



CliftonStrengths® Top 5 for EVAN SMITH

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. Positivity®

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

2. Woo®

You love the challenge of meeting new people and winning them over. You derive satisfaction from breaking the ice and making a connection with someone.

3. Communication®


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


4. Connectedness®

You have faith in the links among all things. You believe there are few coincidences and that almost every event has meaning.


5. Developer®

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

 **EXECUTING** themes help you make things happen.

 **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

 **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

 **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Positivity
- 2. Woo
- 3. Communication
- 4. Connectedness
- 5. Developer

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. 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.

Positivity

Woo

Communication

Connectedness

Developer

Driven by your talents, you may accept individuals just as they are. Maybe this is one reason why you seem to get along with more people than others can. Sometimes you move beyond tolerating people to enjoying their company.

By nature, you make a point of collecting information to distinguish each individual from everyone else. You probably observe, ask questions, and listen to discover a person's unique talents, interests, history, skills, preferences, and knowledge. You intentionally watch for opportunities to personalize your compliments. You are determined to celebrate important milestones in a way that pleases the person being honored.

Instinctively, you feel really upbeat about life when your desire to acquire knowledge or skills is regularly satisfied. This means you grow increasingly unhappy with a job or assignment that fails to challenge your mind. Being forced to do the same thing day after day can be depressing. Even when individuals in positions of authority repeatedly reward you and tell you how much they value your performance, you eventually have much difficulty disguising your dissatisfaction.

Chances are good that you are genuinely fascinated with the mystery of life. Your capacity to feel good about yourself does not hinge on having logical or rational explanations for everything. You sense you are part of the lives of other individuals and accept they are part of your existence. This outlook on life probably influences what you say or do for people as well as how you care for the environment.

Because of your strengths, 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.

**1. Positivity**

2. Woo

3. Communication

4. Connectedness

5. Developer

How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + WOO

Socially and emotionally influential, you find it easy and enjoyable to meet a new person or to give hope to someone in despair.

POSITIVITY + COMMUNICATION

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

POSITIVITY + CONNECTEDNESS

You tend to be optimistic and hopeful about your world. We are all in this together; let's celebrate and have some fun.

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.

**INFLUENCING**

2. Woo®

What Is Woo?

Woo stands for “winning others over.” People with strong Woo talents enjoy the challenge of encountering new people and gaining their esteem. They are drawn to meeting new people. They want to learn others’ names, ask them questions and find common interests on which to build rapport. People with Woo among their top themes can enter a crowd and easily know what to do and say. Some people shy away from starting up conversations because they worry about running out of things to say. People with a lot of Woo do not. They see no strangers — only friends they haven’t met yet.

Why Your Woo Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Positivity**Woo****Communication****Connectedness****Developer**

It’s very likely that you may feel the absence of your friends more deeply than some people do. Perhaps you long for the emotional support these individuals provide when miles separate you or circumstances make communication impossible.

Chances are good that you occasionally tell tales of memorable incidents in your life, entertaining and amusing those around you. To some degree, you welcome opportunities to share your personal observations or experiences. As a result, certain listeners might draw lessons or gain insights from your amusing stories.

Because of your strengths, you enjoy befriending newcomers. This explains why you regularly step forward to introduce yourself to new classmates, coworkers, teammates, or friends of your family. You usually ask questions that are guaranteed to stimulate discussions with people you are meeting for the first time.

Driven by your talents, you automatically acknowledge newcomers or welcome outsiders to your workgroup, team, or class. You probably invite them to join discussions or engage in friendly chitchat. You are very comfortable starting conversations with total strangers.

By nature, you really enjoy starting discussions with newcomers. You probably engage outsiders in small talk. You are determined to make each person feel comfortable in your presence. After chatting with you, most individuals sense they have made a new friend.



- 1. Positivity
- 2. **Woo**
- 3. Communication
- 4. Connectedness
- 5. Developer

How Woo Blends With Your Other Top Five Strengths

WOO + POSITIVITY

Socially and emotionally influential, you find it easy and enjoyable to meet a new person or to give hope to someone in despair.

WOO + COMMUNICATION

Your interactions with others are effective because you speak with clarity and a pleasant charm.

WOO + CONNECTEDNESS

Maybe you find it easy to meet new people because you often have a sense that you are already connected.

WOO + DEVELOPER

Your commitment to helping others grow is enhanced by the many people you know. Your network is an educational resource.

Apply Your Woo to Succeed

Discover something about every person.

- ☐ Learn more about people you know — and don't know — by keeping track of their names and some personal details. Use this information to better remember people and even help you introduce them to others they might easily connect with.
- ☐ Ask people open-ended questions to find common interests. You have an exceptional ability to build a rapport with others, making them feel comfortable and more talkative.

**INFLUENCING**

3. 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.

Positivity**Woo****Communication****Connectedness****Developer**

Driven by your talents, you are open and honest about who you are, what you have done, what you can do, and what you cannot do. Your straightforward explanations and stories help listeners see you as you see yourself. You reveal your strengths and limitations. You are forthright and plainspoken. People generally seek your company and want to work with you. Many are impelled to move into action by your words and examples.

Chances are good that you may be quite comfortable telling stories or describing your experiences. People might look forward to hearing what you have to say.

Instinctively, 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.

By nature, you typically are described as a “what you see is what you get” person. There is very little mystery about who you are. You usually make a point of talking with strangers. You are apt to tell them about yourself without their having to ask you any questions. Your forthright approach encourages many individuals to be as open with you as you are with them.

Because of your strengths, you might enjoy chance encounters with friends or strangers. Occasionally you engage them in conversation. You may rarely be at a loss for words. Perhaps you revel in dialogues, discussions, or verbal exchanges. This partially explains why you move swiftly from person to person, taking time to chat with each one.



