



CliftonStrengths® Top 5 for Rishika Sharma

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. Learner®

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

2. Achiever®

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

3. Relator®

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

4. Ideation®

You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.

5. Arranger®

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

■ **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. Learner
- 2. Achiever
- 3. Relator
- 4. Ideation
- 5. Arranger

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. 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.

Learner	Achiever	Relator	Ideation	Arranger
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- Because of your strengths, you are attracted to difficult and challenging endeavors. You are not inclined to look for the easy way out. You are bold. You take risks. You dare to stretch your mind. You test the limits of your abilities in ways that timid individuals would not attempt.
- Driven by your talents, you absorb all sorts of information from books, publications, or other written materials. You display a voracious — that is, never fully satisfied — appetite for knowledge. You devour the written word to savor useful facts. For you, a great day is one during which you have added new insights to your mind’s storehouse of ideas.
- Instinctively, you probably are a solo performer. You are determined to broaden your knowledge and acquire new skills. You are repeatedly drawn into the process of education.
- It’s very likely that you are quite comfortable having time to yourself to enjoy a favorite pastime: reading. Whether you are sitting on a quiet beach or in a crowded airport terminal, you create your own space with a book, magazine, newspaper, document, or correspondence. Gleaning information, inspiration, or insights from these sources can make your relaxation more pleasurable or your delays more tolerable.

By nature, you yearn to increase your knowledge by being kept in the information loop. This explains why you gravitate to people who converse about ideas at a deeper and more thoughtful level than most individuals are capable of doing. "Making small talk" — that is, engaging in idle conversation — probably seems like a waste of time to you.



- 1. Learner
- 2. Achiever
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- 4. Ideation
- 5. Arranger

How Learner Blends With Your Other Top Five Strengths

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 + RELATOR

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

LEARNER + IDEATION

Your creative innovation often springs from a willingness to embrace your curiosity and to engage in continuous education.

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.

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**

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.

Learner**Achiever****Relator****Ideation****Arranger**

Chances are good that you regularly dedicate your energy and personal time to various issues, causes, or projects. You harbor a deep-seated desire to have a good influence on the planet and its people. Your goal is simple: “I want to leave the world in a lot better shape than I found it.”

Because of your strengths, you are industrious, diligent, and persistent. You naturally set difficult-to-reach goals. These normally demand a great amount of your time. While your work ethic is evident, you question whether the promotions, titles, opportunities, or status symbols you desire could exact too high a price.

By nature, you yearn to accumulate personal wealth. This desire influences many of the choices you make. You probably are willing to work longer hours than others do when it means you can earn more money.

It’s very likely that you intentionally devote a lot of time and effort to eliminating sensations of emptiness, unworthiness, and purposelessness from your life.

Instinctively, you often work overtime and do more than is required to be well-received by others. Invitations to join in people’s activities or conversations make your diligent work well worth the extra effort.



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How Achiever Blends With Your Other Top Five Strengths

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 + RELATOR

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

ACHIEVER + IDEATION

You work with intensity and creativity. Your productivity is often innovative — a blend of hard work and imagination.

ACHIEVER + ARRANGER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

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.

**RELATIONSHIP BUILDING**

3. Relator®

What Is Relator?

Relator talents describe a person's attitude toward their relationships. People with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. A person with strong Relator talents forms close relationships with people.

Why Your Relator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Learner**Achiever****Relator****Ideation****Arranger**

Chances are good that you usually feel in sync with life once you have helped clarify either your own or someone else's performance objectives. You enjoy talking with people who are keenly aware of their personal and professional goals.

It's very likely that you have people you know, and then you have people you feel like you have always known. Your connections to your closest friends are not optional for your overall wellbeing — they are required.

Driven by your talents, you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.

By nature, you bond with and work well with people who tell you what they want to accomplish in life.

Because of your strengths, you are frequently sought out by people whom you have gotten to know on a personal basis. They come back to you again and again because they trust your judgment. Many of them realize you tailor your words of wisdom to fit their unique needs, strengths, limitations, goals, or personalities.



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How Relator Blends With Your Other Top Five Strengths

RELATOR + LEARNER

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

RELATOR + ACHIEVER

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

RELATOR + IDEATION

While you are socially selective and prefer to deepen existing relationships, your mind is open and willing to create new experiences.

RELATOR + ARRANGER

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

Apply Your Relator to Succeed

Make time for one-on-one interactions with your friends.

- ☐ Make sure you get enough one-on-one time with the important people in your life. Periodic opportunities to interact with them will energize you.
- ☐ Take time to tell others how your relationship with them creates happiness in your life. Ask them how it enhances their happiness. Doing this with each person will show you care about them.

