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The CliftonStrengths® Technical Report

Development and Validation of the Assessment Known as CliftonStrengths and StrengthsFinder®

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ABSTRACT

CliftonStrengths is a psychometric assessment designed to identify domains of human talent with the greatest potential for development into strengths. The instrument presents 196 paired self-descriptors that require respondents to choose which statement best characterizes them, producing a profile of dominant talents. Its design builds on more than three decades of empirical research conducted by Selection Research Incorporated and Gallup on talent measurement and performance prediction (Harter, Hayes, & Schmidt, 2004; Schmidt & Rader, 1999).

Developed through both rational and empirical methodologies, CliftonStrengths has undergone extensive psychometric evaluation, including analyses of reliability, validity, and measurement equivalence across languages and demographic groups. The accumulated evidence demonstrates that the assessment provides stable, internally consistent, and interpretable measures of trait-like talents that can be applied to strengths-based development in occupational and educational contexts.

This report summarizes the theoretical foundations, development process, and psychometric properties of the instrument, along with meta-analytic evidence of its practical utility across more than 36 million respondents worldwide.

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ACKNOWLEDGMENTS

The authors thank Sangeeta Agrawal, Sabrina Yu, Emily Lorenz, and Aylime Bueno for their valuable contributions to this ongoing research.

We would also like to thank Steve Sireci and Javier Suarez-Alvarez of the University of Massachusetts for their independent, third-party review and recommendations.

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Prepared February 2026.

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Introduction

For decades, the study of human performance focused on fixing weaknesses. *CliftonStrengths*, originally known as *StrengthsFinder*, takes the opposite approach. It is a psychometric assessment that measures recurring patterns of thought, feeling, and behavior — an individual's natural talents — and provides a structured framework for developing them into strengths that drive excellence.

Grounded in more than 30 years of psychological and organizational research, the instrument has been tested across cultures, languages, and millions of respondents. The evidence demonstrates strong reliability, validity, and practical utility: CliftonStrengths measures what it claims to measure, and it does so consistently.

This report traces the scientific and conceptual origins of the assessment, examines its application in strengths-based development programs around the world, and summarizes the accumulated psychometric evidence that supports its soundness. The review adheres to the Standards for Educational and Psychological Testing issued by the American Educational Research Association, the American Psychological Association, and the National Council on Measurement in Education.

Purpose

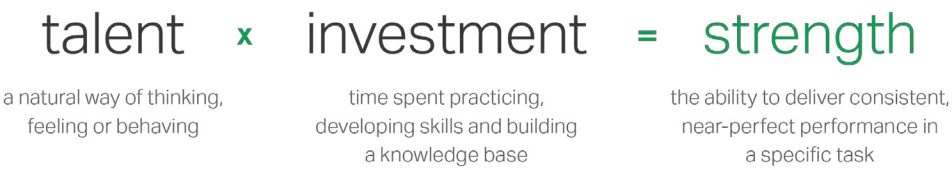
The CliftonStrengths assessment identifies the areas where an individual has the greatest potential to develop strengths. Respondents choose between paired self-descriptive statements, creating a ranked profile of their most dominant themes of talent — recurring patterns of thought, feeling, and behavior that underlie high performance. The resulting insights are not verdicts but hypotheses for growth: evidence-based feedback designed to help individuals transform raw potential into consistent excellence.

The instrument is designed to prompt reflection, not classification. Rooted in the science of positive psychology, CliftonStrengths rests on a simple premise with profound implications: People achieve more when they focus on what they naturally do best. Though used primarily in workplaces and universities, it has also become a framework for families and individuals seeking clearer self-understanding and more intentional personal development.

CliftonStrengths is not a tool for mental health diagnosis or employee selection. Its purpose is developmental, not comparative, to help people see themselves with greater accuracy, name what makes them most effective, and invest deliberately in those strengths.

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Strengths Theory



For much of the 20th century, psychology was devoted to the study of pathology — to understanding what was wrong or broken in people. Don Clifton asked a different question: *What would happen if we studied what is right with people, rather than what is wrong with them?*

That question marked the beginning of a new psychology of human potential. From it emerged a philosophy grounded in the conviction that people achieve far more by developing their most dominant talents than by expending equal energy fixing their weaknesses (Clifton & Harter, 2003). Clifton defined talents as "naturally recurring patterns of thought, feeling, or behavior that can be productively applied" (Hodges & Clifton, 2004, p. 257). When deliberately refined through practice, learning, and experience, these innate tendencies evolve into strengths — forms of mastery that enable consistent, near-perfect performance.

The American Psychological Association later recognized Clifton as the father of strengths-based psychology and the grandfather of positive psychology. The CliftonStrengths assessment was created to operationalize this philosophy — to identify and measure recurring patterns of talent that, when cultivated, become reliable sources of excellence. Clifton argued that strengths are not fixed traits but developed capacities. They arise from the deliberate interplay of three elements:

- **Talent** – the recurring patterns of thought, feeling, and behavior that occur naturally
- **Knowledge** – the information, insight, and understanding gained through learning and experience
- **Skill** – the ability to translate intention into effective action

Talent is potential; knowledge and skill are its multipliers. Together, they form the architecture of human excellence.

In Clifton's view, human potential is not a mystery but a pattern — one that is observable, measurable, and, with deliberate investment, developable. Strengths are not accidents of birth; they are the disciplined expression of talent.

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Development of CliftonStrengths

For more than half a century, Don Clifton pursued a single question that reshaped modern psychology: *Can human excellence be defined, measured, and developed?*

The Empirical Foundations

In the 1950s, at the University of Nebraska–Lincoln, Clifton began systematically studying high performance. His early research on "frames of reference" (Clifton, Hollingsworth, & Hall, 1952) and teacher–student rapport (Dodge & Clifton, 1956) suggested that achievement is not random but patterned. The best teachers, managers, and leaders demonstrated consistent mental habits and emotional orientations that could, in principle, be identified and studied.

Through Selection Research Incorporated (SRI) — which later acquired Gallup — Clifton extended this work to organizations. He and his colleagues conducted thousands of structured interviews to understand what distinguished individuals who consistently excelled from those who merely met expectations. These top performers were studied within their real environments: classrooms where students thrived, sales teams that consistently exceeded targets, and executive groups that sustained long-term success.

Each interview sought to uncover the underlying patterns of thought, feeling, and behavior that explained superior results. The goal was predictive, not descriptive: to identify variables that reliably distinguished excellence across roles and industries. These studies revealed hundreds of recurring talent themes that correlated strongly with outcomes such as productivity, engagement, and learning.

From Research to Instrument

By the 1990s, Gallup's database contained more than 2 million of these interviews. Clifton recognized an opportunity to translate this archive into an instrument that could help individuals identify and develop their own dominant talents. The resulting assessment marked a major transition — from talent identification used in hiring and management selection to a developmental tool for personal growth.

The team began by reviewing accumulated evidence from Gallup's decades of selection research, drawing on more than 100 predictive validity studies (Schmidt & Rader, 1999). This review revealed that motivation and values were central to performance and should be explicitly represented in the new design. Researchers then constructed an initial pool of more than 5,000 items reflecting these dimensions.

Through quantitative analyses of item functioning and extensive expert review, the pool was refined to ensure each emerging talent theme was represented with clarity and minimal redundancy. Factor and reliability analyses confirmed the internal coherence of themes while optimizing instrument length for efficiency and user experience. The resulting measure combined psychometric rigor with practical usability — an assessment precise enough for research and accessible enough for individual development.

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Scientific Collaboration and Innovation

Throughout the development process, Clifton sought feedback from leading scholars, including Edward "Chip" Anderson (UCLA), Mihaly Csikszentmihalyi (University of Chicago and Claremont Graduate University), Ed Diener (University of Illinois), and Frank Schmidt (University of Iowa).

A particularly influential collaboration emerged with Harvard psychologist Phil Stone, who urged Clifton to design for the emerging digital era and to adopt a forced-choice measurement format rather than traditional Likert-type scales. The forced-choice method mirrors real-world cognition: individuals often choose between multiple desirable options (e.g., "I organize" vs. "I analyze"). This structure minimizes social desirability bias and produces a more stable estimate of relative preference (Christiansen et al., 2005; Martinez & Salgado, 2021).

The first prototypes were tested by Stone's Harvard students, whose feedback guided refinements to item language and thematic descriptions. In 1997, Clifton and Stone created a pilot workbook that informed later iterations of the instrument. Shortly thereafter, Clifton and Anderson introduced *Soaring With Your Strengths*, a UCLA course supplement that became the foundation for *StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond* (Clifton & Anderson, 2002).

Validation and Refinement

Gallup launched the first version of the assessment in 1999, comprising 35 talent themes and 180 paired items. Subsequent analyses of redundancy and conceptual overlap produced the final 34-theme structure. Since then, while a few theme names have evolved, their core definitions have remained unchanged (see Appendix A).

In 2006, Gallup conducted a comprehensive psychometric review encompassing more than 1 million responses. Confirmatory studies validated the 34-theme taxonomy across demographic and occupational groups. Reliability and validity coefficients improved through targeted rescoring of items and the introduction of new items from Gallup's research library. Non-scoring items were removed, reducing the assessment from 180 to 177 items without loss of precision.

At the same time, Gallup expanded respondent feedback through thousands of strengths insight statements — personalized narratives derived from specific item-response patterns. These insights transformed statistical outputs into individualized developmental guidance, deepening the instrument's practical utility.

Continuous Development and Global Reach

The most recent comprehensive review, completed in 2024, reflected Gallup's ongoing commitment to evidence-based refinement. Interviews with respondents and subject-matter experts led to revisions in theme language and simplification of item phrasing to improve comprehension, particularly for nonnative English speakers. Using the probability-based Gallup Panel, new item candidates were tested and retained only if they improved validity, reliability, and readability.

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Today, CliftonStrengths has been completed by more than 36 million individuals across nearly every country. It is available in more than 25 languages and includes accessibility features such as screen-reader compatibility and optional timing adjustments for respondents with disabilities. These accommodations are available to anyone who requests them.

The instrument is calibrated for respondents aged 16 and older and written at approximately a fifth-grade reading level (as measured by the Flesch–Kincaid index). All translations undergo rigorous back-translation, expert review by native-language specialists, and quantitative evaluation of measurement equivalence to ensure comparability across languages and cultures.

A Global System for Measuring Potential

What began as one psychologist's effort to examine the foundations of human excellence rather than deficiency has evolved into a comprehensive, empirically grounded system for understanding potential. The development of CliftonStrengths represents a synthesis of psychological science and applied methodology, providing a systematic framework for identifying and cultivating recurring patterns of talent that contribute to sustained human performance.

Unlike selection or hiring assessments, which are designed to predict future job performance and inform employment decisions, CliftonStrengths functions exclusively as a developmental instrument. Its primary purpose is to facilitate self-awareness, personal growth, and the intentional application of one's most dominant talents in various life domains. By emphasizing individual development rather than comparative evaluation, the assessment enables individuals to construct a coherent self-concept, strengthen their personal identity, and communicate their unique value to others with clarity and confidence.

This developmental orientation situates the user as an active agent in shaping their own learning and growth, rather than as a passive subject of external evaluation.

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Scoring

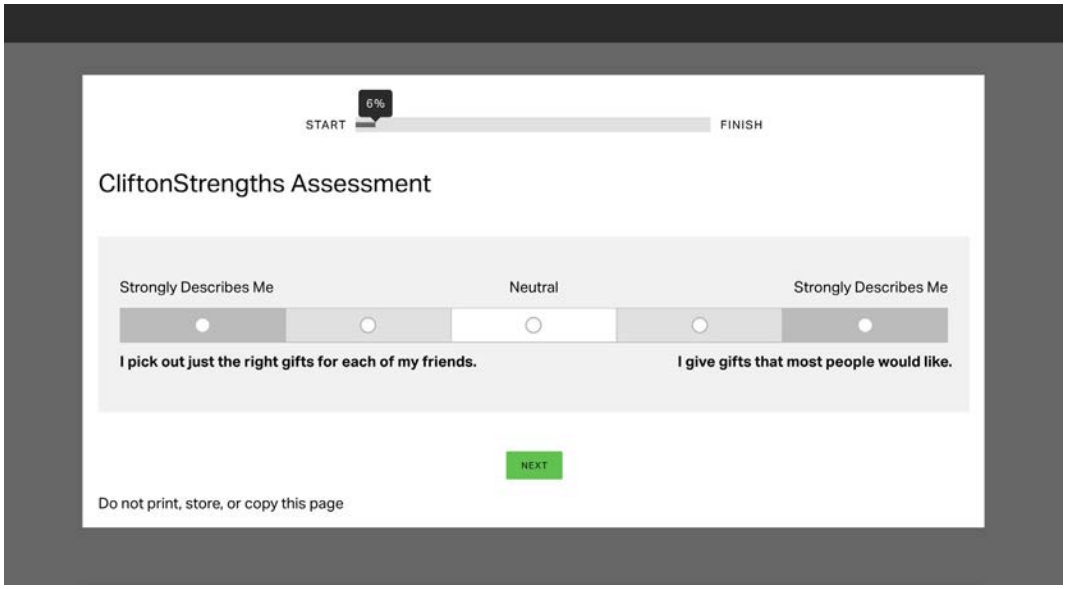
The CliftonStrengths assessment employs a proprietary scoring methodology developed through extensive empirical research and psychometric evaluation. Although the precise algorithm is not disclosed, the following description provides a conceptual overview of the scoring process and the rationale underlying its design.

CliftonStrengths consists of 196 paired self-descriptive statements. Each item presents a pair of socially desirable but distinct potential self-descriptors, such as "I get to know people individually" versus "I accept many types of people." Responses are recorded on a five-point scale, with anchors labeled "Strongly Describes Me" at each end and a neutral midpoint indicating no clear preference. Participants have 20 seconds to respond before the system automatically advances to the next item, a feature intended to capture top-of-mind responses and reduce deliberation or social desirability bias. Research indicates that this time constraint has a negligible effect on item completion rates and enhances response authenticity. Timing adjustments and screen-reader accessibility are available for respondents who require them.

The paired-comparison item format has important advantages. Forcing a comparison of two socially acceptable stimuli improves validity by making responses less susceptible than single-stimulus Likert items to motivated distortions (Christiansen et al., 2005; Martinez & Salgado, 2021).

Figure 1 presents how each item pair appears on the screen.

FIGURE 1



Most of these items contribute to one or more of the 34 distinct talent themes that comprise the CliftonStrengths framework. Item allocation across themes varies to ensure conceptual and psychometric balance, and some statements contribute to more than one theme. Approximately one-quarter of all items are cross-linked, meaning that a single response may inform multiple theme scores. A proprietary algorithm assigns numeric values to each response category, aggregates those values within themes, and produces standardized scores that are then ranked to create the respondent's unique talent profile.

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(Refer to Appendix A for brief theme descriptions.) Each theme is measured by multiple items, the total of which varies by theme, as shown in Table 1.

TABLE 1

Number of Statements Associated With Each Theme

CS theme	Number of items
Achiever®	7
Activator®	9
Adaptability®	9
Analytical®	11
Arranger®	9
Belief®	11
Command®	9
Communication®	9
Competition®	7
Connectedness®	9
Consistency®	7
Context®	7
Deliberative®	9
Developer®	9
Discipline®	13
Empathy®	8
Focus®	12

CS theme	Number of items
Futuristic®	8
Harmony®	8
Ideation®	9
Includer®	9
Individualization®	8
Input®	8
Intellection®	10
Learner®	8
Maximizer®	7
Positivity®	10
Relator®	7
Responsibility®	12
Restorative™	11
Self-Assurance®	13
Significance®	11
Strategic®	7
Woo®	7

Gallup focuses on theme and profile validity, with no explicit need to keep the number of items the same for each theme. Nevertheless, item counts have become more similar over time. Some statements are linked to more than one theme. In 26% of the items, each of the two statements within that item is linked to a separate theme. Thus, one response on an item can contribute to two or more theme scores. A proprietary formula assigns a value to each response category. Values for items in the theme are then aggregated to produce a theme score.

The scoring process produces "theme ranks" which represent the relative prominence of each talent theme for the respondent. Because CliftonStrengths is designed exclusively for developmental rather than comparative purposes, feedback focuses on the individual's intrapersonal hierarchy of talents rather than on norm-referenced scores.

These ranks form the basis of personalized reports that guide the respondent's reflection, learning, and development. For those item pairs for which both statements are attached to themes, the selection of one statement affects scores for the themes aligned with both statements. This last type of statement pair — where endorsing one statement precludes scoring for the other — produces some of the properties of ipsativity in the dataset. Ipsative scores compare individuals with themselves by forcing a choice between preferences; the resulting data show the relative importance of each stimulus for that person (Kaplan & Saccuzzo, 1982). Although CliftonStrengths has only partial ipsativity (only 26% of the items are ipsatively scored), researchers examined theme means and standard deviations to judge the effects of that partial ipsativity. This examination showed that the limited ipsativity in CliftonStrengths does not distort overall interpretability or validity (Plake, 1999).

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Scholars have argued that assessments with a large number of scales are less susceptible to the limitations imposed by ipsative scales (Saville & Willson, 1991). Practically speaking, measuring more traits allows for a more nuanced intra-individual ordering of those traits. The item pairs are distributed across a larger set of alternatives (as well as unscored items), thus reducing inter-trait dependencies. In the case of CliftonStrengths — an assessment with 34 scales — the forced-choice design primarily reduces response bias and only exhibits modest ipsativity as a by-product.

Following criteria suggested by Salgado, Anderson, and Tauriz (2014), CliftonStrengths produces quasi-ipsative scales because (1) the scales have different numbers of items, (2) attribute scores do not sum to a constant for all individuals, and (3) scores on one scale do not necessarily depress scores on others. In describing their meta-analysis of ipsative and quasi-ipsative assessments, Salgado et al. concluded that quasi-ipsative formats demonstrate superior validity: "In comparison with ipsative and normative personality inventories, quasi-ipsative personality inventories showed higher predictive validity regardless of occupational group" (Salgado et al., 2014).

Because some items are used in multiple themes, the original CliftonStrengths assessment was also investigated for possible multicollinearity. An external review by Plake (1999) found that multicollinearity is not a problem, and subsequent revisions to the instrument have reduced this risk further. (Theme–pair correlations are shown in Appendix B.)

Administration and Feedback

The CliftonStrengths assessment is administered exclusively through Gallup's secure online platform. Prospective respondents may either purchase an access code (https://store.gallup.com/h/en-us/) or redeem a code from one of Gallup's strengths-related publications (e.g., *StrengthsFinder 2.0* or *CliftonStrengths for Students*). The assessment is self-administered, and no formal qualifications are required for administration or interpretation. Gallup customer support is available online and by phone to address any technical or logistical concerns.

The standard output of the assessment includes a ranked profile of the respondent's most prominent talent themes. The most common format presents the individual's top five themes — those that received the highest scores across associated items. Increasingly, respondents may review their full profile of all 34 themes, accompanied by developmental resources such as "action items" and "blind spots." The action items consist of discrete suggestions curated by Gallup-certified strengths coaches to facilitate the development and application of each theme, while the blind spots highlight potential risks of overextension or misapplication, thereby encouraging greater self-awareness and self-regulation.

The CliftonStrengths report also includes feedback on areas of lesser talent and "weaknesses." Gallup defines a weakness as anything that gets in the way of success. While the strongest themes represent the greatest opportunities for excellence, these same themes can sometimes undermine effectiveness depending on context or interpersonal dynamics. Themes near the bottom of an individual's profile are not inherently weaknesses but are less likely to be spontaneously expressed and, in some cases, may impede success if left unmanaged.

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In addition to theme rankings, all respondents receive personalized insight statements derived from their specific item-level responses. These insights provide individualized narrative interpretations of the respondent's results, offering an in-depth look at the nuances of what makes them unique. Gallup has developed a library of approximately 6,000 such insights, which are dynamically assembled to produce customized reports. This feedback, based on both theme and item-level data, offers a richer description of each participant's distinctive combination of responses.

The combinatorial complexity of the CliftonStrengths framework underscores its potential for individualized feedback. There are 278,256 unique combinations of top five themes (independent of order) and more than 33 million permutations (order-dependent). This latter figure has been surpassed by the total number of respondents as of this writing, but Gallup has yet to observe every possible permutation. To date, the assessment has produced more than 8.5 million permutations of top five themes (26%). However, Gallup has observed approximately 94% of the 278,256 possible unordered combinations — 262,829 unique combinations at the time of this writing. In addition, the number of feasible 34-theme sequences is so enormous that the full set will never be observed. This level of complexity enables highly individualized feedback that highlights each person's uniqueness.

It should be noted that theme sequences are not uniformly distributed in Gallup's database. Some themes are more common, and some are more likely to appear together in a top-five profile. Previous technical reports have included detailed tables of theme–pair prevalence (see Asplund et al., 2014).

In developmental applications, CliftonStrengths feedback is most effective when integrated into structured learning, coaching, or mentoring processes. These contexts provide the social and reflective supports necessary for translating talent awareness into behavioral change. Accordingly, Gallup has developed several role-specific reports tailored to different professional and personal contexts, including:

- *CliftonStrengths for Students*
- *CliftonStrengths for Managers*
- *CliftonStrengths for Leaders*
- *CliftonStrengths for Sales*

Additional work has been done to build insight statements aimed at critical content areas such as well-being, burnout, employee engagement, and competency development. Overall, the feedback system is designed to facilitate a self-reflective, hypothesis-driven approach to personal growth. CliftonStrengths results are not purely diagnostic or predictive; rather, they represent empirically grounded insights into enduring patterns of talent. When interpreted in dialogue with a trained coach or mentor, these results provide a foundation for deliberate strength development, enabling respondents to understand and apply their talents with greater precision and confidence.

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Application: Strengths-Based Development

The CliftonStrengths assessment serves as an entry point for structured strengths-based development, providing individuals with empirically derived insights into their most dominant patterns of talent. Following completion of the assessment and interpretation of feedback, respondents receive individualized developmental recommendations designed to promote self-awareness, goal alignment, and performance optimization. These recommendations may be tailored to both their specific results and to their personal and professional roles, thereby supporting the integration of identified talents into a coherent self-concept. The process of strengths development unfolds in progressive stages. During the initial phase of identification, individuals recognize and name their most dominant themes of talent. Subsequent phases involve integration and application, during which these talents are consciously cultivated through the acquisition of skills and knowledge relevant to one's roles and goals. In this framework, behavioral change occurs through the deliberate refinement of innate tendencies into reliable strengths that can be applied more effectively to specific tasks.

