



CliftonStrengths® Top 5 for Beata Etmanowicz

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. 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.

3. Input®

You have a need to collect and archive. You may accumulate information, ideas, artifacts or even relationships.

4. 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.

5. Ideation®

You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.

■ **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. Strategic
- 2. Arranger
- 3. Input
- 4. Individualization
- 5. Ideation

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

Arranger

Input

Individualization

Ideation

By nature, you can design innovative plans. You probably raise issues and identify recurring obstacles as you generate tactical options. Problems and possible solutions become apparent to you. Once you outline action steps, you quickly execute them one by one. You refuse to waste time questioning your ideas after everything has been set into motion.

Driven by your talents, you invent original ideas of your own. Your imagination is typically stimulated when you collaborate — that is, team up — with future-oriented thinkers.

It's very likely that you are known for your ease with language. This ability serves you well when you need to talk with newcomers or outsiders. Your vocabulary probably allows you to tell stories or express your ideas with great clarity.

Instinctively, you practice visualization to put yourself in the right mindset for overcoming potential challenges. Seeing mental images of what might lie ahead reduces your anxiety and sparks the creativity you need to address the scenarios you envision.

Chances are good that you work diligently to invent alternative courses of action. You notice new as well as unusual configurations in facts, evidence, or data. Others, however, can see only separate, unrelated bits of information. You are fascinated by problems that puzzle, confound, or frustrate most people.



- 1. Strategic
- 2. Arranger
- 3. Input
- 4. Individualization
- 5. Ideation

How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + ARRANGER

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

STRATEGIC + INPUT

You sort through the proliferation of information, tools, and resources so that you can find, collect, and share those that are most useful.

STRATEGIC + INDIVIDUALIZATION

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

STRATEGIC + IDEATION

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

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.

**EXECUTING**

2. 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

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic**Arranger****Input****Individualization****Ideation**

Instinctively, you automatically notice what people do well. You pay attention to their individual interests, too. Combining this information, you are likely to understand who should work and should not work together. You probably create partnerships where one person's talents complement those of another person. You tend to match people to tasks they enjoy.

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

It's very likely that you easily readjust and rearrange when necessary. You are confident that your modifications will result in progress.

Driven by your talents, you are the team member who streamlines processes, rules, or procedures. You outline steps so all group members perform the same task the same way every time they do it.

By nature, you have the good sense to turn to others for help when unexpected problems threaten a project. You avoid producing shoddy or inaccurate results. You think it is foolhardy to try to do everything by yourself. You know it is impractical to shut out those who have the knowledge, skills, and/or talents you need to get through difficult times. More than once, you have seen individuals discover and appreciate one another's special gifts as they moved together toward a common goal in a spirit of cooperation.



- 1. Strategic
- 2. **Arranger**
- 3. Input
- 4. Individualization
- 5. Ideation

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 + INPUT

You contribute to a team's productivity by aligning the human resources and by providing the most useful tools and equipment.

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 + IDEATION

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

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**

3. Input®

What Is Input?

People with strong Input talents are inquisitive and always want to know more. They crave information. They might collect ideas, books, memorabilia, quotations or facts. Whatever they collect, they do so because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes spent surfing the internet may turn into hours once their curiosity takes off. They constantly acquire, compile and file things away. Their pursuits keep their minds fresh. They know that one day the information or things they've gathered will prove valuable.

Why Your Input Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic**Arranger****Input****Individualization****Ideation**

Chances are good that you are attracted to books, publications, or Internet sites that offer useful tips for putting things in order, sorting things, or disposing of things no longer needed.

Driven by your talents, you delight in the opportunity to hear leading thinkers discuss their theories and insights. The "life of the mind" appeals to you greatly. You relish acquiring new information about profound, out-of-the-ordinary, or scholarly ideas.

It's very likely that you are grateful when your questions are answered, your studies yield new information, or your knowledge increases. You routinely deepen your understanding through conversations, the media, the Internet, books, or classes. You resist spending the majority of your time on topics that are not in line with your natural abilities. Instead, you choose to take advantage of your talents — and by doing so, you consistently produce topnotch results.

Instinctively, you routinely gather historical facts or artifacts — that is, pictures, tools, books, artwork, correspondence, or documents. You often wait to determine whether this information is useful. Your interest in history probably has no purpose other than to answer your own questions. You are simply intrigued by the past and its people. The future starts to take shape in your mind as soon as you begin to rummage through your collection of historic truths and objects.

By nature, you are full of curiosity on most days, and you likely enjoy the opportunity to explore and collect as much information as you can.



- 1. Strategic
- 2. Arranger
- 3. Input**
- 4. Individualization
- 5. Ideation

How Input Blends With Your Other Top Five Strengths

INPUT + STRATEGIC

You sort through the proliferation of information, tools, and resources so that you can find, collect, and share those that are most useful.

INPUT + ARRANGER

You contribute to a team's productivity by aligning the human resources and by providing the most useful tools and equipment.

INPUT + INDIVIDUALIZATION

You gather valuable resources, mindful of their usefulness. You share valuable resources, mindful of their relevance.

INPUT + IDEATION

You experience great satisfaction when you transform your creative thinking into something tangible and useful.

Apply Your Input to Succeed

Find different ways to gather and organize resources.

- ☐ Develop a system for storing and easily finding information to share with others. This can be as simple as an email folder setup or as sophisticated as a computer database. This system will help you quickly locate information that you can share with others.
- ☐ Meet with people interested in learning about the information you have collected. During your conversation, ask them to help you by taking notes or recording the talk. This could be another way to keep track of your resources.

**RELATIONSHIP BUILDING**

4. 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**Arranger****Input****Individualization****Ideation**

It's very likely that you now and then cause others to pay attention to their innermost thoughts or feelings. Some people are confident of your ability to exercise good judgment or common sense. Specific people trust you to keep to yourself whatever they choose to share. Perhaps your capacity to imagine their situations or be sensitive to their needs allows a few individuals to unburden themselves. Sometimes you listen. You might acknowledge their unique circumstances.

Because of your strengths, you probably offer useful suggestions when individuals and groups are deciding what they want to accomplish.

Instinctively, you often choose to be a spectator. As you watch people engaging in various activities, you discover each one's unique background, interests, or talents. You probably find human beings utterly amazing. You appreciate who they are, what they can contribute, and what they have accomplished. These insights usually fill you with optimism about life and hope for the future.

Driven by your talents, you eliminate chaos. You probably walk into out-of-control situations and quickly determine where materials or people need to be placed for the sake of efficiency. You are likely to establish schedules, set up files, make check lists, or order supplies. Individuals tend to rely on you to think of all the steps, pieces, and parts. They usually trust you to establish a logical series of steps and guide them through the execution.

Chances are good that you may be capable of stepping into a person's feelings, thoughts, or experiences. Perhaps you have a natural capacity for grasping what life is like for someone else. Even without firsthand experience, you can sometimes comprehend an individual's challenges, worries, hopes, or fears as if they were your own.



- 1. Strategic
- 2. Arranger
- 3. Input
- 4. Individualization**
- 5. Ideation

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 + 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 + INPUT

You gather valuable resources, mindful of their usefulness. You share valuable resources, mindful of their relevance.

INDIVIDUALIZATION + IDEATION

Your creativity is never general. Your best creativity is customized for someone in particular.

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.



STRATEGIC THINKING

5. Ideation®

What Is Ideation?

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all of these reasons, they derive a jolt of energy whenever a new idea occurs to them.

Why Your Ideation Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic	Arranger	Input	Individualization	Ideation
-----------	----------	-------	-------------------	----------

By nature, you welcome opportunities to exchange new theories, innovative thoughts, and intriguing concepts. Others' original thinking probably stimulates your creativity.

It's very likely that you usually find novel and fresh ways to do things. People turn to you when they find themselves struggling to generate ideas.

Instinctively, you are an original and innovative thinker. Others frequently rely on you to generate novel concepts, theories, plans, or solutions. You refuse to be stifled by traditions or trapped by routines. You probably bristle when someone says, "We can't change that. We've always done it this way."

Chances are good that you bring new thoughts to most discussions and meetings. Your reputation for innovative thinking explains why you are recruited by groups. You derive satisfaction from mental activity. You recognize when you are especially creative.

Driven by your talents, you intentionally seek out what is new and different. Unexplored territory appeals to your adventurous spirit. You like to test your limits as a human being in travel, work, sports, or thinking. Even when others worry about your well-being, you trust you can take care of yourself.



- 1. Strategic
- 2. Arranger
- 3. Input
- 4. Individualization
- 5. Ideation**

How Ideation Blends With Your Other Top Five Strengths

IDEATION + STRATEGIC

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

IDEATION + ARRANGER

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

IDEATION + INPUT

You experience great satisfaction when you transform your creative thinking into something tangible and useful.

IDEATION + INDIVIDUALIZATION

Your creativity is never general. Your best creativity is customized for someone in particular.

Apply Your Ideation to Succeed

Look for areas that would benefit from an innovative approach.

- ☐ Spend time with imaginative people discussing and refining your ideas. Together, you can think up new possibilities.
- ☐ Look for different connections and generate new insights when things don't make sense in a certain area. Whereas others might be unsure or unclear about what to do next, you can quickly brainstorm multiple options for consideration.

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.

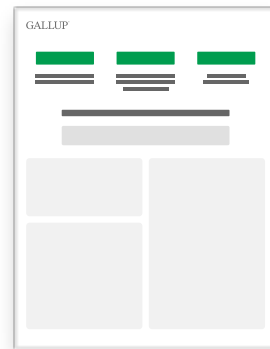
Claim It

- 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



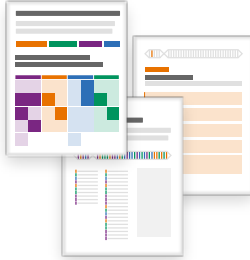
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

[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

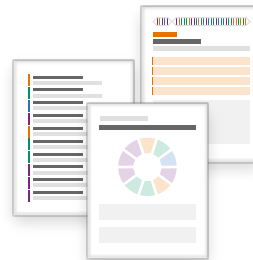


Apply Your CliftonStrengths® in Specific Roles

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.

COPYRIGHT STANDARDS

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Gallup®, CliftonStrengths®, Clifton StrengthsFinder®, StrengthsFinder® and each of the 34 strengths theme names are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are the property of their respective owners.