GALLUP

CliftonStrengths® Top 5 for Charlotte Barbee

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. Belief®

You have certain core values that are unchanging. These values provide direction and a strong sense of purpose.

2. Woo®

You love meeting new people and winning them over. You enjoy socializing and making connections.

3. Communication®

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

4. Futuristic®

You vividly imagine the future. You inspire and energize others with your vision of what could be.

5. Positivity®

You have contagious enthusiasm. You are naturally upbeat and can energize others.

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.

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1. **Belief**
2. **Woo**
3. **Communication**
4. **Futuristic**
5. **Positivity**

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

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EXECUTING

1. Belief®

What Is Belief?

People with strong Belief talents have enduring principles that they live by. These values vary from one person to another, but those with powerful Belief talents have deeply held ideals and a strong sense of purpose in their lives. These core values affect their behavior in many ways. Their sense of mission gives their lives meaning and direction; in their view, success is more than money and prestige. Their Belief talents guide them through temptations and distractions toward a consistent set of priorities. This consistency is the foundation for their relationships. Others view them as dependable and trustworthy.

Why Your Belief Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Belief | **Woo** | **Communication** | **Futuristic** | **Positivity**

Chances are good that you choose to live your life in a way that benefits individuals and society as a whole. You are highly motivated to make the world a better place than you found it. Your ideals and core values influence how you spend your time and use your talents. You have a deep and abiding concern for others.

Driven by your talents, you may realize that your core values have served you well over the years. Perhaps this solid foundation helps you distinguish right from wrong, good from bad, and truths from lies. Maybe your professional, academic, or ethical code of conduct influences you to follow your conscience when people pressure you to do what everyone else is doing.

It's very likely that you make personal sacrifices for causes that align with your values. Putting the mission ahead of self-interest is one of the ways you demonstrate your integrity.

Instinctively, you have defined your core values. They give purpose and meaning to your life. Topmost among these is your family. You aim to provide for your loved ones' physical, educational, emotional, and social needs. Thus, you work hard to ensure that your family's quality of life matches your own as well as their expectations. These can include the amount of time you spend with each family member, the amount of money you make, the number of meals you eat together, or the number of hours you spend watching your loved ones participate in activities that are important to them.

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By nature, you place more importance on the purpose and value of what you do than on the monetary rewards that accompany success.

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1. Belief
2. Woo
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4. Futuristic
5. Positivity

How Belief Blends With Your Other Top Five Strengths

BELIEF + WOO

Your social graces and broad social network make you a natural advocate for the critical core values you hope others will embrace.

BELIEF + COMMUNICATION

You speak with passion. Choosing words that clarify your message, you talk with conviction so others might believe.

BELIEF + FUTURISTIC

Your core values play a significant role in shaping your vision for the future and in giving you the passion to pursue it.

BELIEF + POSITIVITY

You get excited about your values. This blend of hope and purpose is often contagious, attracting others to your cause.

Apply Your Belief to Succeed

Reflect on your values and how they play a part in your everyday life.

- ☐ Think about your best day to better understand what you like the most about what you do daily. How did your values contribute to the satisfaction you felt that day? What can you do to have more days like your best?
- ☐ Find a cause that matters to you and actively support it. Not just believing in something, but also getting involved, helps to fuel your passion even more.

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INFLUENCING

2. Woo®

What Is Woo?

Woo stands for "winning others over." People with strong Woo talents enjoy the challenge of encountering new people and gaining their esteem. They are drawn to meeting new people. They want to learn others' names, ask them questions and find common interests on which to build rapport. People with Woo among their top themes can enter a crowd and easily know what to do and say. Some people shy away from starting up conversations because they worry about running out of things to say. People with a lot of Woo do not. They see no strangers — only friends they haven't met yet.

Why Your Woo Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Belief | **Woo** | **Communication** | **Futuristic** | **Positivity**

Driven by your talents, you assert — that is, declare and affirm — that every person comes into your life for a definite purpose. This explains why you launch into discussions or engage in small talk with people you are meeting for the first time. You really want to figure out why your paths in life have crossed.

Because of your strengths, you are talkative and friendly in the presence of newcomers. You delight in pulling outsiders or strangers into group discussions. You are likely to involve them in casual conversations with one or two other people.

By nature, you are eager to be the first person to engage newcomers or outsiders in small talk or serious dialogue.

