

CliftonStrengths® Top 5 for Yiwen Wang

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. Strategic®

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

2. Empathy®

You can sense other people's feelings by imagining yourself in others' lives or situations.

3. Individualization®

You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.

4. 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.

5. Learner®

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

■ **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. Strategic
- 2. Empathy
- 3. Individualization
- 4. Arranger
- 5. Learner

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

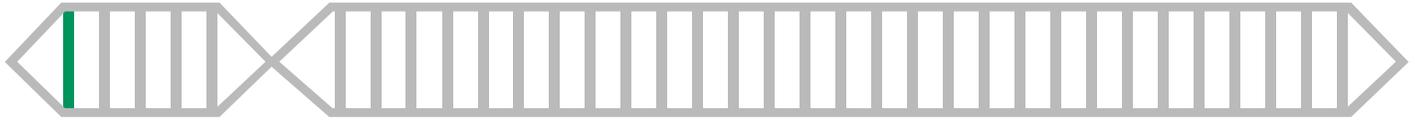
- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



STRATEGIC THINKING

1. Strategic®

What Is Strategic?

People with strong Strategic talents can sort through the clutter to find the best route. You can't teach this skill. It is a distinct way of thinking — a unique perspective on the world at large. This outlook allows them to see patterns where others see complexity. Mindful of these patterns, they envision alternative scenarios, always asking, "What if this happened?" This recurring question helps them see, plan and prepare for future situations. They see a way when others assume there is no way. Armed with this strategy, they move forward.

Why Your Strategic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Empathy

Individualization

Arranger

Learner

It's very likely that you sometimes trust your ability to be an innovative thinker. You might invent several ways to reach a particular goal. Perhaps your next step is to narrow down your options to the best one. Sometimes you take into consideration prevailing circumstances, available resources, budgetary constraints, or pressing deadlines.

Because of your strengths, you might notice that the right word enters your mind exactly when you need it. Perhaps your comfort with language makes the oral or written exchange of ideas or feelings almost effortless.

Instinctively, you sometimes know what has gone wrong. You try to uncover facts. Perhaps you are not intimidated by an overwhelming amount of information. Like a detective, you might sort through it, attempting to identify pieces of evidence. Following a few leads, you might begin to see the big picture. Maybe you generate schemes for solving the problem. You might choose the best option after considering some of the prevailing circumstances, available resources, or desired outcomes.

Chances are good that you might appreciate straightforward, candid and concise conversations. Sometimes you engage in dialogue with people who are willing to listen to the alternatives you present.

By nature, you consciously step back to look at what is in front of you. Your mind naturally sorts through confusion to find possibilities, so you purposefully watch for connections that might emerge.



1. Strategic
2. Empathy
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4. Arranger
5. Learner

How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + EMPATHY

When charting a course, you consider possible options in your head and anticipate emotional implications in your heart.

STRATEGIC + INDIVIDUALIZATION

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

STRATEGIC + ARRANGER

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

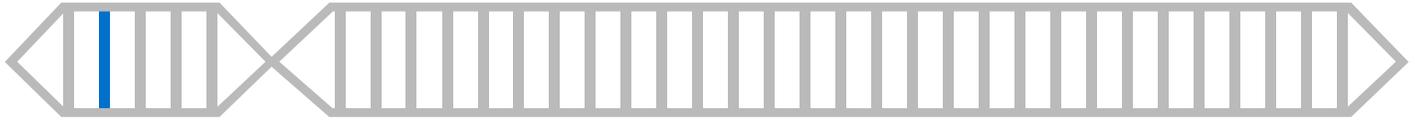
STRATEGIC + LEARNER

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

Apply Your Strategic to Succeed

Think ahead to gain perspective.

- Take time to fully plan your path forward. While you easily see patterns where others see complexity, it is important to make time to envision these alternative scenarios.
- Practice explaining your decision-making process before talking with others. Doing this ensures people know you have considered different options and opinions to inform your decision.



RELATIONSHIP BUILDING

2. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others' eyes and share their perspectives. They perceive people's pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

Why Your Empathy Is Unique

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Strategic

Empathy

Individualization

Arranger

Learner

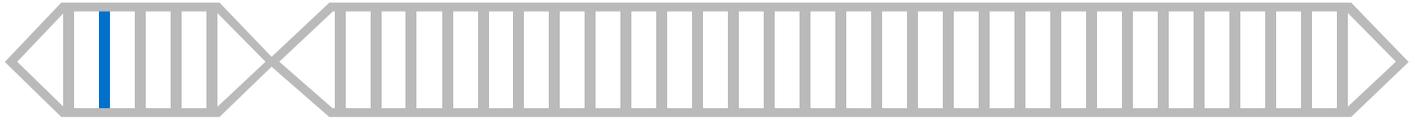
It's very likely that you affirm others for who they are. You celebrate their unique gifts. Your encouraging words inspire and embolden people to be their real and true selves.

