

Clifton StrengthsFinder® Bring/Need

ACHIEVER®	Bring: intensity and stamina of effort Need: freedom to work at my own pace
ACTIVATOR®	Bring: a catalytic sense of urgency Need: less discussion, more action
ADAPTABILITY®	Bring: a willingness to follow the lead of change Need: present pressures that demand an immediate response
ANALYTICAL®	Bring: dispassionate thinking to emotional issues Need: time to think
ARRANGER™	Bring: Flexibility and interactivity Need: a dynamic environment
BELIEF®	Bring: values stability, clarity, conviction Need: a cause or purpose for which to live
COMMAND®	Bring: emotional clarity Need: challenges and conflicts
COMMUNICATION®	Bring: attention to messages that must be heard Need: a sounding board, an audience
COMPETITION®	Bring: an aspiration to be the best Need: peers for comparison and motivation
CONNECTEDNESS®	Bring: an appreciation of the mystery and wonder of life and all creation Need: to be part of something bigger than myself: a family, team, or global community
CONSISTENCY™	Bring: rules and policies that promote cultural predictability Need: standard operating procedures
CONTEXT®	Bring: accurate memories and valuable memorabilia Need: relevant background for discussions/decisions
DELIBERATIVE™	Bring: a thorough and conscientious approach Need: time to listen and think before being expected to speak
DEVELOPER®	Bring: a commitment (time and energy) to human growth Need: someone to invest in
DISCIPLINE™	Bring: precision and detail orientation Need: a structured and organized environment
EMPATHY™	Bring: emotional intelligence Need: freedom to laugh, cry, vent
FOCUS™	Bring: clarity through concentration and direction Need: a goal to establish priorities

FUTURISTIC®	Bring: previews, predication, forecasts Need: opportunities to talk about the foreseen future
HARMONY®	Bring: a peace-loving, conflict-resistant approach Need: areas of agreement, common ground
IDEATION®	Bring: new and fresh perspectives Need: freedom to explore possibilities without restraints or limits
INCLUDER®	Bring: a high level of tolerance with and acceptance of diversity Need: room for everyone
INDIVIDUALIZATION®	Bring: an understanding of people that is valuable for placement Need: individual expectations that are created to fit a person
INPUT®	Bring: tangible tools that can facilitate growth an performance Need: space to store the resources I naturally acquire
INTELLECTION®	Bring: depth of understanding and wisdom Need: time for reflection and meditation
LEARNER®	Bring: a learning perspective and excitement for the learning process Need: exposure to new information and experiences
MAXIMIZER®	Bring: a quality orientation Need: quality to be valued as much as quantity
POSITIVITY®	Bring: contagious energy and enthusiasm Need: freedom to experience the joy and drama of life
RELATOR®	Bring: social depth and transparency Need: time and opportunities for one-on-one interactions
RESPONSIBILITY®	Bring: dependability and loyalty Need: freedom to take ownership
RESTORATIVE™	Bring: courage and creativity to problematic situations Need: problems that must be solved
SELF-ASSURANCE®	Bring: a willingness to take necessary risks Need: freedom to act unilaterally and independently
SIGNIFICANCE™	Bring: a desire for wanting and producing more Need: an appreciative audience that will bring out my best
STRATEGIC™	Bring: creative anticipation, imagination, persistence Need: freedom to make mid-course corrections
WOO™	Bring: energy to social situations Need: social variability