



CliftonStrengths® Top 5 for Morten Jensen

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. Empathy®

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

2. Positivity®

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

3. Communication®


You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.


4. Developer®


You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.


5. Includer®

You accept others. You show awareness of those who feel left out and make an effort to include them.

 **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. Empathy
- 2. Positivity
- 3. Communication
- 4. Developer
- 5. Includer

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. 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.

Empathy	Positivity	Communication	Developer	Includer
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- Instinctively, you realize numerous individuals need your attention to feel valued or appreciated. Making someone feel special gives you a great deal of satisfaction. You can sense when someone’s spirit needs to be lifted or his/her contributions need to be acknowledged. You know what to say and how to say it so your compliments or words of recognition sound truthful, genuine, and sincere. This is one way you nurture relationships with people.
- Driven by your talents, you are not afraid to explore emotions through conversation. You enjoy talking about feelings, and you support others during personal exchanges by acknowledging that you listened and understood the emotions they shared.
- Chances are good that you are sensitive to the fluctuating moods of individuals. This is why you strive to show no favoritism. You want each person to have the same opportunities, access to information, and resources. Dealing with people impartially probably is one of your core values.
- Because of your strengths, you notice when others use emotional words, and you respond with kindness. You recognize and respect the specific feelings they reveal to you. You naturally understand what they are saying, and you focus on support instead of answers.

It's very likely that you affirm others for who they are. You celebrate their unique gifts. Your encouraging words inspire and embolden people to be their real and true selves.



- 1. Empathy
- 2. Positivity
- 3. Communication
- 4. Developer
- 5. Includer

How Empathy Blends With Your Other Top Five Strengths

EMPATHY + POSITIVITY

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

EMPATHY + COMMUNICATION

You want to understand and to be understood, so you express yourself with words that clarify your mind and with emotions that reveal your heart.

EMPATHY + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

EMPATHY + INCLUDER

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

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

2. Positivity®

What Is Positivity?

People with strong Positivity talents are generous with praise, quick to smile and always on the lookout for the upside of the situation. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and dynamic.

Why Your Positivity Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

- Empathy
- Positivity
- Communication
- Developer
- Includer

By nature, you may be known for devoting considerable time and energy to your work or studies. Perhaps you enjoy producing outstanding results. You may feel restless until you reach your goals or measure up to your high standards of excellence.

Instinctively, you sometimes devote yourself to gaining knowledge or acquiring skills. You may be happy with life when you have ample time to make discoveries. How? You might read, solve problems, write, rehearse, or practice.

Because of your strengths, you occasionally inconvenience yourself to help someone else. Maybe the person’s appreciation, smile, or words of thanks make you feel good about yourself and life in general. Perhaps you have a bit more energy for your own job or studies after you have done a good deed.

Chances are good that you are sometimes filled with hope as you think about the good things you might accomplish in the coming months, years, or decades. Perhaps this reinforces your sense of personal well-being. When you are forced to concentrate solely on current situations, you may become less enthusiastic about life.

Driven by your talents, you characteristically pinpoint people’s unique traits, qualities, motivations, strengths, limitations, preferences, or attitudes. Because you spontaneously look for the good in each person, you can set up opportunities for individuals to cooperate. Frequently you compliment those who freely share their knowledge, skills, or talents with their teammates, classmates, colleagues, coworkers, friends, or family members.



- 1. Empathy
- 2. Positivity**
- 3. Communication
- 4. Developer
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How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + EMPATHY

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

POSITIVITY + COMMUNICATION

When you talk with others about what you have together and what is working, it creates hope and restores energy.

POSITIVITY + DEVELOPER

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

POSITIVITY + INCLUDER

You love to throw parties, and the best parties are those where all invited attend. When someone is missing, you miss some fun.

Apply Your Positivity to Succeed

Encourage others by reminding them of the positives you see.

