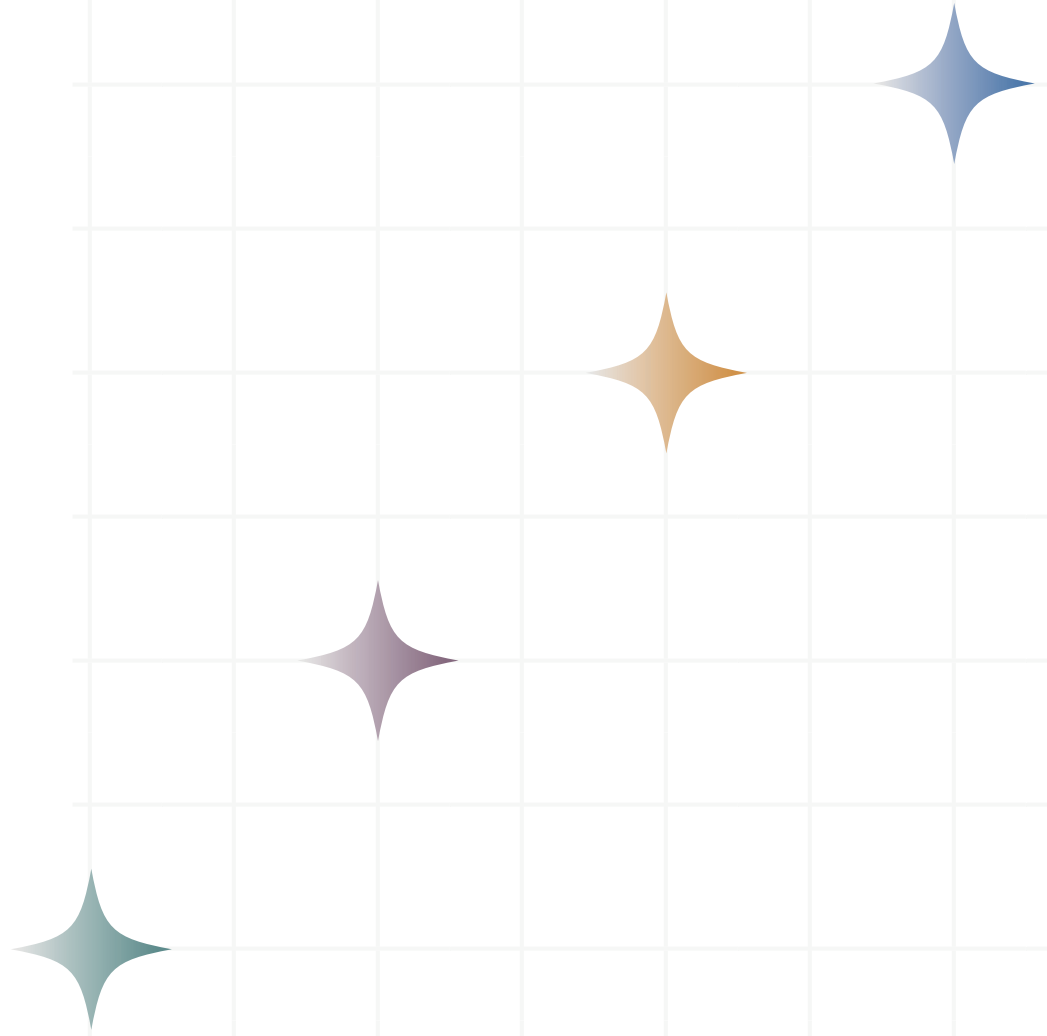


GALLUP®



CliftonStrengths® for Students

A clear view of how your strengths shape
your path forward.

PREPARED FOR: **DON CLIFTON**

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This Report is About You

Your Top 5 Themes

1. Significance.
2. Futuristic.
3. Individualization.
4. Focus.
5. Maximizer.

YOU ARE SOMEWHERE IN THE MIDDLE OF ONE OF THE MOST DEMANDING TRANSITIONS A PERSON GOES THROUGH. The pressure around you is real: to pick the right path, perform at a high level, figure out who you are, and do all of that while keeping up with everything else that college demands. You are probably aware of what other people around you seem to have figured out. And there are moments when it looks like everyone else has a clearer sense of direction than you do.

That feeling is not evidence that something is wrong with you. It is evidence that you are paying attention.

