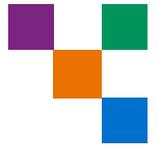




CliftonStrengths® Top 5 for Heejin Baik



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. Empathy®

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

3. Activator®

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

4. Strategic®

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

5. Deliberative®

You are best described by the serious care you take in making decisions or choices. You anticipate obstacles.

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. Relator
- 2. Empathy
- 3. Activator
- 4. Strategic
- 5. Deliberative

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

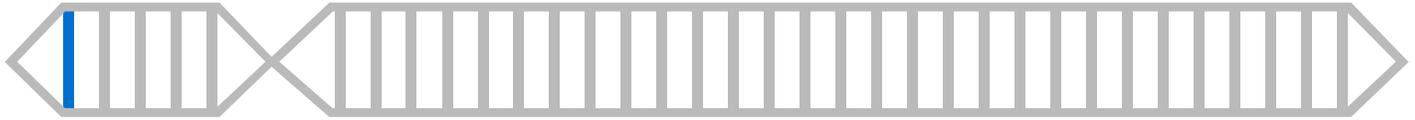
- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

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

Empathy

Activator

Strategic

Deliberative

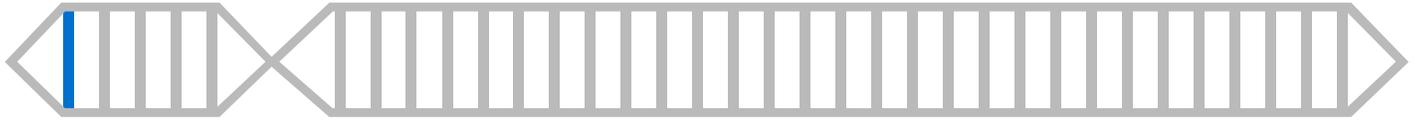
It's very likely that you may be particularly able to deconstruct tangled situations. Perhaps you sort through facts to discover the inner workings of intricate processes, regulations, programs, or action plans. Some people rely on you to reduce complexities to their basic parts. This partially explains why they trust you to present information in a manner they find easy to understand.

By nature, you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.

Because of your strengths, you sometimes say you are a good trainer or instructor for certain kinds of individuals. Perhaps you are aware of how a person feels at the start of a session. Maybe this enables you to adjust your coaching techniques to fit current moods or interest levels of the individual. You might take into account how someone reacted during your last encounter. Once in a while, you detect a few subtle or not-so-subtle emotional or mental changes.

Instinctively, you are comfortable being open and honest about who you are. Often you intentionally avoid people who are less than truthful. You prefer to spend time with individuals who speak as candidly as you do about their strengths, shortcomings, hopes, disappointments, failures, or successes.

Driven by your talents, you are quite comfortable being honest about yourself with others. You harbor very few illusions about who you really are. Furthermore, you can openly acknowledge your mistakes and shortcomings. This is apt to distinguish you from most people.



- 1. Relator
- 2. Empathy
- 3. Activator
- 4. Strategic
- 5. Deliberative

How Relator Blends With Your Other Top Five Strengths

RELATOR + EMPATHY

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

RELATOR + ACTIVATOR

You prefer to do things with people you already know, but doing an activity with someone new could start a new friendship.

RELATOR + STRATEGIC

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

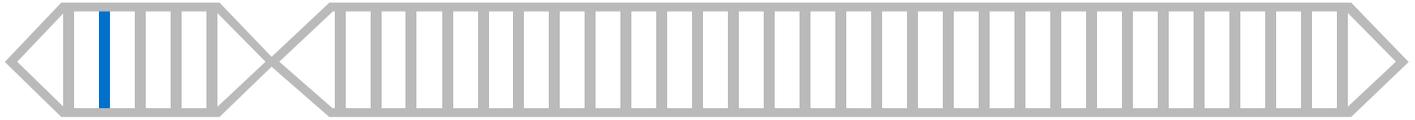
RELATOR + DELIBERATIVE

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

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. 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