CliftonStrengths results are intended to serve as preliminary hypotheses for personal exploration rather than definitive classifications. Accordingly, the interpretation of results is most effective when integrated into reflective dialogue with trained coaches, mentors, or peers. This dialogic approach supports the validation and contextualization of assessment feedback, allowing individuals to test and refine their understanding of their talents through lived experience and applied learning.

The social environment in which an individual operates plays a critical role in strengths development. Empirical studies have demonstrated that sustainable growth occurs most readily within environments that reinforce individual potential through affirmation and opportunity. Bowers and Lopez (2010) identified three interdependent constructs necessary for effective strengths application: continuous social support, experiences of success, and reinforcement of personal strengths. The authors noted that these constructs "represent phenomena that are interrelated, overlapping, and circular" rather than a sequential process.

Similarly, Asplund and Blacksmith (2011) observed that workplace performance improvements were most pronounced when employees and managers applied their strengths intentionally to specific objectives and operated within organizational cultures that visibly endorsed the strengths philosophy. Under these conditions, individuals recognized their own talents and developed appreciation for the strengths of their colleagues, thereby enhancing collaboration and collective efficacy. These findings illustrate that strengths development is not merely an individual process but a socially embedded phenomenon supported by reinforcement through relationships, collective norms, and institutional support. Empirical evidence from organizational and educational contexts supports the effectiveness of strengths-based climates. For instance, van Woerkom and Meyers (2014) found that environments characterized by active recognition and utilization of individual strengths were associated with higher levels of employee engagement, performance, and positive affect. Their findings further indicated that a strengths-based psychological climate enhanced extra-role behaviors, suggesting that the approach may be especially useful in organizations that rely heavily on collaboration or innovation.

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A meta-synthesis by Miglianico et al. (2020) corroborates these outcomes, identifying consistent associations between strengths use and outcomes such as job satisfaction, work engagement, well-being, and performance. The authors proposed a five-step developmental model encompassing education, identification, integration, behavioral application, and evaluation — an iterative process that aligns closely with Gallup's strengths development framework.

A review of school-based positive psychology interventions by Waters (2011) concludes that the use of strengths positively predicts student well-being and academic performance and cites a large-scale randomized controlled trial (RCT) conducted by Austin (2005; N = 255 in the experimental group and 272 in the control group) using CliftonStrengths: "After completion of the strengths program at school, students in the strengths group had significantly higher academic expectations, efficacy, self-empowerment, extrinsic motivation, and perceptions of ability as compared with the control students."

Other published, peer-reviewed studies on the impact of CliftonStrengths in higher education and organizational settings include Allan et al. (2021); Baker et al. (2020); Bradley et al. (2021); Busch & Davis (2018); Hodges & Asplund (2009); Ingamells et al. (2013); Lane & Schutts (2014); Ludwig et al. (2017); Owens et al. (2016); Rosch & Imoukhuede (2016); Soria et al. (2015); Soria & Stubblefield (2014, 2015a, 2015b); Soria & Taylor (2016); Soria et al. (2017, 2019); Tomkovick & Swanson (2014); and Yilmaz & Akpinar (2020).

Collectively, these studies affirm that the developmental impact of CliftonStrengths extends beyond individual awareness to encompass broader organizational and social outcomes. Strengths development functions as a dynamic, socially embedded process in which individual growth reinforces collective well-being and institutional performance. By situating human potential within a framework of empirical rigor and practical application, CliftonStrengths provides a scientifically validated pathway for fostering human development and organizational performance.

Psychometrics

The psychometric evaluation of CliftonStrengths provides comprehensive evidence of its reliability and validity as a developmental measure of human talent. This section summarizes research on the instrument's internal consistency, test-retest reliability, and related technical characteristics across demographic and cultural groups. The accumulated findings affirm the stability, precision, and applicability of the assessment.

Reliability

The reliability of a score is an estimate of its stability or the portion of the score that is not the result of random variation. For CliftonStrengths, two major types of reliability are examined: internal consistency and test-retest reliability. Internal consistency examines the degree to which items measuring the same construct produce similar results. Test-retest reliability assesses the temporal stability of responses over time. Both forms of evidence support the conclusion that CliftonStrengths captures enduring patterns of thought, feeling, and behavior that can be productively applied.

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Internal Consistency

Coefficient alpha (Cronbach, 1951) and McDonald's omega (McDonald, 1970, 1999) are the principal indices used to evaluate internal consistency. While alpha remains widely reported, it is subject to well-known limitations, including sensitivity to the number of items in a scale and the risk of artificially inflated coefficients through item redundancy. In contrast, omega offers a more general and robust estimate that does not assume each item is equally effective at measuring the construct of interest.

Adding items generally increases alpha, sometimes at the expense of instrument efficiency and content validity. That is, a scale with more items can imperil validity by either narrowing the construct definition or introducing redundant content. For these reasons, some researchers have advised against alphas that are too high (Streiner, 2003a; Panayides, 2013). As Streiner wrote, "Higher values may reflect unnecessary duplication of content across items and point more to redundancy than to homogeneity" (Streiner, 2003a). Examples of this can be seen in lengthy instruments using Likert scales that risk respondent fatigue and high multicollinearity.

The forced-choice format of CliftonStrengths introduces additional considerations for estimating reliability. Because respondents select between equally desirable self-descriptive statements, the traditional assumptions underlying coefficient alpha are attenuated. For this reason, reliability estimates based on omega are considered more appropriate for CliftonStrengths (Brown & Bartram, 2013). Readers interested in learning more about the rationale for using omega and how to calculate it are encouraged to review McNeish (2017).

Since many users are accustomed to reviewing alphas, they are provided here as well. Omegas are reported using the same sample, and readers are encouraged to rely primarily on those values. Readers should also note the high degree of consistency in these statistics across identifiable subpopulations.

As noted earlier, each theme's raw score is based on the aggregated item responses for items associated with that theme. These raw theme scores are used to rank the themes in order of intensity, and those ranked themes are provided to the respondent. The raw scores are preserved for research purposes, including the evaluation of reliability.

Tables 2A–2C include omega measures for CliftonStrengths.

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TABLE 2A

Omega Measures, by Race/Ethnicity

n = Full sample: 53,848 | Asian: 4,702 | Black: 3,123 | Hispanic/Latino: 3,884
White: 26,549 | Missing: 13,679 | Refused: 1,911

Theme	Full sample	Asian	Black	Hispanic/ Latino	White	Missing	Refused
Achiever	0.70	0.67	0.68	0.72	0.70	0.70	0.68
Activator	0.70	0.68	0.67	0.67	0.71	0.71	0.68
Adaptability	0.70	0.69	0.67	0.68	0.71	0.71	0.69
Analytical	0.74	0.72	0.71	0.74	0.75	0.74	0.74
Arranger	0.74	0.74	0.74	0.72	0.74	0.75	0.74
Belief	0.72	0.70	0.72	0.69	0.72	0.71	0.72
Command	0.68	0.65	0.65	0.67	0.69	0.67	0.68
Communication	0.73	0.72	0.69	0.71	0.74	0.72	0.70
Competition	0.70	0.67	0.65	0.70	0.72	0.70	0.69
Connectedness	0.65	0.62	0.61	0.63	0.65	0.66	0.64
Consistency	0.69	0.68	0.64	0.65	0.70	0.69	0.68
Context	0.73	0.68	0.67	0.70	0.75	0.73	0.73
Deliberative	0.71	0.68	0.65	0.71	0.71	0.71	0.68
Developer	0.72	0.69	0.67	0.68	0.74	0.71	0.72
Discipline	0.78	0.75	0.75	0.77	0.79	0.77	0.77
Empathy	0.75	0.72	0.69	0.72	0.77	0.75	0.74
Focus	0.70	0.67	0.69	0.69	0.70	0.70	0.71
Futuristic	0.70	0.67	0.66	0.66	0.71	0.70	0.71
Harmony	0.72	0.72	0.66	0.69	0.73	0.72	0.69
Ideation	0.75	0.75	0.69	0.72	0.76	0.76	0.76
Includer	0.76	0.78	0.77	0.77	0.76	0.76	0.76
Individualization	0.62	0.61	0.59	0.60	0.62	0.62	0.63
Input	0.66	0.63	0.64	0.65	0.66	0.66	0.68
Intellection	0.69	0.67	0.64	0.66	0.70	0.69	0.71
Learner	0.75	0.72	0.73	0.74	0.75	0.75	0.76
Maximizer	0.68	0.66	0.62	0.66	0.69	0.68	0.69
Positivity	0.73	0.73	0.71	0.71	0.74	0.73	0.73
Relator	0.75	0.75	0.73	0.73	0.75	0.74	0.75
Responsibility	0.68	0.69	0.70	0.68	0.67	0.68	0.72
Restorative	0.73	0.72	0.71	0.72	0.72	0.73	0.74
Self-Assurance	0.68	0.70	0.66	0.67	0.67	0.68	0.70
Significance	0.68	0.67	0.65	0.67	0.68	0.68	0.68
Strategic	0.68	0.68	0.68	0.68	0.68	0.68	0.71
Woo	0.77	0.73	0.72	0.73	0.79	0.76	0.73

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TABLE 2B

Omega Measures, by Gender

n = Full sample: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme	Full sample	Female	Male	Missing	Refused
Achiever	0.70	0.69	0.70	0.70	0.72
Activator	0.70	0.70	0.69	0.71	0.70
Adaptability	0.70	0.69	0.72	0.70	0.71
Analytical	0.74	0.71	0.74	0.74	0.75
Arranger	0.74	0.73	0.75	0.74	0.75
Belief	0.72	0.70	0.73	0.71	0.75
Command	0.68	0.67	0.67	0.67	0.68
Communication	0.73	0.73	0.73	0.72	0.70
Competition	0.70	0.68	0.71	0.71	0.68
Connectedness	0.65	0.65	0.64	0.65	0.65
Consistency	0.69	0.69	0.68	0.69	0.69
Context	0.73	0.70	0.75	0.73	0.75
Deliberative	0.71	0.70	0.72	0.71	0.75
Developer	0.72	0.72	0.70	0.71	0.74
Discipline	0.78	0.78	0.77	0.77	0.78
Empathy	0.75	0.74	0.71	0.75	0.77
Focus	0.70	0.69	0.71	0.70	0.73
Futuristic	0.70	0.69	0.70	0.70	0.71
Harmony	0.72	0.72	0.70	0.72	0.62
Ideation	0.75	0.75	0.75	0.75	0.77
Includer	0.76	0.76	0.77	0.76	0.73
Individualization	0.62	0.61	0.63	0.62	0.70
Input	0.66	0.67	0.64	0.66	0.68
Intellection	0.69	0.69	0.70	0.69	0.75
Learner	0.75	0.74	0.76	0.75	0.79
Maximizer	0.68	0.67	0.69	0.68	0.72
Positivity	0.73	0.73	0.73	0.73	0.70
Relator	0.75	0.73	0.76	0.74	0.78
Responsibility	0.68	0.67	0.69	0.68	0.71
Restorative	0.73	0.71	0.74	0.73	0.75
Self-Assurance	0.68	0.67	0.68	0.68	0.66
Significance	0.68	0.67	0.69	0.68	0.70
Strategic	0.68	0.67	0.69	0.68	0.73
Woo	0.77	0.77	0.76	0.76	0.72

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TABLE 2C

Omega Measures, by Age

n = Full sample: 53,848 | <24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | >60: 2,024 | Missing: 12,422

Theme	Full sample	<24	25-30	31-40	41-50	51-60	>60	Missing
Achiever	0.70	0.74	0.71	0.70	0.69	0.68	0.66	0.69
Activator	0.70	0.66	0.68	0.71	0.70	0.71	0.73	0.71
Adaptability	0.70	0.70	0.69	0.70	0.70	0.71	0.70	0.71
Analytical	0.74	0.73	0.73	0.74	0.75	0.75	0.74	0.74
Arranger	0.74	0.70	0.71	0.73	0.75	0.77	0.78	0.74
Belief	0.72	0.71	0.70	0.71	0.72	0.73	0.74	0.71
Command	0.68	0.66	0.68	0.68	0.68	0.67	0.68	0.67
Communication	0.73	0.72	0.73	0.74	0.73	0.72	0.72	0.72
Competition	0.70	0.68	0.70	0.70	0.68	0.67	0.64	0.70
Connectedness	0.65	0.64	0.64	0.63	0.64	0.67	0.67	0.65
Consistency	0.69	0.65	0.67	0.69	0.70	0.70	0.73	0.69
Context	0.73	0.74	0.72	0.74	0.73	0.73	0.72	0.72
Deliberative	0.71	0.70	0.71	0.71	0.71	0.71	0.70	0.71
Developer	0.72	0.73	0.73	0.72	0.72	0.74	0.73	0.71
Discipline	0.78	0.79	0.78	0.78	0.77	0.78	0.76	0.77
Empathy	0.75	0.76	0.76	0.75	0.75	0.75	0.76	0.75
Focus	0.70	0.68	0.69	0.69	0.70	0.70	0.66	0.70
Futuristic	0.70	0.66	0.68	0.69	0.70	0.69	0.68	0.69
Harmony	0.72	0.66	0.70	0.72	0.74	0.75	0.74	0.72
Ideation	0.75	0.71	0.75	0.76	0.76	0.76	0.77	0.75
Includer	0.76	0.76	0.76	0.76	0.77	0.77	0.78	0.76
Individualization	0.62	0.58	0.59	0.62	0.63	0.65	0.65	0.62
Input	0.66	0.64	0.62	0.65	0.67	0.68	0.70	0.65
Intellection	0.69	0.68	0.69	0.69	0.69	0.70	0.73	0.69
Learner	0.75	0.73	0.72	0.73	0.76	0.78	0.79	0.74
Maximizer	0.68	0.63	0.66	0.69	0.69	0.69	0.68	0.68
Positivity	0.73	0.72	0.73	0.73	0.74	0.74	0.75	0.72
Relator	0.75	0.76	0.74	0.75	0.74	0.73	0.70	0.75
Responsibility	0.68	0.66	0.66	0.67	0.69	0.70	0.72	0.68
Restorative	0.73	0.73	0.74	0.74	0.73	0.68	0.68	0.73
Self-Assurance	0.68	0.64	0.66	0.67	0.69	0.71	0.73	0.68
Significance	0.68	0.65	0.67	0.68	0.68	0.68	0.66	0.68
Strategic	0.68	0.61	0.67	0.68	0.70	0.72	0.72	0.68
Woo	0.77	0.78	0.77	0.78	0.78	0.76	0.75	0.75

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Tables 3A–3C include coefficient alpha measures for CliftonStrengths.

TABLE 3A

Alpha Measures, by Race/Ethnicity

n = Full sample: 53,848 | Asian: 4,702 | Black: 3,123 | Hispanic/Latino: 3,884
White: 26,549 | Missing: 13,679 | Refused: 1,911

Theme	Full sample	Asian	Black	Hispanic/ Latino	White	Missing	Refused
Achiever	0.70	0.67	0.67	0.72	0.70	0.70	0.68
Activator	0.70	0.68	0.67	0.67	0.70	0.71	0.67
Adaptability	0.70	0.69	0.67	0.67	0.70	0.70	0.68
Analytical	0.74	0.72	0.71	0.74	0.74	0.74	0.74
Arranger	0.73	0.73	0.73	0.71	0.73	0.74	0.74
Belief	0.71	0.69	0.72	0.69	0.72	0.71	0.71
Command	0.67	0.65	0.64	0.67	0.68	0.67	0.68
Communication	0.73	0.72	0.69	0.70	0.74	0.72	0.70
Competition	0.70	0.67	0.65	0.70	0.71	0.70	0.69
Connectedness	0.64	0.62	0.61	0.63	0.65	0.65	0.64
Consistency	0.67	0.66	0.63	0.62	0.68	0.67	0.66
Context	0.73	0.68	0.67	0.69	0.75	0.73	0.72
Deliberative	0.72	0.69	0.68	0.71	0.73	0.72	0.70
Developer	0.72	0.69	0.67	0.68	0.74	0.71	0.72
Discipline	0.77	0.75	0.75	0.76	0.79	0.77	0.77
Empathy	0.75	0.72	0.69	0.72	0.77	0.75	0.74
Focus	0.70	0.67	0.69	0.69	0.70	0.70	0.71
Futuristic	0.69	0.67	0.66	0.66	0.71	0.69	0.71
Harmony	0.72	0.72	0.66	0.69	0.73	0.72	0.69
Ideation	0.75	0.75	0.69	0.72	0.76	0.75	0.75
Includer	0.76	0.78	0.77	0.76	0.76	0.76	0.76
Individualization	0.61	0.61	0.58	0.60	0.62	0.62	0.62
Input	0.65	0.63	0.63	0.65	0.66	0.65	0.68
Intellection	0.69	0.67	0.64	0.66	0.70	0.69	0.71
Learner	0.74	0.72	0.73	0.74	0.75	0.75	0.76
Maximizer	0.68	0.66	0.61	0.66	0.69	0.68	0.69
Positivity	0.74	0.73	0.71	0.71	0.74	0.73	0.73
Relator	0.74	0.75	0.73	0.73	0.75	0.74	0.75
Responsibility	0.68	0.69	0.70	0.68	0.67	0.68	0.72
Restorative	0.73	0.73	0.71	0.73	0.73	0.73	0.74
Self-Assurance	0.68	0.70	0.66	0.67	0.65	0.68	0.70
Significance	0.68	0.67	0.65	0.67	0.68	0.68	0.68
Strategic	0.69	0.68	0.68	0.68	0.69	0.68	0.71
Woo	0.77	0.73	0.71	0.73	0.79	0.76	0.73

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TABLE 3B

Alpha Measures, by Gender

n = Full sample: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme	Full sample	Female	Male	Missing	Refused
Achiever	0.70	0.69	0.70	0.69	0.72
Activator	0.70	0.70	0.69	0.71	0.70
Adaptability	0.70	0.69	0.71	0.70	0.70
Analytical	0.74	0.71	0.74	0.73	0.75
Arranger	0.73	0.72	0.75	0.74	0.75
Belief	0.71	0.70	0.73	0.71	0.74
Command	0.67	0.67	0.67	0.67	0.68
Communication	0.73	0.73	0.73	0.72	0.70
Competition	0.70	0.68	0.71	0.70	0.68
Connectedness	0.64	0.64	0.63	0.65	0.65
Consistency	0.67	0.66	0.67	0.68	0.68
Context	0.73	0.70	0.75	0.73	0.75
Deliberative	0.72	0.72	0.72	0.72	0.75
Developer	0.72	0.71	0.70	0.71	0.74
Discipline	0.77	0.78	0.76	0.77	0.77
Empathy	0.75	0.74	0.70	0.75	0.76
Focus	0.70	0.69	0.71	0.70	0.73
Futuristic	0.69	0.69	0.70	0.69	0.71
Harmony	0.72	0.72	0.70	0.72	0.62
Ideation	0.75	0.74	0.75	0.75	0.77
Includer	0.76	0.76	0.77	0.76	0.73
Individualization	0.61	0.61	0.63	0.62	0.69
Input	0.65	0.66	0.64	0.66	0.68
Intellection	0.69	0.69	0.70	0.69	0.75
Learner	0.74	0.74	0.76	0.74	0.79
Maximizer	0.68	0.67	0.69	0.68	0.71
Positivity	0.74	0.73	0.73	0.73	0.71
Relator	0.74	0.73	0.76	0.74	0.78
Responsibility	0.68	0.67	0.69	0.68	0.71
Restorative	0.73	0.72	0.74	0.73	0.76
Self-Assurance	0.68	0.67	0.68	0.68	0.67
Significance	0.68	0.67	0.69	0.68	0.70
Strategic	0.69	0.67	0.70	0.68	0.73
Woo	0.77	0.77	0.76	0.76	0.72

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TABLE 3C

Alpha Measures, by Age

n = Full sample: 53,848 | <24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | >60: 2,024 | Missing: 12,422

Theme	Full sample	<24	25-30	31-40	41-50	51-60	>60	Missing
Achiever	0.70	0.74	0.71	0.69	0.69	0.67	0.66	0.69
Activator	0.70	0.66	0.68	0.70	0.70	0.71	0.73	0.71
Adaptability	0.70	0.70	0.69	0.69	0.70	0.71	0.70	0.70
Analytical	0.74	0.73	0.73	0.73	0.74	0.74	0.74	0.73
Arranger	0.73	0.70	0.70	0.72	0.75	0.76	0.78	0.74
Belief	0.71	0.71	0.69	0.70	0.72	0.73	0.74	0.71
Command	0.67	0.66	0.68	0.68	0.68	0.66	0.67	0.67
Communication	0.73	0.72	0.73	0.74	0.73	0.72	0.72	0.72
Competition	0.70	0.68	0.70	0.70	0.68	0.66	0.64	0.70
Connectedness	0.64	0.63	0.64	0.63	0.64	0.67	0.67	0.65
Consistency	0.67	0.61	0.64	0.67	0.69	0.69	0.71	0.68
Context	0.73	0.74	0.72	0.74	0.73	0.72	0.72	0.72
Deliberative	0.72	0.70	0.72	0.73	0.73	0.72	0.71	0.72
Developer	0.72	0.73	0.73	0.71	0.72	0.73	0.72	0.71
Discipline	0.77	0.79	0.78	0.78	0.77	0.77	0.75	0.77
Empathy	0.75	0.76	0.76	0.75	0.75	0.75	0.76	0.75
Focus	0.70	0.68	0.69	0.69	0.70	0.70	0.66	0.70
Futuristic	0.69	0.66	0.68	0.69	0.70	0.69	0.68	0.69
Harmony	0.72	0.66	0.70	0.72	0.73	0.75	0.74	0.72
Ideation	0.75	0.71	0.75	0.76	0.75	0.76	0.76	0.75
Includer	0.76	0.75	0.76	0.76	0.77	0.77	0.78	0.76
Individualization	0.61	0.58	0.59	0.61	0.63	0.64	0.65	0.62
Input	0.65	0.64	0.62	0.65	0.67	0.67	0.70	0.65
Intellection	0.69	0.68	0.69	0.69	0.69	0.70	0.72	0.69
Learner	0.74	0.72	0.71	0.73	0.76	0.78	0.79	0.74
Maximizer	0.68	0.62	0.66	0.68	0.69	0.68	0.68	0.68
Positivity	0.74	0.72	0.73	0.74	0.74	0.75	0.75	0.73
Relator	0.74	0.76	0.74	0.75	0.74	0.73	0.70	0.74
Responsibility	0.68	0.66	0.66	0.66	0.69	0.70	0.71	0.68
Restorative	0.73	0.73	0.74	0.74	0.73	0.71	0.70	0.73
Self-Assurance	0.68	0.64	0.66	0.67	0.70	0.71	0.73	0.69
Significance	0.68	0.65	0.66	0.68	0.68	0.68	0.66	0.68
Strategic	0.69	0.62	0.67	0.68	0.70	0.72	0.72	0.68
Woo	0.77	0.78	0.77	0.77	0.78	0.76	0.75	0.75

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Test-Retest

Test-retest reliability provides the most direct evidence of score stability. In 2019, Gallup conducted a large-scale study of 57,888 respondents who completed CliftonStrengths on two separate occasions, with intervals ranging from months to more than a decade. Results demonstrated strong stability of rank-order correlations, with average retest coefficients exceeding 0.70 for 6-month intervals and remaining above 0.60 for intervals of 7 or more years (Asplund, 2019).

