



# CliftonStrengths® Top 5 for Eileen Kearney



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. Analytical®

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

## 2. Intellection®

You enjoy deep thinking. You are introspective and appreciate intellectual discussions.

## 3. Achiever®


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


## 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. 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.

 **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. Analytical
- 2. Intellection
- 3. Achiever
- 4. Learner
- 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



## STRATEGIC THINKING

# 1. 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.*

**Analytical**

Intellection

Achiever

Learner

Harmony

Instinctively, you are highly talented at identifying your most critical tasks. You rank each one according to its urgency, importance, deadlines, and the availability of resources. Other considerations include who is making the request and who needs your completed work to start their part of the project. Once you have established what comes first, second, third, and so on, you methodically execute your action plan.

Driven by your talents, you automatically sequence tasks according to their importance. Only then do you move into action. The more organized you are, the more favorable you feel about yourself and life in general.

By nature, you occasionally enjoy devoting your mental energy to certain types of activities. Perhaps these tasks force you to rely on reason and rational thinking.

It's very likely that you contemplate many aspects of a situation to ensure your ultimate victory and success. You are clever, alert, and resourceful in practical matters. You are motivated to examine numerous elements and angles before you put your strengths to the test. You leave little to chance whenever your performance and results are compared to someone else's.

Because of your strengths, you sometimes use evidence to support your thinking. Perhaps you can detect some repetition in certain types of data. Then you may be able to predict the frequency of something occurring again.



1. Analytical
2. Intellection
3. Achiever
4. Learner
5. Harmony

## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + INTELLECTION**

You seek understanding through deep and theoretical inquiry, and you validate truth through objective measurement.

### **ANALYTICAL + ACHIEVER**

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

### **ANALYTICAL + LEARNER**

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### **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.



## STRATEGIC THINKING

# 2. Intellection®

### What Is Intellection?

People with strong Intellection talents like to think. They like mental activity. They like to exercise the “muscles” of their brain, stretching them in multiple directions. This need for mental activity may be focused; for example, they may be trying to solve a problem, develop an idea or understand another person’s feelings. The exact focus will depend on their other strengths. The theme of Intellection does not dictate what these people are thinking about; it simply describes that they like to think. They like to let their thoughts go in many directions. People with strong Intellection talents are introspective. This introspection gives them time to reflect and ponder. Wherever it leads them, their mental hum is a constant in their lives.

## Why Your Intellection Is Unique

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

Analytical

**Intellection**

Achiever

Learner

Harmony

Because of your strengths, you frequently challenge your own thinking. You enjoy having time to yourself to process ideas and identify areas where you can make things better. Often you consider upgrading your environment and the people with whom you associate. You are just as likely to consider things you need to perfect. These may include, but not be limited to, your talents, personal characteristics, studies, career, productivity, progress, or projects.

Driven by your talents, you are determined to push for changes that will benefit humankind or Earth itself. Your desire to have an impact motivates you to enter into conversations with intelligent people. Drawing on their wealth of knowledge and ideas as well as sharing your treasure trove of wisdom is exciting. These discussions frequently cause you to think in new ways and to reexamine your purpose in life.

It’s very likely that you enjoy examining books, journals, documents, artifacts, or data. They broaden your knowledge and allow you to acquire new skills. Firsthand experiments and personal experiences contribute mightily to your qualifications and credibility as an expert and specialist.

Instinctively, you gravitate to serious conversations where people exchange ideas, concepts, or theories. You avoid small talk, rumors, and gossip. Considering all the information you have gathered, you decide what is and is not worth remembering. You have a way of cataloging knowledge so you can quickly recall it later.

Chances are good that you derive much pleasure from pondering things deeply. After much forethought, you customarily reach conclusions, offer new ideas, suggest different ways of looking at situations, or ask probing questions.



- 1. Analytical
- 2. Intellection**
- 3. Achiever
- 4. Learner
- 5. Harmony

## How Intellection Blends With Your Other Top Five Strengths

### INTELLECTION + ANALYTICAL

You seek understanding through deep and theoretical inquiry, and you validate truth through objective measurement.

### INTELLECTION + ACHIEVER

You approach your thinking and doing independently and intensely. Your personal thoughts and efforts are often productive.

### INTELLECTION + LEARNER

You are a student of the world in which you live, and you are student of the world of thoughts that lives within you.

### INTELLECTION + HARMONY

When you're alone, you think deeply and philosophically. When you're with others, your actions and interactions promote peace and practicality.

## Apply Your Intellection to Succeed

### Make time to think by yourself and with others.

- Set aside a few minutes every day just to think. Doing this refines your ideas and sharpens your thinking.
- Identify topics that fascinate you and find a like-minded person to explore them with. Spend time delving into these topics with this person to stimulate your thinking even further.



## EXECUTING

# 3. 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.*

Analytical

Intellection

**Achiever**

Learner

Harmony

Instinctively, you frequently work without much rest. You typically want to pinpoint useful and intriguing facts. You likely have a need to explain why various events unfolded as they did. This information undoubtedly permits you to produce more and better results.

By nature, you often are described as an industrious, no-nonsense person. When you have a goal, you aim to reach it. When you have a problem to solve, you first break it into parts. When you have a major decision to make, you study all the facts from a variety of angles.

Because of your strengths, you are quite clever about many things. You typically outmaneuver or outthink most individuals. Why? You probably are a lot more persistent, unyielding, and energetic than they are.