It's very likely that you repeatedly place yourself in situations where your friendly and outgoing nature is appreciated. You really enjoy being the first person to talk with newcomers, strangers, or outsiders. Not surprisingly, you have a knack for asking them general questions and listening to their responses. You freely offer compliments. You are quick to tell someone you have a common interest.

Instinctively, you feel forlorn — that is, miserable or deprived — when you are separated from someone who is dear to you. You yearn to spend time with your friends. Their absence saddens you.

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How Woo Blends With Your Other Top Five Strengths

WOO + BELIEF

Your social graces and broad social network make you a natural advocate for the critical core values you hope others will embrace.

WOO + COMMUNICATION

Your interactions with others are effective because you speak with clarity and a pleasant charm.

WOO + FUTURISTIC

People might say you are charismatic — some because of your social charm and some because of your inspiring dreams about tomorrow.

WOO + POSITIVITY

Socially and emotionally influential, you find it easy and enjoyable to meet a new person or to give hope to someone in despair.

Apply Your Woo to Succeed

Discover something about every person.

- ☐ Learn more about people you know — and don't know — by keeping track of their names and some personal details. Use this information to better remember people and even help you introduce them to others they might easily connect with.
- ☐ Ask people open-ended questions to find common interests. You have an exceptional ability to build a rapport with others, making them feel comfortable and more talkative.

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INFLUENCING

3. Communication®

What Is Communication?

People with strong Communication talents like to explain, describe, host, present and write. Using their natural talents, they bring ideas and events to life. They turn thoughts and actions into stories, images, examples and metaphors. They want their information — whether an idea, an event, a discovery or a lesson — to captivate the audience. This drives them to hunt for the perfect phrase and draws them toward dramatic words and powerful statements, which is why people like listening to them. Their word pictures pique interest, provide clarity and inspire others to act.

Why Your Communication Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Belief | **Woo** | **Communication** | **Futuristic** | **Positivity**

Because of your strengths, you occasionally marvel at your ability to vividly express your thoughts and feelings.

Instinctively, you like to amuse people with your stories. Your stories probably provide people with pleasant distractions from their daily routines, worries, and obligations.

It's very likely that you enjoy explaining your ideas and listening to what your teammates have to say about them. Animated give-and-take sessions make your work or studies much more interesting. When someone struggles to grasp one of your concepts, you probably enlighten the person by telling a story, outlining the steps, or giving examples.

Chances are good that you welcome the opportunity to regale people with your stories. Witty and engaging, your verbal exchanges generate excitement. You frequently capture and keep your audience's attention.

By nature, you may value the discussions you have with future-oriented thinkers. Maybe you are attracted to those who enjoy your company and listen to your ideas.

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How Communication Blends With Your Other Top Five Strengths

COMMUNICATION + BELIEF

You speak with passion. Choosing words that clarify your message, you talk with conviction so others might believe.

COMMUNICATION + WOO

Your interactions with others are effective because you speak with clarity and a pleasant charm.

COMMUNICATION + FUTURISTIC

You see vivid images of a better tomorrow in your mind, and you can clearly articulate what you see so others can see it too.

COMMUNICATION + POSITIVITY

When you talk with others about what you have together and what is working, it creates hope and restores energy.

Apply Your Communication to Succeed

Help people put their ideas into words.

- ☐ Capture other people's thoughts in words and relay them back to these individuals. This will help you connect with people by bringing attention to and refining their messages.
- ☐ If you are in a group, volunteer to summarize any necessary communication after a meeting or social gathering. With your ability to clarify what others say, you bring attention to what needs to be heard.

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STRATEGIC THINKING

4. Futuristic®

What Is Futuristic?

People with strong Futuristic talents love to peer over the horizon. They are fascinated by the future. They anticipate and imagine in detail what tomorrow could or should be. They usually see the future positively. While the details of the picture will depend on their other strengths and interests — a better product, a better team, a better life or a better world — it will always inspire them. This vision energizes themselves and others. They can paint a picture of the future for their team members.

Why Your Futuristic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Belief | Woo | Communication | **Futuristic** | Positivity

Chances are good that you are eager to get started on a project once you realize what you can accomplish in the coming weeks, months, or years. You work very hard to breathe life into your big dreams. These often push and pull you into the future.

By nature, you may set aside quite a bit of time to contemplate what the world could be like years or decades from today. Perhaps ideas come to you when you are in the company of particular visionary thinkers. Sometimes these individuals stimulate your inventiveness.