Table 4 shows the test-retest reliabilities for respondents who retested within 6 months — a common interval in the literature — facilitating comparison with other instruments. These findings are consistent with the 6-month retest from a 2008 Gallup Panel study (Asplund et al., 2014). The Gallup Panel is a nationally representative, probability-based panel of U.S. adults who agree to take part in ongoing surveys and studies to provide scientifically valid insights into public opinion and behavior. In 2008, panelists were recruited to complete a blinded version of CliftonStrengths. Those who completed the assessment received no feedback or output of any kind, nor were they informed that they were participating in a CliftonStrengths study. Researchers employed this method to obtain the purest possible evaluation of test-retest reliabilities. After completing the assessment, respondents were randomly assigned to one of three retest periods: (1) 1 month, (2) 3 months, and (3) 6 months after their first assessment. The results of both retest studies compare favorably with other published studies on the reliability of similar instruments. For example, the results are comparable to those reported for the Big Five (Anusic & Schimmack, 2016).

TABLE 4

Test-Retest Reliabilities Within Six Months

n = 12,355

CS theme	r	CS theme	r
Full profile	**0.73**	**Futuristic**	0.71
Achiever	0.75	**Harmony**	0.68
Activator	0.70	**Ideation**	0.75
Adaptability	0.71	**Includer**	0.69
Analytical	0.76	**Individualization**	0.63
Arranger	0.68	**Input**	0.73
Belief	0.72	**Intellection**	0.77
Command	0.75	**Learner**	0.76
Communication	0.78	**Maximizer**	0.66
Competition	0.77	**Positivity**	0.77
Connectedness	0.74	**Relator**	0.65
Consistency	0.69	**Responsibility**	0.69
Context	0.66	**Restorative**	0.67
Deliberative	0.77	**Self-Assurance**	0.73
Developer	0.68	**Significance**	0.72
Discipline	0.79	**Strategic**	0.73
Empathy	0.68	**Woo**	0.82
Focus	0.74		

*Theme reliabilities are calculated using theme raw scores

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Reliabilities of the measured constructs increase with age and education, as hypothesized, whereas other demographic variables exhibit negligible influence. Readers interested in further detail on CliftonStrengths stability by age, gender, and other characteristics are encouraged to review the full study.

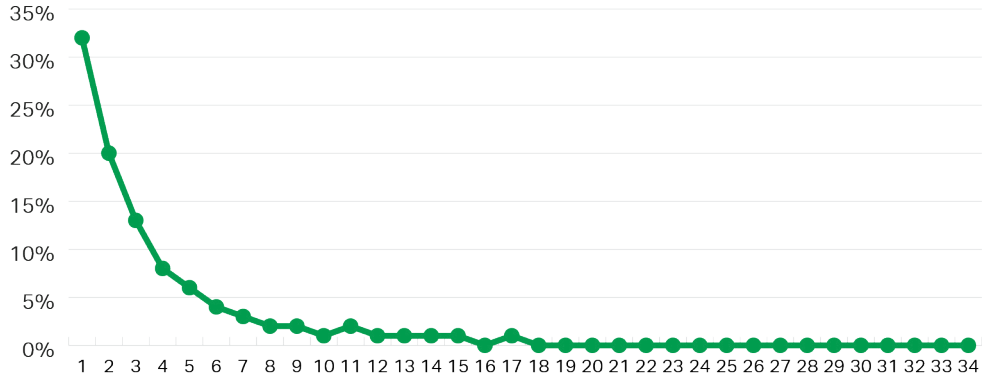
The stability of CliftonStrengths has been shown to be high, even over multiple years, with uncorrected test-retest correlations remaining above 0.60 at the longest durations (7 or more years) measured to date (Asplund, 2019). This pattern of attenuation is similar to that described by Costa, McCrae, and Löckenhoff (2019) for personality across the life span. As discussed in Damian, Spengler, Sutu, and Roberts (2019), a focus on rank-order stability is the hallmark of a "person-centered approach" to measuring the stability of traits over time. In addition to this person-centered perspective, researchers have also examined changes in individual theme scores to better understand the plasticity of themes. For example, recent research has shown that an individual's personality can be both changeable and stable over time; scores on individual traits may shift, while the overall pattern of the set of traits endures (Roberts & DelVecchio, 2000; Terracciano, Costa, & McCrae, 2006).

The talents measured in the CliftonStrengths assessment appear to be particularly enduring. As shown in Asplund (2019), the raw mean scores for each theme changed only slightly from Time 1 to Time 2.

Analyses of intra-individual rank changes further illustrate the stability of the instrument. More than 91% of respondents whose Learner theme ranked first in their initial assessment retained that theme within their top 10 upon retesting, and more than 65% retained it within their top three. This degree of consistency reflects both the durability of the underlying traits and the interpretive precision of the theme-ranking feedback (see Figure 2).

FIGURE 2

Retest distribution of Learner ranks, given rank at time 1=1



These test-retest results demonstrate that the talents measured by CliftonStrengths are enduring and that the ordered set of themes presented to respondents remains quite stable over time. These findings are generally consistent with those of personality researchers (Roberts & DelVecchio, 2000; Gnambs, 2014; Ferguson, 2010; Damian et al., 2019; Costa et al., 2019), showing increased stability at older ages, decreasing stability over longer intervals, and a strong indication of a floor of 0.60 for uncorrected retest correlations.

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The basic output of CliftonStrengths is the ordered set of themes assigned to each respondent. Comparing the full 34-theme profiles from Time 1 and Time 2, we find those vectors of themes to be highly correlated, as represented by the 0.73 correlation in Table 4. In practical terms, this typically means at least three of the same themes recur in successive sets of top five results. In the 6-month retest sample, 63% received three or more of the same themes in their retest.

On average, 32% of themes were within one rank of their initial result on retest, and 67% were within five ranks. Table 5 shows the specific results for each theme. Readers should note that the results in Table 5 include full 34-theme profiles — that is, all movements of five ranks are counted, whether from rank two to rank seven or from rank 32 to rank 27, for example.

TABLE 5

	Change in Theme Rank	
CS Theme	**0 to 1**	**0 to 5**
Achiever	41%	77%
Activator	28%	64%
Adaptability	30%	64%
Analytical	38%	75%
Arranger	28%	69%
Belief	27%	65%
Command	23%	59%
Communication	36%	72%
Competition	36%	67%
Connectedness	34%	71%
Consistency	29%	62%
Context	32%	62%
Deliberative	35%	69%
Developer	30%	67%
Discipline	35%	72%
Empathy	32%	65%
Focus	27%	64%

	Change in Theme Rank	
CS Theme	**0 to 1**	**0 to 5**
Futuristic	31%	65%
Harmony	34%	64%
Ideation	33%	68%
Includer	24%	55%
Individualization	31%	67%
Input	33%	67%
Intellection	37%	75%
Learner	42%	78%
Maximizer	30%	62%
Positivity	34%	73%
Relator	36%	75%
Responsibility	37%	76%
Restorative	28%	55%
Self-Assurance	18%	53%
Significance	24%	58%
Strategic	40%	71%
Woo	37%	72%

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Item Response Theory (IRT)

Item response theory (IRT) models have been applied to further evaluate the precision of *CliftonStrengths* scores across different levels of latent ability. IRT is particularly useful in handling the complexities of ipsative data often found in forced-choice questionnaires, as Brown and Maydeu-Olivares (2013) detailed.

Several IRT-based frameworks have been developed to handle forced-choice assessments, including the Thurstonian IRT (T-IRT) model and the Multi-Unidimensional Pairwise Preference (MUPP) model. However, these approaches are typically designed for either strictly unidimensional or strictly multidimensional structures (Hilliard et al., 2022; Zhang et al., 2024). T-IRT models also treat comparative decisions as binary outcomes and can model these outcomes using a dominance response process.

Additional unfolding models (e.g., the Generalized Thurstonian Unfolding Model, GTUM) have been studied to work with more nuanced forced-choice (FC) data; however, these models were not applicable in this context. *CliftonStrengths* includes a neutral midpoint in its response options, which has not been studied in previous models for forced-choice data (Qiu & De la Torre, 2023). As a result, unfolding models could not be applied to the CliftonStrengths data (Zhang et al., 2024).

The CliftonStrengths assessment uses a polytomous multidimensional forced-choice format with 34 traits measured through duets of item pairs. In theory, this design is well-suited to Thurstonian modeling — particularly in its treatment of comparative judgment and pairwise preferences. However, several practical constraints require a simplified scoring and estimation approach:

- The items and blocks were not originally designed for Thurstonian model identification (e.g., unique trait mapping, balanced comparisons).
- Some items are cross-loaded onto multiple traits, further complicating dimensional assumptions.
- No existing item pool coding or software was set up to translate FC blocks into the binary outcome format required for T-IRT.
- High-dimensional T-IRT estimation with 34 traits exceeds the current capabilities of available open-source software for full-information modeling at this scale.

Therefore, for the purposes of reliability estimation and trait score modeling, CliftonStrengths responses are treated as if they are ordinal Likert-type items — specifically using a 3-point scoring system. This allows the use of a graded response model (GRM) from classical IRT to estimate:

- marginal reliabilities
- test and item information functions
- item discrimination and thresholds
- trait scores and standard errors

This simplification enables interpretable, comparative latent trait estimates across individuals, with known measurement precision — something not achievable with classical FC scoring alone.

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The GRM described above was fitted to a recent sample of 33,557 CliftonStrengths respondents. The resulting marginal reliability estimates are included in Table 6.

TABLE 6

Trait	Marginal Reliability
Achiever	0.71
Activator	0.68
Adaptability	0.71
Analytical	0.72
Arranger	0.76
Belief	0.73
Command	0.65
Communication	0.71
Competition	0.67
Connectedness	0.63
Consistency	0.75
Context	0.71
Deliberative	0.72
Developer	0.75
Discipline	0.77
Empathy	0.75
Focus	0.68

Trait	Marginal Reliability
Futuristic	0.69
Harmony	0.72
Ideation	0.75
Includer	0.72
Individualization	0.65
Input	0.67
Intellection	0.70
Learner	0.75
Maximizer	0.69
Positivity	0.76
Relator	0.76
Responsibility	0.71
Restorative	0.73
Self-Assurance	0.72
Significance	0.66
Strategic	0.72
Woo	0.70

These marginal reliabilities reflect the expected precision averaged across the full range of trait levels. They are model-based and generalizable, as they vary across different levels of θ (Zein & Akhtar, 2024). The values in Table 6 indicate that observed theme scores are consistent with the true underlying abilities. While marginal reliability does not vary by trait level, it summarizes the overall consistency of theme scores with the underlying latent traits. The values reported suggest that observed scores are measured with acceptable levels of precision across most of the trait continuum.

Taken together, the psychometric evidence establishes CliftonStrengths as a reliable and valid instrument for assessing naturally recurring patterns of thought, feeling, and behavior. Its measurement properties are consistent across demographic groups, its results remain stable over time, and its scores demonstrate high correspondence with the theoretical constructs they are intended to represent.

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Validity

This section summarizes key sources of validity evidence, including test content, response processes, internal structure, relations to other measures, and consequences of testing. Collectively, these findings affirm the theoretical and practical relevance of strengths-based development to increasing individual and organizational performance.

The evidence indicates that CliftonStrengths provides meaningful feedback that respondents can use to develop their talents into strengths. Studies have also produced evidence of congruence with the Big Five personality traits (Harter & Hodges, 2003), the Sixteen Personality Factor Questionnaire (16PF; Schreiner, 2006), the Values in Action Inventory (VIA; Stone, 2005), and the California Psychological Inventory (CPI; Schreiner, 2006). Gallup researchers have also conducted multiple confirmatory studies that support the use of CliftonStrengths results for strengths development. These will be examined in turn.

Validity Evidence Based on Test Content

Clifton and other Gallup researchers spent more than 30 years studying the traits that led to optimal functioning in a broad range of areas, including schools and varied work environments. The assessments developed as part of this research were used to hire more than 2 million individuals worldwide, employing processes that met legal fairness requirements (Schmidt & Rader, 1999). These assessments provided much of the raw material for Gallup's initial strengths research, giving researchers confidence in the content coverage of the CliftonStrengths items and themes.

Gallup continues to refine and extend its research into talent-based hiring measures, which have been used to assess over 17 million employees in more than 2,000 organizations. In 2023, a meta-analysis of 827 studies demonstrated that these talent-based hiring assessments continue to predict success effectively across a wide range of roles (Fernandez et al., 2023).

Appendix C contains a conceptual mapping of CliftonStrengths themes to a sample of the corresponding talent-based hiring measures from which the original theme content originated. The listed mapping of talent dimensions represents a summary of expert opinions from Gallup's most experienced analysts, each with several decades of experience coaching and giving feedback on these instruments. Because the original constructs were designed for specific hiring applications, each use of a construct could vary to reflect the specific behaviors and attitudes identified in job analyses. This variation is reflected in the different names given to these identified talents. Repeated use of the core concepts for each trait produced a collection of related talents that were then refined and generalized into CliftonStrengths themes.

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While the theoretical foundation for CliftonStrengths overlaps with Gallup's talent-based hiring assessments, its purpose and design are distinct. Selection instruments are predictive tools intended to identify candidates most likely to succeed in specific roles, whereas CliftonStrengths is a developmental assessment designed to enhance self-awareness and growth within a psychologically safe context. Accordingly, the focus of CliftonStrengths feedback is on intra-individual measures of talent rather than the inter-individual comparisons typical of hiring assessments. Another contrast is that CliftonStrengths identifies areas of talent in which a person has the greatest potential for building strengths — regardless of environment, role, or situation — whereas talent-based hiring assessments are tailored to specific contexts.

Gallup researchers continue to accumulate evidence of the correspondence between respondents' CliftonStrengths results and other descriptions of their attitudes and behaviors as reported by themselves and others. For example, Gallup regularly recontacts CliftonStrengths respondents who opt into future research projects to survey them on a range of topics. In one recent study, respondents were asked to describe any recent recognition they had received at work. Topic modeling was used to identify thematic structures within their responses, and the results of this analysis showed that the topics aligned closely with descriptions of the respondents' top CliftonStrengths themes. For example:

- Individuals strong in the **Achiever** theme were more likely to describe recognition that praised their exceptional performance, productivity, and contributions to business success.
- Those strong in **Relator** were more likely to be recognized for handling crises, managing personnel challenges, and communicating effectively with senior leadership.
- People strong in **Woo** were more likely to be praised for their relationship-building skills, ability to foster collaboration, and leadership in managing partnerships.
- People strong in **Ideation** were much more likely to be recognized for their ability to think critically, develop new ideas, and apply creative problem-solving skills to their work.

In this study, subjects' responses to the recognition item and others demonstrated compelling alignment between their dominant CliftonStrengths themes and descriptions of their behaviors, preferences, and attitudes across a variety of contexts.

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Validity Evidence Based on Response Processes

Validity evidence based on response processes further supports the interpretive meaning of scores. In 2024, Gallup researchers interviewed a sample of CliftonStrengths respondents to better understand how they interpret and respond to forced-choice items. In particular, researchers were interested in decisions to select the neutral response option. Forty-seven participants were selected from a convenience sample of 1,418 individuals who had previously volunteered for strengths research projects. Each participant participated in a 30-minute cognitive interview to evaluate whether the intended meaning of CliftonStrengths questions and response options was conveyed accurately to participants and to understand why individuals responded in particular ways to those questions. Of the 47 participants, 18 self-identified as White and 29 as non-White (i.e., Black, Hispanic, Asian, and others); 20 self-identified as male, 26 as female, and one as nonbinary or gender-nonconforming. Of the 47 participants, 24 were under the age of 40 and 23 were older than 40, with ages ranging from 19 to 75. To capture insights from a representative range of CliftonStrengths users, the sample included English and Spanish speakers, as well as students over the age of 18 who were currently enrolled in college.

All participants were asked to read task instructions aloud before proceeding to the survey items. They were then asked to read each question aloud and respond. After capturing the participants' responses, interviewers followed up with probing questions to further understand how participants arrived at their choices. The interview guide presented to participants contained a total of 30 questions.

The qualitative data collected from the cognitive interviews were analyzed using thematic analysis. This process involved transcribing the interviews and conducting an initial coding of responses to identify second-level codes that captured recurring ideas, concepts, and patterns in participants' explanations for selecting neutral responses on particular items. These second-level codes were then categorized into broader first-level themes. Finally, the themes were interpreted to develop a comprehensive understanding of the distinct reasons for selecting the neutral response option. Rigor was enhanced through probing questions and team-based discussions to ensure interpretive consensus.

In this study, 47 participants provided a total of 986 responses. Three broad themes emerged as reasons for choosing the neutral response option:

- **49%** of the participants believed that both of the statements in the forced-choice item described them — either equally well or in different contexts — making the "neutral" option equivalent to "both" in their decision-making framework.
- **36%** believed that neither of the paired statements described them well.
- **7%** indicated that the context in which they operated (e.g., professional vs. personal life, or particular social settings) led to neutral responses when they felt that the survey question did not capture the nuances of their experiences.

The remainder provided idiosyncratic rationales, including generalized tentativeness or occasional comprehension issues.

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Overall, the thought processes described by participants illustrate the benefits of CliftonStrengths' forced-choice format. When presented with some of the assessment's most challenging items, participants provided thoughtful rationales for their selections. When they chose the neutral option, their reasons were deliberate and consistent with the intended purpose of that response category.

Validity Evidence Based on Internal Structure

The paired-statement design of CliftonStrengths constrains the methods available to demonstrate validity based on internal structure. Some statements are linked to multiple themes, and when these statements are chosen, the respondent's score is counted multiple times — once for each theme. When statements within an item are treated as two different items, this creates a direct correlation between those "different" items that systematically biases inter-theme correlations. The multiple use of some items also makes traditional confirmatory factor analysis (CFA) problematic. To represent the internal structure of CliftonStrengths and test the generalizability of the theme taxonomy, researchers took a different approach. They examined theme structure using a method suggested by Sireci (personal correspondence, 2006) and described in Sireci and Geisinger (1992). This method involves examining theme pairs via hierarchical cluster analysis, using the items from two themes at a time and repeating this process for all 561 possible theme pairs. Specifically, items measuring each theme were cluster-analyzed with items measuring other themes, and the results (reported in Appendix D) show the percentages of items in the target theme that clustered together in a two-cluster solution.

This approach is similar to factor analysis, although it differs in the way variables are grouped. The nearer to the origin the cluster combines, the stronger the correlation between statements. Appendix D shows sample dendrograms from these analyses. The vertical lines indicate the relative distance at which two clusters are combined. The two-cluster solution can be found by locating the highest horizontal line and identifying the two groups of items it combines.

Table 7 shows the results of the most recent series of cluster analyses. These results are from a sample of 53,848 respondents. Each cell represents the mean percentage of items in each theme that clustered together. For example, in the Achiever/Activator cell, 100% of the statements for each theme were clustered with the other statements that are linked to that theme. A score of 100% means that the cluster analysis perfectly replicated the statement combinations used in scoring their respective themes. For themes that share items, researchers removed the shared items prior to the analysis. Clearly, the shared items are already known to be associated with each theme, and the analysis was meant to show the results for the independent items.

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TABLE 7

Cluster Analysis

n=53,848; The value shown for each pair is the percentage of items clustering with the correct theme.

