



CliftonStrengths® Top 5 for Mitchel Woolley

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. Context®

You enjoy thinking about the past. You understand the present by researching its history.

2. Belief®

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

3. Consistency®


You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.


4. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.


5. Harmony®

You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.

 **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. Context
- 2. Belief
- 3. Consistency
- 4. Developer
- 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. Context®

What Is Context?

Perspective and background are important for people with strong Context talents. They value the retrospective viewpoint because they believe that is where the answers lie. They look back to understand the present. From the past, they can discern blueprints for the future. People with dominant Context talents might feel disoriented when they can't see patterns stemming from prior events. Others may become impatient with them as they strive to understand the history of a given situation. But this historical context gives them confidence in their decisions.

Why Your Context Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Context

Belief

Consistency

Developer

Harmony

Because of your strengths, you now and then enjoy spending time thinking about past events or historical figures with experts who share your fascination. Perhaps bygone eras interest you more than pondering the future — in other words, the great unknown.

Chances are good that you occasionally enjoy acquiring information about the past from experts. Perhaps you feel smarter when you are knowledgeable about various periods of history.

By nature, you believe that history brings today's story to life. The who, what and why may be different, but you are sure that there is value in learning from what you already know.

It's very likely that you are quite intrigued by history's significant events and people. Information about global conflicts fascinates you.

Driven by your talents, you might feel discontent when you can't acquire knowledge of a historical nature. This partially explains why you seek the company of people who are students of the past. You may enjoy conversing with them, asking questions or listening to their stories. To some degree, individuals who have lived through momentous times or who have experienced unparalleled changes in politics, science, economics or entertainment intrigue you.

**1. Context**

2. Belief

3. Consistency

4. Developer

5. Harmony

How Context Blends With Your Other Top Five Strengths

CONTEXT + BELIEF

You base your life on core values that have stood the test of time, and you benefit from the wisdom of your spiritual ancestors.

CONTEXT + CONSISTENCY

Your memory of what has and has not worked helps create more efficient systems of operation moving forward.

CONTEXT + DEVELOPER

You are most effective at helping other people grow when you understand their experiences and cultural background.

CONTEXT + HARMONY

Preserving the best of the past and the productive peace of today are high on your list of priorities.

Apply Your Context to Succeed

Figure out the future by exploring what happened in the past.

- ☐ Find a mentor with an extensive history in your area of interest. Talking with this person and listening to their experiences will likely inspire you and help you prepare for the future.
- ☐ Communicate what the future holds by analyzing past experiences. Your passion for history can give great insights into where you and those around you are going in the future.



EXECUTING

2. 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.

Context	Belief	Consistency	Developer	Harmony
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Because of your strengths, you embrace life’s simple pleasures. You find joy in intangible things such as a sunrise, a child’s giggle, or the gratitude of an elderly person. Instead of surrounding yourself with things, you strive to discover what is truly important. Holding tightly to your values, you realize they come to life when you reach out to help another human being, a group, the community, or a worthy cause.

It’s very likely that you think before you act. You demonstrate the importance of delivering on what you promise by doing what you say you will do.

Driven by your talents, you sense your life has deep meaning. With remarkable vividness, you often imagine where you will be, what you will be doing, and what you have the ability to accomplish in the coming months, years, or decades. Your dreams of tomorrow are very alive in your mind today. You intentionally strive to transform these possibilities into reality.

By nature, you tend to be realistic. You see things as they really are. You feel it is a waste of time to consider far-fetched ideas — that is, proposals that are unlikely to occur. Often this means you point out obstacles, glitches, or difficulties others do not or prefer not to see. Being a realist and peacemaker, you counsel others to separate facts from emotion when searching for ways to turn negative situations into positive outcomes.

Chances are good that you regularly set out to convince individuals you think well of them. Whenever you succeed, your life as well as theirs has new meaning. One of your core values probably involves helping people recognize their unique talents, skills, and knowledge.



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How Belief Blends With Your Other Top Five Strengths

BELIEF + CONTEXT

You base your life on core values that have stood the test of time, and you benefit from the wisdom of your spiritual ancestors.

BELIEF + CONSISTENCY

When someone doesn't believe what you believe or value what you value, you still treat him or her with fairness and justice.

BELIEF + DEVELOPER

You want to make the world a better place, and you believe you do that best when you help other people realize their potential.

BELIEF + HARMONY

Your core values are solid and unchanging. When you work with people who have different beliefs than you do, you strive for peaceful productivity.

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.



EXECUTING

3. Consistency®

What Is Consistency?

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter their situation, so the scales do not tip too far in any person’s favor. People with strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. In this setting, people have a fair chance to show their worth.

Why Your Consistency Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Context	Belief	Consistency	Developer	Harmony
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Instinctively, you sometimes think like a scientist or a detective. To some extent, you search for clues, isolate facts, and solve mysteries. Occasionally you use this information to make people aware of the way things really are. You may be able to help certain individuals put aside their biases, misconceptions, prejudices, or emotions. Perhaps you can prevent arguments or disagreements from ruining some relationships.

By nature, you regularly establish rules or processes to handle recurring activities as well as tedious tasks. You continually reinforce the fact that no one is exempt from following standard operating procedures.

Chances are good that you accomplish everything that others count on you to do.

Because of your strengths, you occasionally make individuals feel valued, accomplished, or appreciated. You may be objective. Certain people know you have an awareness of things as they actually are. You might remind them about what they have in common. By supporting your ideas with facts, perhaps you help some people discover areas of agreement. Maybe the climate of cooperation you create transforms specific conflicts or differences into topics that can be discussed reasonably, or at least unemotionally.

