

CoreClarity Quadrants & Gallup Domains

In 2002, Gallup released *Follow This Path*, in which they segmented the 34 Talent Themes (introduced in *Now, Discover Your Strengths*) into four categories: Relating, Thinking, Striving, and Impacting.

CoreClarity used Gallup's original categories for the Talent Themes but renamed them to provide a better representation of the talents in the category: Connect, Reflect, Energize, and Mobilize. These make up the four quadrants of the CoreClarity Key.

Gallup later introduced new categories, which they refer to as Strengths Domains, in their 2009 book *Strengths Based Leadership*. They are Relationship Building, Strategic Thinking, Executing, & Influencing. In the process, 12 talents moved into different domains.

CoreClarity believes the original categories are based on how you experience your talents, and the new Strengths Domains are more about how others perceive the talents in you.

Below are the 12 Talent Themes that have moved into different domains. On the next page, you will find the 34 Talent Themes in the Gallup Domains & CoreClarity Quadrants.

Talent Theme	CoreClarity Quadrant	Gallup Original Category	Gallup New Strength Domain
Activator	Energize	Striving	Influencing
Adaptability	Energize	Striving	Relationship Building
Arranger	Reflect	Thinking	Executing
Communication	Connect	Relating	Influencing
Connectedness	Reflect	Thinking	Relationship Building
Consistency	Reflect	Thinking	Executing
Deliberative	Reflect	Thinking	Executing
Developer	Mobilize	Impacting	Relationship Building
Positivity	Mobilize	Impacting	Relationship Building
Responsibility	Connect	Relating	Executing
Self-Assurance	Energize	Striving	Influencing
Significance	Energize	Striving	Influencing

All 34 Talents in Gallup's Original Categories

Relating Connect	Thinking Reflect	Striving Energize	Impacting Mobilize
Communication * Empathy Harmony Includer Individualization Relator Responsibility *	Analytical Arranger * Connectedness * Consistency * Context Deliberative * Futuristic Ideation Input Intellection Learner Strategic	Achiever Activator * Adaptability * Belief Discipline Focus Restorative Self-Assurance * Significance *	Command Competition Developer * Maximizer Positivity * Woo

** Talent is now categorized in a different Gallup domain. See below.*

All 34 Talents in Gallup's New Domains

Relationship Building	Strategic Thinking	Executing	Influencing
Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic	Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo