



CliftonStrengths® Top 5 for Richelle Cameron

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. Discipline®

You enjoy routine and structure. Your world is best described by the order you create.

2. Achiever®

You work hard and possess a great deal of stamina. You take immense satisfaction in being busy and productive.

3. Focus®

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

4. Analytical®

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

5. Harmony®

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

■ **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. Discipline
- 2. Achiever
- 3. Focus
- 4. Analytical
- 5. Harmony

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

**EXECUTING**

1. Discipline®

What Is Discipline?

People with strong Discipline talents thrive in an organized and orderly environment. They like their days to be predictable and planned, so they instinctively find ways to organize their lives. They set up routines. They focus on timelines and deadlines. They break long-term projects into a series of specific, short-term steps and follow their plan diligently. They are not necessarily neat and tidy, but they do need precision. They create order and structure where needed. Some people may label the highly disciplined as compulsive, meticulous or control freaks, but these attributes make them productive — often more so than their critics.

Why Your Discipline Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline**Achiever****Focus****Analytical****Harmony**

Driven by your talents, you may like honoring individuals or groups for their successes, contributions, or progress. Perhaps you design criteria to identify people worthy of recognition. You might establish dates each week, month, or year to present awards or announce special commendations.

Instinctively, you might be drawn to teams where members rely on you to simplify certain types of everyday duties or tasks. Perhaps you have provided them with appropriate rules or a system for handling recurring activities. You may expect each person to use your process. Perhaps you appreciate those who follow your directions. Periodically you become aggravated with individuals who do things the old way or their own way. Why? Now and then, they cause the system to fail.

Because of your strengths, you may feel impelled to straighten up a cluttered or messy environment. Maybe you function better or think more clearly in an orderly setting. Your neatness might help you do your job or pursue your studies more efficiently.

It's very likely that you keep your assignments and projects on track by setting weekly objectives. You work your plan and concentrate on your goals until you attain them.

Chances are good that you sometimes have fun setting up routines for yourself and your students or the people you mentor. Perhaps you provide structure for individuals who struggle to stay organized. You may feel your efforts are rewarded when you make it easier for someone to grasp a concept or master a skill.

**1. Discipline**

2. Achiever

3. Focus

4. Analytical

5. Harmony

How Discipline Blends With Your Other Top Five Strengths

DISCIPLINE + ACHIEVER

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

DISCIPLINE + FOCUS

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

DISCIPLINE + ANALYTICAL

You love logic because it's objective, objectivity because it's orderly, and order because it's efficient.

DISCIPLINE + HARMONY

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

Apply Your Discipline to Succeed

Look for places where you can bring structure and efficiency.

- ☐ Identify places in your life, workplace or community where you can create an orderly environment. Doing this will bring you joy while supporting those around you.
- ☐ Engage in planned conversations with your most trusted friends and partners. Creating a routine with them ensures that your relationships stay strong in a constantly changing world.

**EXECUTING**

2. Achiever®

What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

Why Your Achiever Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline**Achiever****Focus****Analytical****Harmony**

Because of your strengths, you strive to hear what individuals say. Your attentiveness reassures many of them that you comprehend what they are thinking and feeling. You are delighted to hear, “Finally, someone really understands me. Thank you for taking the time.”

It’s very likely that you characteristically exhibit tendencies for precision and accuracy. You probably work intently to eliminate errors. You habitually review your plans to ensure each step is properly sequenced and implemented.

Instinctively, you work diligently to govern all kinds of situations, decisions, or plans. You ordinarily refuse to let anyone take charge of any aspect of your life.

Chances are good that you diligently apply yourself to organizing various schedules, projects, or action plans. The anticipation of an event probably delights you much more than the activity itself. This explains why you pay attention to minute — that is, very small — details. You likely derive a lot of satisfaction from being well-prepared.

