



# CliftonStrengths® Top 5 for Su Jeong Kim



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. Relator®

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

## 2. Harmony®

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

## 3. Developer®

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

## 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. Empathy®

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

■ **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. Relator
- 2. Harmony
- 3. Developer
- 4. Adaptability
- 5. Empathy

## 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



## RELATIONSHIP BUILDING

# 1. Relator®

### What Is Relator?

Relator talents describe a person's attitude toward their relationships. People with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. A person with strong Relator talents forms close relationships with people.

## Why Your Relator Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

**Relator**

**Harmony**

**Developer**

**Adaptability**

**Empathy**

Instinctively, you typically do your best work when you can bring your expertise to an enterprise. You prefer activities that keep you busy from start to finish.

It's very likely that you are frequently sought out by people whom you have gotten to know on a personal basis. They come back to you again and again because they trust your judgment. Many of them realize you tailor your words of wisdom to fit their unique needs, strengths, limitations, goals, or personalities.

Because of your strengths, you often declare you are as productive as you can be, especially when people allow you to work independently. Having to deal with teammates, classmates, or group members stymies — that is, hinders — your progress.

Driven by your talents, you have people you know, and then you have people you feel like you have always known. Your connections to your closest friends are not optional for your overall wellbeing — they are required.

Chances are good that you fill your mind with new ideas by asking questions, reading, studying, observing, or listening. Normally, you accumulate facts, data, stories, examples, or background information from the people you meet. Determining what they want to accomplish in the coming weeks, months, or years generally satisfies your curiosity. These insights also allow you to understand why individuals behave the way they do in different situations.



- 1. Relator
- 2. Harmony
- 3. Developer
- 4. Adaptability
- 5. Empathy

## How Relator Blends With Your Other Top Five Strengths

### RELATOR + HARMONY

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

### RELATOR + DEVELOPER

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

### RELATOR + ADAPTABILITY

Because you live completely in the moment, you can thrive when there is change. But you also establish authentic and lasting relationships.

### RELATOR + EMPATHY

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

## Apply Your Relator to Succeed

### Make time for one-on-one interactions with your friends.

- Make sure you get enough one-on-one time with the important people in your life. Periodic opportunities to interact with them will energize you.
- Take time to tell others how your relationship with them creates happiness in your life. Ask them how it enhances their happiness. Doing this with each person will show you care about them.



## RELATIONSHIP BUILDING

# 2. 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.*

Relator

**Harmony**

Developer

Adaptability

Empathy

Chances are good that you may be happy to do exactly what is assigned to you, as long as you sense that you are not being asked to carry more than your fair share of the workload. Checking those tasks off your list may bring you much pleasure, and may help you get along with others who notice your close attention to the work required of you.

By nature, you regularly point out what is wrong. You spend far less time dreaming up projects that have little chance of happening. You zero in on difficulties, glitches, or obstacles as early as possible so individuals can deal with them easily. When issues are allowed to expand out of proportion, you probably notice that people become short-tempered, easily annoyed, or disagreeable. As a realist, you are determined to keep the peace by helping others see things as they actually are.

Because of your strengths, you welcome opportunities to explore major concepts, proposals, or theories with your colleagues, coworkers, fellow students, or peers. You are apt to give everyone an equal chance to think out loud. Characteristically you gravitate to individuals who present realistic and practical ideas.

Driven by your talents, you place your trust and confidence in the people who do jobs that require thoroughness and perfection. Even when difficulties arise, you tend to suppress your inclination to push everyone aside and take total control of the project. You tell yourself they know what they are doing.

It's very likely that you characteristically find something valuable in what each person says. Then you acknowledge it. You carefully balance the amount of time and attention you give to every individual. You guard against leaving the impression that you think some people are smarter or better than others. Instead, you seek to accommodate everyone's needs and expectations. Because of your efforts, potential misunderstandings and disagreements are kept to a minimum.



- 1. Relator
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## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + RELATOR

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

### HARMONY + DEVELOPER

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

### 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.

## 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

# 3. Developer®

### What Is Developer?

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

## Why Your Developer Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Relator

Harmony

**Developer**

Adaptability

Empathy

Instinctively, you probably, out of respect and courtesy, step back so others can step forward. Frequently you choose to spotlight their contributions rather than draw attention to your own. You derive much joy from seeing individuals whom you have mentored, taught, or coached excel. Often they credit you with giving them emotional support when they needed it most.

