



# CliftonStrengths® Top 5 for Noah Rueter



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. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and love when you see someone make progress.

## 2. Harmony®

You look for consensus. You have no use for unnecessary friction and guide others toward practical solutions.

## 3. Relator®


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


## 4. Positivity®


You have contagious enthusiasm. You are naturally upbeat and can energize others.


## 5. Includer®

You accept others. You are instinctively aware of those who feel left out and make an effort to include them.

 **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. Developer
- 2. Harmony
- 3. Relator
- 4. Positivity
- 5. Includer

## 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. 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.*

**Developer**

Harmony

Relator

Positivity

Includer

By nature, you might feel more favorable about your life when individuals ask you to be their personal mentor, adviser, or consultant.

Because of your strengths, you occasionally tune in to another person's subtle or perhaps not-so-subtle yearning to be cheered up, supported, motivated, or inspired. When you take an interest in someone, maybe the individual is inclined to acquire knowledge, engage in unfamiliar activities, make needed changes, or gain new skills.

Instinctively, you now and then boost some people's spirits by bringing up a key point they shared with you. Perhaps you sense that certain individuals feel a bit more special when you listen to them and spotlight something they said.

It's very likely that you periodically mix and match people's unique styles of working, thinking, problem solving, or relationship building. You might help particular people see how their special talents, knowledge, or skills benefit others on the job or in the classroom. When individuals or groups cooperate, you may commend them for reaching a goal, making progress, or succeeding.

Chances are good that you might be able to convince individuals that you truly see their value and worth. Perhaps you accomplish this by teaching them specialized terms or theoretical words that you use every day. Maybe you provide them with some opportunities to put their newfound knowledge to work.



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## How Developer Blends With Your Other Top Five Strengths

### DEVELOPER + HARMONY

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

### DEVELOPER + RELATOR

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

### DEVELOPER + POSITIVITY

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

### DEVELOPER + INCLUDER

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

## 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

# 2. Harmony®

### What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

## Why Your Harmony Is Unique

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

Developer

**Harmony**

Relator

Positivity

Includer

It's very likely that you occasionally infuse a spirit of friendliness into your work or study groups. Your personal warmth and congenial disposition may cause others to be a bit kinder or more generous. Some people find it is easier to collaborate with their teammates or classmates if you are involved. In your absence, however, they might notice a difference in people's willingness to cooperate.

Because of your strengths, you might live happily without the pressure of certain types of due dates. Even so, you sometimes accept certain ones as a necessity of life. When you must interact and work with others, you may agree it is only right to adhere to the schedule. Perhaps your motivation to meet deadlines comes from your desire to give people an equal opportunity to do good work.

Chances are good that you may be both friendly and logical. Sometimes you go out of your way to avoid arguments or fights. Peaceful coexistence might be one of your core values. You try to be cooperative. Perhaps you are willing to carry out the wishes of individuals as long as their requests are not too outlandish.

By nature, you can be very attentive to what people tell you. Maybe this explains why you are sometimes particularly knowledgeable about the thoughts or feelings of others. You are sometimes intent on giving equal attention to every speaker, not just those you like or those who share your interests. Perhaps your understanding of particular individuals or situations is greater than that of nonstop talkers.

Instinctively, you might be the one objective voice at a goal-setting meeting. Perhaps you emphasize facts to clarify key points. Maybe you notice how information becomes distorted when personal agendas or emotions cloud people's judgment. To a certain extent, you enter some of these sessions with one intention — to give equal consideration to the objectives each person proposes.



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## How Harmony Blends With Your Other Top Five Strengths

### **HARMONY + DEVELOPER**

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

### **HARMONY + RELATOR**

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

### **HARMONY + POSITIVITY**

Emotion influences performance, so you manage the normal emotional friction in groups and lift individuals' spirits.

### **HARMONY + INCLUDER**

You want there to be acceptance of those outside your circle and agreement by those inside your circle.

## Apply Your Harmony to Succeed

### **Help others manage conflict.**

- Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.



## RELATIONSHIP BUILDING

# 3. 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.*

Developer

Harmony

**Relator**

Positivity

Includer

Driven by your talents, you gravitate to people you already know and trust. Reconnecting with old friends energizes you more than meeting new acquaintances.

Because of your strengths, you might ask to be partnered with your friends when teams are being formed. Perhaps you work longer or are a bit more productive when you can collaborate — that is, work jointly — with people whose company you enjoy.

It's very likely that you foster connections between people by helping them see their common interests or perspectives. You may have a talent for nurturing these connections over a long period of time, faithfully following the advice of Ralph Waldo Emerson, who said that "the only way to have a friend is to be one."

Instinctively, you may allow yourself to become emotionally attached to people. You might see the good in individuals and choose to overlook their flaws or mistakes. Perhaps the fondness you show toward others endears you to many of them.

Chances are good that you help your friends find reasons to smile and keep going even during hard times. They know they can count on you to brighten the mood.