**STRATEGIC THINKING**

4. Ideation®

What Is Ideation?

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all of these reasons, they derive a jolt of energy whenever a new idea occurs to them.

Why Your Ideation Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Learner**Achiever****Relator****Ideation****Arranger**

Because of your strengths, you sometimes delve into opportunities or situations to find clues for handling them. Piecing together patterns of cause and effect from past or current events sometimes allows you to propose alternate routes to a particular goal. Perhaps few things take you by surprise. Why? You might study several options or craft innovative solutions that short-circuit problems before they arise.

Driven by your talents, you genuinely like to work on things by yourself. Whenever you can concentrate on your own tasks, assignments, or projects, you are likely to conceive original and innovative ways to approach your work or studies.

It's very likely that you might feel satisfied with life when your innovative thinking style is appreciated. You might pinpoint trends, notice problems, or identify opportunities some people overlook. Armed with this knowledge, you may devise alternative courses of action. By evaluating the circumstances, available resources, and potential consequences of each plan, perhaps you can select the best option.

Chances are good that you separate the programs, mechanisms, or techniques you use into parts. Then you map the steps needed to complete the task. You can also pinpoint how each part fits or fails to fit perfectly with the one preceding it and the one following it. Having completed your investigation, you probably expect everyone to faithfully abide by the established guidelines, rules, policies, or procedures. You refrain from making exceptions for individuals.

Instinctively, you expend much mental energy to devise innovative ways of doing things. A change here and a change there normally stimulate your thinking.



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How Ideation Blends With Your Other Top Five Strengths

IDEATION + LEARNER

Your creative innovation often springs from a willingness to embrace your curiosity and to engage in continuous education.

IDEATION + ACHIEVER

You work with intensity and creativity. Your productivity is often innovative — a blend of hard work and imagination.

IDEATION + RELATOR

While you are socially selective and prefer to deepen existing relationships, your mind is open and willing to create new experiences.

IDEATION + ARRANGER

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

Apply Your Ideation to Succeed

Look for areas that would benefit from an innovative approach.

- ☐ Spend time with imaginative people discussing and refining your ideas. Together, you can think up new possibilities.
- ☐ Look for different connections and generate new insights when things don't make sense in a certain area. Whereas others might be unsure or unclear about what to do next, you can quickly brainstorm multiple options for consideration.

**EXECUTING**

5. 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.

Learner**Achiever****Relator****Ideation****Arranger**

Because of your strengths, you are not afraid of trial and error. You stay mindful of what works and what does not work. You examine the pros and cons of your actions and quickly change course if you see a more efficient way.

It's very likely that you provide your teammates with a logical perspective on things. You often show your partners how one action or even a single comment caused something unexpected to occur. Experience probably is one of your best teachers. This explains why you do not automatically orchestrate an event, plan a schedule, or allocate resources the same way you did the last time. You realize every situation is unique.

By nature, you look for the most effective use of resources and time. You know that moving methodically through a to-do list does not always lead to efficiency — and you will rearrange any or all moving pieces to ensure the best use of everyone's time.

Driven by your talents, you are known for establishing recurring patterns such as processes and rules that make it easier for a group to reach its objectives in an efficient and hassle-free manner. You usually include numerous details and step-by-step procedures to ensure consistent results.

Instinctively, you step back and survey your environment — sorting through competing demands and confusion. With your natural awareness of what needs attention and what can wait, you find the best configuration of resources.



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How Arranger Blends With Your Other Top Five Strengths

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 + ACHIEVER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

ARRANGER + RELATOR

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

ARRANGER + IDEATION

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

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.

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.

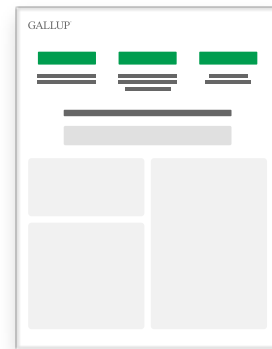
Claim It

- 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



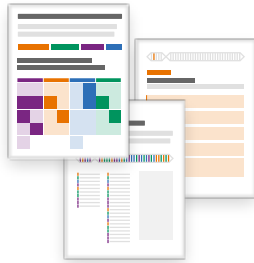
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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

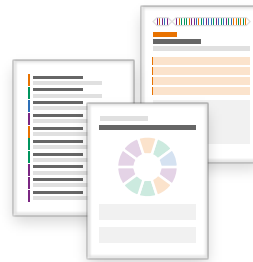


Apply Your CliftonStrengths® in Specific Roles

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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