What this report is designed to do is not tell you who to become. It is not a roadmap to a version of yourself that does not exist yet. It is a description of who you already are, organized in a way that might help you trust what you already know about yourself and move forward with more clarity.

You already have patterns. You have things you care deeply about, ways you naturally take on problems, instincts about what is worth your time and what is not, and internal standards that shape almost every decision you make, even when you cannot fully explain them. You have had those patterns long enough that they feel ordinary to you. That is part of why this report might surprise you. The things that feel most natural to you are often the things that other people find most impressive, most useful, or most distinct about working with you.

College puts a lot of pressure on you to perform in ways that are visible and measurable. Grades, internships, involvement, social standing, and career direction all feel like things you should be ahead on. When the stakes feel this high, it is easy to start measuring yourself by whatever is easiest to see, which usually means comparing yourself to other people. That comparison tends to pull you away from what is actually true about you and toward a version of success that was designed for someone else.

Your CliftonStrengths results are a mirror and a map. As a mirror, they reflect back patterns that are already operating in your life, patterns you may have dismissed as “just how I am” without realizing how much they shape the way you think, relate, learn, and decide. As a map, they give you a way to move forward without needing complete certainty about where you are going.

You do not need to have everything figured out. You need a grounded sense of what you bring, and the confidence to keep building from there.

Your Strengths Defined

1. **Significance:** People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize what will increase their influence on others or their organization.
2. **Futuristic:** People exceptionally talented in the Futuristic theme vividly imagine the future. They inspire and energize others with their vision of what could be.
3. **Individualization:** People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
4. **Focus:** People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
5. **Maximizer:** People exceptionally talented in the Maximizer theme consistently ask, “How can we make this better?” They don’t settle for “good enough,” but push for excellence.

EACH THEME FITS INTO A LEADERSHIP DOMAIN.

■ **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.

What Makes You Distinct as a Student

- **YOU DO NOT JUST WANT TO DO WELL.** You want to do something that actually matters. For you, average effort toward an average outcome is not satisfying, even when it would be enough. You are wired to care about impact, not just completion, and that internal standard shows up in how you choose your commitments, how seriously you take feedback, and how frustrated you get when the work you are doing feels like it has no real stakes.
- **YOU ARE ALREADY THINKING PAST WHERE MOST PEOPLE AROUND YOU ARE FOCUSED.** When your peers are trying to get through the week, you are asking what the next few years could look like. This is not restlessness or avoidance. It is a genuine pull toward possibility, and it means you naturally think about the bigger picture in ways that most people find useful once they catch up to where you already are.
- **YOU READ PEOPLE ACCURATELY AND QUICKLY.** You pick up on what someone needs, what they value, and how they are wired, sometimes before they know how to name it themselves. In group projects, friendships, and leadership situations, this gives you an edge that is hard to teach. You often know how to approach a person in a way that actually works.
- **WHEN YOU DECIDE SOMETHING IS WORTH YOUR ENERGY, YOU COMMIT FULLY.** You are not someone who maintains equal attention across every obligation. You prioritize, and once something is worth your focus, you go deep. That depth of engagement tends to produce your best work, and it also means you can tell the difference between things you care about and things you are just going through the motions on.
- **YOU HAVE HIGH STANDARDS, AND THEY APPLY TO YOURSELF FIRST.** You are not someone who holds others to expectations you are not already holding yourself to. You care about the quality of what you put out. That instinct is real and it is a significant asset, but it also means you feel the distance between where something is and where it could be more sharply than most people do.
- **YOU NOTICE WHAT IS ALREADY WORKING, AND YOU WANT TO MAKE IT BETTER.** You are less interested in building from scratch than in taking something with real potential and elevating it. This shows up in how you approach projects, how you give feedback, and how you think about your own development. You are not a fixer. You are an enhancer.
- **YOU PAY ATTENTION TO WHO PEOPLE ARE, NOT JUST WHAT THEY DO.** You notice details about the people around you that others miss. You remember what someone said about their family, what kind of feedback they respond well to, what motivates them. That level of attention is not something you turn off. It shapes every relationship you are in.



Significance

THE STANDARD YOU ARE CARRYING IS NOT ARROGANCE. IT IS AWARENESS.