Empathy

Activator

Strategic

Deliberative

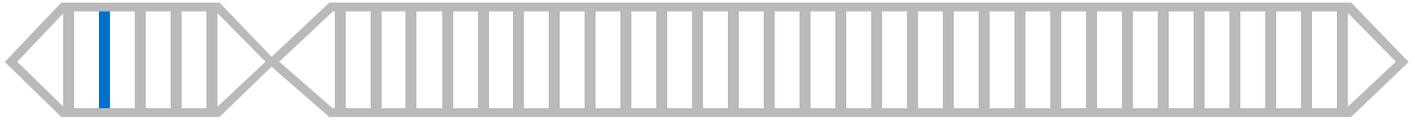
By nature, you can sometimes instill a sense of self-worth in individuals. Perhaps you are one of the people in their lives who values them, sees what they can become, and believes in them.

Driven by your talents, you may recognize some of the strengths, limitations, likes, dislikes, goals, or fears that distinguish one human being from another. You might sense the ever-changing moods or thought patterns of certain individuals. These insights might allow you to adjust your behavior or speech moment by moment. Perhaps your responses show particular people you care or understand what they are feeling, thinking, or experiencing.

Chances are good that you are sometimes keenly aware of the speed and intensity at which you are expected to function. Even so, you may prefer to operate at a measured, even tempo. Why? Maybe you realize this approach yields better results for you.

Instinctively, you might clearly see the unique qualities of specific individuals. Perhaps your keen awareness of the differences between certain people enables you to appreciate or cope with each person. Maybe you understand a few of their habits, strengths, limitations, likes, dislikes, idiosyncrasies, or interests.

It's very likely that you may be able to mix and match certain people's talents, skills, knowledge, experiences, educational levels and/or ages. Maybe you gain insights about how particular individuals respond to one another when they face challenges or solve problems. Sometimes you understand the contributions each one makes to the project. Perhaps you aim to create a cohesive, efficient, resourceful or productive workgroup.



- 1. Relator
- 2. Empathy**
- 3. Activator
- 4. Strategic
- 5. Deliberative

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 + ACTIVATOR

With your foot on the accelerator, your approach to life is to initiate urgently and react emotionally.

EMPATHY + STRATEGIC

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

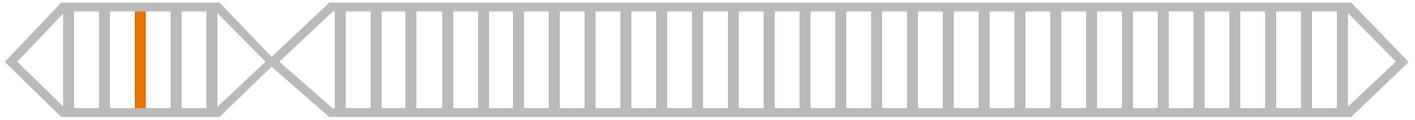
EMPATHY + DELIBERATIVE

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

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.



INFLUENCING

3. 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.

Relator

Empathy

Activator

Strategic

Deliberative

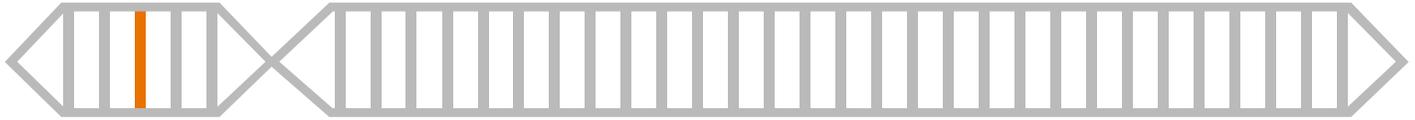
Instinctively, you regularly energize people with your ideas about what can be changed or done better. You frequently describe how individuals or groups can benefit from your suggestions. Your optimistic approach is apt to inspire people to design improvement plans. You probably rally individuals to support and execute those plans.

Driven by your talents, you may enjoy launching projects, diving into assignments, or starting new jobs. Sometimes you are the person who motivates others to begin tasks. To some degree, you gravitate to difficult-to-reach goals and relish taking charge. Perhaps you choose to forge ahead rather than wait for someone in authority to give you permission.

