



CliftonStrengths® Top 5 for Anthony Popovich

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. 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.

2. Adaptability®

You prefer to go with the flow. You tend to be a "now" person who takes things as they come and who discovers the future one day at a time.

3. Harmony®

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

4. Empathy®

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

5. Includer®

You accept others. You show awareness of those who feel left out and make an effort to include them.

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. Consistency
- 2. Adaptability
- 3. Harmony
- 4. Empathy
- 5. Includer

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

**EXECUTING**

1. 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.

Consistency**Adaptability****Harmony****Empathy****Includer**

Because of your strengths, you exhibit a wholesome sense of doubt. Typically you ask lots of questions before you take a position, form an opinion, agree with an action, or embrace an idea. Your thinking process is practical and matter-of-fact. You usually avoid conflict by taking things under consideration before siding with a person or a group. Undoubtedly, you give equal attention to various points of view before endorsing one course of action.

By nature, you bring an objective voice to goal-setting meetings. You emphasize facts to clarify key points. You notice how information becomes distorted when personal agendas or emotions cloud people's judgment. You enter these sessions with one intention — to give equal consideration to the objectives each person proposes.

Instinctively, you occasionally rely on your sound judgment to figure out how to deal with everyday chores that cannot be ignored. As minor as they might seem, you sometimes realize that each detail and due date is necessary and important. You may set up systems or rules that you follow on a daily, weekly, monthly, or annual basis. Perhaps you value uniformity, consistency, and efficiency. You might wish certain other people did too.

Driven by your talents, you are quite strong — that is, thoroughly talented, knowledgeable, and skilled — at setting up processes that make it easier to perform repetitious activities and mundane tasks. You appreciate individuals who regularly follow these procedures. You can become frustrated with mavericks — that is, independent people who insist on doing things their own way. You have noticed that they often create problems for others.

Chances are good that you like certain types of systems or rules. Sometimes they produce the uniform, consistent, and predictable results you want. This might be useful when individuals have to perform the same task in the same way over and over again. You might be an organized thinker. This may partially explain why you occasionally give step-by-step presentations about the inner workings of complicated procedures or regulations.

**1. Consistency**

- 2. Adaptability
- 3. Harmony
- 4. Empathy
- 5. Includer

How Consistency Blends With Your Other Top Five Strengths

CONSISTENCY + **ADAPTABILITY**

You have a standard approach to most situations, but when change occurs, you respond with spontaneity and immediacy.

CONSISTENCY + **HARMONY**

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

CONSISTENCY + **EMPATHY**

When you see injustice and inequality, you feel angry. You believe that we need laws to ensure that all people are treated fairly.

CONSISTENCY + **INCLUDER**

You believe that rules or regulations are necessary to ensure that everyone is treated fairly and no one is excluded.

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

2. Adaptability®

What Is Adaptability?

People with strong Adaptability talents live in the moment. They don't see the future as a fixed destination. Instead, they see it as a place that they can create out of the choices they make right now. They discover their future one choice at a time. This doesn't mean that they don't have plans. But their Adaptability talents enable them to respond willingly to the demands of the moment, even if circumstances pull them away from their plans. They don't resent sudden requests or unforeseen detours. They expect them. On some level, they may look forward to them. They are, at heart, very flexible, and they can stay productive when circumstances pull them in many different directions at once.

Why Your Adaptability Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Consistency	Adaptability	Harmony	Empathy	Includer
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- It's very likely that you feel that the key to being flexible is how well you listen.
- Because of your strengths, you make plans as you move into and through your day. Not being bound to a strict timeline or action plan frees you to deal with problems or take advantage of opportunities at the moment they arise.
- Chances are good that you usually do much better when you are free to respond to demands and problems as they arise. Understandably, you dislike being forced to follow someone else's plan of action. Having to use outdated and inefficient processes probably is just as frustrating.
- Instinctively, you may prefer to work independently. Perhaps you contend with the day's events as they unfold when you have only your own work, studies, resources, or time to manage. Once in a while, you like to make decisions and act on them without being required to seek and receive the approval of someone else.
- By nature, you are flexible throughout the day. When surprises occur, you make whatever changes are necessary. While others become frustrated, you probably remain calm. Your even-tempered approach to life permits you to think clearly about everything that is occurring. Perhaps you are content to move into the future one step at a time. You are likely to thrive in environments where change is ever-present.



- 1. Consistency
- 2. Adaptability**
- 3. Harmony
- 4. Empathy
- 5. Includer

How Adaptability Blends With Your Other Top Five Strengths

ADAPTABILITY + CONSISTENCY

You have a standard approach to most situations, but when change occurs, you respond with spontaneity and immediacy.

ADAPTABILITY + HARMONY

As an easygoing person, you accept the situation as is. You want to calm others whose tension limits their performance and enjoyment.

ADAPTABILITY + EMPATHY

Because you live primarily in the here and now, you have a keen sense of both situational and emotional realities.

ADAPTABILITY + INCLUDER

You live for the present and invite others to join you so that no one will be left out.

Apply Your Adaptability to Succeed

Fine-tune your responsiveness.

- ☐ Keep making progress when unexpected things happen. The calmness you bring when things quickly change helps those around you to be able to press ahead with you.
- ☐ Act quickly when urgent matters arise. Those around you may depend on your comfort in the moment to help them see what needs to be done.



RELATIONSHIP BUILDING

3. 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.

Consistency	Adaptability	Harmony	Empathy	Includer
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It's very likely that you sometimes notice your quality of life improves when people appreciate your good-natured, even-tempered personality.