What Makes This Strength Powerful for You

- **YOU ARE MOTIVATED BY IMPACT, NOT JUST ACTIVITY.** You do not measure a good week by how busy you were. You measure it by whether anything you did actually mattered. This means you are naturally selective about where you put your energy, and that selectivity, when you trust it, keeps you from wasting time on things that were never going to mean anything to you.
- **YOU HOLD YOURSELF TO A LEVEL MOST PEOPLE AROUND YOU DO NOT SEE.** The internal standard you carry is not something you imposed on yourself through pressure. It is built in. You feel the difference between work that reflects who you are and work that does not, and you are rarely satisfied with the second kind. That standard is one of the most honest things about you.
- **YOU WANT TO BE KNOWN FOR SOMETHING REAL.** Not famous for the sake of it, but recognized for what you actually bring. The desire to stand out is not ego. It is a deep need for your contribution to be seen clearly. You are not asking for praise. You are asking for accuracy, for people to see what you are actually doing and what it actually costs.
- **YOU ARE DRAWN TO WORK THAT HAS VISIBLE CONSEQUENCES.** You thrive when the stakes are clear. Low-stakes environments, assignments with no real purpose, and tasks that will never matter to anyone are genuinely demotivating for you in a way that goes beyond preference. You are not built for invisible work.
- **YOUR FUTURISTIC STRENGTH AMPLIFIES THIS DRIVE IN A SPECIFIC WAY.** Because you already see what is possible down the road, you feel the gap between where something is now and where it could be. That vision makes your standard even higher, because you are not just comparing your work to what exists. You are comparing it to what could exist. That combination can produce exceptional output, but it also means the bar is always further away than other people see it.
- **YOU GIVE OTHER PEOPLE SOMETHING TO RISE TO.** When you care about something, people around you feel it. You set a tone without meaning to. The way you take things seriously, the way you show up, the quality you hold yourself to: these things affect the people working alongside you, often more than you realize.

What You Need to Be Mindful Of

- **VISIBILITY AND RECOGNITION ARE NOT THE SAME AS VALUE.** Your Significance means you need your contributions to be seen and acknowledged. In college, there are plenty of situations where your best work happens in the background, in a group project, behind the scenes of an event, or in a support role. When that work goes unnoticed, it can feel like it did not count, even when it was exactly what was needed. The recognition matters to you, and that is not a flaw, but it is worth noticing when the absence of it is affecting how you feel about the work itself.
- **YOU CAN MISTAKE BEING OVERLOOKED FOR BEING UNDERVALUED.** There is a difference between being passed over and being unseen. In highly competitive environments like college, where attention is distributed unevenly and loudly, you may read a moment of being overlooked as a signal that you do not belong at the table. That reading is almost never accurate. It is worth learning to sit with that discomfort without letting it rewrite what you know about what you bring.
- **HIGH STANDARDS APPLIED TOO EARLY CAN STALL YOU.** You want what you put out to matter. That desire is also capable of making it hard to start, hard to show drafts, and hard to submit something you know is not yet where it could be. The gap between where something is and where your Significance says it should be can create a real hesitation that looks like perfectionism from the outside.
- **COMPARISON IS PARTICULARLY SHARP FOR YOU.** When you see someone else getting recognition for work that does not feel as strong as yours, it registers differently than it would for someone with a different set of strengths. It is not jealousy. It is a signal that your need for your contribution to be accurately seen is not being met. Understanding that pattern, rather than being ruled by it, is part of learning to work with this strength effectively.

How This Strength Shows Up Across Your Life

- **IN ACADEMICS,** you are not motivated by grades as a number. You are motivated by the weight of the assignment, the audience for your work, the real-world stakes of what you are studying. You tend to go deeper in courses where you can see why it matters, and you tend to disengage from courses where nothing meaningful seems to hang on the outcome.
- **IN RELATIONSHIPS,** you want to be known accurately, not just liked. Surface friendships that stay comfortable and shallow tend to feel like a waste to you. You are drawn to relationships where there is genuine respect, where the other person takes you seriously and you take them seriously, and where what you bring is actually recognized, not just tolerated.
- **IN LEADERSHIP AND GROUP SETTINGS,** you tend to raise the standard of a room. When you are invested in something, people around you feel it. You do not lead by managing. You lead by caring visibly, and that tends to pull others into caring more than they would have otherwise.
- **IN DECISIONS,** you filter for impact. Not just “what do I want to do” but “what would actually mean something.” The decisions that are hardest for you are rarely the ones with unclear outcomes. They are the ones where every option feels too small for what you are actually after.



