



CliftonStrengths® Top 5 for Alex Vermeule



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. Maximizer®

You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

2. Activator®

You can make things happen by turning thoughts into action. You want to do things now, rather than simply talk about them.

3. Woo®


You love the challenge of meeting new people and winning them over. You derive satisfaction from breaking the ice and making a connection with someone.

4. 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.


5. Connectedness®

You have faith in the links among all things. You believe there are few coincidences and that almost every event has meaning.

 **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. **Maximizer**
- 2. **Activator**
- 3. **Woo**
- 4. **Adaptability**
- 5. **Connectedness**

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



INFLUENCING

1. Maximizer®

What Is Maximizer?

Maximizers see talents and strengths in others, usually before anyone else does. Strengths — whether their own or someone else's — fascinate them. Maximizers love to help others get excited about their potential. They see what people do best and which jobs they will be good at. They can see how people's talents match the tasks they must complete. Excellence, not average, is their measure and pursuit. They have a quality orientation that leads them to focus on areas of strength for themselves and others and manage weaknesses.

Why Your Maximizer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Maximizer

Activator

Woo

Adaptability

Connectedness

Chances are good that you may prefer to spend time with people who respect and approve of your talents. Perhaps you can sense when individuals belittle your abilities or discount your results.

It's very likely that you may surround yourself with individuals who appreciate your personality traits. Perhaps their comments inspire you to get as much as possible out of the skills, knowledge, or talents you possess. Investing in your own growth might be one way you strive to improve as a person or as a professional.

Instinctively, you take full advantage of your talents. This is how you move toward your goals.

Because of your strengths, you may surround yourself with people who notice what you do right and applaud what you do well. Maybe you avoid critics who dwell on your shortcomings.

Driven by your talents, you exhibit an awareness about what you do and do not do well. You trust your instincts in this regard. Over time, you have progressed faster and moved further by relying on your talents. You simply refuse to risk losing confidence in yourself by tackling assignments for which you lack the talent, even when you may possess some relevant knowledge, skills, or experience.



- 1. Maximizer**
- 2. Activator
- 3. Woo
- 4. Adaptability
- 5. Connectedness

How Maximizer Blends With Your Other Top Five Strengths

MAXIMIZER + ACTIVATOR

You push people to get started and to aspire to become the best they can be. Success is always about speed and excellence.

MAXIMIZER + WOO

You want your social network to be broad and getting wider, and you want it to be populated with good people who are getting better.

MAXIMIZER + ADAPTABILITY

Excellence can be a moving target. You are aware of and responsive to the changing environments that you inhabit.

MAXIMIZER + CONNECTEDNESS

Conscious of the bigger picture and the broader community, you strive to contribute your best for the greater good.

Apply Your Maximizer to Succeed

Focus on long-term relationships for maximum success.

- Meet regularly with mentors and role models for insight, advice and inspiration. This mentorship will lead to a new standard of excellence and success.
- Support others in areas where they don't excel. Build their strengths and confidence by helping them do what they naturally do best and finding complementary partners.



INFLUENCING

2. Activator®

What Is Activator?

“When can we start?” This is a recurring question for Activators. People with strong Activator talents are impatient for action. They may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down they know that only action is real. Once a decision is made, they must act. Others may worry that “there are still some things we don’t know,” but this doesn’t seem to slow Activators down. They make a decision, take action, look at the result and learn. The bottom line is this: Activators know they will be judged not by what they say or what they think, but by what they get done. This does not frighten them. It energizes them.

Why Your Activator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Maximizer

Activator

Woo

Adaptability

Connectedness

By nature, you might generate enthusiasm in people by convincing them of their abilities. Periodically your optimistic outlook helps others believe in their potential. To some extent, you encourage individuals to take action sooner rather than later. Perhaps you also challenge individuals to see major or even minor assignments as opportunities to excel.

Driven by your talents, you are comfortable telling others stories about your personal habits, qualities, experiences, or background. Your forthcoming nature probably enables others to share their thoughts and feelings with you.

Chances are good that you might spot some emerging trends or problems others fail to notice. You sometimes generate innovative ideas before selecting the best option. Perhaps your proposals, coupled with your optimism, ignite people’s enthusiasm for certain endeavors.