Driven by your talents, you welcome opportunities to methodically examine details in data. You notice when a series of numbers repeats itself. Your hours of mental labor enable you to spot important pieces of information that most people overlook.

Chances are good that you automatically use your quick wit to lighten the serious mood of people who feel frustrated, overwhelmed, angry, or disappointed. Your amusing stories and playful antics regularly help them laugh when they really want to cry.



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## How Achiever Blends With Your Other Top Five Strengths

### ACHIEVER + ANALYTICAL

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

### ACHIEVER + INTELLECTION

You approach your thinking and doing independently and intensely. Your personal thoughts and efforts are often productive.

### ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### 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.



## 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.*

Analytical

Intellection

Achiever

**Learner**

Harmony

Because of your strengths, you try to pay attention to what you do well. Occasionally you set out to broaden your knowledge in certain areas or sharpen specific skills. Maybe you are motivated to strive for excellence by using a particular talent. Perhaps you refuse to waste time, energy, or money correcting or fixing some of your limitations. Now and then, you aim to concentrate on what you do quite well. You may think this is a more challenging way to live.

Instinctively, you might fix your mind on capturing the topmost honor when your performances or results are compared to those of certain individuals. Sometimes you attempt to know a little bit more than the people who pit their knowledge against yours. Perhaps you practice specific skills until they become almost natural. You might aim to be the very best when you can choose the activities.

Driven by your talents, you occasionally pick up books or publications that focus on past events and the people involved in them. Your desire to read about history might allow you to glean certain types of information that individuals interested in the present or the future overlook. Occasionally you can be a valuable resource for these people.

By nature, you might enjoy acquiring certain types of knowledge and/or skills. You might want to build on particular abilities you know you already have. When you meet people who value education like you do, perhaps you are interested in hearing about a few of their personal or professional ambitions, intentions, or goals. Understanding what they aim to accomplish may be the beginning of a practical partnership or an enduring friendship.

It's very likely that you occasionally ask questions and listen intently to the answers of certain people — maybe when you meet a stranger or newcomer. Not wanting anyone to feel like an outsider, you try to draw them into the conversation. This may be why you look for a reason to include them in some of your own or a group's activities.



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## How Learner Blends With Your Other Top Five Strengths

### LEARNER + ANALYTICAL

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### LEARNER + INTELLECTION

You are a student of the world in which you live, and you are student of the world of thoughts that lives within you.

### LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

### LEARNER + HARMONY

You believe the best educational environments are those characterized by conceptual variety and emotional stability.

## 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.



## 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.*

Analytical

Intellection

Achiever

Learner

**Harmony**

Driven by your talents, you sometimes say, matter-of-factly, that you work to earn a living. You may have fewer emotional ties to your job than some people do. As a result, you might be able to help others objectively look at the facts about their positions, pay, coworkers, employers, or workplace issues. Maybe you prefer to associate with individuals who can prove to people they have more in common than they first think. Perhaps you favor the company of those who avoid conflict or refrain from spreading rumors.

Because of your strengths, you occasionally collect bits and pieces of information. At the time, the value of this material may not be apparent. In specific cases, you have found it useful to turn to some specialists for help. Perhaps these individuals can provide you with enough direction so you can ask some questions, render a few decisions, or try to map courses of action without upsetting anyone in the process. You avoid angering certain people by consulting with them before doing anything.

It's very likely that you may seek to avoid specific types of conflicts or disagreements. To some degree, this might explain why you study or examine plans before you leap into action. Perhaps your need to perform some activities properly or correctly the first time is a clue to your cautious nature. Once in a while, you bring clarity to a project or task so you and/or others feel informed and safe. As a result of checking things beforehand, the number of misunderstandings or miscommunications between people might decrease.

By nature, you can be very attentive to what people tell you. Maybe this explains why you are sometimes particularly knowledgeable about the thoughts or feelings of others. You are sometimes intent on giving equal attention to every speaker, not just those you like or those who share your interests. Perhaps your understanding of particular individuals or situations is greater than that of nonstop talkers.

Chances are good that you periodically insist on dealing with certain types of tasks right away because doing so makes sense to you. Being practical, you may want everyone to follow established guidelines, regulations, or standard operating procedures. Once in a while, you become irritated when one or two individuals create their own way of doing things.



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

### HARMONY + ANALYTICAL

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

### HARMONY + INTELLECTION

When you're alone, you think deeply and philosophically. When you're with others, your actions and interactions promote peace and practicality.

### HARMONY + ACHIEVER

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

### HARMONY + LEARNER

You believe the best educational environments are those characterized by conceptual variety and emotional stability.

## 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.

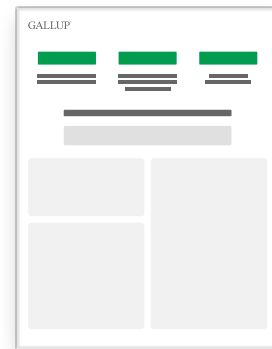
#### Claim It

- 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](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.

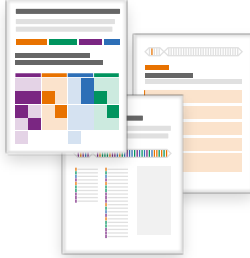
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

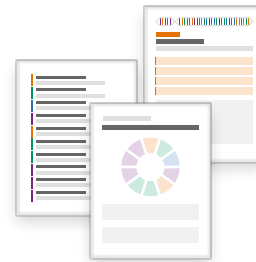


## Apply Your CliftonStrengths® in Specific Roles

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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