Instinctively, you usually figure out what someone is thinking and feeling. You are no stranger to the emotions of human beings. Your insights about people impel you to utter words of praise. You naturally call attention to someone's strengths, contributions, appearance, position, education, promotions, or awards.

Driven by your talents, you frequently consider what you want to make better about yourself, a project, another person, a plan, or an event. When people recognize your commitment to quality, many are willing to reveal to you their innermost thoughts and feelings. Few things mean more to you than being trusted not to tell anyone what was meant for you alone to hear.

By nature, you have keen awareness and insights into the moods of individuals. You tend to be highly responsive to others' thoughts and feelings. Not everyone can sit with a person as he or she experiences a full range of emotions: happiness, anger, frustration, gratitude, contentment, sadness, elation, despair, or grief. You rarely distance yourself from those who you sense need you to be there for them.

Because of your strengths, you regularly give yourself credit for being keenly aware of people's moods, motives, thoughts, or behaviors.



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5. Learner

How Empathy Blends With Your Other Top Five Strengths

EMPATHY + STRATEGIC

When charting a course, you consider possible options in your head and anticipate emotional implications in your heart.

EMPATHY + INDIVIDUALIZATION

Your strong intuition enables you to see the unique nature and to sense the emotional state of a person.

EMPATHY + ARRANGER

You are collaborative about productivity and intuitive about emotions. You notice when feeling affects doing.

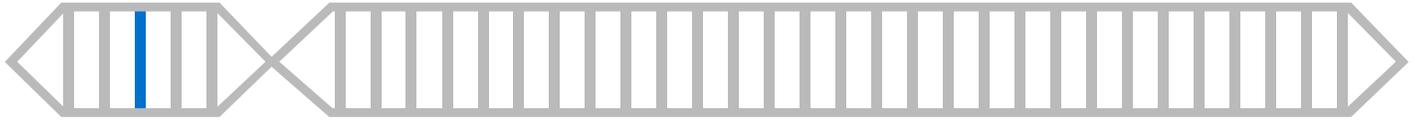
EMPATHY + LEARNER

You have an open mind that is receptive to new concepts and an open, expressive heart that is receptive to emotion.

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

- Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.



RELATIONSHIP BUILDING

3. Individualization®

What Is Individualization?

People with strong Individualization talents understand and are intrigued by others' unique qualities. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how each thinks, and how each builds relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them build productive teams. While some search for the perfect team "structure" or "process," these employees know instinctively that the secret to great teams is casting by individual strengths — so that everyone can do a lot of what they already do well.

Why Your Individualization Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Empathy

Individualization

Arranger

Learner

It's very likely that you relieve people of the burden of having to figure out what you think, feel, and need. How? You simply tell them. Your plainspoken approach enhances their understanding of you as a person. Your straightforward expression of your needs and desires usually eliminates any confusion.

Because of your strengths, you spontaneously tune in to what others think of you as a person and as a professional. As a result, you intentionally commit to memory complicated and intricate words as well as specialized terminology. You use language to your advantage in situations when you desire to influence, confront, make demands of, or issue orders to people. Your vocabulary allows you to speak with authority.

Instinctively, you allow people to experience and express their feelings. Often you comprehend their unique challenges, worries, fears, hopes, or joys before they say a word. Why? You can listen to anyone, regardless of whether they are experiencing pain, happiness, disappointment, or joy. This is one way you affirm that person's humanity.

Chances are good that you calm others by using logic to dissect a task, object, or problem into manageable parts.

Driven by your talents, you periodically work with members of a group to be the very best or to capture first place. Perhaps you have the ability to discover what certain individuals do well. These insights might enable you to mix and match your teammates' strengths.



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + STRATEGIC

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

INDIVIDUALIZATION + EMPATHY

Your strong intuition enables you to see the unique nature and to sense the emotional state of a person.

INDIVIDUALIZATION + ARRANGER

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

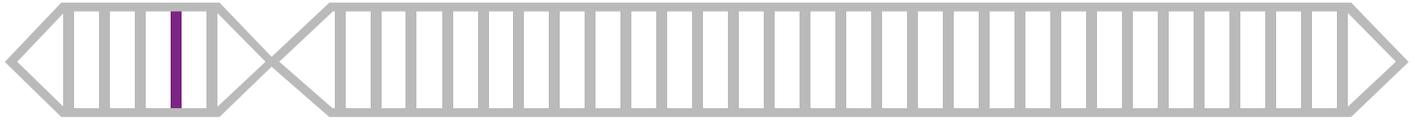
INDIVIDUALIZATION + LEARNER

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

Apply Your Individualization to Succeed

Explain how different people can do their best work together.

- Support others in discovering and appreciating what they do best, and then encourage them to work on projects and tasks that let them be successful.
- Help people become more aware of others' unique needs. Because you naturally notice how an individual thinks and builds relationships, people will come to you for insights into other people's motivations and actions.