Because of your strengths, you occasionally galvanize — that is, spark or excite — people’s enthusiasm by pointing out things they have done well. Once in a while, you encourage individuals to revel in their accomplishments.

It's very likely that you may energize some people with your ideas about what can be changed or done better. Perhaps you describe how individuals or groups can benefit from your suggestions. Your optimistic approach might inspire others to design improvement plans. You occasionally rally individuals to support and execute those plans.



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How Activator Blends With Your Other Top Five Strengths

ACTIVATOR + MAXIMIZER

You push people to get started and to aspire to become the best they can be. Success is always about speed and excellence.

ACTIVATOR + WOO

Starting something is what you do best. With initiative and influence, you may launch a new product or begin a new relationship.

ACTIVATOR + ADAPTABILITY

You can make things happen, but you can also take things as they happen.

ACTIVATOR + CONNECTEDNESS

Everything happens for a reason. Sometimes you are the reason something happens. If you don't do it, nobody will.

Apply Your Activator to Succeed

Be the person who helps others take action to succeed.

- When you see someone do something excellent, tell them right away. This positive reinforcement of their actions can help motivate them to repeat what they did.
- Remember that not everyone is as ready as you are to jump into action. Make sure those around you are prepared to act so they can meet your energy with excitement instead of fear.



INFLUENCING

3. 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.

Maximizer

Activator

Woo

Adaptability

Connectedness

Instinctively, you may be guileless — that is, candid and frank — about what you think or feel. You might reveal many details regarding your past, your present circumstances, or your future prospects. Some individuals appreciate your plainspoken and open style. Maybe you spend little, if any, time pretending you can do or be something you know you cannot. You might win some new friends by being open about yourself.

Because of your strengths, you really enjoy starting discussions with newcomers. You probably engage outsiders in small talk. You are determined to make each person feel comfortable in your presence. After chatting with you, most individuals sense they have made a new friend.

It’s very likely that you spontaneously alleviate — that is, lighten or reduce — much of the stress and tension in your life by diving into conversations with outsiders or newcomers. These individuals are likely to appreciate your friendliness, your smile, your compliments, and your genuine interest in what they say. Chatting with strangers probably increases your energy instead of draining it.

Driven by your talents, you genuinely like to help people overcome obstacles that prevent them from linking up with one another. This explains why you engage so many newcomers or outsiders in small talk as well as serious discussions.

Chances are good that you usually embrace opportunities to clarify unintelligible messages, vague statements, or difficult-to-understand ideas. You regularly enlighten newcomers or outsiders about issues, processes, regulations, or traditions about which they need to know more.



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How Woo Blends With Your Other Top Five Strengths

WOO + MAXIMIZER

You want your social network to be broad and getting wider, and you want it to be populated with good people who are getting better.

WOO + ACTIVATOR

Starting something is what you do best. With initiative and influence, you may launch a new product or begin a new relationship.

WOO + ADAPTABILITY

You can take the lead in social situations, but you can also conform to what a certain situation demands.

WOO + CONNECTEDNESS

Maybe you find it easy to meet new people because you often have a sense that you are already connected.

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.



RELATIONSHIP BUILDING

4. 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.

Maximizer	Activator	Woo	Adaptability	Connectedness
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By nature, you may let the pressures of each day determine what you need to revise, correct, repair, remodel, upgrade, revamp, or rework.

Because of your strengths, you might labor tirelessly on whatever needs to be accomplished today. Perhaps you are willing to change some of your plans when certain people change theirs. To some degree, you remain calm when others reverse their decisions, modify their schedules, or cancel their appointments.

Instinctively, you exhibit a certain degree of awareness about the beauty surrounding you. Sometimes you even pause to consider all the loveliness you can see, touch, hear, smell, or taste.

Chances are good that you realize that each day offers its own surprises. You trust you can handle whatever occurs. Even when you do not know exactly what to do, you probably know someone who does. You have an uncanny ability to easily and cooperatively proceed in the direction in which other people and processes are moving.

