



CliftonStrengths® Top 5 for Nanda Kishore Reddy Mangunuri

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. Achiever®

You work hard and possess a great deal of stamina. You take immense satisfaction in being busy and productive.

2. Relator®

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

3. Responsibility®

You take psychological ownership of your commitments. You are dependable and embrace values such as honesty and loyalty.

4. Learner®

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

5. Arranger®

You are both organized and flexible. You enjoy figuring out how to align people and resources to get the best results.

■ **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. Achiever
- 2. Relator
- 3. Responsibility
- 4. Learner
- 5. Arranger

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

**EXECUTING**

1. Achiever®

What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

Why Your Achiever Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Achiever

Relator

Responsibility

Learner

Arranger

Driven by your talents, you exhibit a strong work ethic. Work probably gives your life a sense of purpose it would otherwise lack.

Because of your strengths, you exert a lot of mental and physical energy to test your talents, knowledge, and skills. You are highly motivated to work harder when comparisons are being made between your outcomes and the results produced by others.

Chances are good that you are most fulfilled when you are productive, and you measure your progress by what you get done. At the end of each day, you like to look back to see what you have accomplished.

It's very likely that you typically immerse yourself in intense activities. Preferring a fast pace, you thrive on excitement. You appreciate being surrounded by like-minded individuals. They motivate you to expend even more energy accomplishing whatever needs to be done. You stay busy and work hard whenever it is necessary.

By nature, you might put forth a lot of effort to design step-by-step procedures for handling repetitious tasks. Maybe you expect everyone to follow these rules once they are put in place. When you make a habit of using these processes, you may reach some goals a bit more quickly, reduce certain kinds of errors, or avoid missing particular deadlines.



- 1. Achiever
- 2. Relator
- 3. Responsibility
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- 5. Arranger

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + RELATOR

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

ACHIEVER + RESPONSIBILITY

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

ACHIEVER + ARRANGER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

Apply Your Achiever to Succeed

Use a scoring system to keep track of all achievements.

- ☐ Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- ☐ Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.



RELATIONSHIP BUILDING

2. 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.

Achiever

Relator

Responsibility

Learner

Arranger

Driven by your talents, you are drawn to the process of gaining knowledge and skills. You long to build on what you already know. You yearn to improve on what you already can do. When you meet people who value education as much as you do, you are eager to hear about their personal or professional ambitions, intentions, or goals. Understanding what others aim to accomplish in the coming weeks, months, or years can be the beginning of a practical partnership or an enduring friendship.

Chances are good that you know that truly good friends are hard to find. You want to protect your best friendships, so you stay in touch and keep the lines of communication open.

By nature, you probably prefer to spend time with friends who have been there with you through the ups and downs and who know you inside and out. There are typically a precious few who make that list.

Instinctively, you may tend to form communities. You likely bring acquaintances into your network, give them opportunities to know each other, and build a group of like-minded friends who support each other when it matters most.

Because of your strengths, you feel upbeat and cheerful when you keep busy. Without question, you derive much satisfaction from producing tangible outcomes.



- 1. Achiever
- 2. **Relator**
- 3. Responsibility
- 4. Learner
- 5. Arranger

How Relator Blends With Your Other Top Five Strengths

RELATOR + ACHIEVER

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

RELATOR + RESPONSIBILITY

The longer you serve customers, colleagues, or friends, the more you are likely to appreciate them, and the more they are likely to appreciate you.

RELATOR + LEARNER

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

RELATOR + ARRANGER

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

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.

**EXECUTING**

3. Responsibility®

What Is Responsibility?

People with strong Responsibility talents take psychological ownership of anything they commit to, whether it is large or small, and they feel emotionally bound to follow it through to completion. They keep their promises and honor their commitments. They don't let people down, and they work very hard to fulfill all of their responsibilities and keep their word.

Why Your Responsibility Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Achiever**Relator****Responsibility****Learner****Arranger**

Driven by your talents, you may be the team member who wants to be held accountable for the results you produce or the obligations you assume. Sometimes you can admit when you are wrong. Other times you might accept, without complaining, the consequences of your words or deeds.

Chances are good that you might be the team member who points out a problem or states a grievance when no one else will. When you make the first move, others in the group sometimes echo your views. Periodically you cause your team to squarely confront issues.

By nature, you might take your time to move things forward. Periodically you have a need to check and recheck what you have done. Perhaps you want to make sure every detail is accurate or everything is in its proper place.

Because of your strengths, you might feel life is good when you are truthful about your talents, education, successes, experiences, or background. You attempt to dispel certain illusions you have about yourself or that others have about you. Maybe this is one of your priorities. When you do not pretend to be someone you are not, you might be happier.

It's very likely that you are hardwired to do exactly what you said you would do. Your word is your bond. You are likely to earn the respect of many people. You even win over those who have a hard time trusting anyone. Why? You rarely disappoint them.



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How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + ACHIEVER

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

RESPONSIBILITY + RELATOR

The longer you serve customers, colleagues, or friends, the more you are likely to appreciate them, and the more they are likely to appreciate you.

RESPONSIBILITY + LEARNER

You are at your best as a student when you commit to teaching others new information or concepts.

RESPONSIBILITY + ARRANGER

When you facilitate the work of others, you feel a strong sense of ownership of both the process and the results.

Apply Your Responsibility to Succeed

Be selective about what you agree to take on.

- ☐ Choose your commitments wisely and focus on the things you genuinely enjoy doing. Prioritize your tasks so they align with your passions so you can perform at your best without feeling stressed out.
- ☐ While you have a reputation for staying true to your commitments, be sure to carefully choose your tasks to protect your wellbeing.

**STRATEGIC THINKING**

4. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people's confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the "getting there."

Why Your Learner Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Achiever**Relator****Responsibility****Learner****Arranger**

Because of your strengths, you probably register for the most difficult rather than the easiest classes. You likely take courses from teachers who have a reputation for being tough and demanding. You ordinarily have great faith in your ability to earn the top grade in these instructional situations.

By nature, you earnestly direct your attention toward the ideas, issues, situations, or possibilities that stir your curiosity. In fact, you devote more time than most people do to exploring topics, problems, prospects, opportunities, or techniques that pique — that is, arouse or excite — your interest. When something has to be completed, you are eager to acquire the necessary knowledge or skills to meet the challenge.

It's very likely that you provide your teammates with a logical perspective on things. You often show your partners how one action or even a single comment caused something unexpected to occur. Experience probably is one of your best teachers. This explains why you do not automatically orchestrate an event, plan a schedule, or allocate resources the same way you did the last time. You realize every situation is unique.

Instinctively, you may value certain kinds of education and scholarship. Sometimes your thirst for knowledge causes you to explore particular topics of study. Once in a while, you specialize in a particular subject. Perhaps you welcome opportunities to acquire additional information, skills, or experiences to enhance your expertise or expand your mental storehouse of trivia.

Driven by your talents, you prefer to concentrate on activities, problems, opportunities, or subjects that really intrigue you. Each time you acquire new information, you feel you can help people who need the same information.



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How Learner Blends With Your Other Top Five Strengths

LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

LEARNER + RELATOR

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

LEARNER + RESPONSIBILITY

You are at your best as a student when you commit to teaching others new information or concepts.

LEARNER + ARRANGER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

Apply Your Learner to Succeed

Develop expertise in areas that interest you the most.

- ☐ Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- ☐ Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.

**EXECUTING**

5. Arranger®

What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

Why Your Arranger Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Achiever**Relator****Responsibility****Learner****Arranger**

Chances are good that you sometimes coordinate the efforts of diverse individuals without denying them their uniqueness. You might emphasize their common goals. You might call attention to their talents, skills, knowledge, backgrounds, or other traits. Perhaps you help people peacefully coexist. This may enhance their overall productivity.

It's very likely that you are not frustrated when a plan does not effortlessly come together. You can quickly adapt and find new efficiencies and resources.

Because of your strengths, you sometimes volunteer to do things rather than wait to be asked to assume more duties.

Driven by your talents, you occasionally turn to others for help when obstacles arise and you feel pressure to produce perfect results. Even though you are just one member of a group, you want to be the one who ultimately makes the important decisions.

Instinctively, you occasionally pinpoint the unique qualities, motivations, strengths, limitations, preferences, or attitudes of certain people. Perhaps you look for one or two good things in each person. Maybe this information permits you to set up opportunities for particular individuals to cooperate. You might compliment those who freely share bits of their knowledge, skills, or talents with their teammates, classmates, colleagues, coworkers, friends, or family members.



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How Arranger Blends With Your Other Top Five Strengths

ARRANGER + ACHIEVER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

ARRANGER + RELATOR

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

ARRANGER + RESPONSIBILITY

When you facilitate the work of others, you feel a strong sense of ownership of both the process and the results.

ARRANGER + LEARNER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

Apply Your Arranger to Succeed

Help people figure out better ways of working together.

- ☐ Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- ☐ Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.

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.

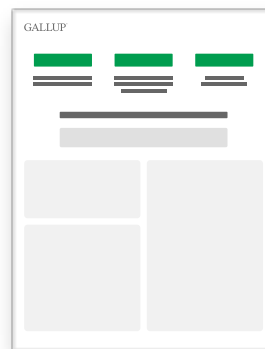
Claim It

- 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



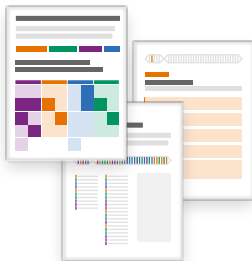
Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

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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