



# CliftonStrengths® Top 5 for Caroline Dotts

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. Includer®

You accept others. You show awareness of those who feel left out and make an effort to include them.

## 5. Activator®

You can make things happen by turning thoughts into action. You want to do things now, rather than simply talk about 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. Positivity**
- 2. Woo**
- 3. Communication**
- 4. Includer**
- 5. Activator**

## 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**

**Includer**

**Activator**

By nature, you are cheerful and upbeat when people accept the fact that you feel strongly about matters that could alter the quality of your life.

Because of your strengths, you may brighten a room by simply entering it. Sometimes your upbeat attitude is contagious. Particular people respond to your friendly, sociable, lively, or animated personality. Possibly finding something to like in just about every person you meet is easy for you. Consequently, certain people might enjoy your companionship.

Instinctively, you are most optimistic and upbeat when you can welcome into your life individuals who come from different cultures, age groups, races, creeds, or backgrounds. You are stimulated by people who possess varying levels of talent, education, and skill. Undoubtedly, these differences make your life quite interesting.

Driven by your talents, you lavish compliments on others. You make them feel good about themselves, how they look, or what they have contributed. You probably describe things individuals have done well. You usually point out evidence of professional progress or personal growth.

Chances are good that you are much more confident about yourself and life when you have ample time to peruse written material. Speed reading makes no sense to you. Why? You are determined to comprehend the ideas contained on each page.



## 1. Positivity

- 2. Woo
- 3. Communication
- 4. Includer
- 5. Activator

# 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 + INCLUDER

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

### POSITIVITY + ACTIVATOR

You believe that the best way to influence others is by creating positive emotions that in turn lead to positive actions.

## 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

Includer

Activator

Chances are good that you attempt to surround yourself with thinkers. When you encounter them, you might share a few of your latest theories, concepts, or philosophies. You might place a special value on these conversations. Occasionally they might supply you with a new idea or a fresh perspective. Perhaps you gather information, store it in your mind, or somehow document it. You may not know at that moment how something you have heard, read, or observed will lead you to another discovery or insight.

Driven by your talents, you may be impelled to cheer up those who feel excluded with encouraging words or acts of kindness. Perhaps one of the reasons why you start conversations with outsiders is to make them feel comfortable in unfamiliar surroundings. Maybe your smile, laughter, or friendly disposition gives them a sense of safety. As a result, some timid individuals may decide to share bits and pieces of their life story with you.

Instinctively, you sometimes infuse energy into members of your team. Perhaps you enjoy life more than some people do. Why? You might choose to concentrate on what is good rather than on what is bad.

By nature, you occasionally enjoy beginning discussions with newcomers or outsiders. Perhaps these private exchanges provide insights into the special talents, sources of inspiration, or other traits of each individual.

It's very likely that you may have started asking people questions as a child and continue to do so today. Others might notice that you are genuinely interested in what they have to say. Sometimes your inquiries turn tense frowns into relaxed smiles. Maybe the warmth of your presence can transform a timid person into a talkative one. To some degree, you offer compliments. Perhaps few things delight you as much as hearing a stranger say, "I really like you — and I've just met you!"



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## 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 + INCLUDER

You gravitate toward the unknown and the distant. You go to some and enter their world and to others and invite them into yours.

### WOO + ACTIVATOR

Starting something is what you do best. With initiative and influence, you may launch a new product or begin a new relationship.

## 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**

Includer

Activator

Driven by your talents, you periodically enjoy conversations with people who think deeply about things or are comfortable sharing their views. Depending on the group, you may bring to these sessions a level of reasoning that certain individuals appreciate and value.

It's very likely that you may enjoy participating in give-and-take dialogue with people who can offer their insights into the future. Perhaps you are more intrigued by the next decade's or century's possibilities than today's realities.

Instinctively, you sometimes amuse people with your stories. Perhaps you have special techniques for enlivening conversations so everyone involved has fun.

Chances are good that you may help people know you better as a person when you openly share what you think, feel, have done, are doing, or hope to accomplish. To some extent, you are eager to tell your story. Why? When others know more about you, perhaps the relationship helps you more easily convince them to get busy working on a particular project, assignment, or chore.



By nature, you might find something likeable in just about every person you meet. Perhaps you go out of your way to surround yourself with an array of people. Some represent different backgrounds, interests, cultures, economic strata, races, nationalities, religions, or levels of education. Maybe you argue there is always room for one more person at a meeting, in a group, on a trip, or at a meal. Your pleasant, friendly, and cordial disposition may attract many interesting individuals.



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## 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 + INCLUDER

When you have something to say, you want to say it in a way that everyone can access and understand.

### COMMUNICATION + ACTIVATOR

Some people talk, and some people act. You do both. You use words to inspire others to get started and keep moving.

