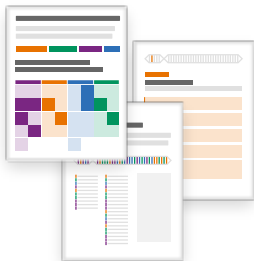
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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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