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## How Relator Blends With Your Other Top Five Strengths

### RELATOR + DEVELOPER

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

### RELATOR + HARMONY

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

### RELATOR + POSITIVITY

You bring emotional energy, a positive attitude, and hope to others. Your best friends are those who do the same for you.

### RELATOR + INCLUDER

Socially inclusive, you see outsiders and welcome them into your circle. Socially selective, you invite friends into your heart.

## 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.



## RELATIONSHIP BUILDING

# 4. 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.*

Developer

Harmony

Relator

**Positivity**

Includer

It's very likely that you may feel optimistic or upbeat when you can welcome different kinds of individuals into your life.

Driven by your talents, you sometimes view your life more favorably when you can say, "I gave that project my best effort, and I am pleased about the things I did right."

Because of your strengths, you might conclude that life is fulfilling when you concentrate on conquering your shortcomings. This partially explains why certain self-improvement programs appeal to you. You might gravitate to those that teach techniques you can put into practice.

Instinctively, you may feel better about life when you can choose your own companions. Perhaps you are prudent — that is, cautious and not rash — whenever you select teammates, classmates, coworkers, bosses, employees, or friends.

By nature, you may be emotionally attuned to what is going on in your own or others' lives. Perhaps you concentrate on what is good. Sometimes you search for the best in people, experiences, assignments, or situations. Maybe you strive to fill certain individuals with joy. Occasionally you find ways to unburden them of their anxieties, frustrations, sadness, disappointments, fears, or anger.



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## How Positivity Blends With Your Other Top Five Strengths

### POSITIVITY + DEVELOPER

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

### POSITIVITY + HARMONY

Emotion influences performance, so you manage the normal emotional friction in groups and lift individuals' spirits.

### POSITIVITY + RELATOR

You bring emotional energy, a positive attitude, and hope to others. Your best friends are those who do the same for you.

### POSITIVITY + INCLUDER

You love to throw parties, and the best parties are those where all invited attend. When someone is missing, you miss some fun.

## 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.



## RELATIONSHIP BUILDING

# 5. Includer®

### What Is Includer?

“Stretch the circle wider.” People with strong Includer talents center their lives on this philosophy. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated, and they reach out to bring them in. They instinctively accept others. Regardless of race, gender, nationality, personality or faith, Includers cast few judgments. Their accepting nature doesn’t necessarily rest on the belief that we are all different and that one should respect those differences — rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

## Why Your Includer Is Unique

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

Developer

Harmony

Relator

Positivity

**Includer**

Chances are good that you might welcome the opportunity to bond with others around a favorite pastime. Watching, discussing, or debating sports or entertainment topics may appeal to your sociable, open, and fun-loving nature.

Because of your strengths, you may feel life is marvelous when you have a wide array of friends and acquaintances. Perhaps you can find qualities to appreciate in many of the people you meet.

It’s very likely that you typically bring a charming presence to situations that may be viewed as “strictly business.” You more often include — rather than dismiss — others in the room.

By nature, you might strive to find something of value in each person you meet. Sometimes you feel affection for certain individuals whom others label unlikeable, annoying, or disagreeable.

Instinctively, you may seek to involve certain individuals in a group or an activity. Perhaps you refuse to inflict emotional pain on others by making them feel unwelcome. Your sensitivity might cause some people to describe you as a nice, kind, or caring human being.



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## How Includer Blends With Your Other Top Five Strengths

### **INCLUDER + DEVELOPER**

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

### **INCLUDER + HARMONY**

You want there to be acceptance of those outside your circle and agreement by those inside your circle.

### **INCLUDER + RELATOR**

Socially inclusive, you see outsiders and welcome them into your circle. Socially selective, you invite friends into your heart.

### **INCLUDER + POSITIVITY**

You love to throw parties, and the best parties are those where all invited attend. When someone is missing, you miss some fun.

## Apply Your Includer to Succeed

### **Empower people to see the best in others.**

- Help people get to know each other. Your ability to quickly make people feel accepted and involved in a group makes it easier for them to contribute and form relationships.
- Be aware that existing group members might not initially embrace newcomers, so do your best to explain what we all have in common. Help others understand that to respect the differences among us.

## 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.

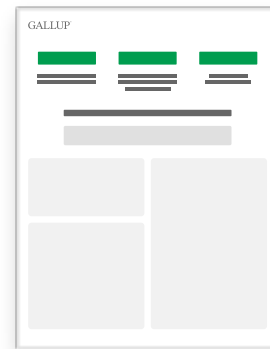
#### Claim It

- 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.

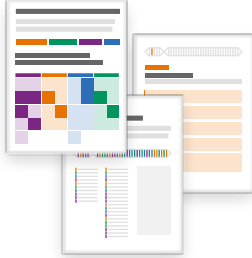
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

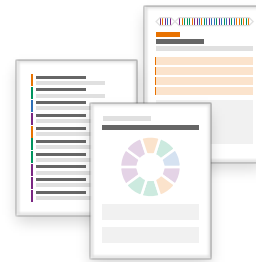


## Apply Your CliftonStrengths® in Specific Roles

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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