	Activator	Adaptability	Analytical	Arranger	Belief	Command	Communication	Competition	Connectedness	Consistency	Context	Deliberative	Developer	Discipline	Empathy	Focus	Futuristic	Harmony	Ideation	Includer	Individualization	Input	Intellection	Learner	Maximizer	Positivity	Relator	Responsibility	Restorative	Self-Assurance	Significance	Strategic	Woo
Achiever	100	100	100	88	100	100	100	92	100	100	100	100	100	95	100	94	100	100	100	100	100	100	100	86	100	100	100	95	100	90	89	100	100
Activator		100	100	79	100	81	88	94	100	100	100	100	100	100	100	95	100	100	94	100	82	76	100	100	100	89	100	95	100	73	90	94	88
Adaptability			100	100	100	100	100	100	94	100	100	100	94	100	94	100	100	100	100	100	100	100	100	100	100	95	100	100	100	100	100	100	100
Analytical				95	100	100	100	100	100	100	100	90	100	92	100	91	100	100	100	100	89	95	91	100	100	100	100	83	78	100	100	84	100
Arranger					100	83	100	100	100	100	100	100	100	96	100	90	94	100	83	100	75	82	100	88	100	100	100	84	85	82	90	81	100
Belief						100	95	100	79	100	100	100	100	100	100	100	100	100	100	95	100	89	95	100	100	100	100	73	100	100	95	100	94
Command							100	87	100	100	100	100	100	100	100	89	94	100	100	100	94	88	95	100	100	100	100	100	100	79	72	94	100
Communication								100	94	100	100	100	100	100	100	100	100	100	94	100	100	100	100	100	100	100	95	100	95	100	86	95	100	92
Competition									100	100	100	100	100	100	100	89	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	88	100	100
Connectedness										100	100	100	100	100	76	100	100	100	94	100	100	82	89	100	100	100	100	100	100	100	100	100	100	100
Consistency											100	80	93	83	93	100	100	83	100	94	100	100	100	100	100	94	100	100	100	100	100	100	100	100
Context												100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Deliberative													100	91	100	95	100	88	100	100	100	100	89	100	100	100	94	90	100	100	100	100	100
Developer														100	80	100	100	100	100	100	94	100	100	100	100	93	100	100	100	100	100	100	100
Discipline															100	92	95	91	100	100	95	100	100	91	100	100	100	88	100	100	96	90	100
Empathy																100	100	100	100	100	94	100	100	100	100	80	100	100	100	100	100	100	100
Focus																	100	100	90	100	85	90	91	84	100	100	100	83	86	88	80	84	100
Futuristic																		100	94	100	87	75	100	100	100	100	100	100	95	90	84	93	100
Harmony																			100	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Ideation																				100	100	94	83	94	100	100	100	100	90	77	95	86	100
Includer																					100	100	100	100	100	79	100	100	100	100	100	100	81
Individualization																						75	100	100	100	100	100	90	74	86	84	79	100
Input																							76	73	100	100	100	100	74	76	95	93	100
Intellection																								82	100	100	88	95	100	100	100	100	100
Learner																									100	100	100	95	100	85	95	93	100
Maximizer																										100	100	100	100	95	100	100	100
Positivity																											100	100	100	100	100	100	100
Relator																												100	100	100	100	100	100
Responsibility																													100	96	96	95	100
Restorative																														79	95	72	100
Self-Assurance																															70	80	85
Significance																																100	100
Strategic																																	93

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There is no standard criterion for determining what proportion of items measuring a theme or content area should be grouped together for that theme to be considered "validated." Clearly, if all items in a theme are clustered together and no items from other themes are in that same cluster, the results support the theory that the items are strongly associated enough to warrant a common designation (i.e., theme).

It is unrealistic to expect perfect results across the entire instrument. In the literature on test content, where subject-matter experts are used to group items into content categories, a rule of thumb has been proposed (by Popham, 1992, and supported by Sireci, 1998): If 70% of experts classify an item into its hypothesized category, the item should be considered matched to that category. O'Neil, Sireci, and Huff (2004) extended that criterion to content areas by considering an area congruent with its test specifications if at least 70% of its items were appropriately matched.

For this analysis, researchers evaluated themes by determining the proportion of items that clustered together and comparing the results to this 70% criterion. Applying this criterion to Table 7, the themes appear to be quite distinct as a group. Most cells show proportions well above the 70% threshold, though one of the 561 theme combinations (Self-Assurance and Significance) narrowly fails to meet that standard.

This analysis has been replicated several times over the years, and readers of prior technical reports will note the similarity of results. Taken as a whole, these analyses provide convincing evidence that the relationships among CliftonStrengths items correspond to the hypothesized theme constructs.

Researchers also conducted within-race, within-gender, within-age, and within-language cluster analyses to assess validity in each group. The results of these analyses appear in Appendix D. In total, 19,635 pairwise cluster analyses are presented (561 analyses within each of 35 identified groups). Of those 19,635 pairs, 111 failed to meet the 70% criterion — no more than two for any one demographic group and no more than ten for any language group. Taken together, these results demonstrate remarkable evidence of validity across all identifiable subpopulations.

This cluster approach circumvents the dependency problems created by items that measure more than one theme. In addition to supporting the presence of all 34 CliftonStrengths themes, this analysis can be used to evaluate themes individually. For example, clusters of items within a theme may indicate subtleties of talent expression that have not yet been explored, or may identify subsets of items that could be refined to better align with other items in the theme. This hierarchical approach was therefore one of the main methods used to reconfigure the CliftonStrengths instrument into its current version.

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DIF

Hierarchical cluster analysis offers robust validity evidence based on the test's internal structure. Further evidence of fairness and generalizability is provided through differential item functioning (DIF) analyses conducted across gender, age, ethnicity, and education level. These analyses were performed on the same sample used for the IRT study described earlier, and the results confirmed that the CliftonStrengths items function equivalently across subgroups, with negligible effect sizes at both the item and test levels. Only isolated themes displayed small differences, and no systematic bias was detected across any demographic category.

DIF occurs when an item behaves differently for different groups of people who have the same underlying ability or trait. If DIF favors a certain group, that group is more likely — at the same trait level — to endorse particular statements within a paired item. In our analyses, there were sufficient sample sizes for the following comparison groups:

- three age groups: < 25, 25–64, and 65+
- two gender groups: female and male
- four race/ethnicity groups: Asian, Black, Hispanic, and White
- three education groups: noncollege graduates, college graduates, and postgraduates

Methodology

- **Dimensionality check:** Parallel analysis was conducted separately for each group to confirm unidimensionality.
- **Initial model fit evaluation:** Graded response models (GRM) were fit for each comparison group; model fit was assessed with M^2 statistics and item-fit diagnostics.
- **Likelihood ratio tests (LRTs):** A baseline model was created, and each item was tested by freeing its parameters one at a time for DIF.
- **Anchor item selection:** The A5 method from Meade and Wright (2012) was used, in which up to 25% of items (or at least one) were selected as anchor items based on the highest discrimination parameter values among non-DIF items.
- **Final DIF model estimation:** A partially invariant model was re-fit using the selected anchor items to identify DIF in the remaining items.
- **Effect size estimation and interpretation:** DIF is extremely sensitive to large sample sizes — especially when using likelihood ratio testing, so we examined effect sizes for practical significance rather than statistical significance. Empirical item-level DIF effect sizes (ESSD) and test-level standardized differences (ETSSD) were computed using the *empirical_(ES)* function in R.

1) Test-level DIF was interpreted based on the magnitude and direction of ETSSD:

- ETSSD > 0.10 → favors focal group
- ETSSD < –0.10 → favors reference group
- |ETSSD| ≤ 0.10 → negligible DIF

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2) **Item-level DIF** was interpreted based on the magnitude and direction of ESSD (effect sizes), following Meade's (2010) guidelines:

   - .20 (small)
   - .50 (medium)
   - .80 (large)

- **Visualization**: Effect sizes for test-level and item-level DIF were visualized using embedded plot functions.

Demographic breakdown of full dataset:

- **Overall dataset N** = 34,305
- **Age**: 38.33 (mean) and 12.43 (SD)
  - 12.28% < 25 years old (n = 4,211)
  - 83.30% 25–64 years old (n = 28,575)
  - 2.15% 65+ years old (65-90 years old) (n = 736)
- **Country**: 30,995 participants from the U.S. and 2,562 participants from outside the U.S. (90 countries represented)
- **Race**: White (n = 22,011), Black or African American (n = 2,552), Asian (n = 3,395), and Hispanic or Latino (n = 3,244)
- **Education level**: Education groups were aggregated into three larger categories for analysis
  - Noncollege graduates (comprised of less than high school graduate, high school graduate, some college, trade, technical or vocational training) (n = 9,395)
  - College graduates (comprised of college graduates, G-bachelor's level degree) (n = 14,458)
  - Postgraduates (comprised of postgraduate work or degree) (n = 9,375)
- **Gender**
  - 58.40% Female (n = 20,035)
  - 38.51% Male (n = 13,212)
  - 0.90% Refused (n = 310)

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Results of DIF/DTF Analysis

Groups with at least 500 members were analyzed, and the focus of the analyses was differential functioning at the trait level, since that is the information provided to the respondent.

As shown below, the majority of themes exhibit no evidence of differential test functioning (DTF). No large test-level effects are observed (99% are determined "no DTF" or "small DTF"). This pattern suggests that although small item-level DIF is present, its net impact on theme scores is minimal, as differential effects tend to cancel at the theme level. These findings support the measurement equivalence of CliftonStrengths theme scores across the examined demographic groups.

Gender

Over 60% of the themes showed no DTF by gender. Twelve themes showed a small effect size, split almost evenly by gender. The only medium effect size was found for the Significance theme.

Race/Ethnicity

Due to small sample sizes, the analyses did not include respondents from the following groups:

- Native Hawaiian or Other Pacific Islander
- American Indian or Alaska Native
- Two or More Races
- Declined to answer

Because DIF analysis can only compare two groups at a time, there were six separate analyses:

1) Black and Asian
2) Black and Hispanic
3) Hispanic and Asian
4) White and Asian
5) White and Black
6) White and Hispanic

Although some item-level DIF was detected across race comparisons, all test-level effect sizes were small, indicating no meaningful differential test functioning across racial/ethnic groups.

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Age

Because DIF analysis can only compare two groups at a time, there were three analyses:

1) Younger than 25 and 25–64
2) Younger than 25 and older than 65
3) 25–64 and older than 65

In the age group comparisons, only the Connectedness theme showed a medium test-level effect size, in favor of the youngest group of respondents. Some other themes showed small test-level effect sizes in specific pairwise comparisons, evenly split across the three age groups.

Education

Because DIF analysis can compare only two groups at a time, three analyses were performed:

1) Postgraduate and college graduate
2) College graduate and noncollege graduate
3) Postgraduate and noncollege graduate

While some themes showed small effect sizes in specific pairwise comparisons, no theme exhibited a medium or large DTF by education level. Among the themes with small DTF, there was no consistent pattern — effects were scattered across themes and education groups.

As shown in the cluster analyses by subgroup, the DIF/DTF results confirm that the CliftonStrengths themes function similarly for all identifiable subgroups of respondents. Together, these analyses present strong evidence of fairness and validity for CliftonStrengths across demographic populations. More detailed analyses are available upon request.

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Validity Evidence Based on Relations to Other Measures

Evidence based on relations to other measures situates CliftonStrengths within the broader nomological network of personality and motivation constructs. Harter and Hodges (2003) explored the relationship between CliftonStrengths and the five-factor model of personality in a sample of 297 undergraduate business students attending a Midwestern university. Specifically, they correlated the raw scores for each theme with scores for each of the five factors.

The "Big Five" personality factors are **Extraversion** (seeking the company of others), **Agreeableness** (likability and prosocial behaviors), **Conscientiousness** (rule abidance, discipline, and integrity), **Openness or Intellectance** (interest in new experiences and ideas), and **Emotional Stability or Neuroticism** (tendency to experience unpleasant emotions) (McCrae & Costa, 1987; McCrae, Costa, Lima et al., 1999; McCrae, Costa, Ostendorf et al., 2000).

A priori hypotheses linking CliftonStrengths themes and personality variables included:

- Extraversion correlating positively with **Activator**, **Communication**, and **Woo**
- Agreeableness correlating positively with **Includer** and **Positivity**
- Conscientiousness correlating positively with **Achiever**, **Discipline**, **Focus**, and **Responsibility**
- Openness/Intellectance correlating positively with **Ideation**, **Input**, **Intellection**, and **Strategic**

Researchers found several of these expected associations between CliftonStrengths themes and the five-factor model constructs. Because CliftonStrengths focuses on what is right with people, no notable correlations with Neuroticism were expected — and none were found.

In 2011, Yang and Blacksmith administered the 50-item Big Five scale by Goldberg (Goldberg, 1999; Goldberg et al., 2006) to 17,150 members of the Gallup Panel. Of these panelists, 1,462 had previously completed CliftonStrengths. The correlations of CliftonStrengths theme means to five-factor model scores appear in Table 8. (These correlations have been corrected for unreliability.)

Revisiting the hypotheses from the earlier study revealed the following associations:

- **Communication** and **Woo** correlated highly with Extraversion.
- **Developer** and **Positivity** showed the strongest correlations with Agreeableness.
- **Discipline**, **Achiever**, and **Responsibility** correlated most strongly with Conscientiousness.
- **Strategic**, **Ideation**, **Learner**, **Input**, and **Intellection** correlated highly with Openness/Intellectance.

Arranger and **Positivity** demonstrated the strongest (though modest) relationships with Emotional Stability/Neuroticism. Although none of these correlations were large compared with those for the other traits, they consistently aligned with theoretical expectations.

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TABLE 8

Five-Factor Model

	The Big Five factors of personality				
CS theme	**Extraversion**	**Agreeableness**	**Conscientiousness**	**Openness/ Intellectance**	**Emotional Stability/ Neuroticism**
Achiever	0.20	0.19	0.49	0.38	0.22
Activator	0.51	0.12	0.05	0.35	0.03
Adaptability	0.01	0.11	-0.27	0.05	0.00
Analytical	-0.15	-0.28	0.30	0.28	0.04
Arranger	0.34	0.34	0.22	0.27	0.28
Belief	0.19	0.37	0.12	0.08	0.06
Command	0.30	-0.14	0.07	0.49	-0.06
Communication	0.71	0.34	0.05	0.26	0.11
Competition	0.19	-0.20	0.06	0.41	-0.07
Connectedness	0.13	0.43	0.01	0.27	0.11
Consistency	-0.21	0.11	0.40	-0.41	-0.01
Context	0.05	-0.15	-0.01	0.28	-0.01
Deliberative	-0.46	-0.42	0.15	0.07	-0.21
Developer	0.14	0.63	0.05	0.00	0.07
Discipline	-0.10	0.12	0.60	-0.12	-0.09
Empathy	0.10	0.48	-0.05	-0.15	-0.07
Focus	0.14	-0.03	0.33	0.39	-0.03
Futuristic	0.23	0.12	0.05	0.50	-0.01
Harmony	-0.18	0.15	0.27	-0.44	0.06
Ideation	0.19	0.01	-0.16	0.64	0.10
Includer	0.29	0.44	0.04	-0.09	0.22
Individualization	0.33	0.16	0.15	0.53	-0.01
Input	0.06	0.18	0.01	0.53	0.00
Intellection	-0.12	0.01	-0.02	0.50	-0.08
Learner	0.11	0.15	0.21	0.56	0.14
Maximizer	0.19	0.01	0.18	0.27	0.23
Positivity	0.49	0.59	0.07	0.07	0.28
Relator	0.08	0.17	0.33	0.31	0.14
Responsibility	0.00	0.28	0.44	0.08	0.15
Restorative	0.04	0.15	-0.04	0.12	-0.20
Self-Assurance	0.29	-0.04	0.23	0.45	0.20
Significance	0.22	-0.16	0.17	0.33	-0.13
Strategic	0.29	0.09	0.04	0.65	0.07
Woo	0.69	0.39	-0.01	0.11	0.14

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Table 8 illustrates that CliftonStrengths themes exhibit systematic relationships with major personality dimensions while maintaining conceptual distinctiveness. This supports the interpretation that CliftonStrengths measures a related but nonredundant domain of human talent that is complementary to, rather than duplicative of, traditional personality frameworks.

Four Domains

In 2007, Gallup researchers used a random sample of 50,000 respondents to investigate the extent to which the 34 CliftonStrengths themes cluster into larger groups. Researchers applied multiple analytic methods — exploratory factor analysis, hierarchical cluster analysis, and clinical review by experienced strengths consultants. These investigations produced four groups of themes that were highly convergent with an earlier body of Gallup research on leadership talents. Accordingly, the names of the four groups reflect this leadership research as described in Rath and Conchie (2008). More detailed theme language is required for individual development, and the strengths domains are not intended as latent or formative constructs in the CliftonStrengths model. Rather, the purpose of this clustering is to provide a broad framework that helps respondents understand how they contribute to their teams. The clustering presented in the top half of Table 9 therefore serves as both an interpretive tool and evidence of validity based on internal structure.

Theoretically, the domains constitute bundles of tendencies that summarize a generalized preference for how individuals accomplish tasks, take initiative, emphasize relationships, or process information. In practice, all employees must engage in building relationships, executing work, influencing others, and thinking strategically. The top strengths describe how each person tends to perform these functions — or where they may rely on others to complement their contributions. Table 9 includes some evidence regarding how these four strengths domains correspond to the five-factor model.

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TABLE 9

The Four Strengths Domains

	Executing	Influencing	Relationship Building	Strategic Thinking
Constituent themes	Achiever	Activator	Adaptability	Analytical
	Arranger	Command	Connectedness	Context
	Belief	Communication	Developer	Futuristic
	Consistency	Competition	Empathy	Ideation
	Deliberative	Maximizer	Harmony	Input
	Discipline	Self-Assurance	Includer	Intellection
	Focus	Significance	Individualization	Learner
	Responsibility	Woo	Positivity	Strategic
	Restorative		Relator	
Correlations to Five-Factor Model Traits (corrected for reliability)				
Extraversion	0.01	0.58	0.25	0.14
Agreeableness	0.19	0.08	0.59	0.04
Conscientiousness	0.49	0.14	0.11	0.08
Openness/ Intellectance	0.16	0.48	0.08	0.73
Emotional Stability/ Neuroticism	0.00	0.07	0.14	0.04

Each domain is most highly correlated with the Big Five trait that conceptually parallels its constituent themes. **Executing** themes align most strongly with Conscientiousness; **Influencing** with Extraversion and Openness/Intellectance; **Relationship Building** with Agreeableness; and **Strategic Thinking** with Openness/Intellectance. As with the individual CliftonStrengths themes, none of the four domains show a strong correlation with Emotional Stability/Neuroticism.

These findings reinforce the theoretical coherence of the CliftonStrengths framework while underscoring its distinct developmental focus. Rather than replicating traditional personality models, the domains reflect actionable patterns of motivation and behavior that can be deliberately developed to improve performance.

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Validity Evidence Based on Testing Consequences

Hundreds of studies demonstrate the substantial utility of strengths interventions around the world. Examples of performance criteria in these studies include profit, productivity, employee attrition, employee engagement, employee safety, customer engagement, student retention, academic engagement, and self-efficacy, among others.

Successful strengths-based development elicits desired behavioral change (Clifton & Harter, 2003; Hodges & Clifton, 2004; Hodges & Asplund, 2010). Consequently, strengths feedback has several positive effects on performance (Aguinis, Gottfredson, & Joo, 2012) — not least of which is the greater likelihood of using one's strengths on the job. Using strengths leads to more experiences of success, and self-efficacy theory suggests those experiences then build improved performance (Bandura, 1997).

Evidence of this process has been demonstrated by van Woerkom and Meyers (2019), who found that a strengths intervention had a direct effect on self-efficacy and personal growth. Interestingly, the intervention was particularly effective for those who began with lower levels of self-efficacy.

Using strengths also generates positive emotions that engage employees more deeply in their work (Fredrickson, 2001), and that engagement in turn produces significant performance benefits (Harter, Schmidt, & Hayes, 2002). Strengths development efforts add incremental validity to these engagement effects, generating measurable productivity improvements for both individuals and organizations (Asplund & Blacksmith, 2011).

Studies also show that strengths-based development increases self-confidence, direction, hope, and altruism in college students (Hodges & Clifton, 2004). Many published studies have shown a range of benefits from strengths development on college campuses — including improved retention, academic engagement, well-being, self-efficacy, and resilience (Soria & Taylor, 2016; Rosch & Imoukhuede, 2016; Allan et al., 2019).

In 2012, Louis published a review of research on the effects of student strengths development in secondary and postsecondary education. Numerous researchers and practitioners have applied strengths-based principles to improve student outcomes, some evaluated using experimental or quasi-experimental methods. Louis highlighted evidence showing that strengths interventions improved GPA, attendance, hope, academic engagement, and retention, while offering recommendations for future research.

In November 2023, Gallup researchers released a new literature review of 30 studies of strengths applications in higher education (*CliftonStrengths in Higher Education Annotated Bibliography, 2013–2023*). The studies met the following criteria:

- Published studies, theses/dissertations, or conference presentations dated 2013–2023
- Participants were current undergraduates, graduate students, or recent alumni
- Outcomes measured extended beyond descriptive strengths profiles
- Qualitative or quantitative empirical findings included
- Not previously cited in Gallup technical documentation

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Importantly, 19 of the 30 studies were published in peer-reviewed academic journals. Ongoing research continues to explore the benefits of strengths-based development on desired outcomes in both work and academic settings.

Gallup researchers have also conducted multiple meta-analyses on these topics, summarized below.

Strengths Meta-Analysis: Relationship Between Strengths-Based Employee Development and Organizational Outcomes

Gallup researchers accumulated 103 research studies across 45 organizations in 11 industries and 111 countries. Within each study, they statistically calculated the relationship between strengths-based interventions and any performance outcomes the organizations supplied. In total, the meta-analysis included 2.1 million individuals and 20,021 business/work units.

A summary of the results was published in *Harvard Business Review* (Rigoni & Asplund, 2016); the full study appears on Gallup's website (Asplund, Agrawal, Harter, & Plowman, 2016).

The typical study in this meta-analysis was quasi-experimental in design. On average, workgroups that received a strengths intervention improved significantly on all performance measures compared with control groups receiving less-intensive or no interventions. Ninety percent of the workgroups that implemented any strengths intervention saw performance increases within or above the following ranges:

- 10%–19% increase in sales
- 14%–29% increase in profit
- 3%–7% increase in customer engagement
- 7%–23% increase in employee engagement
- 6–16 point decrease in turnover (low-turnover organizations)
- 26–72 point decrease in turnover (high-turnover organizations)
- 23%–59% decrease in safety incidents

These results showed high generalizability: the effects of strengths interventions were consistent across organizations, industries, and countries. Practitioners can therefore apply strengths-based development with confidence that these interventions reliably enhance performance-related outcomes.

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Strengths Meta-Analysis: The Effect of CliftonStrengths 34 Feedback on Individual Outcomes

In 2018, Gallup compared the relative effects of different feedback types. Researchers accumulated 34 studies across 30 organizations in 13 industries and 37 countries. The total population included 187,291 individuals (Asplund & Agrawal, 2018).

Data were available for six performance outcomes: sales, employee engagement, customer engagement, turnover, performance ratings, and safety (accidents). The engagement and sales data were analyzed in detail; the remaining outcomes, though positive, had limited sample representation.