By nature, you generally pause to hear what people want and need to say. You realize human beings feel valued when you pay attention to the thoughts or feelings they express. Frequently you provide a reality check — that is, an unbiased opinion of things as they truly are. Consistently your straightforward comments cause individuals or groups to find areas where they can agree rather than disagree.

Driven by your talents, you could live happily without the pressure of due dates. However, you understand they are a necessity of life. Because you interact and work with others, you usually agree it is only right to adhere to the schedule. Your motivation for meeting deadlines comes from your desire to give everyone an equal opportunity to do good work.

Because of your strengths, you are relieved and calm when teamwork progresses without obstacles. You can sense a feeling of camaraderie between you and your partners when your results feel effortless.

Chances are good that you often feel energized when your work flows smoothly from beginning to end.



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How Harmony Blends With Your Other Top Five Strengths

HARMONY + CONSISTENCY

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

HARMONY + ADAPTABILITY

As an easygoing person, you accept the situation as is. You want to calm others whose tension limits their performance and enjoyment.

HARMONY + EMPATHY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

HARMONY + INCLUDER

You want there to be acceptance of those outside your circle and agreement by those inside your circle.

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.

**RELATIONSHIP BUILDING**

4. 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

These Strengths Insights are personalized based on your CliftonStrengths results.

Consistency**Adaptability****Harmony****Empathy****Includer**

It's very likely that you may sense that certain people need your attention to feel valued or appreciated. Perhaps you derive some pleasure from making others feel special.

By nature, you may not always react to people's emotions in the moment, but you usually remember the impressions their emotions had on you.

Because of your strengths, you sometimes engage outsiders or newcomers in small talk. Perhaps you sense when someone feels left out of a conversation. Maybe you hope to make a few new friends by involving people in certain activities. Once in a while, you comment favorably about the talents or accomplishments of specific individuals. To some degree, you want them to know they are worthy of the time and effort you invest in them.

Driven by your talents, you experience a feeling of exhilaration each time you brighten someone's day. Your buoyant and cheerful demeanor — that is, outward behavior — usually enhances your own as well as others' quality of life.

Chances are good that you might be the person on the team who can appease and calm people who are upset, confused, or fearful.



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How Empathy Blends With Your Other Top Five Strengths

EMPATHY + CONSISTENCY

When you see injustice and inequality, you feel angry. You believe that we need laws to ensure that all people are treated fairly.

EMPATHY + ADAPTABILITY

Because you live primarily in the here and now, you have a keen sense of both situational and emotional realities.

EMPATHY + HARMONY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

EMPATHY + INCLUDER

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

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**

5. Incluser®

What Is Incluser?

“Stretch the circle wider.” People with strong Incluser talents center their lives on this philosophy. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated, and they reach out to bring them in. They instinctively accept others. Regardless of race, gender, nationality, personality or faith, Inclusers cast few judgments. Their accepting nature doesn’t necessarily rest on the belief that we are all different and that one should respect those differences — rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

Why Your Incluser Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Consistency**Adaptability****Harmony****Empathy****Incluser**

Because of your strengths, you regularly enhance the self-esteem of individuals by pulling them into the group. You intentionally engage them in conversation or activity. You also emphasize how much you value their participation.

Driven by your talents, you want everyone to feel part of the group and its activities. You do and say things to spare people the misery of rejection and loneliness. Once someone joins your circle, you identify the talents that make this person so very special.

By nature, you probably have, since early in life, sensed what people think of you. As a result, you figure out ways to bring joy into the lives of others. Your acts of kindness are simple and inexpensive. You understand the pain and loneliness of being ignored. This prompts you to make sure no one is left out of group discussions, activities, projects, or celebrations. Seeing someone smile, laugh, or enjoy the companionship of coworkers, classmates, teammates, or family members delights you.

It’s very likely that you spontaneously look for ways to involve everyone in group-related activities. You really sense what not belonging feels like to the person who is intentionally left out, overlooked, or ignored.

Chances are good that you may find some reason to befriend and include a number of group members in discussions or activities. Perhaps you reassign certain resources or revise some plans so more people can participate.



- 1. Consistency
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How Includer Blends With Your Other Top Five Strengths

INCLUDER + CONSISTENCY

You believe that rules or regulations are necessary to ensure that everyone is treated fairly and no one is excluded.

INCLUDER + ADAPTABILITY

You live for the present and invite others to join you so that no one will be left out.

INCLUDER + HARMONY

You want there to be acceptance of those outside your circle and agreement by those inside your circle.

INCLUDER + EMPATHY

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

Apply Your Includer to Succeed

Empower people to see the best in others.

- ☐ Help people get to know each other. Your ability to quickly make people feel accepted and involved in a group makes it easier for them to contribute and form relationships.
- ☐ Be aware that existing group members might not initially embrace newcomers, so do your best to explain what we all have in common. Help others understand that to respect the differences among us.

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.

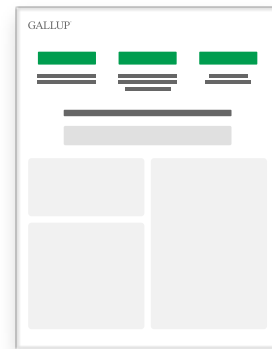
Claim It

- 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.

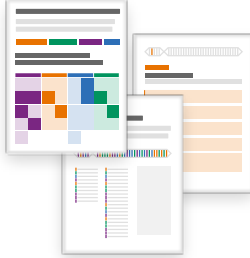
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

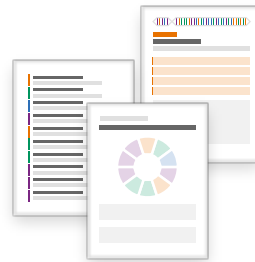


Apply Your CliftonStrengths® in Specific Roles

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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