

# **How to Find Your Strengths as per Clifton StrengthsFinder (CSF)**

## **Why Discovering Your Strengths Matters**

Most people spend their lives trying to "fix" their weaknesses. But what if real success lies in amplifying your natural talents? That's the philosophy behind the CliftonStrengths (formerly StrengthsFinder) framework - a powerful tool developed by Gallup to help individuals discover and develop what they do best. Whether you're choosing a career, building a team, or seeking personal growth, knowing your strengths is a game-changer.

## **What Are the 34 CliftonStrengths? (One-Liner Summary)**

Achiever: You feel driven to accomplish tasks daily.

Activator: You turn ideas into immediate action.

Adaptability: You live in the moment and embrace change.

Analytical: You need to understand how and why things work.

Arranger: You organize resources for efficient outcomes.

Belief: You value purpose, ethics, and strong convictions.

Command: You naturally take charge in group settings.

Communication: You excel in expressing thoughts and engaging others.

Competition: You strive to outperform and be the best.

Connectedness: You believe everything happens for a reason.

Consistency: You value fairness, rules, and even treatment.

Context: You learn and act based on historical insights.

Deliberative: You make careful, risk-aware decisions.

Developer: You see potential in others and want to help it grow.

Discipline: You prefer order, structure, and routine.

Empathy: You intuitively sense other people's emotions.

Focus: You zero in on goals with unwavering drive.

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Futuristic: You're inspired by what the future could be.

Harmony: You seek consensus and common ground.

Ideation: You love new ideas and enjoy brainstorming.

Includer: You make others feel part of the group.

Individualization: You recognize what makes each person unique.

Input: You collect ideas, facts, and information constantly.

Intellection: You enjoy thinking deeply and reflecting.

Learner: You are energized by the process of learning.

Maximizer: You refine what's good into something great.

Positivity: You bring energy and optimism to others.

Relator: You form close, genuine relationships.

Responsibility: You take ownership and keep your promises.

Restorative: You enjoy solving problems and improving things.

Self-Assurance: You trust your own instincts and decisions.

Significance: You want to make a big, meaningful impact.

Strategic: You can quickly spot patterns and paths.

Woo: You win others over and connect socially with ease.

## **How to Use CSF to Find Your Strengths**

Step 1: Read the Descriptions Carefully

Understand how each strength shows up in your work, learning, and relationships.

Step 2: Select Your Top 10 "Relatable Strengths"

Pick the strengths that resonate most deeply with your personality, even beyond your top 5.

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### Step 3: Narrow Down to Your Core Top 5

These strengths will serve as your personal operating system.

### Step 4: Use This Prompt to Maximize Your Potential

Prompt:

Clifton StrengthsFinder says I am [Strength1], [Strength2], [Strength3], [Strength4], [Strength5]. Where should I put my energy to maximise them? What can be my ideal career paths? Also suggest me a sample role that fits me perfectly.

### Sample Use Case

Let's say someone discovers their top 5 strengths as: Learner, Ideation, Empathy, Focus, Strategic.

They could use the prompt above and discover that ideal roles might include:

- Innovation consultant
- UX research lead
- Educational product strategist
- Strategic partnerships manager

### Final Thought

Your strengths are not just personality traits - they're tools for impact. When you align your work and life around them, you don't just perform better - you feel more energized, purposeful, and confident. Take the time to discover your top 5. Then, take action.