It's very likely that you might live happily without the pressure of certain types of due dates. Even so, you sometimes accept certain ones as a necessity of life. When you must interact and work with others, you may agree it is only right to adhere to the schedule. Perhaps your motivation to meet deadlines comes from your desire to give people an equal opportunity to do good work.



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How Consistency Blends With Your Other Top Five Strengths

CONSISTENCY + CONTEXT

Your memory of what has and has not worked helps create more efficient systems of operation moving forward.

CONSISTENCY + BELIEF

When someone doesn't believe what you believe or value what you value, you still treat him or her with fairness and justice.

CONSISTENCY + DEVELOPER

You create fair and efficient environments that support and enhance your investment in the growth of others.

CONSISTENCY + HARMONY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

Apply Your Consistency to Succeed

Clarify rules or procedures that everyone can follow to get more done.

- ☐ Look for things that others might ignore. Create a standard way to ensure that these things are not lost in the shuffle and become something predictable and fair.
- ☐ Establish a routine to get things done. Your ability to create a standard approach to getting things done can help alleviate the stress of things that could otherwise become frustrating for you or others.



RELATIONSHIP BUILDING

4. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others’ capacity to change for the better, and they are drawn to people for this reason. Being part of another person’s development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

Why Your Developer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Context	Belief	Consistency	Developer	Harmony
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It’s very likely that you typically enhance your own quality of life and sense of well-being. How? You freely and frequently compliment people. You acknowledge the contributions of individuals. You call attention to their talents, knowledge, and/or skills.

Chances are good that you help people understand they are people of consequence — that is, important. How? You probably acknowledge the merit of something they said. As a result, many individuals feel a lot more confident about themselves.

Driven by your talents, you know you spotlight the best ideas people share with you. By giving your full attention to another person, you acknowledge the value of his or her thoughts and feelings. In the process, you usually enhance the individual’s confidence.

By nature, you repeatedly demonstrate that you value your teammates and care about them as individuals. How? You simply listen to them talk about their talents, successes, or aspirations. The insights you collect prepare you to provide them with opportunities to grow personally or professionally.

Because of your strengths, you cause people to feel worthwhile and appreciated. How? You invite them to share their aims for the future. When you know someone's aspirations, you can begin nurturing a meaningful partnership.



- 1. Context
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How Developer Blends With Your Other Top Five Strengths

DEVELOPER + CONTEXT

You are most effective at helping other people grow when you understand their experiences and cultural background.

DEVELOPER + BELIEF

You want to make the world a better place, and you believe you do that best when you help other people realize their potential.

DEVELOPER + CONSISTENCY

You create fair and efficient environments that support and enhance your investment in the growth of others.

DEVELOPER + HARMONY

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

Apply Your Developer to Succeed

Support others' progress by sharing with them what you notice.

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



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.

Context	Belief	Consistency	Developer	Harmony
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It's very likely that you frequently detect impending conflict sooner than most people do. Your keen awareness allows you to sense what others are thinking and feeling. Before issues cause people to be angry, you direct everyone's attention to areas where they already share the same ideas, philosophies, or viewpoints. Simply put: You have a gift for helping people find common ground. This makes it easier for them to politely and courteously resolve their differences.

Because of your strengths, you notice that your quality of life greatly improves when people appreciate your good-natured, even-tempered personality.

By nature, you are inclined to finish whatever is assigned to you each day. You admit there are things you could do better. When you act on these ideas, you probably increase your chances of meeting the day-to-day expectations people place on you.

Instinctively, you help keep the peace on your team by doing your share of each day's assignments. You generally perform your tasks so no one in the group has to do chores you overlooked, ignored, or forgot.

Chances are good that you are comfortable turning to experts for information and guidance. Determined to do things right, you wisely tap into the expertise of noteworthy individuals. Before conversing with these specialists, you learn their language. Acquiring a new set of intricate words and knowing their definitions delights you. Being able to understand and being understood by preeminent — that is, outstanding — individuals in a specific field makes all your studying well worth the effort.



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How Harmony Blends With Your Other Top Five Strengths

HARMONY + CONTEXT

Preserving the best of the past and the productive peace of today are high on your list of priorities.

HARMONY + BELIEF

Your core values are solid and unchanging. When you work with people who have different beliefs than you do, you strive for peaceful productivity.

HARMONY + CONSISTENCY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

HARMONY + DEVELOPER

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

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.

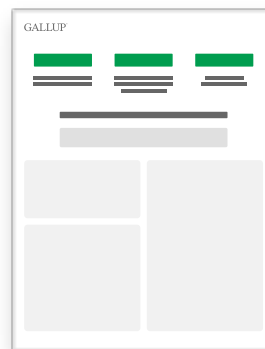
Claim It

- 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.

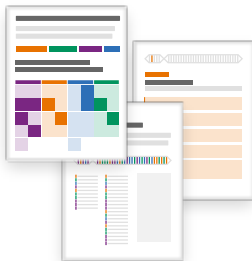
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

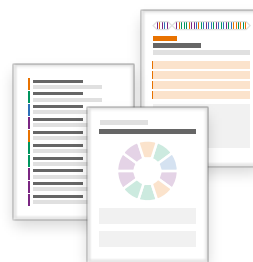


Apply Your CliftonStrengths® in Specific Roles

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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