



CliftonStrengths® Top 5 for Grace Houle

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. Input®

You have a need to collect and archive. You may accumulate information, ideas, artifacts or even relationships.

2. Belief®

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

3. Strategic®

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

4. Learner®

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

5. Arranger®

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

 **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.

**STRATEGIC THINKING**

1. Input®

What Is Input?

People with strong Input talents are inquisitive and always want to know more. They crave information. They might collect ideas, books, memorabilia, quotations or facts. Whatever they collect, they do so because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes spent surfing the internet may turn into hours once their curiosity takes off. They constantly acquire, compile and file things away. Their pursuits keep their minds fresh. They know that one day the information or things they've gathered will prove valuable.

Why Your Input Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Input**Belief****Strategic****Learner****Arranger**

By nature, you gather lots of ideas and information from reading publications that keep you up to date on current events. What you choose to peruse — that is, examine studiously — is likely to reflect your personal or professional interests.

Instinctively, you look for your next adventure in interesting life moments. The energy of day-to-day living is all the stimulus you need to expand what you know.

Driven by your talents, you may collect theoretical or intricate words along with their definitions. Your vocabulary sometimes comforts specialists who struggle to explain their ideas to frustrated laypeople. Perhaps you serve as a translator between these experts and the individuals who rely on them for technical information or services. To some extent, you can converse with specific types of professionals. You might understand what they are saying and be understood in return.

Chances are good that you thirst for new ideas and knowledge. Often you lose yourself in a book. You pore over the ideas contained on its pages for long stretches of time. Why? You want to absorb as much information as you can.

Because of your strengths, you probably enjoy reading self-improvement books. Tips, exercises, suggestions, questions, or resource lists tend to capture your interest when the topic aligns with your needs. Using the information you collect, you frequently concentrate your mental and physical energy on performing a task or using a skill better than you ever have in the past.



EXECUTING

2. Belief®

What Is Belief?

People with strong Belief talents have enduring principles that they live by. These values vary from one person to another, but those with powerful Belief talents have deeply held ideals and a strong sense of purpose in their lives. These core values affect their behavior in many ways. Their sense of mission gives their lives meaning and direction; in their view, success is more than money and prestige. Their Belief talents guide them through temptations and distractions toward a consistent set of priorities. This consistency is the foundation for their relationships. Others view them as dependable and trustworthy.

Why Your Belief Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Input	Belief	Strategic	Learner	Arranger
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Because of your strengths, you may avoid associating with people who lack integrity or have proven themselves unworthy of your trust.

Instinctively, you are often drawn to those who live up to their commitments. Accountability for promises made is important, and you tend to value those who have high standards.

It’s very likely that you will inconvenience yourself to help someone. The person’s appreciation, smile, or words of thanks usually make you feel very good about yourself and life in general. You tend to have much more energy for your own job or studies after you have done a good deed.

Driven by your talents, you place more importance on the purpose and value of what you do than on the monetary rewards that accompany success.

Chances are good that you often develop credibility through honest interactions. There is seldom a reason for you to be anything but honorable in your relationships with 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

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Input**Belief****Strategic****Learner****Arranger**

Driven by your talents, you analyze the lessons of the past to find clues for handling future situations. Piecing together the causes and effects of historical events allows you to discover alternate routes to your goal. You are seldom taken by surprise. Why? You probably have studied your options and crafted innovative solutions.

It's very likely that you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources.

Instinctively, you get excited when you discover patterns that allow you to see the world around you in new ways.

Because of your strengths, you see patterns where others see only randomness. You allow your mind to wander in pursuit of new perspectives.

By nature, you work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people.



STRATEGIC THINKING

4. 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.

Input	Belief	Strategic	Learner	Arranger
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Because of your strengths, you frequently examine the factors leading up to an event. Therein you discover the reasons why things happened the way they did. A number of individuals and/or groups probably appreciate your logical thinking style.

Driven by your talents, you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question.

It’s very likely that you crave knowledge. You search for meaningful information. When you are researching a subject, you are likely to delve far beneath the surface. You isolate key ideas and thoroughly examine each one. Your methodical approach allows you to make sense of the topic. You probably become an expert because you work so diligently.

Chances are good that you expect to be kept in the information loop. You want to know everything that is happening. You desire to be kept abreast of the latest changes, even those that do not directly affect you. Not surprisingly, you can become quite upset or frustrated when someone accidentally or intentionally fails to pass along news about important projects, deadlines, discoveries, problems, or successes.

By nature, you long to know more so you remain on the cutting edge of your field or areas of interest. Your inventive mind usually generates more possibilities than you can handle or fund. Nonetheless, you are committed to acquiring knowledge and/or skills. You study everything involved in a situation and conceive entirely new ways of seeing or doing things. What you already know prompts you to ask questions and delve even deeper into a subject or problem.

**EXECUTING**

5. Arranger®

What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

Why Your Arranger Is Unique

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Because of your strengths, you believe that anything worth doing involves a little chaos. Change does not bother you. In fact, you find it invigorating.

Instinctively, you occasionally ask for assistance from your teammates, classmates, or coworkers. Perhaps you understand the importance of everyone doing what they do well. This partially explains why you figure out who is best qualified to work on projects requiring exactness, accuracy, and precision.

Driven by your talents, you may help some people fit into groups. You might establish good relationships with many people you encounter. How? You notice their good qualities. When others hear your favorable comments about an individual, they might be more inclined to make the person feel welcome.

It's very likely that you might help visionaries discover ways they can work with people who concentrate on the past or the present. Rather than let differences separate them, you may point out areas where they share similar backgrounds, thinking styles, work styles, or interests. Perhaps you understand the loneliness forward-looking people can experience when listeners call their ideas "far-fetched," "impractical," or "ridiculous." You occasionally show people how their unique traits complement each other.

Chances are good that you periodically use logic to coordinate your teammates' projects, plans, meeting agendas, or travel itineraries. You might decide who needs to be involved in a particular activity. To some degree, you can determine what supplies are needed by each person. Maybe you can position people or resources in the right place at the right time for the right reasons.

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