## 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. 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.*

Positivity

Woo

Communication

**Includer**

Activator

It’s very likely that you may sense the good qualities certain people possess. Perhaps you find something to like in many individuals you meet. Sometimes you remind others of the reasons why you think a person is special. In the process, you might boost the self-esteem or confidence of a newcomer.

By nature, you may find some reason to befriend and include a number of group members in discussions or activities. Perhaps you reassign certain resources or revise some plans so more people can participate.

Because of your strengths, you may prefer to be with another person or a group rather than spend time alone. This partially explains why you introduce yourself to some newcomers. Perhaps you search for common interests you can discuss.

Chances are good that you make no claims of being a “morning person.” You need time to transition from sleeping to waking and from waking to working. You tend to gain physical energy and mental sharpness later in the traditional workday. Depending on your biological clock, your peak performance period can occur during mid-to-late afternoon, in the early evening, during the hours before midnight, or in the hours after midnight.

Driven by your talents, you might gravitate to activities that permit you to join specific teams. Perhaps you figure out ways you can work or study with them.



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## How Includer Blends With Your Other Top Five Strengths

### 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.

### INCLUDER + WOO

You gravitate toward the unknown and the distant. You go to some and enter their world and to others and invite them into yours.

### INCLUDER + COMMUNICATION

When you have something to say, you want to say it in a way that everyone can access and understand.

### INCLUDER + ACTIVATOR

You are usually the first person to notice when someone is being excluded and also the first person to actually do something about it.

## 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.



## INFLUENCING

# 5. Activator®

### What Is Activator?

“When can we start?” This is a recurring question for Activators. People with strong Activator talents are impatient for action. They may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down they know that only action is real. Once a decision is made, they must act. Others may worry that “there are still some things we don’t know,” but this doesn’t seem to slow Activators down. They make a decision, take action, look at the result and learn. The bottom line is this: Activators know they will be judged not by what they say or what they think, but by what they get done. This does not frighten them. It energizes them.

## Why Your Activator Is Unique

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

Positivity

Woo

Communication

Includer

**Activator**

Instinctively, you occasionally intimidate people by comparing your performance to theirs. Perhaps they grow a bit edgy as your drive to be the best becomes evident to them. Maybe you take advantage of your rivals’ timidity — that is, lack of boldness and determination — to earn the best score, rating, or ranking.

Because of your strengths, you have a gift for raising a person’s self-esteem. You notice something special he or she said. Then you formally or informally acknowledge the individual’s most interesting ideas.

By nature, you occasionally feel comfortable telling certain individuals stories about your personal habits, qualities, experiences, or background. Your forthcoming nature might enable some people to share their thoughts and feelings with you.

Driven by your talents, you generate enthusiasm so people become as eager as you are to transform an idea into something tangible. You are energized, not paralyzed, by opportunities and possibilities.

Chances are good that you occasionally throw newcomers or outsiders off balance by pressing them to talk with you. Sometimes you intentionally do this. Other times, you may be unaware of how assertive you are. Although you might be eager to get things moving or completed, you might try to soften your demanding style. Perhaps you want certain people to like you as well as do what you tell them to do.



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## How Activator Blends With Your Other Top Five Strengths

### ACTIVATOR + POSITIVITY

You believe that the best way to influence others is by creating positive emotions that in turn lead to positive actions.

### ACTIVATOR + WOO

Starting something is what you do best. With initiative and influence, you may launch a new product or begin a new relationship.

### ACTIVATOR + COMMUNICATION

Some people talk, and some people act. You do both. You use words to inspire others to get started and keep moving.

### ACTIVATOR + INCLUDER

You are usually the first person to notice when someone is being excluded and also the first person to actually do something about it.

## Apply Your Activator to Succeed

**Be the person who helps others take action to succeed.**

- When you see someone do something excellent, tell them right away. This positive reinforcement of their actions can help motivate them to repeat what they did.
- Remember that not everyone is as ready as you are to jump into action. Make sure those around you are prepared to act so they can meet your energy with excitement instead of fear.

## 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.

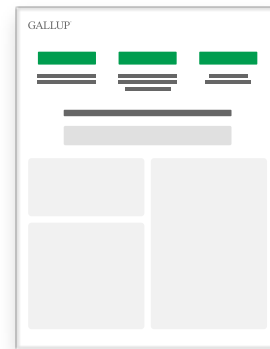
#### Claim It

- 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.**

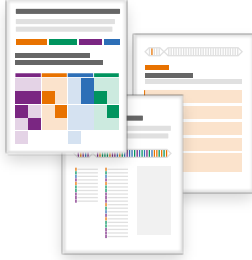
Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.





## 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

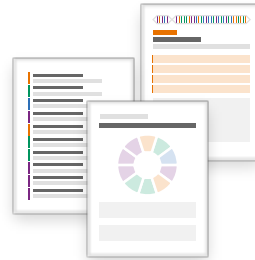


## Apply Your CliftonStrengths® in Specific Roles

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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