By nature, you energize others so they feel enthusiastic about a position you have taken, a conclusion you have reached, or an innovative idea you have proposed. As soon as you resolve to do something, you typically announce, "Let's get started right away. We can do this!"

It's very likely that you might work hard to be liked. Perhaps you find something special about each person you meet. This might be one way you ingratiate yourself — that is, win the favor of — certain individuals.

Because of your strengths, you sometimes pinpoint and acknowledge the grand ideas certain people share with you. Now and then, you ask a few questions. Maybe you listen to others talk about their unique interests, backgrounds, experiences, strengths, limitations, goals, or fears.



- 1. Relator
- 2. Empathy
- 3. Activator**
- 4. Strategic
- 5. Deliberative

How Activator Blends With Your Other Top Five Strengths

ACTIVATOR + RELATOR

You prefer to do things with people you already know, but doing an activity with someone new could start a new friendship.

ACTIVATOR + EMPATHY

With your foot on the accelerator, your approach to life is to initiate urgently and react emotionally.

ACTIVATOR + STRATEGIC

Your urge to take action as soon as possible is complemented by your urge to consider all possible courses of action.

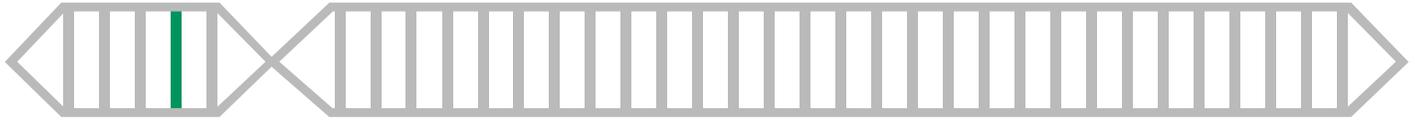
ACTIVATOR + DELIBERATIVE

You understand and believe equally that hurrying makes mistakes and that an early start aids productivity.

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.



STRATEGIC THINKING

4. 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.

Relator

Empathy

Activator

Strategic

Deliberative

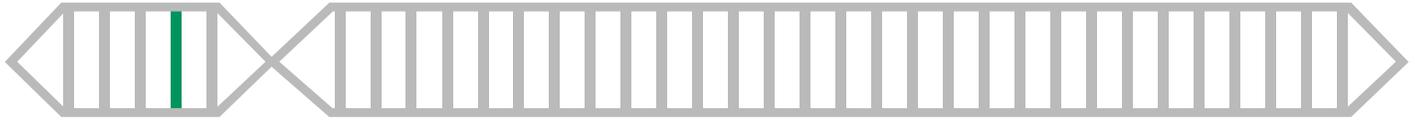
It's very likely that you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the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

Because of your strengths, you might enjoy a group problem-solving technique that involves the spontaneous contribution of ideas from all participants. When you have acquired specialized skills or possess specific knowledge, perhaps you can suggest alternative solutions for certain issues. Now and then, your expertise excites your own or others' imaginations. Maybe this occurs when you are encouraged to think what will be possible weeks, months, or even years from today.

Chances are good that you have no difficulty finding the right words to express your ideas. You are quite comfortable talking about ways to make people or things more complete, perfect, or excellent.

Driven by your talents, 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.

By nature, you may be a self-reliant person who needs time alone to think or work. You periodically generate innovative ideas and propose systematic programs of action. Perhaps you can identify certain recurring configurations in the behavior of people, the functioning of processes, or the emergence of potential problems.



- 1. Relator
- 2. Empathy
- 3. Activator
- 4. Strategic**
- 5. Deliberative

How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + RELATOR

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

STRATEGIC + EMPATHY

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

STRATEGIC + ACTIVATOR

Your urge to take action as soon as possible is complemented by your urge to consider all possible courses of action.

