

CliftonStrengths

A Guide for Those
Who Are Ready to
Work Smarter—
Not Harder

You already have what you need. Let's unlock it



First things first

this isn't about fixing you

First things first–this isn't about fixing you.

It's about finally understanding yourself.

You're not lazy. You're not ungrateful. You're just working against your natural grain–and it's exhausting.

We're all born with natural talents. Your DNA determines how you think, feel, and behave.

CliftonStrengths helps you discover that blueprint–your talent DNA - so you can finally lean into what makes you uniquely powerful.



What is CliftonStrengths?

Developed by Gallup, CliftonStrengths is a research-backed assessment that reveals your Top 5 to 34 talent themes—the patterns of thought, emotion, and behaviour that come most naturally to you.

But here's what makes it game-changing:

- It's 100% personalised—even if you and your colleague share the same top strength, how it shows up for each of you is completely different.
- It doesn't tell you what job to do—it shows you how to do any job in a way that feels aligned and energising.
- It helps you understand what lights you up, what drains you, and how to craft your work and life around your strengths.

Only 1 in 33 million people will share your Top 5 Strengths—in the same order

That's how unique your talent blueprint is



Why it matters— especially now

You've probably been praised for being "capable."
But capable doesn't mean fulfilled.
And ticking boxes doesn't mean you're thriving.

If you're in your 30s or 40s and wondering:

"Is it the job, or is it me?"

CliftonStrengths helps you zoom in on
the disconnect—and do something
about it.

What actually energises you?



What you'll get from a CliftonStrengths session

Developed by Gallup, CliftonStrengths is a research-backed assessment that reveals your Top 5 to 34 talent themes—the patterns of thought, emotion, and behaviour that come most naturally to you.

But here's what makes it game-changing:

- Clarity on your natural talents and how to use them
- Insight into what's draining your energy (and how to fix it)
- Confidence to advocate for the work that lights you up
- Tools to improve how you communicate, lead, and collaborate
- Understanding of why certain relationships or feedback hit differently
- Momentum to stop settling and start showing up in your full potential

This isn't just about work

it shifts how you parent, set boundaries, manage
your energy, and relate to others too



From those who've done it:

"I wasn't burnt out—I was just underused."

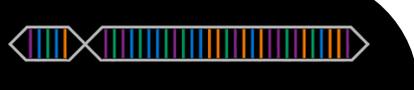
"It gave me permission to stop trying to be everything, and just be excellent at what I'm wired for."

"I finally understood why some things feel effortless—and why others feel like pulling teeth. It was like someone handed me a user manual for my brain."

"It explained so much. I finally felt seen."

"I left the session thinking: Ohhhh... so this is why that comes so easily to me. I used to downplay it. Now I use it intentionally."

When you know what energizes you, you stop settling



How to get started

CliftonStrengths Discovery Session - \$340 + GST

Unlock your full 34 strengths and spend 60 minutes with me unpacking how to use them for more clarity, impact, and wellbeing at work and at home.

Want more?

Add 3 x 1-hour coaching sessions for an additional \$600 + GST

We'll go deeper into job crafting, relationships, and real-world strategy.

Your Talent DNA, Right Here

Your CliftonStrengths® 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential:

- **Read and reflect on your results** to understand what you naturally do best.
- **Learn how to apply** your strongest CliftonStrengths every day.
- **Share your results with others** to create stronger relationships and improve teamwork.



STRENGTHEN

1. Discipline
2. Individualization
3. Learner
4. Relator
5. Maximizer
6. Responsibility
7. Input
8. Arranger
9. Connectedness
10. Strategic

NAVIGATE

11. Developer
12. Empathy
13. Analytical
14. Consistency
15. Futuristic
16. Harmony
17. Positivity
18. Activator
19. Communication
20. Intellection
21. Achiever
22. Self-Assurance
23. Includer
24. Command
25. Focus
26. Belief
27. Context
28. Deliberative
29. Significance
30. Ideation
31. Adaptability
32. Woo
33. Competition
34. Restorative

You lead with **Relationship Building** CliftonStrengths themes.

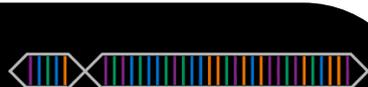
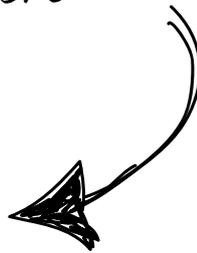
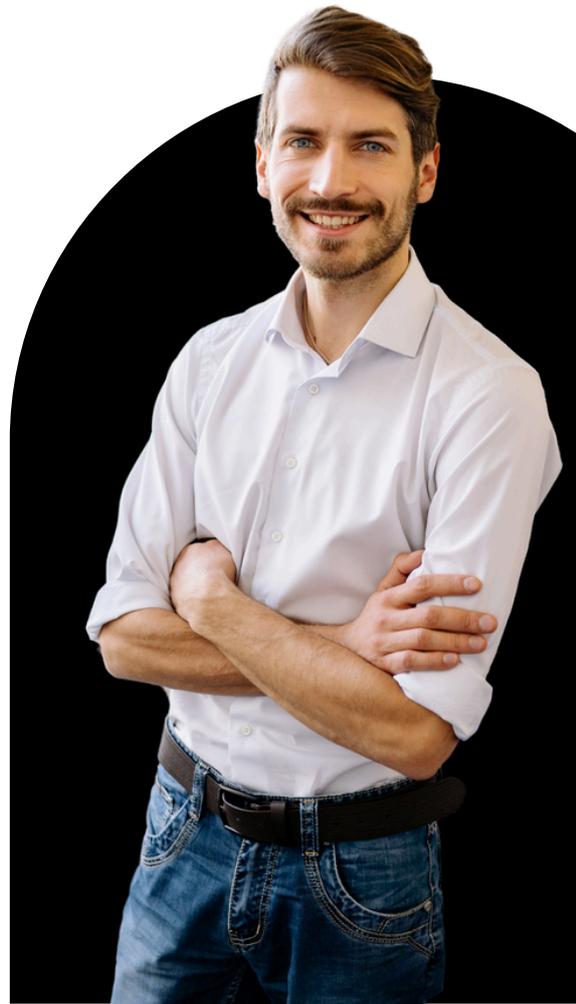
EXECUTING themes help you make things happen.

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.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE](#)



Leading a Team?

Ask about the CliftonStrengths for Leaders Report—designed to help leaders at any level use their strengths to build trust, create clarity, and lead effectively.

Whether you're managing people now or just building your leadership skills, this tailored coaching will show you how your strengths can lead, or get in the way.

Not Just a Vibe - Here's the Science

w : www.thepeopleandcultureoffice.com

e : simone@thepeopleandcultureoffice.com



Follow us on Facebook : [@thepeopleandcultureoffice](https://www.facebook.com/thepeopleandcultureoffice)



Follow us on Instagram : [@thepeopleandcultureoffice](https://www.instagram.com/thepeopleandcultureoffice)



Follow us on LinkedIn : [@Simone Pickering](https://www.linkedin.com/in/SimonePickering)

