



CliftonStrengths® Top 5 for Michel Fortin

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. Context®

You enjoy thinking about the past. You understand the present by researching its history.

3. Empathy®

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

4. Connectedness®

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

5. Learner®

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

EXECUTING themes help you make things happen.

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. Context
- 3. Empathy
- 4. Connectedness
- 5. Learner

You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

INFLUENCING

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

RELATIONSHIP BUILDING

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

STRATEGIC THINKING

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



STRATEGIC THINKING

1. Strategic®

What Is Strategic?

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

Why Your Strategic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Context

Empathy

Connectedness

Learner

It's very likely that you can reconfigure factual information or data in ways that reveal trends, raise issues, identify opportunities, or offer solutions. You bring an added dimension to discussions. You make sense out of seemingly unrelated information. You are likely to generate multiple action plans before you choose the best one.

By nature, you characteristically find the right words to express whatever you are thinking. You offer explanations, discuss ideas, give examples, or share stories. You effectively use the spoken word.

Because of your strengths, you examine the past. You discover why things happened. This permits you to foresee the future. You study humankind's story to identify subtle nuances, recurring sequences of events, and predictable human behavior. Generating clever, resourceful, inventive, and original alternatives, you can offer solutions to age-old problems.

Chances are good that you may be more innovative when you have ample time to process ideas. When you are not pressured to think fast, you might generate numerous original proposals, alternatives, or tactics for the coming months, years, or decades.

Driven by your talents, you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources.



1. Strategic
2. Context
3. Empathy
4. Connectedness
5. Learner

How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + CONTEXT

While some only consider possibilities they can imagine, you embrace possibilities you remember from the past.

STRATEGIC + EMPATHY

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

STRATEGIC + CONNECTEDNESS

In your quest to promote community, you consider all options, always looking for the best path leading to oneness.

STRATEGIC + LEARNER

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

Apply Your Strategic to Succeed

Think ahead to gain perspective.

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



STRATEGIC THINKING

2. Context®

What Is Context?

Perspective and background are important for people with strong Context talents. They value the retrospective viewpoint because they believe that is where the answers lie. They look back to understand the present. From the past, they can discern blueprints for the future. People with dominant Context talents might feel disoriented when they can't see patterns stemming from prior events. Others may become impatient with them as they strive to understand the history of a given situation. But this historical context gives them confidence in their decisions.

Why Your Context Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Context

Empathy

Connectedness

Learner

It's very likely that you are intrigued by experts who can enlighten you about past events or historic people. You are particularly interested in history's contribution to the current state of affairs.

Instinctively, you enjoy spending time with those who think about historical events and the people who played a major or minor role in them. Reading historians' writings or listening to their conversations probably fills your mind with questions. You enjoy filing away the answers, sensing one day all this information will be useful. Whether it actually does become useful makes no difference to you. Knowledge is its own reward, in your opinion.

Driven by your talents, you sometimes research historic events to understand their impact on today's people or events. Maybe knowing what occurred in bygone days helps you make sense of current conditions or the behavior of certain individuals.

Because of your strengths, you occasionally study what occurred in days gone by to understand why some things happened. Maybe you wonder why certain people behaved the way they did. A few of your insights about the past might cause you to reflect on what you need to do better or more perfectly today.

By nature, you create a vision of the future by unraveling what happened in the past. You strive to understand the what, when, who, where, how, and why of events. You are determined to create a framework of facts so you can put things in perspective.



- 1. Strategic
- 2. Context**
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- 5. Learner

How Context Blends With Your Other Top Five Strengths

CONTEXT + STRATEGIC

While some only consider possibilities they can imagine, you embrace possibilities you remember from the past.

CONTEXT + EMPATHY

When you look back, you remember the events and the emotions of the past. For you, the historical is emotional.

CONTEXT + CONNECTEDNESS

You view the world through a lens that gives you both a holistic global perspective and a historical retrospective.

CONTEXT + LEARNER

Because you tend to retain what you study, academic success often comes easy for you. Your memory and ability to achieve help.

Apply Your Context to Succeed

Figure out the future by exploring what happened in the past.