EXECUTING

4. 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

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Strategic

Empathy

Individualization

Arranger

Learner

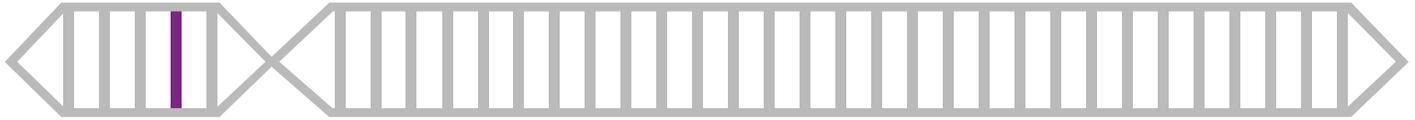
It's very likely that you are curious, and you love to explore your options and seek answers. You don't rely on existing or past methods. Instead, you willingly look for alternative resources because you know there is always a better way.

By nature, you are convinced that the only constant in life is change. When things are chaotic, you thrive on managing the confusion.

Instinctively, you periodically expand recruit pools by starting conversations with newcomers or outsiders. You might be on a first-name basis with a great number of individuals. Perhaps you realize people rarely take time to know the strangers in their midst. The talents, knowledge, or skills these individuals possess may remain unknown until you discover them.

Driven by your talents, you periodically mix and match people's unique styles of working, thinking, problem solving, or relationship building. You might help certain people see how their special talents, knowledge, or skills benefit others on the job or in the classroom. When individuals and groups cooperate, you typically commend them for reaching a goal, making progress, or succeeding.

Chances are good that you might declare your life is fine as long as you can recruit people for certain types of teams, task forces, study groups, community projects, or projects.



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How Arranger Blends With Your Other Top Five Strengths

ARRANGER + STRATEGIC

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

ARRANGER + EMPATHY

You are collaborative about productivity and intuitive about emotions. You notice when feeling affects doing.

ARRANGER + INDIVIDUALIZATION

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

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.

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.



STRATEGIC THINKING

5. 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

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Strategic

Empathy

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Arranger

Learner

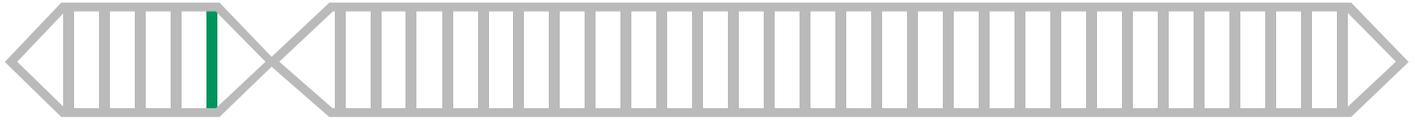
Because of your strengths, you periodically apply your mental energy to identifying factors that contributed to the current situation. Perhaps you automatically search for reasons why specific events happened, particular problems occurred, or certain solutions worked.

Driven by your talents, you may appreciate opportunities to acquire knowledge, gain skills, or experience new things. Perhaps you refuse to let your mind grow dull by being complacent — that is, smug or self-satisfied.

It's very likely that you may include some uncommon, technical, or sophisticated words in your vocabulary. Perhaps you realize that language is a form of knowledge that gives you an upper hand — that is, controlling power — in the conversations, debates, or discussions you have with certain people. It might establish you as an authority figure in the minds of several listeners. Maybe you capture and keep particular people's attention. You might even take charge of specific events, projects, or meetings.

By nature, you spend some of your time examining problems, malfunctions, or glitches. If you experience a personal or professional loss, make a mistake, or suffer a defeat, you might investigate. Perhaps you feel restless until you have answers to your basic questions: What? How? When? Where? Who? Why?

Instinctively, you may ponder options rather than react without thinking through things. Sometimes you weigh the ramifications, consequences, outcomes, or effects. Sometimes you aim to understand the basic “whys” and “hows” of a situation, problem, or opportunity. Individuals might trust you to be cautious. They might expect you to raise important issues that require further consideration.



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How Learner Blends With Your Other Top Five Strengths

LEARNER + STRATEGIC

Your willingness to embrace new experiences or information enhances your ability to generate a wide range of possible options.

LEARNER + EMPATHY

You have an open mind that is receptive to new concepts and an open, expressive heart that is receptive to emotion.

LEARNER + INDIVIDUALIZATION

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

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.

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.

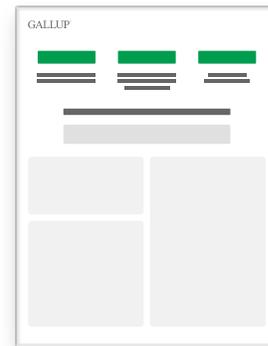
Claim It

- 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?

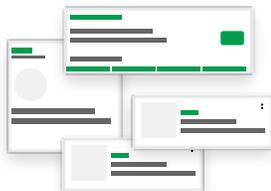
Hint: Read the action items in this report and on your my.gallup.com dashboard for ideas.



[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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