As with the earlier meta-analysis, the included studies were primarily quasi-experimental. The primary focus was to compare the effect sizes associated with two types of feedback:

- **Top Five feedback** (participants received results for their five most dominant themes)
- **Full 34 feedback** (participants received results on all 34 themes, with or without coaching)

Across all measures, the relationships to performance were stronger for employees who received more extensive feedback. Relative to employees who received Top Five results only, those who received full 34 feedback demonstrated:

- **7.8% higher sales**
- **Employee engagement 6 percentile points higher** in Gallup's global database

Because detailed records of coaching frequency were not consistently available, all full-profile participants were grouped together.

Although fewer studies provided data for customer engagement, performance ratings, safety, and turnover, the available evidence showed the same positive direction of effect. The results indicate that comprehensive, personalized feedback amplifies the developmental and performance benefits of the CliftonStrengths experience.

The full meta-analysis is available to readers on www.Gallup.com.

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Manager Development Meta-Analysis

In 2022, Gallup conducted a meta-analysis of 17 quasi-experimental studies evaluating the effectiveness of a strengths-based management development program. The data covered six organizations across 27 countries, with 14,169 participants and 36,535 control employees.

The program was designed to help managers emulate the best managerial practices Gallup had studied, focusing on optimizing talent, transforming culture, and improving business outcomes. All 17 studies evaluated the same developmental intervention, which included:

- In-depth instruction on strengths-based and engagement-focused coaching and performance management
- 8 to 16 learning modules
- 1 or 2 coaching calls with an experienced strengths coach
- Cohort calls in which participants shared lessons with peers

Pre-course measurements occurred 6 to 18 months prior to the intervention, and post-course measurements followed 9 to 18 months after completion.

Course participation was associated with a range of positive outcomes for both the manager-participants and their teams. Specifically, participants were more likely than nonparticipants to:

- Increase individual employee engagement (**d = 0.32, 95% CI [0.29, 0.35**])
- Receive higher performance ratings (**d = 0.75, 95% CI [0.72, 0.79]**)

Teams led by participants were also more likely to:

- Improve employee engagement (**d = 0.26, 95% CI [0.18, 0.33]**)
- Reduce employee turnover (**d = –0.48, 95% CI [–0.54, –0.41]**)

Gallup estimated utility effects to simplify interpretation:

- Individual course participants improved engagement **up to 22% more** than nonparticipants.
- Teams led by course participants improved engagement **up to 18% more** and reduced turnover by **21%–28%**.
- Course participants were **20%–28% more likely** to achieve performance improvements relative to peers.

These large, positive effects generalized across organizations and contexts. Notably, most studies were conducted during the COVID-19 pandemic, when both course delivery and participant work were primarily remote. Despite these constraints, the results demonstrate the program's robust impact on performance and engagement.

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Student Retention Meta-Analysis

In 2024, Gallup conducted a literature search of academic papers published since 2000 that studied strengths-based interventions and undergraduate student retention. Of 73 papers identified, six met the eligibility criteria for inclusion in the meta-analysis.

Inclusion criteria:

- Primary empirical studies involving degree-seeking college students
- Sufficient statistical data to calculate effect sizes (Cohen's d)
- Inclusion of a CliftonStrengths-based intervention (at minimum, completion of the assessment)
- Presence of a comparison group that did not or minimally participated in the intervention
- Reported student retention rates for both intervention and control groups

All six studies involved first-year college students and measured retention from the first to second year. Three were published journal articles and three were doctoral dissertations.

TABLE 10

Study Effect Sizes and Sample Sizes

Paper	d	r_c	n intervention	n comparison	n total
Gazaway, 2018	0.35	0.17	2625	2625	5250
Soria & Stubblefield, 2015	0.75	0.35	687	806	1493
Soria & Taylor, 2016	0.42	0.22	313	642	955
Soria et al., 2018	0.23	0.12	614	614	1228
Swanson, 2006	3.15	0.84	51	64	115
Williamson, 2002	2.13	0.73	32	40	72

d = mean difference in standard deviation units

rc = correlation corrected for asymmetric sample sizes

n = sample size

The mean observed correlation was r = 0.21, 95% CI [0.12, 0.30], with an 80% credibility interval of [0.08, 0.35]. The mean observed Cohen's d effect size was 0.43, 95% CI [0.25, 0.63], and an 80% credibility interval of [0.15, 0.74].

To estimate practical utility, researchers multiplied the meta-analytic d (0.43) by the standard deviation of retention (0.11). The resulting value indicates that strengths-based interventions typically **decrease student attrition rates by 4.73 percentage points**. Given the average retention rate of 85% across studies, this effect represents a meaningful improvement.

Strengths-based programs therefore offer higher education institutions a clear, evidence-based pathway for improving student persistence and success.

Read the full meta-analysis here.

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Demographic Data

When respondents begin the CliftonStrengths assessment, they are first asked to provide basic demographic information. Responses to these items have no effect on assessment results. The following data are collected from all respondents:

- Language preference – Determines the language used for the assessment and allows Gallup to monitor translation quality and item performance across languages.
- Country of residence – Enables analyses of strengths data by geography.

Until 2022, the following optional data were collected from most respondents. (These items were excluded for European respondents to comply with the EU's General Data Protection Regulation [GDPR], enacted in 2018.) When collected, these items were always voluntary:

- Primary language – Allowed researchers to compare performance between respondents completing the assessment in their primary versus nonprimary languages.
- Birth year, gender, race/ethnicity, and education – Supported psychometric analyses to ensure ongoing reliability and validity across populations and to examine strengths development trajectories.
- Employment information – Informed development of strengths feedback and content appropriate for different respondent populations.

These items are no longer collected as of the end of 2022. This change ensures compliance with evolving global privacy regulations and reduces potential barriers for respondents. However, millions of participants provided demographic data prior to 2022, and selected research populations continue to do so through Gallup research studies. Thus, Gallup researchers retain the ability to examine demographic patterns when necessary. In 2019, Gallup released a paper summarizing demographic data collected to that point. The CliftonStrengths database then included over 25 million respondents, distributed as follows:

Gender

- Female = 42%
- Male = 32%
- Missing = 26%
- Declined = 1%
- Other responses <1%

As the language and understanding of gender and sexuality evolved, Gallup began to include other response options for those who did not identify as either female or male. Those updates were in place in 2019 when this demographic paper was published, but the total number of respondents selecting those new options was quite small.

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Race/Ethnicity

- American Indian or Alaska Native <1%
- Asian = 10%
- Black or African American = 5%
- Hispanic or Latino = 7%
- White = 40%
- Native Hawaiian or Other Pacific Islander = <1%
- Two or More = 1%
- Missing = 35%
- Declined = 2%

Age

- <24 years = 22%
- 24 to <30 years = 13%
- 30 to <40 years = 17%
- 40 to <50 years = 12%
- 50 to <60 years = 8%
- 60 or more years = 3%
- Missing = 26%

Country

- United States = 59%
- Other Countries = 23%
- Missing = 18%

Country data were highly diverse, with respondents from nearly every nation. The largest non-U.S. populations — listed in descending order — were from Japan, Canada, the United Kingdom, China, Australia, Germany, India, South Korea, Brazil, Singapore, the Netherlands, the Philippines, South Africa, and Poland.

In the past, Gallup provided demographic summaries upon request. However, the practice was discontinued to prevent potential misunderstanding or misuse.

For example, some assumed these summaries were representative of entire populations, when in fact they reflected only those who had taken the CliftonStrengths assessment — a population generally older and more educated than the global average. Moreover, the summaries understated the substantial within-group variability present in all populations. For instance, while females typically score slightly higher than males on Empathy, large percentages of males also rank high in that theme, and vice versa. A larger concern was the potential for misuse of demographic summaries. The purpose of CliftonStrengths is to identify an individual's greatest areas of potential for building strengths. All results are intended for self-development, not comparison with external groups or norms. Accordingly, group averages have no practical value for individual interpretation.

Group identifiers are poor predictors of individual results. For example, race/ethnicity explains less than 2% of the variance in any of the 34 themes (Asplund, 2019), and for 31 of those themes, race/ethnicity explains less than 1%. Similarly, gender explains less than 4% of variance across themes (and less than 1% for 22 of them).

Table 11 shows the correlations of strengths profiles by race/ethnicity. The average correlation of 34-theme ranks between groups is 0.86, underscoring the consistency of the CliftonStrengths framework across demographic categories.

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TABLE 11

Correlation of 34-Theme Profiles by Race/Ethnicity

n = American Indian or Alaska Native: 5,901 | Asian: 216,689 | Black: 101,208 | Decline: 53,634
Hispanic or Latino: 145,713 | Missing: 757,599 | Native Hawaiian or Other Pacific Islander: 3,055
Two or more: 29,870 | White: 884,169

Race/Ethnicity	American Indian or Alaska Native	Asian	Black	Decline	Hispanic or Latino	Missing	Native Hawaiian or Other Pacific Islander	Two or More	White
American Indian or Alaska Native	1.00	0.75	0.92	0.82	0.94	0.77	0.94	0.93	0.90
Asian	0.75	1.00	0.73	0.83	0.82	0.89	0.75	0.81	0.84
Black	0.92	0.73	1.00	0.85	0.94	0.76	0.89	0.90	0.86
Decline	0.82	0.83	0.85	1.00	0.83	0.84	0.75	0.89	0.84
Hispanic or Latino	0.94	0.82	0.94	0.83	1.00	0.83	0.95	0.92	0.92
Missing	0.77	0.89	0.76	0.84	0.83	1.00	0.80	0.83	0.91
Native Hawaiian or Other Pacific Islander	0.94	0.75	0.89	0.75	0.95	0.80	1.00	0.87	0.91
Two or More	0.93	0.81	0.90	0.89	0.92	0.83	0.87	1.00	0.92
White	0.90	0.84	0.86	0.84	0.92	0.91	0.91	0.92	1.00

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Coaching and Development

Strengths feedback and coaching should be culturally responsive; every individual expresses their dominant themes in ways that reflect their full lived experience. Accordingly, Gallup incorporates highly individualized text in its strengths reports.

While CliftonStrengths results reveal areas of greatest potential and growth, it is essential to recognize that others may not always perceive or value these same strengths positively. One of the key benefits of CliftonStrengths is that it provides a common framework and language that help explain the unique contributions of each person — but that understanding often requires time, dialogue, and effort.

The ease with which individuals can apply CliftonStrengths results varies, and barriers may arise in several forms:

- **Interpersonal differences**: Colleagues with markedly different strengths may find it difficult to understand one another's approaches.
- **Limited exposure**: Individuals unfamiliar with the strengths philosophy may expect others to modify deeply ingrained preferences or traits.
- **Cultural interpretation**: Strengths differences can sometimes be conflated with cultural differences, inadvertently reinforcing stereotypes.

To address these challenges, CliftonStrengths reports include content to help individuals identify how their strengths can occasionally hinder success or be misunderstood by others, along with practical strategies to mitigate these issues. For example, someone with the Input theme may provide so much information that others feel overwhelmed. While this impulse reflects a genuine strength, its unfiltered expression can reduce effectiveness. Therefore, reports encourage such individuals to prioritize and tailor information sharing-enhancing impact while minimizing misunderstanding.

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Practical Relevance to Inclusion Efforts

"Inclusion" refers to the practice of making people feel welcome, respected, and valued. An inclusive culture embraces diverse perspectives and contributions, encouraging everyone to participate fully. As human beings, we all want to be valued for our uniqueness, to feel that we belong, and to be accepted for who we are.

Simply recognizing that one is uniquely valuable promotes feelings of inclusion and belonging. The shared language of CliftonStrengths can also mitigate perceptions of "otherness" by emphasizing shared human motivations. Learning that one's instincts or talents align with those of seemingly different colleagues helps dispel stereotypes and fosters mutual respect.

At one organization, some teams completed the CliftonStrengths assessment while others did not. Researchers found that teams that took the assessment had inclusion scores 30% higher than those that did not. This replicated an earlier study at the same company that used preexisting inclusion data.

The second study also revealed an inflection point: Teams with at least 30% CliftonStrengths participation had notably higher inclusion scores than those below that threshold. This suggests that even employees who do not complete the assessment may benefit indirectly when enough of their peers adopt strengths-based language and practices.

A similar phenomenon appears in employee engagement research, where teams with higher strengths usage consistently show stronger engagement than comparable teams with lower or no usage (Asplund, Harter, Agrawal, & Plowman, 2016).

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Conclusion

The CliftonStrengths assessment represents the culmination of more than half a century of empirical inquiry into the nature, measurement, and development of human talent. It is both a scientific instrument and a developmental philosophy — one that unites rigorous psychometrics with a distinctly humanistic premise: that excellence arises from amplifying what is right with people rather than repairing what is wrong.

Rooted in decades of systematic observation across educational, occupational, and social domains, CliftonStrengths translates the complexity of human behavior into a coherent taxonomy of recurring patterns of thought, feeling, and action. Its quasi-ipsative design, anchored in behavioral realism rather than idealized self-perception, minimizes the distortions of social desirability while preserving interpretive precision. Each item in the assessment reflects situations of both routine and challenge, allowing the instrument to capture the stable, trait-like dimensions of talent that endure across time and context.

The psychometric evidence presented in this report affirms the instrument's robustness. Across decades of research and diverse populations, CliftonStrengths has demonstrated reliability, validity, and fairness. Its multidimensional structure reflects the richness of human potential, ensuring representation of the full spectrum of individual differences.

Beyond measurement, CliftonStrengths functions as a catalyst for development. Meta-analytic and longitudinal studies consistently show that strengths-based interventions yield tangible benefits: improved performance, engagement, well-being, and retention. These findings substantiate a core tenet of strengths-based psychology — that people flourish when they are given the means to cultivate what they naturally do best.

At its core, CliftonStrengths is less a diagnostic tool than a developmental framework — an empirically grounded resource for reflection, intentional growth, and performance. When scaled across teams and institutions, it provides a shared language of human capability, fostering cultures of recognition, inclusion, and mutual understanding. Through continual refinement and global application, CliftonStrengths endures as both a scientific achievement and a social innovation. It embodies Don Clifton's original hypothesis: that by studying excellence rather than deficiency, we can design educational, organizational, and civic systems that unlock human potential and sustain flourishing.

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Appendix A

CliftonStrengths® Themes

Achiever® People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

Activator® People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.

Adaptability® People exceptionally talented in the Adaptability theme prefer to go with the flow. They take things as they come and discover the future one day at a time.

Analytical® People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

Arranger® People exceptionally talented in the Arranger theme are both organized and flexible. They enjoy figuring out how to align people and resources to get the best results.

Belief® People exceptionally talented in the Belief theme have certain core values that are unchanging. These values provide direction and a strong sense of purpose.

Command® People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.

Communication® People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

Competition® People exceptionally talented in the Competition theme measure their progress against the performance of others. They love contests and need to win.

Connectedness® People exceptionally talented in the Connectedness theme believe everything is linked and that there are few coincidences. For them, everything happens for a reason.

Consistency® People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.

Context® People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

Deliberative® People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions. They anticipate risks and move forward cautiously.

Developer® People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and love when they see someone make progress.

Discipline® People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

Empathy® People exceptionally talented in the Empathy theme have an instinctive ability to understand people. They feel others' emotions as if they were their own.

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Focus®	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
Futuristic®	People exceptionally talented in the Futuristic theme vividly imagine the future. They inspire and energize others with their vision of what could be.
Harmony®	People exceptionally talented in the Harmony theme look for consensus. They have no use for unnecessary friction and guide others toward practical solutions.
Ideation®	People exceptionally talented in the Ideation theme are fascinated by ideas. They see connections that others don't and can view the world from different perspectives.
Includer®	People exceptionally talented in the Includer theme accept others. They are instinctively aware of those who feel left out and make an effort to include them.
Individualization®	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
Input®	People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.
Intellection®	People exceptionally talented in the Intellection theme enjoy deep thinking. They are introspective and appreciate intellectual discussions.
Learner®	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
Maximizer®	People exceptionally talented in the Maximizer theme consistently ask, "How can we make this better?" They don't settle for "good enough," but push for excellence.
Positivity®	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are naturally upbeat and can energize others.
Relator®	People exceptionally talented in the Relator theme enjoy close relationships. They find deep satisfaction in working hard with friends to achieve a goal.
Responsibility®	People exceptionally talented in the Responsibility theme take psychological ownership of their commitments. They are dependable and embrace values such as honesty and loyalty.
Restorative™	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
Self-Assurance®	People exceptionally talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They have an inner compass that gives them certainty in their decisions.
Significance®	People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize what will increase their influence on others or their organization.
Strategic®	People exceptionally talented in the Strategic theme quickly spot patterns and issues that others miss. They generate alternative paths forward and choose the most effective one.
Woo®	People exceptionally talented in the Woo theme love meeting new people and winning them over. They enjoy socializing and making connections.

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Appendix B

Theme Pair Correlations for Achiever, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Achiever	Activator	0.26	0.28	0.31	0.30	0.24	0.26	0.35
Achiever	Adaptability	-0.23	-0.18	-0.19	-0.23	-0.27	-0.22	-0.14
Achiever	Analytical	0.37	0.43	0.40	0.40	0.35	0.37	0.40
Achiever	Arranger	0.49	0.52	0.50	0.51	0.47	0.49	0.51
Achiever	Belief	0.24	0.33	0.28	0.26	0.22	0.24	0.34
Achiever	Command	0.35	0.38	0.36	0.38	0.34	0.34	0.41
Achiever	Communication	0.16	0.21	0.21	0.18	0.13	0.16	0.22
Achiever	Competition	0.47	0.44	0.43	0.47	0.48	0.47	0.47
Achiever	Connectedness	0.06	0.18	0.14	0.09	0.02	0.06	0.16
Achiever	Consistency	0.11	0.15	0.05	0.16	0.10	0.10	0.14
Achiever	Context	0.10	0.20	0.12	0.12	0.08	0.09	0.19
Achiever	Deliberative	0.16	0.20	0.13	0.17	0.15	0.17	0.19
Achiever	Developer	0.04	0.12	0.11	0.06	0.00	0.06	0.14
Achiever	Discipline	0.42	0.47	0.41	0.47	0.41	0.42	0.43
Achiever	Empathy	-0.07	-0.02	-0.02	-0.07	-0.11	-0.05	0.03
Achiever	Focus	0.67	0.66	0.63	0.67	0.67	0.67	0.67
Achiever	Futuristic	0.34	0.34	0.36	0.36	0.32	0.35	0.40
Achiever	Harmony	-0.04	0.01	-0.07	-0.02	-0.06	-0.04	0.03
Achiever	Ideation	0.23	0.30	0.30	0.25	0.19	0.23	0.30
Achiever	Includer	0.11	0.19	0.16	0.17	0.08	0.10	0.19
Achiever	Individualization	0.34	0.38	0.37	0.35	0.32	0.34	0.41
Achiever	Input	0.30	0.35	0.35	0.33	0.26	0.31	0.36
Achiever	Intellection	0.21	0.31	0.26	0.25	0.18	0.23	0.30
Achiever	Learner	0.56	0.59	0.58	0.60	0.54	0.56	0.59
Achiever	Maximizer	0.15	0.16	0.18	0.17	0.13	0.15	0.23
Achiever	Positivity	0.11	0.20	0.16	0.16	0.07	0.12	0.19
Achiever	Relator	0.10	0.10	0.07	0.10	0.09	0.13	0.15
Achiever	Responsibility	0.43	0.49	0.44	0.46	0.42	0.44	0.47
Achiever	Restorative	0.30	0.35	0.30	0.33	0.29	0.31	0.36
Achiever	Self-Assurance	0.44	0.47	0.46	0.47	0.42	0.43	0.50
Achiever	Significance	0.46	0.43	0.42	0.46	0.47	0.46	0.47
Achiever	Strategic	0.42	0.47	0.44	0.43	0.40	0.42	0.46
Achiever	Woo	0.10	0.13	0.14	0.13	0.08	0.09	0.18

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Theme Pair Correlations for Activator, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Activator	Achiever	0.26	0.28	0.31	0.30	0.24	0.26	0.35
Activator	Adaptability	0.14	0.16	0.12	0.12	0.13	0.15	0.12
Activator	Analytical	0.11	0.20	0.16	0.18	0.08	0.10	0.20
Activator	Arranger	0.47	0.46	0.48	0.45	0.46	0.48	0.51
Activator	Belief	0.20	0.27	0.27	0.23	0.17	0.21	0.25
Activator	Command	0.62	0.62	0.63	0.63	0.62	0.62	0.64
Activator	Communication	0.56	0.55	0.56	0.55	0.56	0.56	0.56
Activator	Competition	0.40	0.39	0.37	0.39	0.41	0.40	0.45
Activator	Connectedness	0.20	0.29	0.25	0.23	0.18	0.20	0.21
Activator	Consistency	-0.15	-0.08	-0.14	-0.09	-0.18	-0.15	-0.08
Activator	Context	0.04	0.15	0.06	0.09	0.02	0.04	0.11
Activator	Deliberative	-0.18	-0.09	-0.15	-0.12	-0.22	-0.17	-0.10
Activator	Developer	0.11	0.19	0.15	0.14	0.08	0.12	0.16
Activator	Discipline	0.02	0.11	0.08	0.09	-0.02	0.02	0.13
Activator	Empathy	0.10	0.16	0.10	0.11	0.07	0.12	0.14
Activator	Focus	0.34	0.37	0.37	0.36	0.32	0.33	0.43
Activator	Futuristic	0.45	0.44	0.46	0.42	0.46	0.46	0.48
Activator	Harmony	-0.16	-0.05	-0.13	-0.09	-0.20	-0.16	-0.07
Activator	Ideation	0.44	0.47	0.48	0.44	0.43	0.44	0.47
Activator	Includer	0.21	0.22	0.26	0.21	0.20	0.21	0.23
Activator	Individualization	0.43	0.46	0.44	0.42	0.41	0.43	0.47
Activator	Input	0.41	0.45	0.43	0.43	0.40	0.42	0.42
Activator	Intellection	0.14	0.24	0.17	0.19	0.10	0.16	0.22
Activator	Learner	0.22	0.28	0.29	0.27	0.19	0.23	0.28
Activator	Maximizer	0.30	0.32	0.33	0.30	0.28	0.30	0.36
Activator	Positivity	0.32	0.32	0.34	0.31	0.31	0.33	0.34
Activator	Relator	0.00	0.07	-0.04	0.02	-0.02	0.01	0.06
Activator	Responsibility	0.13	0.21	0.21	0.18	0.09	0.14	0.20
Activator	Restorative	0.24	0.29	0.24	0.25	0.22	0.24	0.25
Activator	Self-Assurance	0.55	0.53	0.56	0.55	0.55	0.56	0.57
Activator	Significance	0.46	0.44	0.46	0.44	0.46	0.46	0.49
Activator	Strategic	0.44	0.45	0.46	0.43	0.43	0.43	0.46
Activator	Woo	0.47	0.45	0.46	0.45	0.48	0.47	0.46

