



CliftonStrengths® Top 5 for Daniel Schall

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. Strategic®

You quickly spot patterns and issues that others miss. You generate alternative paths forward and choose the most effective one.

2. Arranger®

You are both organized and flexible. You enjoy figuring out how to align people and resources to get the best results.

3. Individualization®

You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.

4. Learner®

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

5. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

■ **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. Strategic
- 2. Arranger
- 3. Individualization
- 4. Learner
- 5. Restorative

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



STRATEGIC THINKING

1. Strategic®

What Is Strategic?

People with strong Strategic talents can sort through the clutter to find the best route. You can't teach this skill. It is a distinct way of thinking — a unique perspective on the world at large. This outlook allows them to see patterns where others see complexity. Mindful of these patterns, they envision alternative scenarios, always asking, "What if this happened?" This recurring question helps them see, plan and prepare for future situations. They see a way when others assume there is no way. Armed with this strategy, they move forward.

Why Your Strategic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Arranger

Individualization

Learner

Restorative

Instinctively, you generate innovative ideas. You have a unique perspective on events, people and situations. You probably inspire others to start projects and launch initiatives as a result of your perspective. You tend to identify a goal, devise numerous ways of reaching it and choose the best alternative. This explains why you see opportunities, trends and solutions before your teammates, classmates or peers do.

Chances are good that you can design innovative plans. You probably raise issues and identify recurring obstacles as you generate tactical options. Problems and possible solutions become apparent to you. Once you outline action steps, you quickly execute them one by one. You refuse to waste time questioning your ideas after everything has been set into motion.

Driven by your talents, you know that patterns can emerge slowly. So when you make a plan, you constantly reevaluate to see if there are new, better options, and you willingly change your strategy when it makes sense.

Because of your strengths, you usually identify problems others fail to notice. You repeatedly create solutions and find the right answers. You yearn to improve things about yourself, other people, or situations. You are drawn to classes, books, or activities that promise to give you the skills and knowledge you seek.

By nature, you demonstrate an ease with language. You effortlessly verbalize your thoughts. You relish the opportunity to share your insights. You derive pleasure from actively participating in conversations when group members propose ideas, seek solutions, or debate issues.



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How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + ARRANGER

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

STRATEGIC + INDIVIDUALIZATION

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

STRATEGIC + LEARNER

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

STRATEGIC + RESTORATIVE

Your ability to see and willingness to consider all available options allow you to bring creativity to your problem-solving efforts.

Apply Your Strategic to Succeed

Think ahead to gain perspective.

- ☐ Take time to fully plan your path forward. While you easily see patterns where others see complexity, it is important to make time to envision these alternative scenarios.
- ☐ Practice explaining your decision-making process before talking with others. Doing this ensures people know you have considered different options and opinions to inform your decision.

**EXECUTING**

2. Arranger®

What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

Why Your Arranger Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic**Arranger****Individualization****Learner****Restorative**

Chances are good that you combine your fascination for reading with your ability to figure out what sets individuals apart. You are likely to discover what interests someone and then read more about their interests. You want to collect insights that can inspire them to take advantage of their one-of-a-kind talents, knowledge, and skills.

Because of your strengths, you are not frustrated when a plan does not effortlessly come together. You can quickly adapt and find new efficiencies and resources.

By nature, you customarily take on additional duties or tasks when you feel optimistic about yourself and your life.

Driven by your talents, you accomplish more than many of your teammates accomplish. You tend to be driven from within to do more work or better work today than you ever have in the past. You are apt to be motivated to be the winner when your performance, grades, productivity, or profits are compared to those of others. You likely know how to find the most efficient way to use available time, money, materials, or human resources.

Instinctively, you are flexible. You confidently prioritize competing, complex demands and find the best configuration to make everything work. When others can't see a way forward, you show them how flexibility leads to effectiveness.



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How Arranger Blends With Your Other Top Five Strengths

ARRANGER + STRATEGIC

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities.
Before you juggle, you sort.

ARRANGER + INDIVIDUALIZATION

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

ARRANGER + LEARNER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

ARRANGER + RESTORATIVE

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

Apply Your Arranger to Succeed

Help people figure out better ways of working together.

- ☐ Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- ☐ Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.



RELATIONSHIP BUILDING

3. Individualization®

What Is Individualization?

People with strong Individualization talents understand and are intrigued by others' unique qualities. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how each thinks, and how each builds relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them build productive teams. While some search for the perfect team "structure" or "process," these employees know instinctively that the secret to great teams is casting by individual strengths — so that everyone can do a lot of what they already do well.

Why Your Individualization Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Arranger

Individualization

Learner

Restorative

Because of your strengths, you automatically notice what people do well. You pay attention to their individual interests, too. Combining this information, you are likely to understand who should work and should not work together. You probably create partnerships where one person's talents complement those of another person. You tend to match people to tasks they enjoy.