Futuristic

YOU ARE NOT LIVING IN THE FUTURE. YOU ARE ALREADY BUILDING IT.

What Makes This Strength Powerful for You

- **YOU SEE WHAT IS POSSIBLE BEFORE OTHER PEOPLE THINK TO LOOK.** When most people are focused on what is in front of them, you are already working through what comes next. This is not distraction. It is how your mind naturally operates, and it means you bring a longer view to almost every situation you are in.
- **YOUR VISION IS MOTIVATING, NOT JUST THEORETICAL.** You do not just think about the future in an abstract way. You feel it. You can see a version of what something could become, and that image has emotional pull for you. This is what makes you capable of staying motivated through long stretches of difficult work. You can see where it is going.
- **YOU MAKE OTHER PEOPLE'S GOALS FEEL MORE REAL.** When you are in a conversation about what someone is trying to build, you naturally make the future version of it feel vivid and possible. This is not hype. It is genuine. You believe in what could happen, and that belief is contagious in ways that help groups, teams, and individuals move forward with more confidence.
- **YOUR FOCUS STRENGTH GIVES DIRECTION TO WHAT YOU SEE.** Having a clear vision of the future only matters if you can point yourself toward it. Because Focus operates alongside Futuristic for you, you do not just dream widely. You can lock in on where you are headed and start moving. That combination, a clear picture of where you are going plus the ability to stay pointed at it, is genuinely rare.
- **YOU GET BORED BY MAINTENANCE AND ENERGIZED BY POSSIBILITY.** Once something is running smoothly and the future is no longer being built, your energy naturally shifts. This is important information about where you thrive and where you will not. You are not someone who is built for steady-state management. You are built for the phase when things are still being created.
- **YOUR VISION PROTECTS YOU DURING HARD STRETCHES.** When a semester is difficult, when you are tired, when the current moment does not feel like enough, your ability to see forward is a real resource. You can orient toward what you are building even when what you are currently doing is not that exciting. That is a form of resilience that most people have to work much harder to access.

What You Need to Be Mindful Of

- **THE FUTURE CAN BECOME AN ESCAPE FROM THE PRESENT.** When right now feels hard or unclear or not good enough, it is easy to pour energy into imagining what is ahead instead of dealing with what is here. Your ability to see the future is a strength, but if it is being used to avoid the friction of the current moment, it can leave you perpetually dissatisfied with wherever you actually are.
- **NOT EVERYONE CAN SEE WHAT YOU SEE.** When you are excited about a direction, a possibility, or a vision, you can underestimate how much scaffolding other people need to follow you there. Your picture of the future is clear to you. It is not automatically clear to anyone else. Learning to bridge the gap between your vision and someone else's current frame of reference is one of the more practical skills this strength requires.
- **COMMITTING TO A DIRECTION CAN FEEL LIKE GIVING UP SOMETHING BETTER.** Because you can always see a more compelling version of what could be, settling into a specific path can feel like foreclosing on possibilities. This can make certain decisions genuinely hard. The ability to see futures is not the same as the ability to choose between them, and the choosing sometimes requires a willingness to narrow.
- **YOUR STANDARDS FOR WHAT THE FUTURE SHOULD LOOK LIKE CAN MAKE THE PRESENT FEEL INSUFFICIENT.** When you are constantly comparing where things are to where they could be, today rarely measures up. That gap is part of what drives you. It can also be a source of real frustration when the progress you are making does not feel like enough against the scale of the vision you are carrying.

How This Strength Shows Up Across Your Life

- **IN ACADEMICS,** you are most engaged when the material points somewhere. Abstract theory that never lands in a real application loses you quickly. But when a class makes you feel like you are building something, when the content opens up a question about what could exist, you go deep and fast.
- **IN RELATIONSHIPS,** you are someone who helps people see their own potential. You tend to believe in what the people around you are capable of before they fully believe it themselves. That can be an enormously valuable thing to offer someone. It can also mean you sometimes stay in relationships longer than you should because you are investing in the version of someone you can see, not the version currently in front of you.
- **IN LEADERSHIP AND GROUP SETTINGS,** your value is often in the direction you provide. When a group is stuck trying to solve a current problem, you are often the one who can pull the conversation up to a longer view and help everyone see where the effort is supposed to be pointed. That kind of orientation is rare in most rooms.
- **IN DECISIONS,** you are drawn to options that open something up rather than close something down. You tend to be suspicious of paths that feel final, and you are energized by paths that feel like they are building toward something. That orientation is useful, and it also means learning when closing a door is the move that actually lets you build something real.