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Theme Pair Correlations for Adaptability, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Adaptability	Achiever	-0.23	-0.18	-0.19	-0.23	-0.27	-0.22	-0.14
Adaptability	Activator	0.14	0.16	0.12	0.12	0.13	0.15	0.12
Adaptability	Analytical	-0.20	-0.10	-0.17	-0.15	-0.22	-0.19	-0.08
Adaptability	Arranger	0.06	0.09	0.08	0.05	0.04	0.07	0.11
Adaptability	Belief	0.13	0.11	0.14	0.12	0.13	0.14	0.17
Adaptability	Command	0.03	0.09	0.05	0.05	0.01	0.05	0.07
Adaptability	Communication	0.19	0.22	0.20	0.17	0.18	0.21	0.20
Adaptability	Competition	-0.12	-0.05	-0.10	-0.11	-0.15	-0.11	-0.09
Adaptability	Connectedness	0.27	0.25	0.28	0.25	0.29	0.28	0.25
Adaptability	Consistency	-0.02	0.07	0.06	-0.01	-0.06	-0.01	0.09
Adaptability	Context	0.04	0.07	0.08	0.03	0.03	0.04	0.09
Adaptability	Deliberative	-0.05	0.04	0.02	-0.04	-0.09	-0.05	0.07
Adaptability	Developer	0.34	0.34	0.34	0.33	0.34	0.34	0.33
Adaptability	Discipline	-0.33	-0.23	-0.28	-0.32	-0.36	-0.32	-0.19
Adaptability	Empathy	0.40	0.42	0.43	0.39	0.40	0.40	0.41
Adaptability	Focus	-0.32	-0.20	-0.28	-0.30	-0.36	-0.32	-0.19
Adaptability	Futuristic	-0.05	0.03	-0.06	-0.07	-0.06	-0.03	0.00
Adaptability	Harmony	0.16	0.26	0.23	0.19	0.13	0.16	0.24
Adaptability	Ideation	0.19	0.21	0.15	0.18	0.21	0.20	0.20
Adaptability	Includer	0.21	0.20	0.20	0.17	0.22	0.23	0.18
Adaptability	Individualization	0.05	0.10	0.05	0.06	0.04	0.06	0.12
Adaptability	Input	0.19	0.22	0.20	0.15	0.20	0.19	0.22
Adaptability	Intellection	0.14	0.12	0.16	0.11	0.14	0.14	0.19
Adaptability	Learner	-0.11	-0.07	-0.07	-0.12	-0.12	-0.10	-0.01
Adaptability	Maximizer	0.17	0.17	0.17	0.15	0.16	0.18	0.19
Adaptability	Positivity	0.29	0.27	0.28	0.24	0.30	0.30	0.25
Adaptability	Relator	0.14	0.20	0.18	0.16	0.12	0.14	0.19
Adaptability	Responsibility	0.01	0.02	0.05	0.01	-0.01	0.02	0.10
Adaptability	Restorative	0.05	0.10	0.08	0.08	0.04	0.06	0.10
Adaptability	Self-Assurance	0.07	0.11	0.08	0.06	0.06	0.08	0.09
Adaptability	Significance	-0.12	-0.01	-0.09	-0.09	-0.16	-0.10	-0.05
Adaptability	Strategic	-0.02	0.03	-0.02	-0.02	-0.04	-0.01	0.04
Adaptability	Woo	0.18	0.21	0.19	0.16	0.16	0.19	0.15

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Theme Pair Correlations for Analytical, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Analytical	Achiever	0.37	0.43	0.40	0.40	0.35	0.37	0.40
Analytical	Activator	0.11	0.20	0.16	0.18	0.08	0.10	0.20
Analytical	Adaptability	-0.20	-0.10	-0.17	-0.15	-0.22	-0.19	-0.08
Analytical	Arranger	0.33	0.42	0.39	0.38	0.31	0.33	0.38
Analytical	Belief	0.12	0.25	0.17	0.16	0.08	0.11	0.19
Analytical	Command	0.43	0.47	0.44	0.45	0.42	0.42	0.48
Analytical	Communication	-0.01	0.09	0.08	0.05	-0.05	-0.01	0.12
Analytical	Competition	0.36	0.37	0.33	0.38	0.36	0.36	0.40
Analytical	Connectedness	-0.01	0.15	0.08	0.04	-0.06	-0.01	0.05
Analytical	Consistency	0.16	0.21	0.12	0.20	0.16	0.14	0.20
Analytical	Context	0.27	0.30	0.23	0.28	0.27	0.27	0.25
Analytical	Deliberative	0.45	0.45	0.39	0.46	0.46	0.44	0.45
Analytical	Developer	-0.12	0.04	-0.03	-0.05	-0.17	-0.11	-0.03
Analytical	Discipline	0.34	0.43	0.38	0.38	0.31	0.33	0.38
Analytical	Empathy	-0.26	-0.11	-0.19	-0.19	-0.30	-0.25	-0.16
Analytical	Focus	0.53	0.57	0.55	0.55	0.51	0.53	0.56
Analytical	Futuristic	0.27	0.35	0.33	0.32	0.24	0.27	0.36
Analytical	Harmony	0.03	0.12	0.00	0.07	0.02	0.04	0.10
Analytical	Ideation	0.33	0.41	0.38	0.38	0.30	0.32	0.37
Analytical	Includer	-0.05	0.06	0.04	0.01	-0.11	-0.06	0.07
Analytical	Individualization	0.37	0.45	0.42	0.40	0.35	0.36	0.39
Analytical	Input	0.24	0.31	0.25	0.28	0.21	0.24	0.29
Analytical	Intellection	0.29	0.37	0.29	0.34	0.28	0.28	0.31
Analytical	Learner	0.44	0.48	0.45	0.47	0.43	0.44	0.47
Analytical	Maximizer	0.09	0.15	0.14	0.13	0.07	0.09	0.16
Analytical	Positivity	-0.18	-0.03	-0.07	-0.12	-0.24	-0.18	-0.08
Analytical	Relator	0.25	0.26	0.20	0.25	0.25	0.25	0.30
Analytical	Responsibility	0.37	0.45	0.40	0.43	0.34	0.36	0.41
Analytical	Restorative	0.43	0.47	0.42	0.46	0.42	0.43	0.45
Analytical	Self-Assurance	0.40	0.47	0.44	0.45	0.38	0.38	0.46
Analytical	Significance	0.43	0.46	0.44	0.45	0.41	0.42	0.48
Analytical	Strategic	0.45	0.49	0.47	0.50	0.44	0.44	0.46
Analytical	Woo	-0.10	0.00	0.00	-0.04	-0.14	-0.10	0.04

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Theme Pair Correlations for Arranger, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Arranger	Achiever	0.49	0.52	0.50	0.51	0.47	0.49	0.51
Arranger	Activator	0.47	0.46	0.48	0.45	0.46	0.48	0.51
Arranger	Adaptability	0.06	0.09	0.08	0.05	0.04	0.07	0.11
Arranger	Analytical	0.33	0.42	0.39	0.38	0.31	0.33	0.38
Arranger	Belief	0.35	0.45	0.40	0.38	0.31	0.35	0.40
Arranger	Command	0.47	0.49	0.49	0.47	0.46	0.47	0.50
Arranger	Communication	0.35	0.35	0.41	0.33	0.34	0.34	0.41
Arranger	Competition	0.31	0.30	0.28	0.32	0.32	0.30	0.33
Arranger	Connectedness	0.24	0.36	0.31	0.27	0.20	0.23	0.30
Arranger	Consistency	-0.11	-0.01	-0.11	-0.03	-0.14	-0.11	-0.05
Arranger	Context	0.11	0.25	0.13	0.15	0.07	0.11	0.15
Arranger	Deliberative	-0.01	0.10	0.01	0.06	-0.04	0.01	0.04
Arranger	Developer	0.15	0.26	0.20	0.16	0.12	0.16	0.25
Arranger	Discipline	0.20	0.31	0.25	0.26	0.16	0.19	0.27
Arranger	Empathy	0.06	0.14	0.11	0.06	0.03	0.08	0.17
Arranger	Focus	0.42	0.49	0.44	0.46	0.41	0.42	0.47
Arranger	Futuristic	0.43	0.43	0.44	0.41	0.42	0.42	0.52
Arranger	Harmony	-0.19	-0.07	-0.15	-0.14	-0.23	-0.19	-0.10
Arranger	Ideation	0.47	0.52	0.52	0.47	0.46	0.47	0.53
Arranger	Includer	0.26	0.30	0.32	0.26	0.24	0.24	0.35
Arranger	Individualization	0.58	0.61	0.60	0.57	0.58	0.58	0.61
Arranger	Input	0.49	0.56	0.54	0.51	0.47	0.50	0.53
Arranger	Intellection	0.24	0.35	0.27	0.28	0.20	0.25	0.32
Arranger	Learner	0.47	0.54	0.50	0.52	0.44	0.47	0.51
Arranger	Maximizer	0.20	0.23	0.24	0.20	0.19	0.19	0.30
Arranger	Positivity	0.26	0.32	0.30	0.26	0.24	0.26	0.37
Arranger	Relator	0.09	0.13	0.06	0.11	0.07	0.11	0.12
Arranger	Responsibility	0.48	0.55	0.52	0.53	0.46	0.49	0.50
Arranger	Restorative	0.48	0.54	0.50	0.48	0.46	0.49	0.49
Arranger	Self-Assurance	0.62	0.63	0.64	0.62	0.61	0.62	0.64
Arranger	Significance	0.43	0.43	0.43	0.42	0.44	0.42	0.45
Arranger	Strategic	0.57	0.60	0.58	0.56	0.57	0.57	0.62
Arranger	Woo	0.26	0.27	0.32	0.25	0.25	0.25	0.34

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Theme Pair Correlations for Belief, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Belief	Achiever	0.24	0.33	0.28	0.26	0.22	0.24	0.34
Belief	Activator	0.20	0.27	0.27	0.23	0.17	0.21	0.25
Belief	Adaptability	0.13	0.11	0.14	0.12	0.13	0.14	0.17
Belief	Analytical	0.12	0.25	0.17	0.16	0.08	0.11	0.19
Belief	Arranger	0.35	0.45	0.40	0.38	0.31	0.35	0.40
Belief	Command	0.14	0.22	0.20	0.17	0.10	0.15	0.16
Belief	Communication	0.21	0.24	0.25	0.25	0.20	0.22	0.29
Belief	Competition	-0.03	0.05	0.00	0.00	-0.05	-0.03	0.05
Belief	Connectedness	0.62	0.63	0.62	0.59	0.62	0.62	0.61
Belief	Consistency	0.12	0.16	0.11	0.13	0.11	0.12	0.21
Belief	Context	0.23	0.29	0.24	0.26	0.21	0.23	0.24
Belief	Deliberative	0.08	0.14	0.09	0.10	0.06	0.08	0.16
Belief	Developer	0.45	0.47	0.44	0.43	0.44	0.45	0.51
Belief	Discipline	0.20	0.29	0.26	0.22	0.17	0.20	0.30
Belief	Empathy	0.33	0.31	0.32	0.32	0.32	0.35	0.37
Belief	Focus	0.16	0.28	0.19	0.17	0.13	0.15	0.26
Belief	Futuristic	0.21	0.28	0.25	0.22	0.17	0.23	0.31
Belief	Harmony	0.11	0.12	0.07	0.09	0.10	0.11	0.17
Belief	Ideation	0.22	0.31	0.27	0.24	0.18	0.23	0.24
Belief	Includer	0.28	0.30	0.31	0.29	0.27	0.29	0.34
Belief	Individualization	0.32	0.40	0.37	0.35	0.29	0.33	0.37
Belief	Input	0.31	0.37	0.36	0.33	0.27	0.33	0.36
Belief	Intellection	0.29	0.37	0.33	0.30	0.26	0.30	0.33
Belief	Learner	0.38	0.47	0.44	0.39	0.35	0.38	0.43
Belief	Maximizer	0.10	0.16	0.17	0.09	0.08	0.08	0.18
Belief	Positivity	0.34	0.38	0.36	0.34	0.32	0.33	0.42
Belief	Relator	0.12	0.13	0.12	0.13	0.11	0.13	0.15
Belief	Responsibility	0.52	0.56	0.55	0.50	0.50	0.53	0.60
Belief	Restorative	0.30	0.37	0.35	0.33	0.27	0.32	0.37
Belief	Self-Assurance	0.28	0.39	0.35	0.29	0.25	0.28	0.32
Belief	Significance	0.13	0.23	0.14	0.14	0.10	0.13	0.20
Belief	Strategic	0.26	0.36	0.30	0.29	0.22	0.28	0.32
Belief	Woo	0.16	0.16	0.18	0.18	0.14	0.16	0.25

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Theme Pair Correlations for Command, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Command	Achiever	0.35	0.38	0.36	0.38	0.34	0.34	0.41
Command	Activator	0.62	0.62	0.63	0.63	0.62	0.62	0.64
Command	Adaptability	0.03	0.09	0.05	0.05	0.01	0.05	0.07
Command	Analytical	0.43	0.47	0.44	0.45	0.42	0.42	0.48
Command	Arranger	0.47	0.49	0.49	0.47	0.46	0.47	0.50
Command	Belief	0.14	0.22	0.20	0.17	0.10	0.15	0.16
Command	Communication	0.29	0.33	0.35	0.30	0.28	0.29	0.34
Command	Competition	0.54	0.53	0.48	0.54	0.55	0.53	0.57
Command	Connectedness	0.06	0.17	0.14	0.07	0.02	0.07	0.05
Command	Consistency	-0.15	-0.06	-0.15	-0.08	-0.17	-0.15	-0.07
Command	Context	0.11	0.18	0.12	0.14	0.09	0.11	0.13
Command	Deliberative	0.12	0.19	0.12	0.15	0.10	0.13	0.14
Command	Developer	-0.18	-0.06	-0.10	-0.13	-0.23	-0.17	-0.10
Command	Discipline	0.06	0.16	0.10	0.11	0.02	0.06	0.14
Command	Empathy	-0.16	-0.04	-0.09	-0.12	-0.21	-0.14	-0.09
Command	Focus	0.52	0.56	0.53	0.53	0.51	0.52	0.57
Command	Futuristic	0.46	0.47	0.47	0.43	0.44	0.47	0.49
Command	Harmony	-0.25	-0.14	-0.23	-0.20	-0.30	-0.24	-0.15
Command	Ideation	0.53	0.54	0.58	0.52	0.52	0.53	0.55
Command	Includer	0.01	0.06	0.09	0.03	-0.02	0.01	0.07
Command	Individualization	0.45	0.50	0.48	0.45	0.44	0.44	0.47
Command	Input	0.39	0.43	0.42	0.42	0.38	0.40	0.41
Command	Intellection	0.22	0.30	0.26	0.26	0.18	0.23	0.28
Command	Learner	0.30	0.33	0.36	0.34	0.28	0.30	0.33
Command	Maximizer	0.20	0.22	0.26	0.22	0.18	0.20	0.29
Command	Positivity	-0.04	0.04	0.04	-0.01	-0.08	-0.03	0.05
Command	Relator	0.13	0.21	0.07	0.15	0.11	0.14	0.17
Command	Responsibility	0.19	0.25	0.24	0.25	0.16	0.20	0.24
Command	Restorative	0.37	0.42	0.36	0.36	0.37	0.37	0.33
Command	Self-Assurance	0.70	0.70	0.71	0.71	0.70	0.71	0.72
Command	Significance	0.61	0.59	0.61	0.60	0.61	0.61	0.62
Command	Strategic	0.53	0.55	0.55	0.53	0.53	0.52	0.54
Command	Woo	0.21	0.25	0.27	0.24	0.19	0.21	0.27

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Theme Pair Correlations for Communication, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Communication	Achiever	0.16	0.21	0.21	0.18	0.13	0.16	0.22
Communication	Activator	0.56	0.55	0.56	0.55	0.56	0.56	0.56
Communication	Adaptability	0.19	0.22	0.20	0.17	0.18	0.21	0.20
Communication	Analytical	-0.01	0.09	0.08	0.05	-0.05	-0.01	0.12
Communication	Arranger	0.35	0.35	0.41	0.33	0.34	0.34	0.41
Communication	Belief	0.21	0.24	0.25	0.25	0.20	0.22	0.29
Communication	Command	0.29	0.33	0.35	0.30	0.28	0.29	0.34
Communication	Competition	0.21	0.22	0.20	0.21	0.21	0.20	0.26
Communication	Connectedness	0.22	0.29	0.26	0.26	0.21	0.22	0.27
Communication	Consistency	-0.04	0.04	-0.03	-0.02	-0.07	-0.03	0.01
Communication	Context	0.04	0.14	0.06	0.10	0.01	0.03	0.10
Communication	Deliberative	-0.32	-0.21	-0.29	-0.28	-0.36	-0.31	-0.23
Communication	Developer	0.28	0.30	0.31	0.30	0.26	0.29	0.32
Communication	Discipline	0.04	0.14	0.09	0.07	0.01	0.06	0.13
Communication	Empathy	0.25	0.26	0.27	0.25	0.24	0.26	0.28
Communication	Focus	0.18	0.25	0.24	0.19	0.16	0.17	0.28
Communication	Futuristic	0.28	0.28	0.31	0.25	0.29	0.28	0.35
Communication	Harmony	0.00	0.08	0.01	0.02	-0.02	0.01	0.07
Communication	Ideation	0.28	0.34	0.34	0.30	0.26	0.28	0.34
Communication	Includer	0.42	0.42	0.47	0.39	0.41	0.42	0.42
Communication	Individualization	0.31	0.33	0.35	0.32	0.30	0.32	0.39
Communication	Input	0.31	0.37	0.36	0.34	0.29	0.32	0.37
Communication	Intellection	-0.02	0.07	0.00	0.03	-0.06	-0.01	0.10
Communication	Learner	0.11	0.19	0.18	0.17	0.07	0.12	0.22
Communication	Maximizer	0.27	0.32	0.28	0.23	0.26	0.28	0.31
Communication	Positivity	0.49	0.47	0.51	0.46	0.50	0.50	0.49
Communication	Relator	-0.09	-0.04	-0.10	-0.05	-0.12	-0.08	-0.01
Communication	Responsibility	0.14	0.22	0.23	0.16	0.11	0.15	0.25
Communication	Restorative	0.12	0.18	0.20	0.14	0.09	0.12	0.21
Communication	Self-Assurance	0.35	0.39	0.40	0.35	0.34	0.35	0.41
Communication	Significance	0.29	0.34	0.32	0.27	0.28	0.30	0.31
Communication	Strategic	0.33	0.35	0.38	0.33	0.31	0.32	0.37
Communication	Woo	0.82	0.78	0.81	0.80	0.83	0.81	0.80

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Theme Pair Correlations for Competition, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Competition	Achiever	0.47	0.44	0.43	0.47	0.48	0.47	0.47
Competition	Activator	0.40	0.39	0.37	0.39	0.41	0.40	0.45
Competition	Adaptability	-0.12	-0.05	-0.10	-0.11	-0.15	-0.11	-0.09
Competition	Analytical	0.36	0.37	0.33	0.38	0.36	0.36	0.40
Competition	Arranger	0.31	0.30	0.28	0.32	0.32	0.30	0.33
Competition	Belief	-0.03	0.05	0.00	0.00	-0.05	-0.03	0.05
Competition	Command	0.54	0.53	0.48	0.54	0.55	0.53	0.57
Competition	Communication	0.21	0.22	0.20	0.21	0.21	0.20	0.26
Competition	Connectedness	-0.18	-0.08	-0.13	-0.16	-0.21	-0.18	-0.12
Competition	Consistency	-0.02	0.01	-0.05	0.02	-0.04	-0.02	0.00
Competition	Context	0.05	0.08	0.04	0.08	0.03	0.06	0.12
Competition	Deliberative	0.11	0.16	0.10	0.12	0.09	0.12	0.15
Competition	Developer	-0.16	-0.08	-0.10	-0.14	-0.19	-0.15	-0.11
Competition	Discipline	0.16	0.20	0.15	0.20	0.14	0.15	0.19
Competition	Empathy	-0.18	-0.07	-0.13	-0.17	-0.21	-0.18	-0.11
Competition	Focus	0.57	0.56	0.54	0.57	0.58	0.57	0.59
Competition	Futuristic	0.43	0.45	0.46	0.43	0.42	0.43	0.46
Competition	Harmony	-0.11	-0.03	-0.09	-0.06	-0.14	-0.10	-0.03
Competition	Ideation	0.30	0.35	0.33	0.30	0.29	0.30	0.35
Competition	Includer	-0.01	0.05	0.01	0.00	-0.02	-0.02	0.02
Competition	Individualization	0.29	0.33	0.30	0.29	0.29	0.27	0.33
Competition	Input	0.21	0.28	0.22	0.22	0.19	0.22	0.26
Competition	Intellection	0.07	0.16	0.14	0.14	0.03	0.09	0.15
Competition	Learner	0.21	0.22	0.22	0.24	0.20	0.21	0.25
Competition	Maximizer	0.18	0.19	0.20	0.21	0.17	0.19	0.24
Competition	Positivity	-0.01	0.05	0.01	0.00	-0.03	0.00	0.03
Competition	Relator	0.07	0.12	0.03	0.09	0.06	0.08	0.14
Competition	Responsibility	0.06	0.12	0.02	0.10	0.05	0.06	0.13
Competition	Restorative	0.22	0.27	0.16	0.22	0.24	0.22	0.21
Competition	Self-Assurance	0.45	0.44	0.39	0.48	0.46	0.44	0.49
Competition	Significance	0.63	0.60	0.61	0.63	0.64	0.63	0.62
Competition	Strategic	0.39	0.40	0.39	0.39	0.40	0.38	0.43
Competition	Woo	0.17	0.20	0.16	0.18	0.17	0.17	0.20

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Theme Pair Correlations for Connectedness, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Connectedness	Achiever	0.06	0.18	0.14	0.09	0.02	0.06	0.16
Connectedness	Activator	0.20	0.29	0.25	0.23	0.18	0.20	0.21
Connectedness	Adaptability	0.27	0.25	0.28	0.25	0.29	0.28	0.25
Connectedness	Analytical	-0.01	0.15	0.08	0.04	-0.06	-0.01	0.05
Connectedness	Arranger	0.24	0.36	0.31	0.27	0.20	0.23	0.30
Connectedness	Belief	0.62	0.63	0.62	0.59	0.62	0.62	0.61
Connectedness	Command	0.06	0.17	0.14	0.07	0.02	0.07	0.05
Connectedness	Communication	0.22	0.29	0.26	0.26	0.21	0.22	0.27
Connectedness	Competition	-0.18	-0.08	-0.13	-0.16	-0.21	-0.18	-0.12
Connectedness	Consistency	0.03	0.08	0.09	0.06	0.01	0.04	0.13
Connectedness	Context	0.24	0.32	0.27	0.25	0.22	0.24	0.25
Connectedness	Deliberative	-0.01	0.05	0.04	0.02	-0.05	0.00	0.05
Connectedness	Developer	0.44	0.45	0.44	0.45	0.45	0.43	0.52
Connectedness	Discipline	0.08	0.18	0.16	0.11	0.03	0.08	0.21
Connectedness	Empathy	0.43	0.40	0.41	0.43	0.43	0.43	0.49
Connectedness	Focus	-0.03	0.11	0.03	0.00	-0.07	-0.03	0.09
Connectedness	Futuristic	0.15	0.21	0.16	0.14	0.13	0.16	0.23
Connectedness	Harmony	0.10	0.13	0.11	0.13	0.08	0.11	0.15
Connectedness	Ideation	0.25	0.30	0.28	0.25	0.24	0.25	0.26
Connectedness	Includer	0.26	0.25	0.30	0.26	0.24	0.25	0.30
Connectedness	Individualization	0.30	0.37	0.33	0.32	0.28	0.31	0.35
Connectedness	Input	0.37	0.41	0.41	0.38	0.36	0.38	0.41
Connectedness	Intellection	0.43	0.43	0.44	0.42	0.42	0.44	0.45
Connectedness	Learner	0.30	0.37	0.35	0.30	0.28	0.30	0.34
Connectedness	Maximizer	0.14	0.19	0.21	0.14	0.13	0.13	0.20
Connectedness	Positivity	0.36	0.34	0.39	0.36	0.35	0.35	0.44
Connectedness	Relator	0.11	0.17	0.13	0.12	0.09	0.12	0.11
Connectedness	Responsibility	0.30	0.36	0.40	0.30	0.26	0.31	0.37
Connectedness	Restorative	0.18	0.24	0.27	0.20	0.13	0.19	0.26
Connectedness	Self-Assurance	0.18	0.31	0.26	0.17	0.14	0.18	0.19
Connectedness	Significance	-0.06	0.07	-0.02	-0.05	-0.10	-0.05	0.02
Connectedness	Strategic	0.21	0.31	0.23	0.20	0.19	0.21	0.27
Connectedness	Woo	0.16	0.19	0.19	0.19	0.15	0.16	0.21

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Theme Pair Correlations for Consistency, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Consistency	Achiever	0.11	0.15	0.05	0.16	0.10	0.10	0.14
Consistency	Activator	-0.15	-0.08	-0.14	-0.09	-0.18	-0.15	-0.08
Consistency	Adaptability	-0.02	0.07	0.06	-0.01	-0.06	-0.01	0.09
Consistency	Analytical	0.16	0.21	0.12	0.20	0.16	0.14	0.20
Consistency	Arranger	-0.11	-0.01	-0.11	-0.03	-0.14	-0.11	-0.05
Consistency	Belief	0.12	0.16	0.11	0.13	0.11	0.12	0.21
Consistency	Command	-0.15	-0.06	-0.15	-0.08	-0.17	-0.15	-0.07
Consistency	Communication	-0.04	0.04	-0.03	-0.02	-0.07	-0.03	0.01
Consistency	Competition	-0.02	0.01	-0.05	0.02	-0.04	-0.02	0.00
Consistency	Connectedness	0.03	0.08	0.09	0.06	0.01	0.04	0.13
Consistency	Context	0.13	0.13	0.16	0.11	0.11	0.13	0.21
Consistency	Deliberative	0.35	0.35	0.34	0.36	0.36	0.35	0.40
Consistency	Developer	0.23	0.27	0.24	0.23	0.21	0.23	0.27
Consistency	Discipline	0.58	0.53	0.51	0.57	0.61	0.58	0.57
Consistency	Empathy	0.18	0.22	0.23	0.19	0.17	0.18	0.21
Consistency	Focus	0.18	0.24	0.11	0.23	0.18	0.17	0.22
Consistency	Futuristic	-0.10	0.04	-0.12	-0.02	-0.13	-0.11	-0.03
Consistency	Harmony	0.70	0.66	0.70	0.65	0.71	0.70	0.69
Consistency	Ideation	-0.45	-0.29	-0.43	-0.37	-0.49	-0.45	-0.35
Consistency	Includer	0.08	0.16	0.09	0.10	0.06	0.09	0.12
Consistency	Individualization	-0.23	-0.11	-0.21	-0.15	-0.26	-0.23	-0.16
Consistency	Input	-0.16	-0.02	-0.11	-0.10	-0.20	-0.17	-0.07
Consistency	Intellection	0.02	0.11	0.07	0.05	-0.01	0.01	0.09
Consistency	Learner	0.02	0.09	-0.01	0.08	0.01	0.01	0.06
Consistency	Maximizer	0.07	0.13	0.06	0.07	0.07	0.07	0.08
Consistency	Positivity	0.07	0.15	0.10	0.10	0.05	0.08	0.11
Consistency	Relator	0.26	0.22	0.27	0.26	0.26	0.27	0.31
Consistency	Responsibility	0.31	0.32	0.27	0.34	0.31	0.30	0.38
Consistency	Restorative	-0.01	0.09	0.03	0.07	-0.04	0.00	0.12
Consistency	Self-Assurance	-0.15	-0.02	-0.17	-0.06	-0.18	-0.16	-0.04
Consistency	Significance	0.09	0.16	0.04	0.14	0.08	0.08	0.15
Consistency	Strategic	-0.19	-0.06	-0.20	-0.11	-0.22	-0.20	-0.11
Consistency	Woo	-0.07	-0.01	-0.05	-0.07	-0.08	-0.06	-0.03

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Theme Pair Correlations for Context, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Context	Achiever	0.10	0.20	0.12	0.12	0.08	0.09	0.19
Context	Activator	0.04	0.15	0.06	0.09	0.02	0.04	0.11
Context	Adaptability	0.04	0.07	0.08	0.03	0.03	0.04	0.09
Context	Analytical	0.27	0.30	0.23	0.28	0.27	0.27	0.25
Context	Arranger	0.11	0.25	0.13	0.15	0.07	0.11	0.15
Context	Belief	0.23	0.29	0.24	0.26	0.21	0.23	0.24
Context	Command	0.11	0.18	0.12	0.14	0.09	0.11	0.13
Context	Communication	0.04	0.14	0.06	0.10	0.01	0.03	0.10
Context	Competition	0.05	0.08	0.04	0.08	0.03	0.06	0.12
Context	Connectedness	0.24	0.32	0.27	0.25	0.22	0.24	0.25
Context	Consistency	0.13	0.13	0.16	0.11	0.11	0.13	0.21
Context	Deliberative	0.20	0.16	0.21	0.18	0.20	0.20	0.19
Context	Developer	0.11	0.17	0.16	0.14	0.10	0.10	0.15
Context	Discipline	0.13	0.17	0.17	0.17	0.11	0.14	0.20
Context	Empathy	0.07	0.13	0.15	0.10	0.05	0.07	0.13
Context	Focus	0.11	0.19	0.14	0.16	0.10	0.10	0.17
Context	Futuristic	0.00	0.12	0.04	0.06	-0.02	-0.01	0.05
Context	Harmony	0.13	0.14	0.15	0.11	0.11	0.13	0.20
Context	Ideation	0.14	0.22	0.13	0.17	0.13	0.13	0.13
Context	Includer	0.02	0.10	0.06	0.05	-0.01	0.01	0.10
Context	Individualization	0.21	0.30	0.22	0.25	0.19	0.20	0.21
Context	Input	0.23	0.27	0.23	0.25	0.22	0.22	0.25
Context	Intellection	0.34	0.34	0.33	0.34	0.34	0.32	0.35
Context	Learner	0.29	0.31	0.28	0.31	0.31	0.27	0.30
Context	Maximizer	0.02	0.06	0.04	0.02	0.02	0.00	0.04
Context	Positivity	0.02	0.10	0.07	0.03	-0.01	0.00	0.07
Context	Relator	0.15	0.13	0.15	0.14	0.16	0.15	0.15
Context	Responsibility	0.18	0.24	0.20	0.22	0.16	0.18	0.23
Context	Restorative	0.24	0.31	0.24	0.28	0.22	0.25	0.28
Context	Self-Assurance	0.10	0.21	0.12	0.14	0.08	0.09	0.13
Context	Significance	0.07	0.15	0.09	0.12	0.05	0.07	0.13
Context	Strategic	0.17	0.25	0.16	0.20	0.16	0.17	0.19
Context	Woo	-0.01	0.10	0.03	0.03	-0.03	-0.01	0.07

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Theme Pair Correlations for Deliberative, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Deliberative	Achiever	0.16	0.20	0.13	0.17	0.15	0.17	0.19
Deliberative	Activator	-0.18	-0.09	-0.15	-0.12	-0.22	-0.17	-0.10
Deliberative	Adaptability	-0.05	0.04	0.02	-0.04	-0.09	-0.05	0.07
Deliberative	Analytical	0.45	0.45	0.39	0.46	0.46	0.44	0.45
Deliberative	Arranger	-0.01	0.10	0.01	0.06	-0.04	0.01	0.04
Deliberative	Belief	0.08	0.14	0.09	0.10	0.06	0.08	0.16
Deliberative	Command	0.12	0.19	0.12	0.15	0.10	0.13	0.14
Deliberative	Communication	-0.32	-0.21	-0.29	-0.28	-0.36	-0.31	-0.23
Deliberative	Competition	0.11	0.16	0.10	0.12	0.09	0.12	0.15
Deliberative	Connectedness	-0.01	0.05	0.04	0.02	-0.05	0.00	0.05
Deliberative	Consistency	0.35	0.35	0.34	0.36	0.36	0.35	0.40
Deliberative	Context	0.20	0.16	0.21	0.18	0.20	0.20	0.19
Deliberative	Developer	-0.14	-0.03	-0.11	-0.10	-0.17	-0.13	-0.04
Deliberative	Discipline	0.36	0.38	0.33	0.39	0.36	0.36	0.38
Deliberative	Empathy	-0.07	0.04	0.00	-0.04	-0.11	-0.07	0.03
Deliberative	Focus	0.27	0.32	0.22	0.30	0.25	0.27	0.29
Deliberative	Futuristic	0.02	0.14	0.03	0.09	-0.02	0.03	0.09
Deliberative	Harmony	0.31	0.31	0.32	0.30	0.30	0.31	0.35
Deliberative	Ideation	-0.04	0.06	-0.04	0.00	-0.06	-0.04	0.02
Deliberative	Includer	-0.28	-0.18	-0.28	-0.23	-0.31	-0.28	-0.20
Deliberative	Individualization	0.04	0.14	0.07	0.08	0.01	0.04	0.07
Deliberative	Input	-0.02	0.08	0.01	-0.01	-0.06	-0.03	0.04
Deliberative	Intellection	0.26	0.29	0.29	0.26	0.25	0.25	0.28
Deliberative	Learner	0.18	0.21	0.16	0.18	0.17	0.17	0.20
Deliberative	Maximizer	0.05	0.09	0.07	0.10	0.03	0.05	0.10
Deliberative	Positivity	-0.40	-0.27	-0.37	-0.34	-0.44	-0.39	-0.30
Deliberative	Relator	0.44	0.44	0.46	0.44	0.43	0.46	0.48
Deliberative	Responsibility	0.29	0.30	0.25	0.34	0.28	0.30	0.35
Deliberative	Restorative	0.16	0.20	0.12	0.18	0.13	0.16	0.18
Deliberative	Self-Assurance	-0.01	0.08	-0.01	0.05	-0.04	-0.02	0.05
Deliberative	Significance	0.19	0.25	0.16	0.23	0.17	0.20	0.23
Deliberative	Strategic	0.06	0.15	0.05	0.10	0.04	0.06	0.13
Deliberative	Woo	-0.39	-0.29	-0.35	-0.36	-0.42	-0.38	-0.32

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Theme Pair Correlations for Developer, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Developer	Achiever	0.04	0.12	0.11	0.06	0.00	0.06	0.14
Developer	Activator	0.11	0.19	0.15	0.14	0.08	0.12	0.16
Developer	Adaptability	0.34	0.34	0.34	0.33	0.34	0.34	0.33
Developer	Analytical	-0.12	0.04	-0.03	-0.05	-0.17	-0.11	-0.03
Developer	Arranger	0.15	0.26	0.20	0.16	0.12	0.16	0.25
Developer	Belief	0.45	0.47	0.44	0.43	0.44	0.45	0.51
Developer	Command	-0.18	-0.06	-0.10	-0.13	-0.23	-0.17	-0.10
Developer	Communication	0.28	0.30	0.31	0.30	0.26	0.29	0.32
Developer	Competition	-0.16	-0.08	-0.10	-0.14	-0.19	-0.15	-0.11
Developer	Connectedness	0.44	0.45	0.44	0.45	0.45	0.43	0.52
Developer	Consistency	0.23	0.27	0.24	0.23	0.21	0.23	0.27
Developer	Context	0.11	0.17	0.16	0.14	0.10	0.10	0.15
Developer	Deliberative	-0.14	-0.03	-0.11	-0.10	-0.17	-0.13	-0.04
Developer	Discipline	0.15	0.22	0.18	0.14	0.12	0.16	0.24
Developer	Empathy	0.73	0.70	0.70	0.70	0.74	0.73	0.73
Developer	Focus	-0.04	0.11	0.02	-0.02	-0.08	-0.03	0.09
Developer	Futuristic	0.08	0.16	0.09	0.11	0.06	0.09	0.19
Developer	Harmony	0.35	0.37	0.34	0.34	0.34	0.35	0.34
Developer	Ideation	0.05	0.15	0.08	0.07	0.02	0.05	0.11
Developer	Includer	0.42	0.43	0.42	0.41	0.42	0.42	0.42
Developer	Individualization	0.20	0.27	0.23	0.20	0.18	0.20	0.32
Developer	Input	0.21	0.29	0.25	0.23	0.19	0.21	0.32
Developer	Intellection	0.19	0.25	0.19	0.20	0.18	0.19	0.29
Developer	Learner	0.14	0.22	0.18	0.16	0.11	0.13	0.26
Developer	Maximizer	0.14	0.20	0.17	0.11	0.13	0.14	0.18
Developer	Positivity	0.71	0.71	0.72	0.70	0.72	0.71	0.72
Developer	Relator	0.11	0.11	0.13	0.11	0.09	0.12	0.14
Developer	Responsibility	0.27	0.34	0.31	0.27	0.24	0.27	0.38
Developer	Restorative	0.09	0.17	0.18	0.15	0.05	0.10	0.21
Developer	Self-Assurance	0.00	0.13	0.06	0.02	-0.04	0.00	0.08
Developer	Significance	-0.12	0.01	-0.08	-0.10	-0.16	-0.11	-0.01
Developer	Strategic	0.05	0.15	0.08	0.07	0.01	0.06	0.16
Developer	Woo	0.26	0.27	0.29	0.26	0.25	0.27	0.27

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Theme Pair Correlations for Discipline, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Discipline	Achiever	0.42	0.47	0.41	0.47	0.41	0.42	0.43
Discipline	Activator	0.02	0.11	0.08	0.09	-0.02	0.02	0.13
Discipline	Adaptability	-0.33	-0.23	-0.28	-0.32	-0.36	-0.32	-0.19
Discipline	Analytical	0.34	0.43	0.38	0.38	0.31	0.33	0.38
Discipline	Arranger	0.20	0.31	0.25	0.26	0.16	0.19	0.27
Discipline	Belief	0.20	0.29	0.26	0.22	0.17	0.20	0.30
Discipline	Command	0.06	0.16	0.10	0.11	0.02	0.06	0.14
Discipline	Communication	0.04	0.14	0.09	0.07	0.01	0.06	0.13
Discipline	Competition	0.16	0.20	0.15	0.20	0.14	0.15	0.19
Discipline	Connectedness	0.08	0.18	0.16	0.11	0.03	0.08	0.21
Discipline	Consistency	0.58	0.53	0.51	0.57	0.61	0.58	0.57
Discipline	Context	0.13	0.17	0.17	0.17	0.11	0.14	0.20
Discipline	Deliberative	0.36	0.38	0.33	0.39	0.36	0.36	0.38
Discipline	Developer	0.15	0.22	0.18	0.14	0.12	0.16	0.24
Discipline	Empathy	0.06	0.10	0.08	0.05	0.04	0.08	0.16
Discipline	Focus	0.53	0.60	0.51	0.57	0.51	0.52	0.56
Discipline	Futuristic	0.19	0.32	0.23	0.27	0.15	0.18	0.30
Discipline	Harmony	0.37	0.30	0.31	0.32	0.38	0.38	0.38
Discipline	Ideation	-0.19	0.01	-0.10	-0.10	-0.25	-0.19	-0.06
Discipline	Includer	0.06	0.18	0.12	0.08	0.02	0.06	0.18
Discipline	Individualization	0.11	0.22	0.17	0.17	0.07	0.12	0.20
Discipline	Input	0.04	0.20	0.11	0.13	-0.01	0.04	0.16
Discipline	Intellection	0.13	0.26	0.18	0.19	0.09	0.13	0.22
Discipline	Learner	0.30	0.40	0.33	0.37	0.26	0.29	0.37
Discipline	Maximizer	0.12	0.20	0.16	0.14	0.10	0.12	0.17
Discipline	Positivity	0.06	0.17	0.13	0.10	0.02	0.07	0.16
Discipline	Relator	0.23	0.18	0.21	0.24	0.23	0.26	0.29
Discipline	Responsibility	0.48	0.54	0.50	0.50	0.45	0.48	0.56
Discipline	Restorative	0.14	0.25	0.20	0.20	0.09	0.15	0.26
Discipline	Self-Assurance	0.11	0.26	0.18	0.19	0.06	0.11	0.24
Discipline	Significance	0.32	0.39	0.32	0.36	0.30	0.31	0.38
Discipline	Strategic	0.15	0.32	0.20	0.22	0.11	0.14	0.25
Discipline	Woo	-0.02	0.05	0.03	-0.01	-0.04	-0.01	0.07

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Theme Pair Correlations for Empathy, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Empathy	Achiever	-0.07	-0.02	-0.02	-0.07	-0.11	-0.05	0.03
Empathy	Activator	0.10	0.16	0.10	0.11	0.07	0.12	0.14
Empathy	Adaptability	0.40	0.42	0.43	0.39	0.40	0.40	0.41
Empathy	Analytical	-0.26	-0.11	-0.19	-0.19	-0.30	-0.25	-0.16
Empathy	Arranger	0.06	0.14	0.11	0.06	0.03	0.08	0.17
Empathy	Belief	0.33	0.31	0.32	0.32	0.32	0.35	0.37
Empathy	Command	**-0.16**	**-0.04**	**-0.09**	**-0.12**	**-0.21**	**-0.14**	**-0.09**
Empathy	Communication	0.25	0.26	0.27	0.25	0.24	0.26	0.28
Empathy	Competition	**-0.18**	**-0.07**	**-0.13**	**-0.17**	**-0.21**	**-0.18**	**-0.11**
Empathy	Connectedness	0.43	0.40	0.41	0.43	0.43	0.43	0.49
Empathy	Consistency	0.18	0.22	0.23	0.19	0.17	0.18	0.21
Empathy	Context	0.07	0.13	0.15	0.10	0.05	0.07	0.13
Empathy	Deliberative	**-0.07**	0.04	0.00	-0.04	-0.11	**-0.07**	0.03
Empathy	Developer	0.73	0.70	0.70	0.70	0.74	0.73	0.73
Empathy	Discipline	0.06	0.10	0.08	0.05	0.04	0.08	0.16
Empathy	Focus	-0.14	-0.01	-0.09	-0.12	-0.18	-0.13	0.00
Empathy	Futuristic	0.04	0.12	0.02	0.06	0.02	0.04	0.12
Empathy	Harmony	0.34	0.37	0.38	0.34	0.33	0.34	0.33
Empathy	Ideation	0.02	0.12	0.00	0.06	0.00	0.03	0.10
Empathy	Includer	0.33	0.33	0.31	0.31	0.34	0.34	0.31
Empathy	Individualization	0.19	0.23	0.19	0.21	0.16	0.20	0.28
Empathy	Input	0.18	0.26	0.21	0.19	0.16	0.18	0.27
Empathy	Intellection	0.18	0.22	0.17	0.20	0.17	0.17	0.27
Empathy	Learner	0.02	0.07	0.05	0.04	0.00	0.03	0.14
Empathy	Maximizer	0.12	0.17	0.14	0.09	0.11	0.11	0.19
Empathy	Positivity	0.48	0.43	0.46	0.44	0.49	0.49	0.49
Empathy	Relator	0.15	0.18	0.19	0.16	0.13	0.15	0.18
Empathy	Responsibility	0.14	0.17	0.20	0.14	0.11	0.16	0.24
Empathy	Restorative	0.03	0.10	0.09	0.07	-0.02	0.05	0.12
Empathy	Self-Assurance	-0.07	0.03	-0.02	-0.07	-0.11	-0.06	0.01
Empathy	Significance	-0.19	-0.08	-0.17	-0.17	-0.23	-0.18	-0.08
Empathy	Strategic	-0.03	0.08	-0.02	-0.01	-0.06	-0.02	0.08
Empathy	Woo	0.24	0.22	0.24	0.22	0.23	0.25	0.23

