

# How might your CliftonStrengths® support, enable or resist change?

CliftonStrengths® Talent Theme	Change Requirement What the theme needs to <b>accept</b> change	Change Enabler How the theme could <b>support</b> change	Change Rut How the theme could <b>resist</b> change
ACHIEVER	Change that calls for clearly defined actions that lead to tangible results.	Capable at making sure action items are completed and able to work hard at getting it implemented.	Change that lacks action steps and requires waiting on others to get the tasks completed.
ACTIVATOR	Change that invites immediate action and allows for adjustments on the fly.	Able to jumpstart the change process even if the plan isn't fully formed.	Change that requires too much sitting around and discussion, looming change with no start date.
ADAPTABILITY	Change that addresses needs that are felt in the present.	Quick to adjust to change and among the first to implement.	Change that isn't immediately relevant or that calls for long-term, slow-moving implementation.
ANALYTICAL	Change that addresses core issues/problems and is supported by data.	Great at identifying viability of the change, pointing out inconsistencies. Able to approach change rationally.	Change that does not address core issues, root causes and is not supported by data.
ARRANGER	Change that brings about more optimal alignment of resources.	Excellent at initiating the change process and managing potential chaos.	Change where they must follow a set script or that is poorly orchestrated.
BELIEF	Change that reflects values and done in the spirit of altruism.	Willing to make sacrifices to support change efforts.	Change that lacks virtue or cause in areas important to them.
COMMAND	Change that allows them to assert control and allows for pushback.	Surfaces indecision or resistance to create clarity and boldness.	Change that is not made clear and forces them to have to read between the lines.
COMMUNICATION	Change that is vivid and expresses a compelling story.	Excellent at articulating the change to others.	Change that is poorly explained or doesn't allow for feedback.
COMPETITION	Change that leads to a competitive advantage and eventually, a win.	Able to identify best practices of those who implemented similar changes. Rallies others to be at their best.	Change that does not enhance chances of winning.
CONNECTEDNESS	Change that demonstrates expansive thinking, integrates all the pieces and accounts for unintended consequences.	Provides understanding of the change to others and can reveal potential ripple effects or unintended consequences.	Change that is very narrow in its aims or jeopardizes some important pieces.
CONSISTENCY	Change that is in everyone's best interests, addresses inequities and has explicit procedures.	Ensures stability in times of change and that changes are equitable, especially those at the back of the bus.	Change that allows too many exceptions and that favours a select few or a specific group.
CONTEXT	Change that honours the origins of the community and furthers its purpose.	Provides relevant insights from past experiences and can connect people's histories to the path ahead.	Change that is disjointed from organisation's history and original intentions and fails to learn from past mistakes.
DELIBERATIVE	Change that redresses previous risks and does not bring further potential for mistakes or harm.	Excellent at pointing out the potential pitfalls of change and creating measures to prevent them.	Change that provides no warning, assessment of risks or fail safes.
DEVELOPER	Change that increases the capabilities and growth of the community and its members.	Helpful at assisting others in adapting to change by helping them take incremental steps.	Change that inhibits the growth of others or disempowers them.
DISCIPLINE	Change that is well organised, detailed and brings greater order and predictability.	Minimizes the chaos by bringing structure to the change process.	Change that is poorly defined and lacks a clear process for implementation.
EMPATHY	Change that benefits people and addresses the unspoken needs/concerns of those affected.	Necessary for articulating the emotional aspects that change brings.	Change that demonstrates little concern for the emotional well-being of others.
FOCUS	Change must have a clear goal in mind and provides specific aim and direction.	Create clarity on the purpose and direction of change. Able to work through distractions.	Change that vacillates in too many directions and is constantly revised.
FUTURISTIC	Change that anticipates trends and patterns and plays them out to their conclusion.	Able to paint a vivid picture of what change will look like and can get others excited about what's to come.	Change that lacks an inspirational vision or fails to articulate the path forward.

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HARMONY	Change that has developed buy-in from multiple parties and enhances the unity of the group.	Helpful at resolving areas of disagreement and creating consensus.	Change that puts people against each other and processes that do not listen to concerns.
IDEATION	Change must demonstrate/invite innovation and leads to new possibilities.	Creativity in how change is conceived and implemented and able to provide inventive solutions to problems.	Change that provides shows little originality or is meant to just keep up with what others (e.g., competitors) are doing.
INCLUDER	Change that brings everyone along and demonstrates consideration of all stakeholders.	Makes sure that everyone is brought along with the change and all voices are heard.	Change that leaves people behind or change initiated by closed groups.
INDIVIDUALIZATION	Change that can improve the unique plights of others and that allows for customisation.	Provide perspectives on how change will impact others in very specific ways. Tailor change on case-by-case basis.	Change that treats everyone as “that same” (aka one size fits all approach) and ignores individual needs.
INPUT	Change must provide increased utility.	Able to acquire tools and resources that facilitate change and can serve as archivists for the process.	Change that provides little use or renders previously useful things obsolete.
INTELLECTION	Change that results from careful consideration and is based on wisdom and sound thinking.	Provides insights into the need for change or the soundness of the plan.	Change thrust upon them without time to reflect. Change that lacks critical thought behind it.
LEARNER	Change that leads to new knowledge or pioneers new terrain.	Excellent at acquiring new information, especially when there is uncertainty.	Change where there is no opportunity to learn, develop or grow.
MAXIMIZER	Change that takes good aspects and makes them better and implementation plan that is well-conceived.	Makes change plan and processes more efficient and effective.	Change that’s only interested in fixing what’s broke.
POSITIVITY	Change that moves toward a brighter future and presented in uplifting manner.	Able to help others see the benefits of change and create enthusiasm for it.	Change that is rooted in negativity or dismissive of the stuff that is currently working.
RELATOR	Reasons and methods for change must be transparent. Change communicated to them directly (i.e., one-on-one).	When they feel close relationship with change initiators, they can be the most loyal of allies.	Change that is harmful to the people they care about.
RESPONSIBILITY	Must be able to take ownership in the change and feel like they have a part to play in it.	Great early supporters for moving the change forward. Willing to take on some of the burden for implementation.	Change that fails to live up to organizational commitments (e.g., to customers or stakeholders).
RESTORATIVE	Change must provide solutions to problems, fix what is broken and lead to improvement.	Able to work though the bugs associated with change.	Change that appears to be a superficial band-aid to problems or ignores true problems.
SELF-ASSURANCE	Change must increase (or not inhibit) their ability to act independently. Must have choice in the change.	If the change seems risky, they are the ones who could best present and implement it.	Change imposed with a heavy hand.
SIGNIFICANCE	Change must be tied to a worthy or meaningful aim. Wants to have a meaningful role in the change process.	Could be incredible spokespeople for change.	Change seen as pointless or driven by purely mundane reasons. Change diminishes their visibility.
STRATEGIC	Change must be able to “see” how change leads to greater efficiency in realising goals.	Can identify potential roadblocks and opportunities for successfully implementing change.	Change seems like it would demand greater resources than potential value or has too many complications to implement.
WOO	The change must facilitate opportunities to expand personal network. Change presented in a way that sounds exciting.	Potential to win others over to the change. Able to position change in ways that others would find appealing.	Change seen as inhibiting their social standing and ability to influence. Potential to win others over to resist change.