Chances are good that you reach out to people in need. Your generous spirit probably causes many people to welcome you into their lives. They trust you to accompany them on life's journey. This brings you much joy and satisfaction.

It's very likely that you greatly enjoy the written word. You often are found poring over — that is, studiously reading — a book to acquire simple facts or to deepen your understanding of a favorite topic. Because you are well-read, you routinely provide people with information they currently need.

By nature, you like to partner with the same people over and over again. When you spend more time with your teammates, it probably is easier to pinpoint the unique talents, special interests, work styles, preferred forms of praise, or changing moods of each one.

Instinctively, you devote yourself to figuring out what makes a person unique and special. You likely invest a lot of energy in this activity. You typically consider yourself successful when you can identify a person's talents, weaknesses, interests, motivations, moods, or experiences.



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + STRATEGIC

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

INDIVIDUALIZATION + ARRANGER

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

INDIVIDUALIZATION + LEARNER

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

INDIVIDUALIZATION + RESTORATIVE

A person with a common problem will never get a common solution from you. You customize your solutions for each individual.

Apply Your Individualization to Succeed

Explain how different people can do their best work together.

- ☐ Support others in discovering and appreciating what they do best, and then encourage them to work on projects and tasks that let them be successful.
- ☐ Help people become more aware of others' unique needs. Because you naturally notice how an individual thinks and builds relationships, people will come to you for insights into other people's motivations and actions.

**STRATEGIC THINKING**

4. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people's confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the "getting there."

Why Your Learner Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic**Arranger****Individualization****Learner****Restorative**

Because of your strengths, you may be constantly occupied with your studies, especially when you can concentrate on topics that fascinate you. Perhaps you acquire unexpected knowledge or skills simply by being open-minded rather than closed-minded.

Instinctively, you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday.

By nature, you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question.

It's very likely that you thirst for new ideas and knowledge. Often you lose yourself in a book. You pore over the ideas contained on its pages for long stretches of time. Why? You want to absorb as much information as you can.

Driven by your talents, you thrive when you are encouraged to acquire knowledge and skills. You enjoy studying, reading, listening and thinking. Your mind is crowded with information on numerous subjects. The act of processing it excites you. You probably have a special place or time to reflect on your discoveries. You are unwilling to accept someone's ideas just because they have been published or are considered an expert. You often test the validity of their conclusions, main points, theories or concepts.



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How Learner Blends With Your Other Top Five Strengths

LEARNER + STRATEGIC

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

LEARNER + ARRANGER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

LEARNER + INDIVIDUALIZATION

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

LEARNER + RESTORATIVE

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

Apply Your Learner to Succeed

Develop expertise in areas that interest you the most.

- ☐ Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- ☐ Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.

**EXECUTING**

5. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic**Arranger****Individualization****Learner****Restorative**

It's very likely that you regularly study your mistakes. You want to understand what you must do differently in the future to succeed.

Instinctively, you routinely imagine what you can do better in the coming weeks, months, years, or even decades. You envision in vivid detail the things you need to enhance and perfect. These could include your environment, yourself, another person, a system, a project, a product, or a job.

Because of your strengths, you intentionally keep abreast of current events. You study areas of special interest to you either personally or professionally. You consistently acquire new information to make needed upgrades. You seek to understand things that most people do not comprehend. You want to make things better tomorrow than they were today.

By nature, you are often excited by the prospect of taking on unenviable projects. You are more likely to thrive than give up on those challenges.

Chances are good that you are inclined to concentrate on things you want to change about yourself, someone else, an object, or a situation. You probably feel more optimistic when you can conquer your fears, flaws, or failings.



- 1. Strategic
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How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + STRATEGIC

Your ability to see and willingness to consider all available options allow you to bring creativity to your problem-solving efforts.

RESTORATIVE + ARRANGER

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

RESTORATIVE + INDIVIDUALIZATION

A person with a common problem will never get a common solution from you. You customize your solutions for each individual.

RESTORATIVE + LEARNER

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- ☐ Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- ☐ Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.

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.

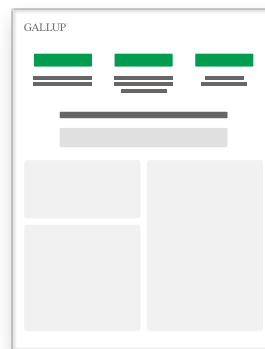
Claim It

- 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



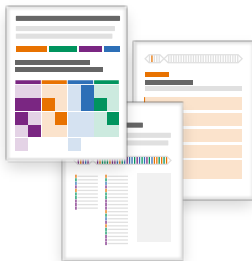
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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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