



# CliftonStrengths® Top 5 for Alex Nguyen



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. Harmony®

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

## 2. Empathy®

You have an instinctive ability to understand people. You feel others' emotions as if they were your own.

## 3. 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.

## 4. Maximizer®

You consistently ask, "How can we make this better?" You don't settle for "good enough," but push for excellence.

## 5. Analytical®

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

**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. Harmony
- 2. Empathy
- 3. Developer
- 4. Maximizer
- 5. Analytical

## 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. 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.*

**Harmony**

**Empathy**

**Developer**

**Maximizer**

**Analytical**

It's very likely that you sometimes seek out and listen to the opinions of others before you express your own views.

Because of your strengths, you rely on the collective intelligence and wisdom of experts to guide you toward the best solutions or answers.

By nature, you place your trust and confidence in the people who do jobs that require thoroughness and perfection. Even when difficulties arise, you tend to suppress your inclination to push everyone aside and take total control of the project. You tell yourself they know what they are doing.

Instinctively, you may enjoy drawing strangers into casual chitchat or interesting discussions. Perhaps your even-tempered, non-threatening approach tells outsiders and newcomers you are friendly and cordial.

Chances are good 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.



- 1. Harmony
- 2. Empathy
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## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + EMPATHY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

### 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 + MAXIMIZER

Excellence can be jeopardized when people don't get along and work together. When discord threatens quality, you step in to help.

### HARMONY + ANALYTICAL

You look for patterns in the multiplicity of facts, and you manage the tension that comes from a variety of feelings.

## 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

# 2. 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.*

Harmony

**Empathy**

Developer

Maximizer

Analytical

Chances are good that you convince most people that you value them as human beings. You intentionally reinforce what they know, have experienced, or can do. Many individuals probably want to become your friend. Why? You likely affirm their worth the moment they start doubting themselves.

It's very likely that you engender in many people a heightened sense of self-worth. You have a knack for helping individuals feel that you appreciate, treasure, or admire them.

Instinctively, you often marvel at your ability to sense the feelings and perspectives of other people. You feel very good about yourself and life in general when you put aside your opinions, biases, or preferences. Your satisfaction probably comes from figuring out why someone behaves, feels, or thinks differently than you do.

Driven by your talents, you might be prone to taking a common-sense approach in certain situations. Possibly you "name" the emotions you believe people are exhibiting. This practice might help you understand what to say or do in situations that demand diplomacy or understanding.

By nature, 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.



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## How Empathy Blends With Your Other Top Five Strengths

### EMPATHY + HARMONY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

### EMPATHY + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

### EMPATHY + MAXIMIZER

You intuitively understand the relationship between emotions and effectiveness. You do your best when you feel your best.

### EMPATHY + ANALYTICAL

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

## 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.



## RELATIONSHIP BUILDING

# 3. 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.*

Harmony

Empathy

**Developer**

Maximizer

Analytical

By nature, you may inspire some individuals to see their best qualities. How? You might take time to observe and talk with them. Perhaps you make sure they first recognize their talents and then claim their moments of excellence.

It's very likely that you sometimes compare your results to the outcomes others produce. Now and then, you even keep score. Maybe you enjoy testing your knowledge, skills, or talents against those of your classmates, teammates, or associates. Whether you win or lose, you might acknowledge the accomplishments and successes of individuals.

Instinctively, you routinely raise the spirits of people by putting aside what you are doing and giving them your undivided attention. You work diligently to repeat the key ideas or questions they voiced.

Driven by your talents, you typically enhance your own quality of life and sense of well-being. How? You freely and frequently compliment people. You acknowledge the contributions of individuals. You call attention to their talents, knowledge, and/or skills.

Because of your strengths, you may help certain people believe in themselves. You might ask them to create a specialized vocabulary for a particular venture. Perhaps soliciting their ideas allows you to pull together a list of words and expressions for a particular project. This approach occasionally enables you to acknowledge some individuals' unique abilities. Simultaneously, they may begin using theoretical or complicated terms that are part of your everyday vocabulary.



- 1. Harmony
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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 + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

### DEVELOPER + MAXIMIZER

You notice potential and promote excellence. While you are patient with novices, you are not as tolerant of prolonged mediocrity.

### DEVELOPER + ANALYTICAL

You want to invest in the growth of others, and you need to measure that growth to make sure there is real 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.



## INFLUENCING

# 4. Maximizer®

### What Is Maximizer?

Maximizers see talents and strengths in others, usually before anyone else does. Strengths — whether their own or someone else's — fascinate them. Maximizers love to help others get excited about their potential. They see what people do best and which jobs they will be good at. They can see how people's talents match the tasks they must complete. Excellence, not average, is their measure and pursuit. They have a quality orientation that leads them to focus on areas of strength for themselves and others and manage weaknesses.