By nature, you usually work earnestly for an authority figure who takes an interest in you as a human being. You probably just do what is expected when teachers, coaches, or supervisors treat you like an underling, consider you hired help, or ignore you.



- 1. Discipline
- 2. **Achiever**
- 3. Focus
- 4. Analytical
- 5. Harmony

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + DISCIPLINE

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

ACHIEVER + FOCUS

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

ACHIEVER + ANALYTICAL

Your mind works overtime to understand how something works, and your hands work overtime to get something accomplished.

ACHIEVER + HARMONY

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

Apply Your Achiever to Succeed

Use a scoring system to keep track of all achievements.

- ☐ Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- ☐ Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.



EXECUTING

3. Focus®

What Is Focus?

People with strong Focus talents prioritize and then take action. They set goals that serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to decide whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

Why Your Focus Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline	Achiever	Focus	Analytical	Harmony
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By nature, you might expend more physical or mental energy doing your job or pursuing your studies than some of your peers do. Perhaps you need to make measurable progress toward one or two goals each day to feel successful as a human being.

Instinctively, you may enjoy pondering what you can revise, correct, renovate, upgrade, or relocate. When you are curious about a person, event, topic, project, activity, or idea, you probably devote a bit more energy and time to studying it.

It's very likely that you are determined to be in charge of your own destiny. This is your life. You intend to be the ultimate decision maker regarding personal and professional matters.

Driven by your talents, you typically document your goals and outline your action plan. By faithfully executing each step, you usually accomplish exactly what you intended.

Chances are good that you pinpoint what you need to accomplish. Then you give it your undivided attention. Few people can match your natural powers of concentration.



- 1. Discipline
- 2. Achiever
- 3. Focus**
- 4. Analytical
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How Focus Blends With Your Other Top Five Strengths

FOCUS + DISCIPLINE

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

FOCUS + ACHIEVER

Your goal orientation gives direction to your diligence and helps you prioritize the tasks that you need to accomplish first.

FOCUS + ANALYTICAL

You are aware of all the contributing factors in a situation. But at the same time, you can concentrate on the most critical priority.

FOCUS + HARMONY

Your persistent intention prompts you to deal with emotional distractions that may slow your and others' progress or divert your efforts.

Apply Your Focus to Succeed

Decide what you must do, prioritize and then act.

- ☐ Say no to projects or tasks that do not align with your end goal. While you can't always say no, when you can, it will help you concentrate on your most important priorities.
- ☐ Trust your internal compass to make necessary adjustments as you work toward a goal. You have an instinct that ensures things will not distract you as you work to achieve the desired outcome.



STRATEGIC THINKING

4. Analytical®

What Is Analytical?

People with strong Analytical talents challenge others to prove it. They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another: how they combine, the outcome and if the result fits with the theory or the situation. Others see them as logical and rigorous. Some might feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination to things enabling them to find the causes and effects, and then developing clear thoughts based on facts.

Why Your Analytical Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline	Achiever	Focus	Analytical	Harmony
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Driven by your talents, you often are regarded as a no-nonsense person. This perception is amplified as you acquire more knowledge and skills in your area of specialization. To perform your job, progress in your studies, pursue your hobbies, or plan your travel, you rely on your natural and acquired abilities. These allow you to perform specific activities without apparent effort.

By nature, you occasionally promise yourself to do certain things better in the future. Perhaps you study the linkages between final outcomes and the factors leading up to them. As a result, you may identify a few enhancements you need to make in yourself, in someone else, in a process, or in a plan.

Because of your strengths, you are an objective person. You investigate the problems you must face in life. You methodically reason through these difficulties. Often you create workable solutions.

It's very likely that you sometimes use sound reasoning to identify the basic components of a complicated situation, process, event, or decision. Perhaps you describe certain types of intricate things in ways that people can easily understand. Occasionally you direct their attention to specific points. You might avoid overwhelming particular individuals with every fact or detail you know.