Individualization

YOU SEE PEOPLE THE WAY THEY ACTUALLY ARE, NOT THE WAY IT IS CONVENIENT TO SEE THEM.

What Makes This Strength Powerful for You

- **YOU NOTICE WHAT MAKES EACH PERSON DISTINCT, AND YOU DO NOT FLATTEN THAT OUT.** Where other people reach for categories, labels, and general patterns, you are paying attention to the specific person in front of you. What they care about, what frustrates them, what makes them work well, how they communicate, what they need that they are not asking for directly. This level of attention is not something you turn on. It is always on.
- **YOU CONNECT WITH PEOPLE IN WAYS THAT ACTUALLY LAND.** Because you understand how a specific person operates, you can meet them where they are instead of where you assumed they would be. That distinction matters enormously in relationships, in leadership, and in any situation where you need to get something done alongside someone else.
- **YOU MAKE PEOPLE FEEL GENUINELY SEEN.** There is a significant difference between being noticed and being seen. You provide the second one. People feel, when they are in a conversation with you, that you are actually tracking them. Not performing interest. Actually paying attention. That is rare, and it builds trust faster than almost anything else.
- **YOUR MAXIMIZER STRENGTH SHARPENS HOW YOU USE THIS.** Because Maximizer drives you to elevate what is already strong rather than fix what is weak, Individualization gives you the specific input you need to know what to elevate in each person. Together, these strengths make you someone who can identify where a person is already excellent and help them do more with it. That is a powerful combination in mentorship, collaboration, and leadership.
- **YOU ARE AN UNUSUALLY EFFECTIVE COLLABORATOR.** You know instinctively how to put people together in ways that work. Who should take the lead on what, whose strengths complement whose gaps, where a team is strong and where it needs support. This is not a management skill you are developing. It is a way of seeing that is already operating.
- **YOU RESIST ONE-SIZE-FITS-ALL THINKING BECAUSE IT GENUINELY MISSES THE POINT.** Generic approaches, standardized feedback, and cookie-cutter systems bother you not because you are being difficult, but because you know they are missing something real. Your resistance to the generic is a signal of accuracy, not stubbornness.

What You Need to Be Mindful Of

- **CUSTOMIZING EVERYTHING FOR EVERYONE IS EXPENSIVE.** The energy required to truly see each person and adapt to who they are is significant. You do it naturally, but naturally does not mean without cost. In college, where you are managing many relationships, many courses, and a lot of competing demands, you can exhaust yourself trying to show up for each person in the specific way they need.
- **YOU CAN KNOW SOMEONE SO WELL THAT YOU PROTECT THEM FROM THINGS THEY NEED.** Because you understand how a person is wired, you can find yourself managing around their sensitivities or adjusting your feedback to be more comfortable for them. Sometimes that is skilled care. Sometimes it lets someone avoid something they needed to hear, and that serves neither of you.
- **THE BREADTH OF YOUR ATTENTION CAN MAKE IT HARD TO GENERALIZE.** In academic settings, on exams, in job interviews, and in any context that asks you to make sweeping statements about groups, you will instinctively reach for exceptions and nuance. That accuracy is valuable, but it can also make it harder to deliver a clean, simple answer when that is what the situation needs.
- **YOU MAY FEEL OUT OF PLACE IN ENVIRONMENTS THAT PRIORITIZE UNIFORMITY.** Large lectures, standardized assessments, and group processes that treat everyone identically can feel frustrating or alienating to you. That friction is not a failure to adapt. It is your strength registering a genuine mismatch. Knowing that distinction matters.

How This Strength Shows Up Across Your Life

- **IN ACADEMICS,** you do your best work in smaller, relational settings where the instructor knows you and you can adapt your approach to the specific material. You gravitate toward courses and professors where there is room for individual voice, not just correct answers.
- **IN RELATIONSHIPS,** you are the person people go to when they need someone who will actually understand what they are dealing with, not just offer a template response. You remember things. You follow up. You track where someone is and adjust how you show up accordingly. That is not a small thing.
- **IN LEADERSHIP AND GROUP SETTINGS,** your greatest contribution is often in putting the right people in the right roles for the right reasons. You do not assign tasks randomly. You think about who is best positioned, who will find meaning in what, and who will thrive under what conditions.
- **IN DECISIONS,** you think carefully about the human impact of every option. The question is not just what the best strategic move is, but what each path means for the specific people involved. That consideration often makes your decisions slower and more layered than other people's, but it also tends to make them more durable.