It's very likely that you might dread being bound to the timelines or agendas of others. Possibly you prefer to determine your own schedule or set your own pace. Perhaps you enjoy responding to particular challenges or crises as they arise.



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How Adaptability Blends With Your Other Top Five Strengths

ADAPTABILITY + MAXIMIZER

Excellence can be a moving target. You are aware of and responsive to the changing environments that you inhabit.

ADAPTABILITY + ACTIVATOR

You can make things happen, but you can also take things as they happen.

ADAPTABILITY + WOO

You can take the lead in social situations, but you can also conform to what a certain situation demands.

ADAPTABILITY + CONNECTEDNESS

For you, interruptions are seldom meaningless inconveniences; they expand your worldview and reshape your perspective on life.

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

5. Connectedness®

What Is Connectedness?

Things happen for a reason. Those with strong Connectedness talents are sure of it. They have a powerful conviction that everyone is connected. While each person is responsible for their own judgments and actions, those with strong Connectedness believe everyone is part of something larger. This belief implies certain responsibilities. Their awareness of these responsibilities creates their value system. They are considerate, caring and accepting. Confident in the unity of humankind, they build bridges for people of different cultures. They give others comfort that there is a purpose beyond everyday existence. Their faith is strong. It sustains them and their close friends in the face of life's mysteries.

Why Your Connectedness Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Maximizer	Activator	Woo	Adaptability	Connectedness
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Chances are good that you may convince certain people that a particular project or cause improves humankind's quality of life. Occasionally you persuade them of the importance of protecting the planet's resources for future generations. Perhaps you help people realize they can accomplish more good as a group than they can as individuals.

It's very likely that you sense that you are inextricably linked to your friends and colleagues. You understand that your success depends on each one of them just as their individual success depends on you.

By nature, you have no doubts about being linked in some way with everything in the universe. This includes all creation and all humankind.

Driven by your talents, you often are the one who helps people understand how they are linked across time, distance, race, ethnicity, religion, economic levels, languages, or cultures. You make it possible for individuals to work together. You aim to break down barriers that separate them.

Because of your strengths, you underscore what people have in common even though their backgrounds, experiences, languages, cultures, or interests vary greatly. You facilitate dialogue between individuals. You create peace within groups and between people by linking them to one another.



- 1. Maximizer
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How Connectedness Blends With Your Other Top Five Strengths

CONNECTEDNESS + MAXIMIZER

Conscious of the bigger picture and the broader community, you strive to contribute your best for the greater good.

CONNECTEDNESS + ACTIVATOR

Everything happens for a reason. Sometimes you are the reason something happens. If you don't do it, nobody will.

CONNECTEDNESS + WOO

Maybe you find it easy to meet new people because you often have a sense that you are already connected.

CONNECTEDNESS + ADAPTABILITY

For you, interruptions are seldom meaningless inconveniences; they expand your worldview and reshape your perspective on life.

Apply Your Connectedness to Succeed

Help people and groups better understand how to relate to and rely on each other.

- Offer to listen to and counsel people. You can easily see connections between what they are saying and doing. Help them by providing directions on how to see connection and purpose in everyday occurrences.
- Support others in finding meaning in the unpredictability of their world. Doing this provides a sense of comfort and stability in the face of uncertainty.

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.

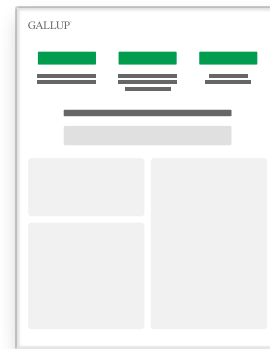
Claim It

- 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.

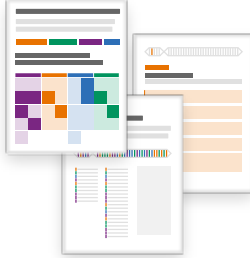
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

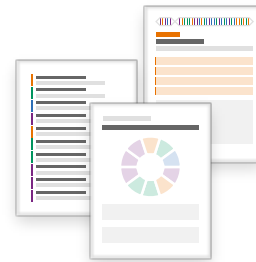


Apply Your CliftonStrengths® in Specific Roles

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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