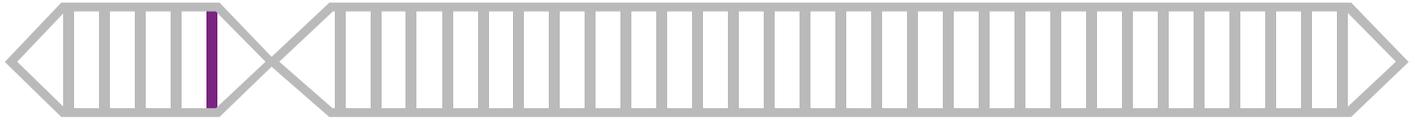
STRATEGIC + DELIBERATIVE

As you move toward a destination, you consider every possible route and anticipate every potential obstacle.

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

5. Deliberative®

What Is Deliberative?

People with strong Deliberative talents are careful and vigilant. Everything may seem in order, but beneath the surface, they sense many risks. Rather than avoiding these hazards, they draw them out into the open so they can identify, assess and ultimately reduce each risk. Thus, those with strong Deliberative talents bring a thorough and conscientious approach to making decisions. They take care to consider options, thinking through the pros and cons of each alternative. To them, making the correct choice is more important than the time it takes to do so. They see life as something of a minefield. Others may run through it recklessly if they so choose, but those with Deliberative talents take a different approach. They identify the dangers, weigh these risks' relative effect and then place their feet deliberately. They walk with care.

Why Your Deliberative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Empathy

Activator

Strategic

Deliberative

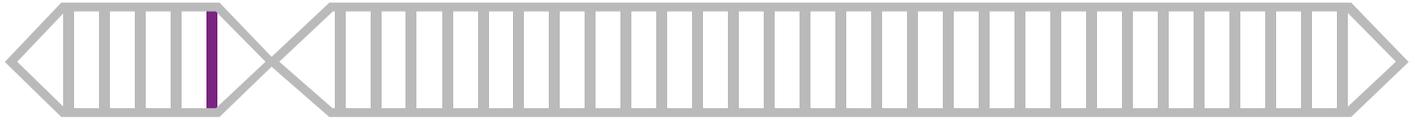
Driven by your talents, you might refrain from sharing much about yourself with others. Perhaps you are reserved by nature. You might prefer to keep your thoughts to yourself. However, if the situation demands conversation, you may become talkative and sociable.

By nature, you select your friends with great care. You are comfortable nurturing up-close and personal relationships with these chosen individuals. The quality of your relationships is much more important to you than the number of people who say you are their friend.

Because of your strengths, you may appear businesslike and earnest. Even so, you sometimes go out of your way to become better acquainted with individuals.

It's very likely that you sometimes withhold recognition until you have sufficient proof the recipient has earned it. Perhaps people appreciate your compliments because you give so few of them.

Chances are good that you may choose not to reveal too much about yourself, your thoughts, or your feelings. Perhaps you weigh the possible risks of being too forthcoming. Sometimes you refrain from acknowledging the talents, contributions, and accomplishments of people or groups until you have ample evidence they merit special acclaim.



- 1. Relator
- 2. Empathy
- 3. Activator
- 4. Strategic
- 5. Deliberative**

How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + RELATOR

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

DELIBERATIVE + EMPATHY

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

DELIBERATIVE + ACTIVATOR

You understand and believe equally that hurrying makes mistakes and that an early start aids productivity.

DELIBERATIVE + STRATEGIC

As you move toward a destination, you consider every possible route and anticipate every potential obstacle.

Apply Your Deliberative to Succeed

Take time to assess each situation — then act.

- Set aside time each day for yourself. Your thoughtful approach when considering options gives you the foresight to make wise decisions
- Think through the advantages and disadvantages when making important choices. To you, making the correct choice is more important than the time it takes to analyze the alternatives.

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.

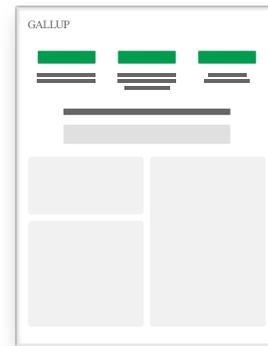
Claim It

- 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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