



CliftonStrengths® Top 5 for Haotian Zhang



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. Intellection®

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

2. Connectedness®

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

3. Relator®

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

4. Input®

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

5. 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.

■ **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. Intellection
- 2. Connectedness
- 3. Relator
- 4. Input
- 5. Adaptability

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. Intellection®

What Is Intellection?

People with strong Intellection talents like to think. They like mental activity. They like to exercise the “muscles” of their brain, stretching them in multiple directions. This need for mental activity may be focused; for example, they may be trying to solve a problem, develop an idea or understand another person’s feelings. The exact focus will depend on their other strengths. The theme of Intellection does not dictate what these people are thinking about; it simply describes that they like to think. They like to let their thoughts go in many directions. People with strong Intellection talents are introspective. This introspection gives them time to reflect and ponder. Wherever it leads them, their mental hum is a constant in their lives.

Why Your Intellection Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Intellection

Connectedness

Relator

Input

Adaptability

Because of your strengths, 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.

By nature, you are willing to spend time sharing your ideas with intelligent individuals. Of course, you want them to tell you their latest thinking. Conversations that involve a lot of questions and answers stimulate your mind. You know you have spent your time wisely when you have a number of new ideas, theories, or concepts to somehow file away or remember for future use.

Instinctively, you are quite capable of holding your own in conversations with reasonable people. You appreciate individuals who share your commitment to search for truth. You continually fine tune your thinking about the key issues facing individuals and humankind. Topics can range from the ethical implications of biological research and its applications to freedom of expression.

Driven by your talents, you refrain from automatically believing everything you read in books, publications, correspondence, or Internet sites. When you have doubts about a writer's ideas or facts, you are likely to take time to verify, clarify, or discard them. Actually, your fascination with the printed word causes you to peruse — that is, studiously examine — other sources of information.

It's very likely that you rely on your passion for reading to help you launch conversations. Engaging in small talk or casual chitchat is likely to be difficult for you. As a result, you tend to draw on the ideas you find on the printed page or the Internet to spark discussions. Writers' thoughts generally prompt you to use questions to break the ice — that is, conquer the first challenges in starting a dialogue. This tactic permits others to begin talking and allows you to simply listen.



- 1. Intellection
- 2. Connectedness
- 3. Relator
- 4. Input
- 5. Adaptability

How Intellection Blends With Your Other Top Five Strengths

INTELLECTION + CONNECTEDNESS

It is important for you to think deeply and personally about the global and spiritual nature of life.

INTELLECTION + RELATOR

Even though you find solitude conducive for clarifying your thoughts, it will never take the place of being with your friends.

INTELLECTION + INPUT

Just because your thinking can be deep and philosophical does not mean that it cannot be practical and useful.

INTELLECTION + ADAPTABILITY

You are fully present in each moment, but there are moments when you need to be alone with your thoughts.

Apply Your Intellection to Succeed

Make time to think by yourself and with others.

- Set aside a few minutes every day just to think. Doing this refines your ideas and sharpens your thinking.
- Identify topics that fascinate you and find a like-minded person to explore them with. Spend time delving into these topics with this person to stimulate your thinking even further.



RELATIONSHIP BUILDING

2. 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.

Intellecion

Connectedness

Relator

Input

Adaptability

By nature, you feel very pleased with yourself and life in general when your words and deeds align with your fundamental values.

Because of your strengths, you feel wonderful about life, especially when you become a link between individuals or groups. Many people would not have known one another if you had not stepped into their lives.

It's very likely that you work on your own rather than with a partner or a group. Even so, you can put aside this personal preference to contribute to the well-being of humankind, the environment, or other worthwhile causes. You are willing to sacrifice your independence when it helps others reach altruistic — that is, unselfish — goals.

Chances are good that you spontaneously open your mind to people's diverse philosophies of life. You habitually search for ideas that link one person's fundamental truths with another person's core values. You probably realize human beings are tied to one another regardless of their age, language, education, socio-economic status, nationality, race, religion, or culture.

Instinctively, you frequently engage in laborious tasks. You yearn to dedicate yourself to worthy causes or noble purposes. Fortifying the bonds between yourself, the people you know, or even those you will never meet gives your life special meaning.



- 1. Intellection
- 2. Connectedness**
- 3. Relator
- 4. Input
- 5. Adaptability

How Connectedness Blends With Your Other Top Five Strengths

CONNECTEDNESS + INTELLECTION

It is important for you to think deeply and personally about the global and spiritual nature of life.

CONNECTEDNESS + RELATOR

You are a global and a local citizen. You have compassion for those who are far away and intimacy with those who are near.

CONNECTEDNESS + INPUT

You assist those who aspire to spiritual health or personal well-being by sharing tangible and helpful resources.

CONNECTEDNESS + ADAPTABILITY

For you, interruptions are seldom meaningless inconveniences; they expand your worldview and reshape your perspective on life.

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.



RELATIONSHIP BUILDING

3. 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.

Intellection

Connectedness

Relator

Input

Adaptability

Chances are good that you do not take the close connections you have with your best friends for granted. You make sure that you schedule time on your calendar for close friends and prioritize those interactions.

By nature, you cherish your long-term friendships because they are deep and genuine, and you instinctively crave close, fulfilling relationships.

Instinctively, you treasure your closest friendships, and you work hard to make time for those relationships.

It's very likely that you welcome opportunities to spend time with friends who enjoy thinking about the future. They often invite you to offer suggestions about what can and cannot be accomplished in the coming months, years, or decades.

Driven by your talents, you don't mind spending time with acquaintances, but your closest friends are your greatest treasures. Being with those who know you best energizes you.



