



# CliftonStrengths® Top 5 for Robert Catapano

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. Achiever®

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

## 2. Learner®

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

## 3. Strategic®


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


## 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. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

 **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. Achiever
- 2. Learner
- 3. Strategic
- 4. Analytical
- 5. Restorative

## 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. 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.*

**Achiever****Learner****Strategic****Analytical****Restorative**

Chances are good that you characteristically exhibit tendencies for precision and accuracy. You probably work intently to eliminate errors. You habitually review your plans to ensure each step is properly sequenced and implemented.

By nature, you dive into challenging situations because you trust yourself. You know you have the talent to deal with hazards as you encounter them. Launching new ventures thrills you. Tackling impossible goals energizes you. Stepping out of your comfort zone into unfamiliar territory stimulates you.

Instinctively, you make an effort to be friendly and talkative whenever the situation demands. Even so, you treasure your work or study time. Why? You yearn to produce tangible results each day. Socializing, while important, fails to provide outcomes to which you can point and measure. As a result, you likely resist devoting time to activities that impede progress, compromise productivity, or waste precious time.

Driven by your talents, you possess the physical and mental endurance needed to spend hours studying, reading, or researching. The more you know, the more questions you have to ask. Your diligence reflects your need to work harder and longer than most people can. You set lofty goals for yourself and relentlessly pursue them. Once you have reached your objective, you direct much of your energy toward a second goal. You are self-motivated. You prefer to push yourself rather than relax.

Because of your strengths, you launch new projects with ease and enthusiasm. The opportunity to do something better, more perfectly, or more completely than it has ever been done before motivates you to higher levels of excellence.



- 1. Achiever
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## How Achiever Blends With Your Other Top Five Strengths

### ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### 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 + ANALYTICAL

Your mind works overtime to understand how something works, and your hands work overtime to get something accomplished.

### ACHIEVER + RESTORATIVE

For you, a good day is getting everything on your to-do list done or fixing something that is broken. A great day is when you do both.

## 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.



STRATEGIC THINKING

# 2. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people’s confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the “getting there.”

## Why Your Learner Is Unique

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

Achiever	Learner	Strategic	Analytical	Restorative
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Because of your strengths, you value education and scholarship at any level and at any age. Your thirst for knowledge causes you to explore many topics of study or specialize in one particular subject. You thoroughly enjoy opportunities to acquire additional information, skills, and experiences.

Driven by your talents, you probably give yourself credit for being well-read. You read written materials because you want to, not because you have to. In the process, you naturally accumulate lots of facts, data, information, background, or insights about various subjects or favorite topics.

By nature, you genuinely care about the people you meet. Your fondness is apt to be apparent to them. Habitually, you ask lots of questions and carefully study the responses. Because you take time to know them personally, many individuals feel safe sharing their innermost thoughts or feelings with you. Armed with these insights, you probably become their ambassador of good will. You frequently teach your circle of acquaintances and friends how to welcome these people into the group.

It’s very likely that you pursue courses of study that challenge you to expand your thinking. Learning is exhilarating, and you want more. You want to be the topmost performer or the best in the class. You feel restless until scores, ratings, and rankings prove you are “number one.” Somehow you know you will earn this distinction. This knowledge steadies you when the margin of victory appears slim or the final outcome is uncertain.

Instinctively, you can escape the tension, pressure, or stress of everyday life by reading a good book, diving into a publication's articles, or pulling up information on the Internet. You are apt to take reading material with you on vacations, business trips, rest breaks at work, or tables for one at restaurants. You routinely dog-ear pages, underline key ideas, or scribble notes in the margins so your latest discoveries can be easily retrieved.



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## How Learner Blends With Your Other Top Five Strengths

### LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### LEARNER + STRATEGIC

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

### LEARNER + ANALYTICAL

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### LEARNER + RESTORATIVE

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

## Apply Your Learner to Succeed

**Develop expertise in areas that interest you the most.**

- ☐ Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- ☐ Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.



**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.*

**Achiever****Learner****Strategic****Analytical****Restorative**

It's very likely that 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.

Chances are good that you demonstrate an ease with language. You effortlessly verbalize your thoughts. You relish the opportunity to share your insights. You derive pleasure from actively participating in conversations when group members propose ideas, seek solutions, or debate issues.

By nature, you probably feel very good about yourself and life in general when you know the exact words to express an idea or a feeling. Language has fascinated you since childhood. Your ever-expanding vocabulary often earns you compliments.

Instinctively, you are known for your ease with language. This ability serves you well when you need to talk with newcomers or outsiders. Your vocabulary probably allows you to tell stories or express your ideas with great clarity.

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.



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## How Strategic Blends With Your Other Top Five Strengths

### 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.

### STRATEGIC + LEARNER

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

### 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 + RESTORATIVE

Your ability to see and willingness to consider all available options allow you to bring creativity to your problem-solving efforts.

## 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.

**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.*

**Achiever****Learner****Strategic****Analytical****Restorative**

Driven by your talents, you might consider yourself a no-nonsense, practical thinker. Some people have called your approach businesslike. Perhaps you have a reputation for pointing out things others fail to notice.

By nature, you now and then are the person to whom members of the group turn for counsel. They might trust you to provide reasonable explanations for certain difficulties they are confronting as individuals or as a group. Why? You might have a reputation for breaking problems into small parts that people may be able to manage.

Instinctively, you usually want to go off by yourself to work or study. You genuinely appreciate having time to examine numerous factors about a project, situation, problem, proposed solution, or opportunity. You methodically process all the information before you draw any conclusions.

It's very likely 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.

Because of your strengths, 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.



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## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + ACHIEVER**

Your mind works overtime to understand how something works, and your hands work overtime to get something accomplished.

### **ANALYTICAL + LEARNER**

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### **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 + RESTORATIVE**

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

## 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. Restorative™

**What Is Restorative?**

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

### Why Your Restorative Is Unique

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

**Achiever****Learner****Strategic****Analytical****Restorative**

Driven by your talents, you are fascinated by exploring connections. When objects are deconstructed, your brain can see how all the pieces fit together.

Instinctively, you periodically devote your energy, intelligence, and time to fixing things about yourself. Perhaps you are inclined to concentrate on acquiring skills you do not naturally possess. You might aim to conquer some of your shortcomings.

It's very likely that you are fairly confident about your ability to fix whatever is broken, and you rarely say, "It can't be done" or "I give up."

By nature, you truly enjoy working apart from other people. Being an individual performer gives you a certain amount of freedom. Soloing allows you to isolate why you fell short of your goals. These insights often prevent you from making the same mistakes in the future.

Because of your strengths, you may automatically see what needs fixing or realize what you could do better to excel. Occasionally, you create opportunities for yourself to acquire skills or knowledge in areas that do not come to you naturally or easily.



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## How Restorative Blends With Your Other Top Five Strengths

### RESTORATIVE + ACHIEVER

For you, a good day is getting everything on your to-do list done or fixing something that is broken. A great day is when you do both.

### RESTORATIVE + LEARNER

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

### RESTORATIVE + STRATEGIC

Your ability to see and willingness to consider all available options allow you to bring creativity to your problem-solving efforts.

### RESTORATIVE + ANALYTICAL

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

## Apply Your Restorative to Succeed

### Identify simple problems with big potential for improvement.

- ☐ Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- ☐ Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.

## 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.

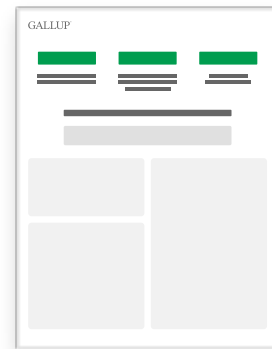
#### Claim It

- 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



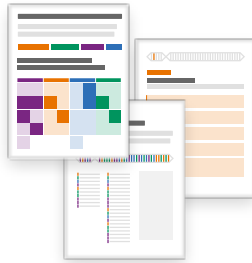
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

**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

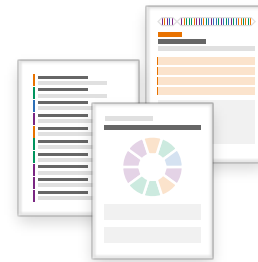


## Apply Your CliftonStrengths® in Specific Roles

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.**



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