Instinctively, you sometimes unravel how things function through your good reasoning. Perhaps you bring a certain degree of objectivity to your fact-finding. This may allow you to identify the basic pieces of a mechanism, program, process, regulation, or code. In addition, you might outline the sequence of steps or the placement of parts so things operate properly.



- 1. Discipline
- 2. Achiever
- 3. Focus
- 4. Analytical**
- 5. Harmony

How Analytical Blends With Your Other Top Five Strengths

ANALYTICAL + DISCIPLINE

You love logic because it's objective, objectivity because it's orderly, and order because it's efficient.

ANALYTICAL + ACHIEVER

Your mind works overtime to understand how something works, and your hands work overtime to get something accomplished.

ANALYTICAL + FOCUS

You are aware of all the contributing factors in a situation. But at the same time, you can concentrate on the most critical priority.

ANALYTICAL + HARMONY

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

Apply Your Analytical to Succeed

Find ways to express and put your thoughts into action.

- ☐ Find credible data and facts to help support your thinking. Use these sources of information to reinforce your thought process when talking with others.
- ☐ Provide simple, logical and objective advice to the people that matter most to you. Your ability to uncover the essential facts can transform complex situations into understandable actions.

**RELATIONSHIP BUILDING**

5. Harmony®

What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

Why Your Harmony Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Discipline**Achiever****Focus****Analytical****Harmony**

Driven by your talents, you fondly recall the attention or care given to you by an educator or coach. The individual probably encouraged you as a youth. Consequently, you have an easy time establishing a rapport with others. Your personable style and optimistic attitude attract people.

Chances are good that you are happy to do exactly what is assigned to you, as long as you sense you are not being asked to carry more than your fair share of the workload. Checking those tasks off your list brings you much pleasure, and it helps you get along with others who notice your close attention to the work required of you.

Instinctively, you may be practical or realistic as you process ideas. Perhaps you think sequentially. You might appreciate projects that have simple steps or defined starting and stopping points. Sometimes you test your ideas with specialists who might be able to confirm their accuracy or usefulness.

It's very likely that you have the ability to perform well and put the finishing touches on each day's tasks. You feel good when you do everything you have been assigned. You are hardwired to meet others' high standards. This is how you avoid having conflicts and disagreements with people.

Because of your strengths, you periodically seek out experts when you need information or guidance to decide on a proper course of action. You might study the difficult-to-understand words used most frequently by these specialists. Armed with a new language, you may approach several individuals to discover when your ideas about what to do align with theirs. Perhaps your intent is to benefit from their expertise rather than argue that your approach is correct regardless of what they think.



- 1. Discipline
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How Harmony Blends With Your Other Top Five Strengths

HARMONY + DISCIPLINE

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

HARMONY + ACHIEVER

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

HARMONY + FOCUS

Your persistent intention prompts you to deal with emotional distractions that may slow your and others' progress or divert your efforts.

HARMONY + ANALYTICAL

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

Apply Your Harmony to Succeed

Help others manage conflict.

- ☐ Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- ☐ Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.

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.

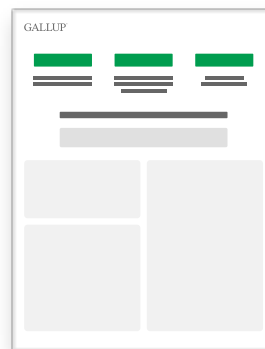
Claim It

- 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.

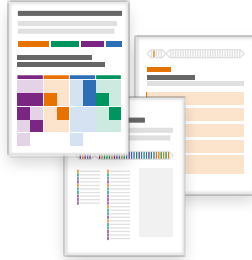
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

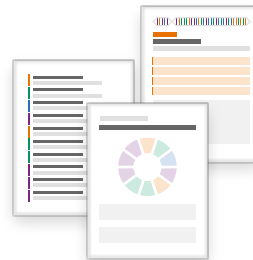


Apply Your CliftonStrengths® in Specific Roles

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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