Focus

YOU DO NOT HAVE ATTENTION DEFICIT. YOU HAVE ATTENTION PRIORITY.

What Makes This Strength Powerful for You

- **ONCE YOU HAVE DECIDED SOMETHING IS WORTH YOUR ENERGY, YOU CAN SUSTAIN THAT INVESTMENT.** You are not easily pulled off course. When you have a target, you move toward it, and the things that would distract someone else tend to register as static for you rather than competing priorities. That ability to filter is a real capacity, and it produces results over time that require less visible effort than most people expect.
- **YOU ARE SKILLED AT IDENTIFYING WHAT ACTUALLY MATTERS.** Before you can focus, you have to decide what is worth focusing on. That process is fast for you, and it is often accurate. You are not someone who gets pulled into low-priority work and calls it productivity. You tend to know, fairly quickly, whether something is the main thing or a distraction.
- **YOU ARE RELIABLE IN THE SPECIFIC WAY THAT MATTERS MOST.** People who work with you on something that is genuinely important can count on you to stay with it. Not because you feel obligated, but because when you are in, you are in. That consistency under sustained effort is different from general conscientiousness. It is directional commitment.
- **YOUR SIGNIFICANCE STRENGTH GIVES FOCUS ITS URGENCY.** Because you care deeply about impact and not just completion, your Focus is not neutral. It is pointed at things that matter. You are not just disciplined. You are disciplined toward something real. That combination means your sustained effort tends to be aimed at things that will actually produce something worth producing.
- **YOU PROTECT YOUR ENERGY BY NARROWING DELIBERATELY.** When you say no to something, it is rarely about not caring. It is about knowing what you are already committed to. That ability to protect your attention is something other people often struggle to do and ask you how you manage it.
- **YOU CREATE MOMENTUM THROUGH CONSISTENCY.** Focus does not work like a sprint. It works like a current. Over time, sustained movement toward a goal produces a forward pull that becomes its own source of energy. You have experienced this in the things you have committed to long enough to feel the momentum build.

What You Need to Be Mindful Of

- **WHAT YOU FOCUS ON CAN BECOME ALL YOU SEE.** When you lock into a goal or a direction, peripheral information can disappear. Opportunities you were not looking for, feedback that does not fit your current frame, and signals that something important has changed can all go unnoticed. That tunnel effect is the price of the depth you are capable of.
- **NARROWING TOO EARLY IN AN ENVIRONMENT THAT REWARDS EXPLORATION CAN COST YOU.** College is one of the few contexts where wandering is actually useful. Before you have enough information to know what is worth committing to, narrowing too fast can leave you fully committed to a direction you chose before you knew what your options were. The discomfort of staying open is worth tolerating longer than Focus will naturally want to.
- **YOUR EXPECTATIONS OF OTHERS' COMMITMENT CAN CREATE FRICTION.** When you are all in on something, you notice when other people are not. In group work, in shared goals, and in collaborative projects, your internal standard for what committed looks like can make you impatient with people who are more diffuse or exploratory in how they engage. That impatience, if not managed, becomes a point of tension.
- **REST CAN FEEL LIKE A FAILURE TO COMMIT.** Because Focus produces its own energy when pointed at something real, stepping back can feel like losing ground. You may push through exhaustion in service of the goal and call it dedication. But sustained, effective focus requires recovery. Treating rest as a strategic necessity rather than an indulgence is one of the most practical things you can do with this strength.

How This Strength Shows Up Across Your Life

- **IN ACADEMICS,** you do better when you can go deep on fewer things than you do when spread across many surface-level demands. You are not built for the week where every class has a different major deadline and none of them connect. You are built for the long project, the sustained effort, the single complex question you can actually take somewhere.
- **IN RELATIONSHIPS,** you are fully present when you are present, but you have a limited number of things you can be fully in at any one time. The people who know you well understand this. The people who do not may read your narrowness as disinterest. Learning to communicate your process can protect relationships that matter.
- **IN LEADERSHIP AND GROUP SETTINGS,** you bring direction. When a group is spinning, you are often the one who can cut through and name what the goal actually is and what getting there requires. That clarity is a genuine service, especially in environments where everyone is being pulled in different directions.
- **IN DECISIONS,** you do best when you can identify what the decision is actually about at its core, strip away the noise, and move. Decisions that are presented as more complicated than they need to be, or that keep expanding in scope, tend to frustrate you. You are wired to simplify toward action.