Driven by your talents, you often provide people with favorable reviews of their accomplishments. You want them to experience the joy of success.

Because of your strengths, you get a thrill from encouraging newcomers or outsiders to join discussions or engage in small talk. You probably have a gift for finding things to talk about when you meet someone for the first time.

Chances are good that you use common sense every day. You can also determine the emotions of people. These insights help you know what to say and do when you interact with someone.

It's very likely that you convince most people that you value them as human beings. You intentionally reinforce what they know, have experienced, or can do. Many individuals probably want to become your friend. Why? You likely affirm their worth the moment they start doubting themselves.



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## How Developer Blends With Your Other Top Five Strengths

### DEVELOPER + RELATOR

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

### DEVELOPER + HARMONY

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

### DEVELOPER + ADAPTABILITY

You are aware of and responsive to the situations that surround you and the potential in people near you.

### DEVELOPER + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

## Apply Your Developer to Succeed

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

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



## RELATIONSHIP BUILDING

# 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.*

Relator

Harmony

Developer

**Adaptability**

Empathy

By nature, you labor tirelessly on whatever needs to be accomplished today. You likely are willing to change your plans when the people around you change theirs. You ordinarily remain quite calm when others reverse their decisions, modify their schedules, or cancel their appointments.

Instinctively, you are passionate about life. Your upbeat and personable style attracts people. Your ability to deal with whatever happens wins over many individuals. You look for and find the good in people, opportunities, processes, events, and even difficulties.

Chances are good that you take advantage of opportunities to engage newcomers or outsiders in small talk as well as serious discussions. This approach usually works well for you. Why? You realize the chance of your meeting the person again is remote unless you introduce yourself, ask some non-threatening questions, and attentively listen to the answers. You want to transform strangers into acquaintances. You are apt to want these acquaintances to become your friends.

Driven by your talents, you are a free spirit who is seldom thrown off balance by unexpected events and comments. Instead, you react to things as they occur. You are quite comfortable letting your future unfold at its own pace.

It's very likely that you tend to accept events as they unfold. Your friends, coworkers, teammates, classmates, or family members probably describe you as relaxed and easygoing. You may be most comfortable thinking about today rather than the past or the coming months, years, or decades.



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## How Adaptability Blends With Your Other Top Five Strengths

### ADAPTABILITY + RELATOR

Because you live completely in the moment, you can thrive when there is change. But you also establish authentic and lasting relationships.

### 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 + DEVELOPER

You are aware of and responsive to the situations that surround you and the potential in people near you.

### ADAPTABILITY + EMPATHY

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

## 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. 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.*

Relator

Harmony

Developer

Adaptability

**Empathy**

Driven by your talents, you might make people feel good about themselves and what they have accomplished. How? You simply observe them closely to determine what pleases each one, and you may be sensitive to their feelings. Perhaps you celebrate one person's success with the entire group present. Maybe you congratulate another person in private. Some people may enjoy working or studying with you. Why? You try to respect their feelings or anticipate their needs.

It's very likely that you might tune in to the feelings of people. Maybe you cheer them up when they are sad, disappointed, lonely, frustrated, or afraid.

Because of your strengths, you quickly and easily get insights into people's moods and emotions. Your sensitivity allows you to help people express what they are thinking and feeling.

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

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



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## How Empathy Blends With Your Other Top Five Strengths

### EMPATHY + RELATOR

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

### 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 + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

### EMPATHY + ADAPTABILITY

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

## 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.



## 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.

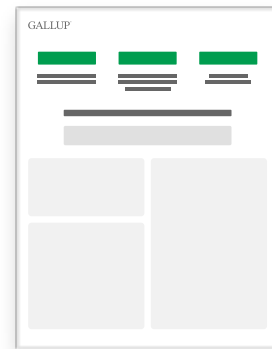
#### Claim It

- 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](https://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.

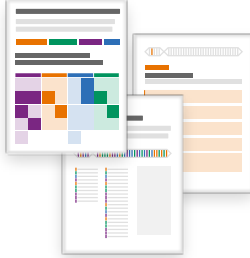
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

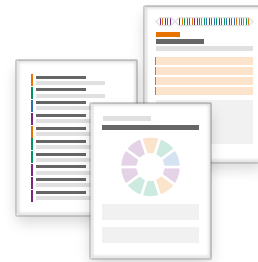


## Apply Your CliftonStrengths® in Specific Roles

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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