## Why Your Maximizer Is Unique

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

Harmony

Empathy

Developer

**Maximizer**

Analytical

By nature, you might spend more time thinking about your talents than about your shortcomings. Sometimes you give a lot of thought to your limitations when you meet with failure or defeat. Rather than try to be someone you are not, you sometimes partner with individuals who possess talents you lack, and return the favor by sharing your own talents.

Instinctively, you usually are the person who has something to say on a broad range of topics. You easily find the right words and stories to express your viewpoints and emotions. You know you speak with strength.

Because of your strengths, you deal with people the same way no matter how different they happen to be in terms of their positions, age, education, talents, skills, knowledge, or production. You contend it is unjust to give one individual special treatment while denying the same favor to everyone else.

Chances are good that you reject the concept of "good enough." You may think that anyone can accomplish work that is adequate, but adequate is rarely where you want to be.

It's very likely that you realize you can determine what distinguishes each person from every other human being. Routinely, you use these insights to energize and inspire individuals to do what needs to be done. You honor the special, the wondrous, and the rare qualities of people. You intentionally position them to attain ever higher levels of excellence.



- 1. Harmony
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- 4. Maximizer**
- 5. Analytical

## How Maximizer Blends With Your Other Top Five Strengths

### MAXIMIZER + HARMONY

Excellence can be jeopardized when people don't get along and work together. When discord threatens quality, you step in to help.

### MAXIMIZER + EMPATHY

You intuitively understand the relationship between emotions and effectiveness. You do your best when you feel your best.

### MAXIMIZER + DEVELOPER

You notice potential and promote excellence. While you are patient with novices, you are not as tolerant of prolonged mediocrity.

### MAXIMIZER + ANALYTICAL

For you, quality can't be defined only in emotional terms. For something to be real, it has to be measurable.

## Apply Your Maximizer to Succeed

### Focus on long-term relationships for maximum success.

- Meet regularly with mentors and role models for insight, advice and inspiration. This mentorship will lead to a new standard of excellence and success.
- Support others in areas where they don't excel. Build their strengths and confidence by helping them do what they naturally do best and finding complementary partners.



## STRATEGIC THINKING

# 5. 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.*

Harmony

Empathy

Developer

Maximizer

Analytical

Driven by your talents, you occasionally find the reasons why certain things occur again and again. Perhaps you investigate numerous details to understand the overall operation of a machine, program, regulation, or tool. Maybe examining the interaction between various parts is as important to you as knowing what each part is designed to do.

Instinctively, you might find it easiest to agree with others when their ideas are grounded in reason or supported by facts. You might enjoy thinking through things when you are working with people who exhibit good judgment.

Chances are good that you periodically apply your mental energy to identifying factors that contributed to the current situation. Perhaps you automatically search for reasons why specific events happened, particular problems occurred, or certain solutions worked.

Because of your strengths, you periodically compare your scores, ratings, or rankings to those of others. You might be motivated to be the best or win the top prize.

It's very likely that you may examine facts, data, or the sequence of events to determine why something happened. Perhaps you use reason to make sense of whatever is going on in your life.



- 1. Harmony
- 2. Empathy
- 3. Developer
- 4. Maximizer
- 5. **Analytical**

## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + HARMONY**

You look for patterns in the multiplicity of facts, and you manage the tension that comes from a variety of feelings.

### **ANALYTICAL + EMPATHY**

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

### **ANALYTICAL + DEVELOPER**

You want to invest in the growth of others, and you need to measure that growth to make sure there is real progress.

### **ANALYTICAL + MAXIMIZER**

For you, quality can't be defined only in emotional terms. For something to be real, it has to be measurable.

## 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.

## 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.

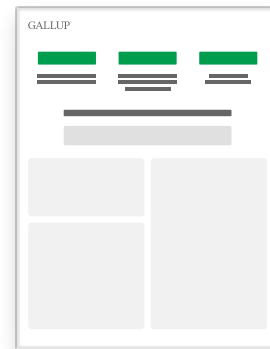
#### Claim It

- 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.

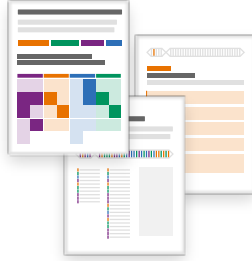
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

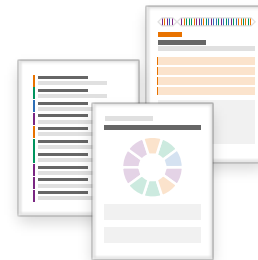


## Apply Your CliftonStrengths® in Specific Roles

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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