- ☐ Commit to praising the people you interact with most. Try to tailor this recognition to each person's needs. When you remind others of the positives you see, they feel better about life, and so do you.
- ☐ Make sure your praise and positivity are genuine. Some people are used to hearing the negatives, so make sure your praise and positivity are authentic. But keep repeating the positives to let these people trust you will always point out the upside.

**INFLUENCING**

3. Communication®

What Is Communication?

People with strong Communication talents like to explain, describe, host, present and write. Using their natural talents, they bring ideas and events to life. They turn thoughts and actions into stories, images, examples and metaphors. They want their information — whether an idea, an event, a discovery or a lesson — to captivate the audience. This drives them to hunt for the perfect phrase and draws them toward dramatic words and powerful statements, which is why people like listening to them. Their word pictures pique interest, provide clarity and inspire others to act.

Why Your Communication Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy**Positivity****Communication****Developer****Includer**

Chances are good that you enthusiastically welcome opportunities to converse with people. The animated give-and-take of dialogue is likely to help you appreciate what is right about your life and the world in general.

Instinctively, you are sometimes delighted to be part of a group engaged in creative thinking. You might enjoy meetings where most people spontaneously contributes ideas. Exchanging innovative concepts or hearing others' views may prove energizing. Testing schemes, plans, tactics, or inventions with your teammates may be a bit more fun than being alone with your thoughts.

Because of your strengths, you truly enjoy participating in give-and-take dialogue with people who can offer their insights into the future. You probably are much more intrigued by the next decade's or century's possibilities than by today's realities.

It's very likely that you might figure out the right things to say to gain your audience's attention. Sometimes complimenting people puts them in a favorable frame of mind. This may cause your listeners be a bit more open to some of your thinking. Sharing plans, theories, solutions, or procedures is somewhat easier for you when everyone is courteous, friendly, civil, and polite.

By nature, you customarily absorb the insights people share. You are fascinated by the many ways others perceive the same thing. Usually you are quiet while everyone else in the room is chattering, debating, or presenting ideas. When you have something to add, most individuals probably pay very close attention to what you say.



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How Communication Blends With Your Other Top Five Strengths

COMMUNICATION + EMPATHY

You want to understand and to be understood, so you express yourself with words that clarify your mind and with emotions that reveal your heart.

COMMUNICATION + POSITIVITY

When you talk with others about what you have together and what is working, it creates hope and restores energy.

COMMUNICATION + DEVELOPER

You can help other people grow by having conversations with them or by making presentations to them.

COMMUNICATION + INCLUDER

When you have something to say, you want to say it in a way that everyone can access and understand.

Apply Your Communication to Succeed

Help people put their ideas into words.

- ☐ Capture other people's thoughts in words and relay them back to these individuals. This will help you connect with people by bringing attention to and refining their messages.
- ☐ If you are in a group, volunteer to summarize any necessary communication after a meeting or social gathering. With your ability to clarify what others say, you bring attention to what needs to be heard.



RELATIONSHIP BUILDING

4. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others’ capacity to change for the better, and they are drawn to people for this reason. Being part of another person’s development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

Why Your Developer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy	Positivity	Communication	Developer	Includer
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Because of your strengths, you might be inclined to get to know people on a personal level. Once you understand someone as an individual, you might be more apt to inconvenience yourself or give up something you value for that person.

It’s very likely that you may put aside your own interests or inconvenience yourself to serve others. Some people might say you devote yourself to the welfare or interests of particular individuals by putting their needs ahead of your own.

Instinctively, you automatically compare your results to the outcomes others produce. You usually monitor your final scores, ratings, and rankings. You enjoy testing your knowledge, skills, and talents. Even so, you are pleased to acknowledge the accomplishments and successes of others.

Chances are good that you may acknowledge newcomers and/or welcome outsiders to your workgroup, team, or class. Occasionally you invite visitors to join a discussion or engage in friendly chitchat. Perhaps you are comfortable starting conversations with some strangers.