Maximizer

YOU ARE NOT TRYING TO FIX THINGS. YOU ARE TRYING TO MAKE GOOD THINGS GREAT.

What Makes This Strength Powerful for You

- **YOU SEE POTENTIAL WHERE OTHER PEOPLE SEE ADEQUACY.** Most people, when something is working, move on. You stay with it, because you can see how much further it could go. This is not dissatisfaction. It is the recognition that strong is not the same as excellent, and you are genuinely interested in the difference.
- **YOU INVEST YOUR ENERGY WHERE IT WILL PRODUCE THE MOST RETURN.** You are not a fixer. You are not naturally drawn to bringing weak things up to average. You are drawn to taking something that already has real promise and making it exceptional. This means your attention is well aimed, and the results you produce from your investments tend to be genuinely excellent.
- **YOU HAVE A SHARP EYE FOR QUALITY.** You can feel the difference between good and great in most domains you care about, whether that is writing, a project, a presentation, a team, or an idea. That sensitivity to quality is a real asset, and it means you tend to produce work that holds up under scrutiny.
- **YOU HELP OTHER PEOPLE UNDERSTAND WHAT THEY ARE ALREADY EXCELLENT AT.** Because you are looking for what is already strong, you naturally notice the best in the people around you. When you name what someone is already doing well and point toward how they could take it further, that feedback is often more useful and more energizing than the most detailed critique.
- **YOUR INDIVIDUALIZATION STRENGTH MAKES YOUR MAXIMIZER MORE PRECISE.** Because you see each person clearly, you know what excellence looks like for them specifically, not in the abstract. You are not applying a single standard to everyone. You are calibrating your understanding of what excellent means to what each person is actually capable of. That precision makes your influence on other people's development genuinely distinctive.
- **YOU CREATE ENVIRONMENTS OF GENUINE EXCELLENCE.** When you care about something, the people around you feel a pull toward doing it well. Not through pressure, but through the standard you carry. Your presence in a room, a team, or a group tends to raise what everyone else is reaching for.

What You Need to Be Mindful Of

- **THE GAP BETWEEN GOOD AND GREAT CAN FEEL LIKE FAILURE WHEN IT IS NOT.** Because you are always oriented toward what something could be, where things currently are can feel disappointing even when they are genuinely strong. Learning to hold both truths at the same time, this is already excellent AND it could go further, is one of the more important skills this strength requires.
- **NOT EVERYONE WANTS TO BE MAXIMIZED.** When you see what someone is capable of and start pulling them toward it, you assume they want to go there. Some people are satisfied with good enough. Some are exhausted and need rest, not elevation. Reading the room, and the specific person, matters more here than the instinct to push.
- **YOU CAN AVOID THINGS THAT FEEL TOO BROKEN TO BE WORTH YOUR EFFORT.** Because you are not built for repair work, you may unconsciously write off situations, projects, or people that feel too far from excellent to be worth your energy. That bias toward strength can mean you miss things that were closer to excellent than they appeared, and it can also mean you underinvest in things that genuinely need you.
- **COMPARING YOUR CURRENT OUTPUT TO YOUR INTERNAL PICTURE OF EXCELLENCE CAN BE EXHAUSTING.** You know what you are capable of. You can see what excellent looks like. When what you are currently producing does not match that picture, it can register as failure even when it is actually strong work in progress. Managing the distance between where you are and where you know you can get is one of the ongoing realities of this strength.

How This Strength Shows Up Across Your Life

- **IN ACADEMICS,** you tend to overinvest in the work you care about and underinvest in the work that does not reach you. You are not a student who does everything at the same level. You do the things that matter to you at an extraordinary level and the things that do not matter to you at a serviceable one. That pattern is worth naming so you can manage it deliberately.
- **IN RELATIONSHIPS,** you are drawn to people who are already strong in some way and interested in getting better. You thrive in relationships where both people are pushing toward something. You tend to be less energized by relationships that feel stagnant or where the other person is not growing or interested in growing.
- **IN LEADERSHIP AND GROUP SETTINGS,** you are most valuable when a group has a strong foundation and needs to take it somewhere. You are less engaged in the phase where everything is chaotic, unclear, or just getting started. Once there is something real to work with, you become one of the most productive and valuable people in the room.
- **IN DECISIONS,** you are drawn to options that have genuine upside, not just safety. You do not make decisions based on what will avoid failure. You make them based on what has the most room to become something excellent. That orientation can mean you take on more risk than you planned, but it also tends to mean your most invested choices produce your most memorable results.