- Find a mentor with an extensive history in your area of interest. Talking with this person and listening to their experiences will likely inspire you and help you prepare for the future.
- Communicate what the future holds by analyzing past experiences. Your passion for history can give great insights into where you and those around you are going in the future.



RELATIONSHIP BUILDING

3. 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.

Strategic

Context

Empathy

Connectedness

Learner

It's very likely that you sometimes figure out what someone is thinking or feeling; other times you may struggle. Your insights about people might impel you to utter words of praise. Perhaps you are comfortable calling attention to someone's particular talents, strengths, contributions, appearance, position, education, promotions, or awards.

Chances are good that you sometimes amuse people with stories, examples, or playful capers. Perhaps your style of delivery distracts certain individuals from the mundane or numbing routines of their lives. Maybe you know what to say and how to say it. Why? It might be because you are aware of various human emotions.

Because of your strengths, you might receive and even welcome diverse types of people into your life. Sometimes you comment favorably about their individual talents, efforts, skills, knowledge, contributions, or accomplishments.

Driven by your talents, you may be able to figure out what makes certain individuals distinct or special. Perhaps your natural intuition helps you pinpoint some of the subtle differences between particular people. You may sometimes tune in to the feelings of others.

By nature, 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.



- 1. Strategic
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- 4. Connectedness
- 5. Learner

How Empathy Blends With Your Other Top Five Strengths

EMPATHY + STRATEGIC

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

EMPATHY + CONTEXT

When you look back, you remember the events and the emotions of the past. For you, the historical is emotional.

EMPATHY + CONNECTEDNESS

You care deeply for others because you identify with your common humanity and are sensitive to their emotions.

EMPATHY + LEARNER

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

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

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



RELATIONSHIP BUILDING

4. 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.

Strategic

Context

Empathy

Connectedness

Learner

It's very likely that you may be fascinated with the mystery of life. Perhaps your capacity to feel good about yourself does not hinge on having logical or rational explanations for everything. Maybe you sense you are part of the lives of other individuals and accept they are part of your existence. Maybe this outlook on life influences what you say and do for people as well as how you care for the environment.

Driven by your talents, you continually seek wisdom from people with whom you have intelligent conversations. You not only listen but also share your thoughts. In the process, you are likely to move beyond concrete facts. Your curiosity draws you to speculate — that is, reflect or wonder — about theories, ideas, or concepts. To keep your mind fresh, you frequently quiz individuals who are equally fascinated with the intangible and abstract aspects of life.

Because of your strengths, you may be guided by the notion that no one can live life without some help from others. Perhaps this idea compels you to consider how what you do and say affects people you know and individuals you will never meet.

By nature, you might be determined to do good for people and/or the environment. Perhaps you are puzzled by people who cause harm without realizing they are hurting themselves.

Instinctively, you may welcome all kinds of people into your circle of friends, family, or acquaintances. Perhaps you have an ability to bond with individuals without expecting them to conform to your way of thinking, working, or living. Sometimes you revel in the diversity of humankind, rather than complain that every person, language, and culture is different. Maybe you have concluded that people are inextricably linked with one another as well as with everything in the universe.



- 1. Strategic
- 2. Context
- 3. Empathy
- 4. Connectedness**
- 5. Learner

How Connectedness Blends With Your Other Top Five Strengths

CONNECTEDNESS + STRATEGIC

In your quest to promote community, you consider all options, always looking for the best path leading to oneness.

CONNECTEDNESS + CONTEXT

You view the world through a lens that gives you both a holistic global perspective and a historical retrospective.

CONNECTEDNESS + EMPATHY

You care deeply for others because you identify with your common humanity and are sensitive to their emotions.

CONNECTEDNESS + LEARNER

You are glad there are some things that are beyond your comprehension. You love to study, but you hate to know it all.

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.



STRATEGIC THINKING

5. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people's confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the "getting there."

Why Your Learner Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Context

Empathy

Connectedness

Learner

Chances are good that you might register for high level courses or honors classes. Why? Perhaps you are attracted to subjects that are not easy to comprehend. Occasionally you trust yourself enough to test your mental endurance and agility.