Because of your strengths, you intentionally take steps to be the mastermind of your own future. You refuse to leave your destiny to chance. You probably resist placing it in someone else's hands. You trust your own intelligence and imagination when setting a direction for your life.

Instinctively, you are typically enthused about what you can accomplish in the coming months, years, or decades. Your ability to think about the future naturally feeds your desire to be the very best.

It's very likely that you envision what you can accomplish tomorrow, next week, next month, next year, or in the coming decades. Your goals and aspirations motivate you to keep moving forward. The tension you feel when a deadline is fast approaching forces you to concentrate on the right activities, discard irrelevant information, and not waste time on intriguing distractions. Your one aim is to reach your objectives.

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How Futuristic Blends With Your Other Top Five Strengths

FUTURISTIC + BELIEF

Your core values play a significant role in shaping your vision for the future and in giving you the passion to pursue it.

FUTURISTIC + WOO

People might say you are charismatic — some because of your social charm and some because of your inspiring dreams about tomorrow.

FUTURISTIC + COMMUNICATION

You see vivid images of a better tomorrow in your mind, and you can clearly articulate what you see so others can see it too.

FUTURISTIC + POSITIVITY

Your vision has a better chance of becoming reality if you use your emotional energy and enthusiasm while forming it.

Apply Your Futuristic to Succeed

Energize others with your visions of the future.

- [ ] Dedicate time to dream about what could be. You inspire those around you when you put your vision into words and share it.
- [ ] Be sure to ask people how they feel about your visions of the future. If they are worried or uncomfortable, make the picture as vivid as possible using hopeful, clear and detailed language.

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RELATIONSHIP BUILDING

5. Positivity®

What Is Positivity?

People with strong Positivity talents are generous with praise, quick to smile and always on the lookout for the upside of the situation. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and dynamic.

Why Your Positivity Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Belief	Woo	Communication	Futuristic	Positivity

Chances are good that you might feel pleased with life when you can reinforce, fortify, or toughen someone. Perhaps you prepare people to confront difficult individuals or challenging situations.

Instinctively, you use words that help people believe they can handle whatever comes next.

Driven by your talents, you may have a reputation for being optimistic about life. Some individuals might describe you as easygoing — that is, relaxed and unworried. Perhaps you refuse to let your own problems or others' behaviors make you angry or anxious.

By nature, you may feel particularly proud of your ability to routinely produce the right outcomes. You might become a bit more optimistic with each success.

It's very likely that you may be filled with astonishment and hope about life when visionary thinkers describe some of the surprises that may be in store for humankind in the coming months, years, or decades.

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How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + BELIEF

You get excited about your values. This blend of hope and purpose is often contagious, attracting others to your cause.

POSITIVITY + WOO

Socially and emotionally influential, you find it easy and enjoyable to meet a new person or to give hope to someone in despair.

POSITIVITY + COMMUNICATION

When you talk with others about what you have together and what is working, it creates hope and restores energy.

POSITIVITY + FUTURISTIC

Your vision has a better chance of becoming reality if you use your emotional energy and enthusiasm while forming it.

Apply Your Positivity to Succeed

Encourage others by reminding them of the positives you see.

- ☐ Commit to praising the people you interact with most. Try to tailor this recognition to each person's needs. When you remind others of the positives you see, they feel better about life, and so do you.
- ☐ Make sure your praise and positivity are genuine. Some people are used to hearing the negatives, so make sure your praise and positivity are authentic. But keep repeating the positives to let these people trust you will always point out the upside.

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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 **excites** you?
- What did you read that **surprises** you?
- What did you read that **challenges** you?

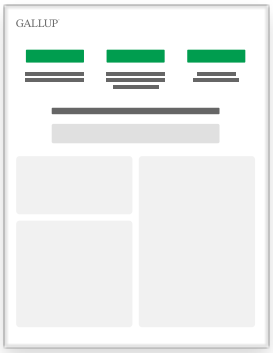
Click here or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

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.

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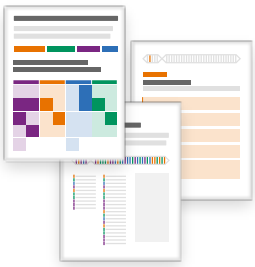
Explore All 34 of Your CliftonStrengths®



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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