- 1. Positivity
- 2. Woo
- 3. Communication**
- 4. Connectedness
- 5. Developer

How Communication Blends With Your Other Top Five Strengths

COMMUNICATION + **POSITIVITY**

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

COMMUNICATION + **WOO**

Your interactions with others are effective because you speak with clarity and a pleasant charm.

COMMUNICATION + **CONNECTEDNESS**

Your conversations help create community. For a community to be healthy, it needs dialogue.

COMMUNICATION + **DEVELOPER**

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

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.



RELATIONSHIP BUILDING

4. Connectedness®

What Is Connectedness?

Things happen for a reason. Those with strong Connectedness talents are sure of it. They have a powerful conviction that everyone is connected. While each person is responsible for their own judgments and actions, those with strong Connectedness believe everyone is part of something larger. This belief implies certain responsibilities. Their awareness of these responsibilities creates their value system. They are considerate, caring and accepting. Confident in the unity of humankind, they build bridges for people of different cultures. They give others comfort that there is a purpose beyond everyday existence. Their faith is strong. It sustains them and their close friends in the face of life's mysteries.

Why Your Connectedness Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Positivity

Woo

Communication

Connectedness

Developer

Driven by your talents, you occasionally link together a variety of people who otherwise might not know each other. Perhaps you create a work climate where individuals begin to understand each other and cooperate.

It's very likely that you build bonds that unite different types of people who have separate and often clashing agendas. Your appreciation of everyone's uniqueness frees you to help individuals direct most of their attention to what they have in common.

By nature, you have no doubts about being linked in some way with everything in the universe. This includes all creation and all humankind.

Chances are good that you may trust you can deal with whatever happens. Perhaps you rely on your core values to sustain you in the face of uncertainty. The principles by which you live might permit you to accept life's unexpected and unpredictable occurrences.

Because of your strengths, you genuinely like to help people overcome obstacles that prevent them from linking up with one another. This explains why you engage so many newcomers or outsiders in small talk as well as serious discussions.



- 1. Positivity
- 2. Woo
- 3. Communication
- 4. Connectedness**
- 5. Developer

How Connectedness Blends With Your Other Top Five Strengths

CONNECTEDNESS + POSITIVITY

You tend to be optimistic and hopeful about your world. We are all in this together; let's celebrate and have some fun.

CONNECTEDNESS + WOO

Maybe you find it easy to meet new people because you often have a sense that you are already connected.

CONNECTEDNESS + COMMUNICATION

Your conversations help create community. For a community to be healthy, it needs dialogue.

CONNECTEDNESS + DEVELOPER

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

Apply Your Connectedness to Succeed

Help people and groups better understand how to relate to and rely on each other.

- ☐ Offer to listen to and counsel people. You can easily see connections between what they are saying and doing. Help them by providing directions on how to see connection and purpose in everyday occurrences.
- ☐ Support others in finding meaning in the unpredictability of their world. Doing this provides a sense of comfort and stability in the face of uncertainty.



RELATIONSHIP BUILDING

5. 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.

Positivity

Woo

Communication

Connectedness

Developer

It's very likely that you sometimes enjoy activities involving children. Perhaps they make you feel younger, or challenge you to see problems, people, or opportunities through their innocent eyes. Maybe you are fascinated by their natural curiosity about the world and everything in it.

Instinctively, you may hope individuals choose to spend some quality time with you. Perhaps they have seen you put aside something you were doing just to help them. Your unselfishness might win the favor or friendship of others.

Because of your strengths, you typically do whatever it takes to know someone on a personal level. The insights you gain help you bestow appropriate recognition on the individual. You instinctively understand the level of attention and the amount of time the person needs from you to feel truly appreciated.

By nature, you might ease the tension, anger, or agitation certain people experience in their dealings with others. Sometimes you soothe the frayed nerves of particular individuals. This may enable them to act a bit more reasonably. In the process, you periodically affirm their humanity or their dignity. You might help a few people find ways to handle specific problems without sacrificing their self-respect or eroding the confidence others have in them.

Chances are good that you can tune in to the moods of people. You probably have spent quality time together and shared common experiences. Because you make a point of really knowing someone, it is easy for you to accurately interpret the person's emotions in many different situations.



- 1. Positivity
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How Developer Blends With Your Other Top Five Strengths

DEVELOPER + POSITIVITY

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

DEVELOPER + WOO

Your commitment to helping others grow is enhanced by the many people you know. Your network is an educational resource.

DEVELOPER + COMMUNICATION

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

DEVELOPER + CONNECTEDNESS

You know that when you help an individual grow, it ultimately affects a family, a community, a nation, and humanity.

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.

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.

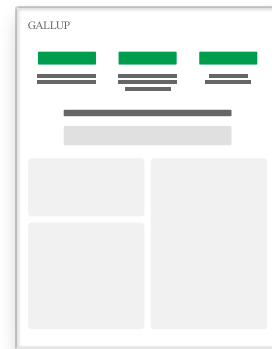
Claim It

- 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.

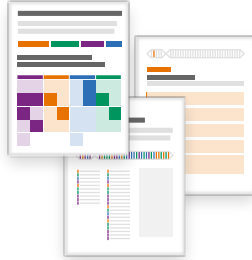
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

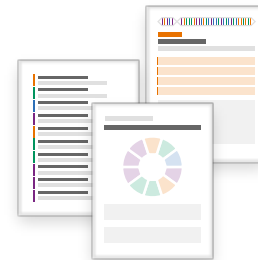


Apply Your CliftonStrengths® in Specific Roles

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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