By nature, you may feel upbeat about life when your desire to acquire knowledge or skills is regularly satisfied. You might grow increasingly unhappy with a job or assignment that fails to challenge your mind. Being forced to do the same thing day after day is sometimes depressing. Even when individuals in positions of authority reward you or tell you how much they value your performance, you may eventually have difficulty disguising your dissatisfaction.

Because of your strengths, you have little difficulty giving intense effort to projects, problems, or opportunities that capture and keep your attention.

Instinctively, you yearn to know a lot. It makes little sense to you to skim through a book and read only the highlights. You delve more deeply into intriguing subjects than most people do. You love to gather all kinds of information. This explains why you take time to grasp ideas that appear in print.

It's very likely that you now and then yearn to acquire additional knowledge or skills. Perhaps you use these to do certain things better, more perfectly, or more completely than you have in the past.



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How Learner Blends With Your Other Top Five Strengths

LEARNER + STRATEGIC

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

LEARNER + CONTEXT

Because you tend to retain what you study, academic success often comes easy for you. Your memory and ability to achieve help.

LEARNER + EMPATHY

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

LEARNER + CONNECTEDNESS

You are glad there are some things that are beyond your comprehension. You love to study, but you hate to know it all.

Apply Your Learner to Succeed

Develop expertise in areas that interest you the most.

- Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.

What's Next?

Take these steps to start unlocking your full potential using your CliftonStrengths.



Learn to Use Your Dominant Strengths

Read about each of your top five CliftonStrengths in this report and reflect:

- What did you read that **inspires** you?
- What did you read that **surprises** you?
- What did you read that **excites** you?
- What did you read that **challenges** you?

Click [here](#) or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

Name It

- Pick one of your top CliftonStrengths.
- List the words or phrases you read about this strength that resonate strongly with you.

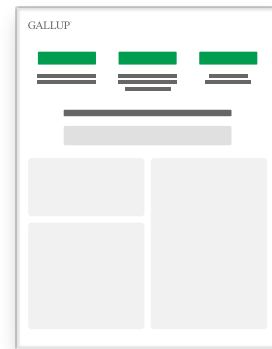
Claim It

- When has this strength helped you be successful in the past?
- How does this strength help you be successful in your role?

Aim It

- In what two ways could you start using this strength more intentionally right away?

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



[Click to View Activity](#)



Use Your Resources in Gallup® Access



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

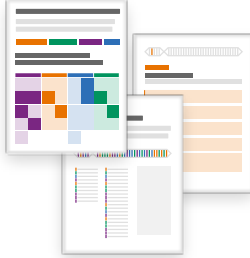
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.



Explore All 34 of Your CliftonStrengths®

Already have your CliftonStrengths 34 report? Great! Take some time to explore your full results.



If you don't have it yet, [click here](#) or scan the QR code to learn how your CliftonStrengths 34 report can help you:

- reveal your complete talent profile of 34 CliftonStrengths
- learn how to use your top 10 CliftonStrengths to set and achieve goals
- navigate your 11-34 CliftonStrengths, including understanding and managing weaknesses

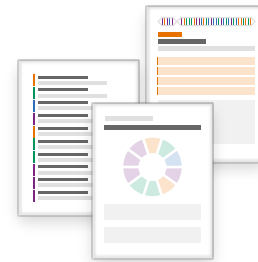


Apply Your CliftonStrengths® in Specific Roles

Take time to explore any role-based CliftonStrengths reports you already have.

If you don't have any, [click here](#) or scan the QR code to browse a range of reports tailored to specific roles and responsibilities.

We offer a suite of reports designed to help you use your CliftonStrengths to excel in various areas, whether it's in management, leadership or even as a student.



Engage in a Conversation About Your CliftonStrengths®



Share your CliftonStrengths results with the people closest to you, including your family, friends, coworkers and teammates.

Spend time talking about your CliftonStrengths with a coach, manager, mentor or adviser — someone invested in your personal and professional development.

[Click here](#) or scan the QR code for helpful ways to share and discuss your CliftonStrengths with others.

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