Turning Your Strengths Into Career Direction

FIGURING OUT WHAT TO DO WITH YOUR LIFE IS ONE OF THE THINGS THAT CAN FEEL MOST URGENT IN COLLEGE AND MOST IMPOSSIBLE TO ANSWER DIRECTLY. The honest truth is that the answer does not come from picking the right job title. It comes from understanding the kinds of environments where the way you naturally think, work, and contribute is actually an advantage, not just a personality quirk. Your Top 5 strengths point clearly toward three types of environments worth exploring.

Building and Elevating Things That Already Have Real Promise

Your Maximizer and Focus work together to create something specific: the ability to identify what is already strong and make it excellent, consistently, over time. This is not the same as general ambition. It is a very particular kind of orientation, and there are environments built for exactly this. Places that have moved past the messy startup phase and into the phase of asking, “How do we become the best version of what we already are?” are places where your instincts are a natural fit.

Your Significance means you need the work to matter. Your Futuristic means you can see where it is all going. In environments focused on elevation and excellence, those two forces give your Maximizer and Focus a clear direction to run toward. The result is a combination that produces not just quality work, but work that keeps getting better as the stakes rise.

You might find this direction in places like:

- High-performing creative, consulting, or strategy firms where the culture is built around doing excellent work rather than just enough work, and where raising the standard is treated as a competitive advantage
- Organizations in a phase of intentional growth, where leadership is asking how to become significantly better at what already works, across industries from technology to media to healthcare
- Mission-driven organizations or enterprises where the quality of the work directly determines the scale of the impact, and where someone who sees the gap between good and great is genuinely valued

Shaping Vision and Inspiring Others to Move Toward It

Futuristic and Significance together create a combination that is specifically suited to roles where the work involves getting people to care about a direction that does not fully exist yet. You can see what is possible. You need that vision to matter. Those two things together make you the kind of person who can articulate a future in a way that motivates people to actually move toward it, which is one of the rarest and most valuable things a person can do in an organization.

Your Individualization means you do not deliver a single vision to everyone the same way. You translate it. You know how to reach a specific person with a message that lands for them. Add Focus, and you have someone who does not just cast a compelling vision but can stay pointed at it long enough for it to actually become real.

You might find this direction in places like:

- Entrepreneurial ventures or early-stage companies where someone needs to hold and communicate a compelling picture of the future clearly enough to attract talent, resources, and momentum
- Advocacy, campaign, or movement-based organizations where the work involves shifting what people believe is possible and inspiring them to act on it
- Brand, communications, or storytelling roles inside industries where a company's future direction is as much a product as anything they physically build or sell

Developing People to Reach Their Actual Potential

Individualization and Maximizer together create a very specific capacity: the ability to see what each person is already excellent at and help them take it further. This is not general encouragement. It is a precise skill. You do not see potential in the abstract. You see the specific version of excellence that is possible for a specific person, and you know how to help them move toward it in a way that fits who they actually are.

Your Significance means you care whether this development produces something real. Your Focus means you can stay committed to a person's growth over time without drifting to the next thing. These are the conditions that produce genuine development, not surface-level mentorship or performance management, but real investment in making someone better at the things they are already built for.

You might find this direction in places like:

- Talent development, leadership coaching, or organizational learning roles inside companies that treat the growth of their people as a core business strategy
- Sports, performance, or arts-based environments where individual excellence is the explicit goal and the work involves helping people operate at the ceiling of their specific ability
- Social impact organizations, community-based programs, or educational settings where the mission depends on bringing out the full capability of the people being served, not just delivering a service to them

These three directions are starting points, not predictions. You do not need to commit to one now, and none of them close off the others. What they reflect is where the way you are already wired is most likely to feel like an advantage rather than a constant fight. The clearest signal will come from paying attention to where you feel most like yourself, where the work energizes you instead of just consuming you, and where your instincts are actually useful. Start there.

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