By nature, you convince most people that you value them as human beings. You intentionally reinforce what they know, have experienced, or can do. Many individuals probably want to become your friend. Why? You likely affirm their worth the moment they start doubting themselves.



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How Developer Blends With Your Other Top Five Strengths

DEVELOPER + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

DEVELOPER + POSITIVITY

Your patient optimism encourages growth. Investing in raw potential others overlook, you celebrate each small, gradual step toward progress.

DEVELOPER + COMMUNICATION

You can help other people grow by having conversations with them or by making presentations to them.

DEVELOPER + INCLUDER

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

Apply Your Developer to Succeed

Support others' progress by sharing with them what you notice.

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.

**RELATIONSHIP BUILDING**

5. Incluser®

What Is Incluser?

“Stretch the circle wider.” People with strong Incluser talents center their lives on this philosophy. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated, and they reach out to bring them in. They instinctively accept others. Regardless of race, gender, nationality, personality or faith, Inclusers cast few judgments. Their accepting nature doesn’t necessarily rest on the belief that we are all different and that one should respect those differences — rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

Why Your Incluser Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy**Positivity****Communication****Developer****Incluser**

Instinctively, you now and then enhance individuals’ self-esteem by inviting them into the group. Perhaps you engage them in conversations and activities. You may emphasize how much you value their participation.

Driven by your talents, you probably struggle to initiate discussions or make small talk with individuals who know nothing about you. You usually wait for someone to engage you in conversation. Nevertheless, you care deeply about every human being you encounter. You demonstrate your fondness by meeting obligations, completing tasks, and doing your share of the work. Perhaps you design standardized procedures to handle repetitious chores. This partially explains why you rarely disappoint people.

It’s very likely that you notice that life is a lot better for you when people accommodate your biological need to work in the evening. You customarily produce optimal — that is, most satisfactory — results in the evening or the hours after midnight.

Chances are good that you reject the idea of exclusive groups or cliques. You always question how and why some people are included and some people are not.

By nature, you are pleasant and amiable — that is, easy to get along with and likeable. You can socialize or work with just about anybody. Your congenial — that is, friendly — manner as well as your interest in people help you identify common ground, offer compliments, ask non-threatening questions, and effortlessly move in and out of conversations.



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How Includer Blends With Your Other Top Five Strengths

INCLUDER + EMPATHY

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

INCLUDER + POSITIVITY

You love to throw parties, and the best parties are those where all invited attend. When someone is missing, you miss some fun.

INCLUDER + COMMUNICATION

When you have something to say, you want to say it in a way that everyone can access and understand.

INCLUDER + DEVELOPER

You never allow your investment in the growth of others to be restricted or inhibited by prejudice or bias.

Apply Your Includer to Succeed

Empower people to see the best in others.

- ☐ Help people get to know each other. Your ability to quickly make people feel accepted and involved in a group makes it easier for them to contribute and form relationships.
- ☐ Be aware that existing group members might not initially embrace newcomers, so do your best to explain what we all have in common. Help others understand that to respect the differences among us.

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.

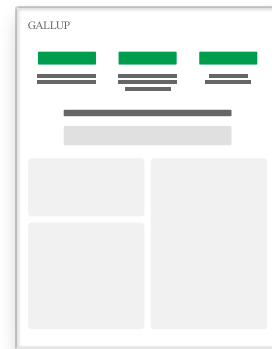
Claim It

- 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



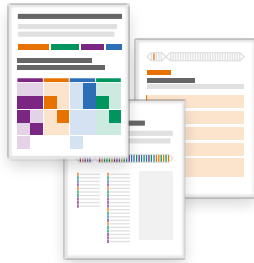
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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

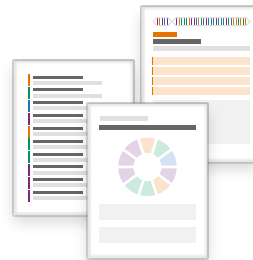


Apply Your CliftonStrengths® in Specific Roles

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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