- 1. Intellection
- 2. Connectedness
- 3. Relator**
- 4. Input
- 5. Adaptability

How Relator Blends With Your Other Top Five Strengths

RELATOR + INTELLECTION

Even though you find solitude conducive for clarifying your thoughts, it will never take the place of being with your friends.

RELATOR + CONNECTEDNESS

You are a global and a local citizen. You have compassion for those who are far away and intimacy with those who are near.

RELATOR + INPUT

You value tangible, practical resources, but you also value the human resources of your close friends and family.

RELATOR + ADAPTABILITY

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

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.



STRATEGIC THINKING

4. 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.

Intellection

Connectedness

Relator

Input

Adaptability

Driven by your talents, you may be attracted to the written word. Each discovery might raise new questions. Each insight might enable you to forge linkages between facts, statements, events or data. The more you read, the more you may know — but the more you know, the more you may realize what else you need to know. Through reading, you sometimes acquire knowledge or gain new skills. Perhaps you feel happy when you are growing and becoming more independent.

Instinctively, you can block out distractions when you are working or studying. You are seldom pulled away from a task. You probably desire to understand ahead of time what needs to be done. You also expect to receive background briefings and/or a list of a project's criteria. Armed with this information, you move closer to your goal. With ease and certitude — that is, having no doubts — you determine what is and is not important to know about an activity, event, or project.

Chances are good that you continually sharpen your methods for adding new words to your everyday vocabulary as well as your academic or professional vocabulary. You frequently use sophisticated terminology to make sure people who are well-educated about a topic or an issue really listen to what you say.

Because of your strengths, you can finagle — that is, obtain by indirect or involved means — time with people who think about the coming years and decades. Routinely, you read their writings or listen to their conversations. You probably ask them questions and consider their responses. You file away lots of ideas and facts, sensing that one day this information will prove to be useful. Whether it ever actually does become useful makes no difference to you. Collecting the predictions of forward-looking thinkers is apt to be rewarding in and of itself.

By nature, you tend to be a critical reader. That is, you take apart writers' ideas and examine them bit by bit. Only then do you judge whether they have merit. Generally your scrutiny of the written word, rather than your emotions, guides your decision-making process.



- 1. Intellection
- 2. Connectedness
- 3. Relator
- 4. Input**
- 5. Adaptability

How Input Blends With Your Other Top Five Strengths

INPUT + INTELLECTION

Just because your thinking can be deep and philosophical does not mean that it cannot be practical and useful.

INPUT + CONNECTEDNESS

You assist those who aspire to spiritual health or personal well-being by sharing tangible and helpful resources.

INPUT + RELATOR

You value tangible, practical resources, but you also value the human resources of your close friends and family.

INPUT + ADAPTABILITY

You are aware of needs because you live in the present, and you often have what you and others need because you gather useful resources.

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

5. 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.

Intellection

Connectedness

Relator

Input

Adaptability

Instinctively, you may prefer to be an individual performer. Why? Apparently, it is because working alone allows you to deal with things as they occur. Your flexible approach makes your job or studies much more pleasurable. You are less effective when you are forced to adhere to every step or deadline of someone else's action plan. If the plan is outdated, your efficiency is apt to diminish.

Chances are good that you sometimes play games with the sole intention of having fun. Perhaps you find the best part of being on a team is the opportunity to socialize before, during, or after the event. You seem to have little interest in who wins and loses.

Because of your strengths, you might labor tirelessly on whatever needs to be accomplished today. Perhaps you are willing to change some of your plans when certain people change theirs. To some degree, you remain calm when others reverse their decisions, modify their schedules, or cancel their appointments.

It's very likely that you sometimes adjust to the shifting challenges of the day. You may enjoy certain kinds of variety or change. Perhaps you allow specific events to unfold on their own terms. Maybe you feel little stress when predetermined timelines are abandoned. To some extent, you regard rigid plans or inflexible routines as artificial or unrealistic.

Driven by your talents, you pause to admire details that escape the notice of most people. You exhibit a deep appreciation for whatever is happening at the moment. You see its wonder. You cherish its loveliness. Living in the present allows you to adjust to changing circumstances, environments, and people.



- 1. Intellection
- 2. Connectedness
- 3. Relator
- 4. Input
- 5. Adaptability**

How Adaptability Blends With Your Other Top Five Strengths

ADAPTABILITY + INTELLECTION

You are fully present in each moment, but there are moments when you need to be alone with your thoughts.

ADAPTABILITY + CONNECTEDNESS

For you, interruptions are seldom meaningless inconveniences; they expand your worldview and reshape your perspective on life.

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 + INPUT

You are aware of needs because you live in the present, and you often have what you and others need because you gather useful resources.

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.

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.

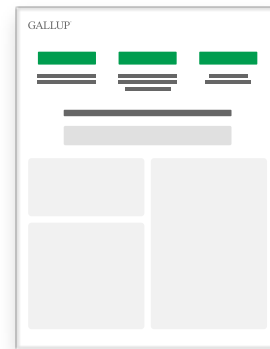
Claim It

- 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.

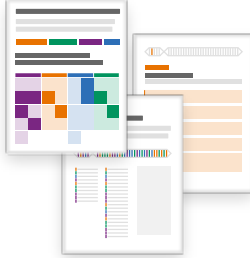
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

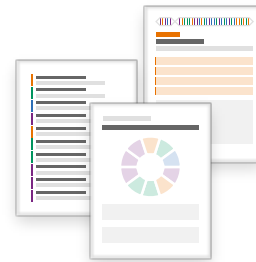


Apply Your CliftonStrengths® in Specific Roles

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.