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Theme Pair Correlations for Focus, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Focus	Achiever	0.67	0.66	0.63	0.67	0.67	0.67	0.67
Focus	Activator	0.34	0.37	0.37	0.36	0.32	0.33	0.43
Focus	Adaptability	-0.32	-0.20	-0.28	-0.30	-0.36	-0.32	-0.19
Focus	Analytical	0.53	0.57	0.55	0.55	0.51	0.53	0.56
Focus	Arranger	0.42	0.49	0.44	0.46	0.41	0.42	0.47
Focus	Belief	0.16	0.28	0.19	0.17	0.13	0.15	0.26
Focus	Command	0.52	0.56	0.53	0.53	0.51	0.52	0.57
Focus	Communication	0.18	0.25	0.24	0.19	0.16	0.17	0.28
Focus	Competition	0.57	0.56	0.54	0.57	0.58	0.57	0.59
Focus	Connectedness	-0.03	0.11	0.03	0.00	-0.07	-0.03	0.09
Focus	Consistency	0.18	0.24	0.11	0.23	0.18	0.17	0.22
Focus	Context	0.11	0.19	0.14	0.16	0.10	0.10	0.17
Focus	Deliberative	0.27	0.32	0.22	0.30	0.25	0.27	0.29
Focus	Developer	-0.04	0.11	0.02	-0.02	-0.08	-0.03	0.09
Focus	Discipline	0.53	0.60	0.51	0.57	0.51	0.52	0.56
Focus	Empathy	-0.14	-0.01	-0.09	-0.12	-0.18	-0.13	0.00
Focus	Futuristic	0.54	0.58	0.57	0.57	0.52	0.54	0.61
Focus	Harmony	0.03	0.10	0.01	0.06	0.02	0.03	0.12
Focus	Ideation	0.23	0.33	0.32	0.27	0.19	0.24	0.32
Focus	Includer	0.04	0.14	0.10	0.07	0.00	0.03	0.16
Focus	Individualization	0.34	0.41	0.39	0.35	0.32	0.34	0.42
Focus	Input	0.28	0.39	0.32	0.33	0.24	0.29	0.35
Focus	Intellection	0.17	0.30	0.22	0.24	0.13	0.18	0.26
Focus	Learner	0.49	0.53	0.50	0.53	0.47	0.49	0.52
Focus	Maximizer	0.20	0.25	0.24	0.21	0.18	0.20	0.29
Focus	Positivity	0.04	0.15	0.10	0.08	-0.01	0.04	0.16
Focus	Relator	0.18	0.22	0.13	0.21	0.17	0.19	0.25
Focus	Responsibility	0.39	0.47	0.37	0.44	0.36	0.38	0.45
Focus	Restorative	0.33	0.39	0.31	0.36	0.30	0.33	0.37
Focus	Self-Assurance	0.50	0.55	0.51	0.55	0.48	0.50	0.59
Focus	Significance	0.70	0.70	0.68	0.71	0.71	0.70	0.72
Focus	Strategic	0.44	0.51	0.47	0.46	0.43	0.44	0.51
Focus	Woo	0.11	0.16	0.17	0.12	0.09	0.10	0.20

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Theme Pair Correlations for Futuristic, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Futuristic	Achiever	0.34	0.34	0.36	0.36	0.32	0.35	0.40
Futuristic	Activator	0.45	0.44	0.46	0.42	0.46	0.46	0.48
Futuristic	Adaptability	-0.05	0.03	-0.06	-0.07	-0.06	-0.03	0.00
Futuristic	Analytical	0.27	0.35	0.33	0.32	0.24	0.27	0.36
Futuristic	Arranger	0.43	0.43	0.44	0.41	0.42	0.42	0.52
Futuristic	Belief	0.21	0.28	0.25	0.22	0.17	0.23	0.31
Futuristic	Command	0.46	0.47	0.47	0.43	0.44	0.47	0.49
Futuristic	Communication	0.28	0.28	0.31	0.25	0.29	0.28	0.35
Futuristic	Competition	0.43	0.45	0.46	0.43	0.42	0.43	0.46
Futuristic	Connectedness	0.15	0.21	0.16	0.14	0.13	0.16	0.23
Futuristic	Consistency	-0.10	0.04	-0.12	-0.02	-0.13	-0.11	-0.03
Futuristic	Context	0.00	0.12	0.04	0.06	-0.02	-0.01	0.05
Futuristic	Deliberative	0.02	0.14	0.03	0.09	-0.02	0.03	0.09
Futuristic	Developer	0.08	0.16	0.09	0.11	0.06	0.09	0.19
Futuristic	Discipline	0.19	0.32	0.23	0.27	0.15	0.18	0.30
Futuristic	Empathy	0.04	0.12	0.02	0.06	0.02	0.04	0.12
Futuristic	Focus	0.54	0.58	0.57	0.57	0.52	0.54	0.61
Futuristic	Harmony	-0.15	0.00	-0.16	-0.07	-0.18	-0.14	-0.06
Futuristic	Ideation	0.50	0.49	0.53	0.46	0.49	0.51	0.55
Futuristic	Includer	0.14	0.14	0.18	0.15	0.13	0.13	0.23
Futuristic	Individualization	0.46	0.46	0.47	0.45	0.46	0.47	0.53
Futuristic	Input	0.42	0.43	0.42	0.42	0.41	0.44	0.45
Futuristic	Intellection	0.24	0.33	0.25	0.28	0.20	0.25	0.32
Futuristic	Learner	0.34	0.35	0.36	0.37	0.31	0.36	0.42
Futuristic	Maximizer	0.23	0.30	0.26	0.25	0.22	0.24	0.30
Futuristic	Positivity	0.22	0.24	0.23	0.22	0.19	0.22	0.32
Futuristic	Relator	0.09	0.17	0.03	0.13	0.08	0.11	0.13
Futuristic	Responsibility	0.22	0.29	0.24	0.28	0.18	0.23	0.32
Futuristic	Restorative	0.29	0.31	0.28	0.28	0.28	0.29	0.34
Futuristic	Self-Assurance	0.50	0.49	0.52	0.49	0.49	0.51	0.57
Futuristic	Significance	0.50	0.52	0.52	0.50	0.49	0.50	0.54
Futuristic	Strategic	0.54	0.53	0.55	0.51	0.53	0.55	0.61
Futuristic	Woo	0.22	0.21	0.24	0.20	0.22	0.22	0.28

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Theme Pair Correlations for Harmony, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Harmony	Achiever	-0.04	0.01	-0.07	-0.02	-0.06	-0.04	0.03
Harmony	Activator	-0.16	-0.05	-0.13	-0.09	-0.20	-0.16	-0.07
Harmony	Adaptability	0.16	0.26	0.23	0.19	0.13	0.16	0.24
Harmony	Analytical	0.03	0.12	0.00	0.07	0.02	0.04	0.10
Harmony	Arranger	-0.19	-0.07	-0.15	-0.14	-0.23	-0.19	-0.10
Harmony	Belief	0.11	0.12	0.07	0.09	0.10	0.11	0.17
Harmony	Command	-0.25	-0.14	-0.23	-0.20	-0.30	-0.24	-0.15
Harmony	Communication	0.00	0.08	0.01	0.02	-0.02	0.01	0.07
Harmony	Competition	-0.11	-0.03	-0.09	-0.06	-0.14	-0.10	-0.03
Harmony	Connectedness	0.10	0.13	0.11	0.13	0.08	0.11	0.15
Harmony	Consistency	0.70	0.66	0.70	0.65	0.71	0.70	0.69
Harmony	Context	0.13	0.14	0.15	0.11	0.11	0.13	0.20
Harmony	Deliberative	0.31	0.31	0.32	0.30	0.30	0.31	0.35
Harmony	Developer	0.35	0.37	0.34	0.34	0.34	0.35	0.34
Harmony	Discipline	0.37	0.30	0.31	0.32	0.38	0.38	0.38
Harmony	Empathy	0.34	0.37	0.38	0.34	0.33	0.34	0.33
Harmony	Focus	0.03	0.10	0.01	0.06	0.02	0.03	0.12
Harmony	Futuristic	-0.15	0.00	-0.16	-0.07	-0.18	-0.14	-0.06
Harmony	Ideation	-0.43	-0.26	-0.41	-0.35	-0.47	-0.42	-0.33
Harmony	Includer	0.09	0.14	0.07	0.10	0.08	0.10	0.14
Harmony	Individualization	-0.20	-0.07	-0.16	-0.13	-0.24	-0.19	-0.12
Harmony	Input	-0.14	0.01	-0.09	-0.07	-0.18	-0.14	-0.03
Harmony	Intellection	0.04	0.12	0.07	0.08	0.03	0.05	0.08
Harmony	Learner	-0.07	0.00	-0.09	-0.03	-0.08	-0.06	-0.02
Harmony	Maximizer	0.11	0.16	0.13	0.11	0.10	0.12	0.15
Harmony	Positivity	0.16	0.20	0.15	0.16	0.15	0.16	0.19
Harmony	Relator	0.27	0.26	0.30	0.28	0.26	0.29	0.29
Harmony	Responsibility	0.21	0.21	0.18	0.21	0.21	0.21	0.28
Harmony	Restorative	-0.15	-0.05	-0.13	-0.07	-0.20	-0.14	-0.02
Harmony	Self-Assurance	-0.27	-0.13	-0.27	-0.20	-0.31	-0.27	-0.14
Harmony	Significance	-0.03	0.06	-0.04	0.03	-0.06	-0.03	0.07
Harmony	Strategic	-0.33	-0.19	-0.31	-0.27	-0.37	-0.32	-0.20
Harmony	Woo	-0.02	0.01	-0.01	-0.03	-0.04	-0.02	0.03

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Theme Pair Correlations for Ideation, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Ideation	Achiever	0.23	0.30	0.30	0.25	0.19	0.23	0.30
Ideation	Activator	0.44	0.47	0.48	0.44	0.43	0.44	0.47
Ideation	Adaptability	0.19	0.21	0.15	0.18	0.21	0.20	0.20
Ideation	Analytical	0.33	0.41	0.38	0.38	0.30	0.32	0.37
Ideation	Arranger	0.47	0.52	0.52	0.47	0.46	0.47	0.53
Ideation	Belief	0.22	0.31	0.27	0.24	0.18	0.23	0.24
Ideation	Command	0.53	0.54	0.58	0.52	0.52	0.53	0.55
Ideation	Communication	0.28	0.34	0.34	0.30	0.26	0.28	0.34
Ideation	Competition	0.30	0.35	0.33	0.30	0.29	0.30	0.35
Ideation	Connectedness	0.25	0.30	0.28	0.25	0.24	0.25	0.26
Ideation	Consistency	-0.45	-0.29	-0.43	-0.37	-0.49	-0.45	-0.35
Ideation	Context	0.14	0.22	0.13	0.17	0.13	0.13	0.13
Ideation	Deliberative	-0.04	0.06	-0.04	0.00	-0.06	-0.04	0.02
Ideation	Developer	0.05	0.15	0.08	0.07	0.02	0.05	0.11
Ideation	Discipline	-0.19	0.01	-0.10	-0.10	-0.25	-0.19	-0.06
Ideation	Empathy	0.02	0.12	0.00	0.06	0.00	0.03	0.10
Ideation	Focus	0.23	0.33	0.32	0.27	0.19	0.24	0.32
Ideation	Futuristic	0.50	0.49	0.53	0.46	0.49	0.51	0.55
Ideation	Harmony	-0.43	-0.26	-0.41	-0.35	-0.47	-0.42	-0.33
Ideation	Includer	0.13	0.19	0.19	0.14	0.10	0.13	0.17
Ideation	Individualization	0.63	0.63	0.62	0.64	0.63	0.62	0.65
Ideation	Input	0.53	0.52	0.52	0.51	0.54	0.54	0.54
Ideation	Intellection	0.40	0.42	0.37	0.41	0.41	0.41	0.46
Ideation	Learner	0.38	0.41	0.41	0.39	0.36	0.38	0.43
Ideation	Maximizer	0.21	0.27	0.25	0.23	0.19	0.20	0.28
Ideation	Positivity	0.15	0.22	0.21	0.16	0.12	0.16	0.21
Ideation	Relator	0.04	0.11	-0.01	0.08	0.04	0.04	0.09
Ideation	Responsibility	0.14	0.26	0.20	0.19	0.09	0.15	0.21
Ideation	Restorative	0.37	0.39	0.38	0.36	0.37	0.37	0.35
Ideation	Self-Assurance	0.53	0.55	0.60	0.51	0.51	0.54	0.54
Ideation	Significance	0.31	0.40	0.37	0.31	0.28	0.31	0.35
Ideation	Strategic	0.70	0.70	0.71	0.70	0.70	0.71	0.73
Ideation	Woo	0.19	0.26	0.26	0.23	0.17	0.20	0.26

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Theme Pair Correlations for Includer, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Includer	Achiever	0.11	0.19	0.16	0.17	0.08	0.10	0.19
Includer	Activator	0.21	0.22	0.26	0.21	0.20	0.21	0.23
Includer	Adaptability	0.21	0.20	0.20	0.17	0.22	0.23	0.18
Includer	Analytical	-0.05	0.06	0.04	0.01	-0.11	-0.06	0.07
Includer	Arranger	0.26	0.30	0.32	0.26	0.24	0.24	0.35
Includer	Belief	0.28	0.30	0.31	0.29	0.27	0.29	0.34
Includer	Command	0.01	0.06	0.09	0.03	-0.02	0.01	0.07
Includer	Communication	0.42	0.42	0.47	0.39	0.41	0.42	0.42
Includer	Competition	-0.01	0.05	0.01	0.00	-0.02	-0.02	0.02
Includer	Connectedness	0.26	0.25	0.30	0.26	0.24	0.25	0.30
Includer	Consistency	0.08	0.16	0.09	0.10	0.06	0.09	0.12
Includer	Context	0.02	0.10	0.06	0.05	-0.01	0.01	0.10
Includer	Deliberative	-0.28	-0.18	-0.28	-0.23	-0.31	-0.28	-0.20
Includer	Developer	0.42	0.43	0.42	0.41	0.42	0.42	0.42
Includer	Discipline	0.06	0.18	0.12	0.08	0.02	0.06	0.18
Includer	Empathy	0.33	0.33	0.31	0.31	0.34	0.34	0.31
Includer	Focus	0.04	0.14	0.10	0.07	0.00	0.03	0.16
Includer	Futuristic	0.14	0.14	0.18	0.15	0.13	0.13	0.23
Includer	Harmony	0.09	0.14	0.07	0.10	0.08	0.10	0.14
Includer	Ideation	0.13	0.19	0.19	0.14	0.10	0.13	0.17
Includer	Individualization	0.13	0.15	0.18	0.13	0.12	0.12	0.19
Includer	Input	0.25	0.30	0.30	0.26	0.21	0.25	0.30
Includer	Intellection	-0.04	0.04	-0.01	-0.03	-0.07	-0.04	0.06
Includer	Learner	0.11	0.20	0.18	0.17	0.07	0.10	0.23
Includer	Maximizer	0.09	0.17	0.11	0.06	0.08	0.07	0.14
Includer	Positivity	0.59	0.59	0.60	0.58	0.59	0.59	0.58
Includer	Relator	-0.38	-0.37	-0.38	-0.39	-0.40	-0.37	-0.31
Includer	Responsibility	0.19	0.26	0.26	0.21	0.15	0.19	0.28
Includer	Restorative	0.20	0.26	0.30	0.21	0.15	0.20	0.29
Includer	Self-Assurance	0.18	0.23	0.25	0.19	0.15	0.17	0.24
Includer	Significance	0.06	0.14	0.09	0.08	0.03	0.04	0.15
Includer	Strategic	0.10	0.16	0.15	0.12	0.07	0.10	0.16
Includer	Woo	0.48	0.48	0.50	0.45	0.48	0.48	0.47

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Theme Pair Correlations for Individualization, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Individualization	Achiever	0.34	0.38	0.37	0.35	0.32	0.34	0.41
Individualization	Activator	0.43	0.46	0.44	0.42	0.41	0.43	0.47
Individualization	Adaptability	0.05	0.10	0.05	0.06	0.04	0.06	0.12
Individualization	Analytical	0.37	0.45	0.42	0.40	0.35	0.36	0.39
Individualization	Arranger	0.58	0.61	0.60	0.57	0.58	0.58	0.61
Individualization	Belief	0.32	0.40	0.37	0.35	0.29	0.33	0.37
Individualization	Command	0.45	0.50	0.48	0.45	0.44	0.44	0.47
Individualization	Communication	0.31	0.33	0.35	0.32	0.30	0.32	0.39
Individualization	Competition	0.29	0.33	0.30	0.29	0.29	0.27	0.33
Individualization	Connectedness	0.30	0.37	0.33	0.32	0.28	0.31	0.35
Individualization	Consistency	-0.23	-0.11	-0.21	-0.15	-0.26	-0.23	-0.16
Individualization	Context	0.21	0.30	0.22	0.25	0.19	0.20	0.21
Individualization	Deliberative	0.04	0.14	0.07	0.08	0.01	0.04	0.07
Individualization	Developer	0.20	0.27	0.23	0.20	0.18	0.20	0.32
Individualization	Discipline	0.11	0.22	0.17	0.17	0.07	0.12	0.20
Individualization	Empathy	0.19	0.23	0.19	0.21	0.16	0.20	0.28
Individualization	Focus	0.34	0.41	0.39	0.35	0.32	0.34	0.42
Individualization	Futuristic	0.46	0.46	0.47	0.45	0.46	0.47	0.53
Individualization	Harmony	-0.20	-0.07	-0.16	-0.13	-0.24	-0.19	-0.12
Individualization	Ideation	0.63	0.63	0.62	0.64	0.63	0.62	0.65
Individualization	Includer	0.13	0.15	0.18	0.13	0.12	0.12	0.19
Individualization	Input	0.49	0.50	0.49	0.49	0.48	0.50	0.54
Individualization	Intellection	0.36	0.42	0.34	0.41	0.35	0.35	0.43
Individualization	Learner	0.48	0.50	0.51	0.49	0.47	0.49	0.55
Individualization	Maximizer	0.17	0.23	0.22	0.18	0.16	0.16	0.26
Individualization	Positivity	0.21	0.24	0.24	0.20	0.19	0.21	0.31
Individualization	Relator	0.15	0.21	0.13	0.18	0.13	0.15	0.18
Individualization	Responsibility	0.28	0.35	0.33	0.31	0.26	0.30	0.34
Individualization	Restorative	0.42	0.44	0.43	0.42	0.41	0.43	0.42
Individualization	Self-Assurance	0.50	0.54	0.54	0.48	0.49	0.50	0.53
Individualization	Significance	0.35	0.40	0.37	0.36	0.34	0.35	0.40
Individualization	Strategic	0.64	0.64	0.62	0.62	0.64	0.63	0.66
Individualization	Woo	0.22	0.24	0.27	0.23	0.20	0.22	0.29

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Theme Pair Correlations for Input, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Input	Achiever	0.30	0.35	0.35	0.33	0.26	0.31	0.36
Input	Activator	0.41	0.45	0.43	0.43	0.40	0.42	0.42
Input	Adaptability	0.19	0.22	0.20	0.15	0.20	0.19	0.22
Input	Analytical	0.24	0.31	0.25	0.28	0.21	0.24	0.29
Input	Arranger	0.49	0.56	0.54	0.51	0.47	0.50	0.53
Input	Belief	0.31	0.37	0.36	0.33	0.27	0.33	0.36
Input	Command	0.39	0.43	0.42	0.42	0.38	0.40	0.41
Input	Communication	0.31	0.37	0.36	0.34	0.29	0.32	0.37
Input	Competition	0.21	0.28	0.22	0.22	0.19	0.22	0.26
Input	Connectedness	0.37	0.41	0.41	0.38	0.36	0.38	0.41
Input	Consistency	-0.16	-0.02	-0.11	-0.10	-0.20	-0.17	-0.07
Input	Context	0.23	0.27	0.23	0.25	0.22	0.22	0.25
Input	Deliberative	-0.02	0.08	0.01	-0.01	-0.06	-0.03	0.04
Input	Developer	0.21	0.29	0.25	0.23	0.19	0.21	0.32
Input	Discipline	0.04	0.20	0.11	0.13	-0.01	0.04	0.16
Input	Empathy	0.18	0.26	0.21	0.19	0.16	0.18	0.27
Input	Focus	0.28	0.39	0.32	0.33	0.24	0.29	0.35
Input	Futuristic	0.42	0.43	0.42	0.42	0.41	0.44	0.45
Input	Harmony	-0.14	0.01	-0.09	-0.07	-0.18	-0.14	-0.03
Input	Ideation	0.53	0.52	0.52	0.51	0.54	0.54	0.54
Input	Includer	0.25	0.30	0.30	0.26	0.21	0.25	0.30
Input	Individualization	0.49	0.50	0.49	0.49	0.48	0.50	0.54
Input	Intellection	0.55	0.54	0.51	0.55	0.56	0.54	0.59
Input	Learner	0.57	0.56	0.57	0.58	0.56	0.57	0.60
Input	Maximizer	0.16	0.23	0.20	0.18	0.13	0.16	0.24
Input	Positivity	0.28	0.33	0.33	0.30	0.25	0.29	0.36
Input	Relator	0.08	0.13	0.07	0.09	0.07	0.08	0.14
Input	Responsibility	0.26	0.36	0.33	0.31	0.21	0.27	0.32
Input	Restorative	0.40	0.42	0.44	0.40	0.38	0.40	0.41
Input	Self-Assurance	0.45	0.47	0.46	0.45	0.43	0.45	0.48
Input	Significance	0.26	0.34	0.29	0.29	0.23	0.27	0.29
Input	Strategic	0.47	0.50	0.45	0.47	0.47	0.48	0.51
Input	Woo	0.24	0.31	0.29	0.28	0.22	0.25	0.30

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Theme Pair Correlations for Intellection, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Intellection	Achiever	0.21	0.31	0.26	0.25	0.18	0.23	0.30
Intellection	Activator	0.14	0.24	0.17	0.19	0.10	0.16	0.22
Intellection	Adaptability	0.14	0.12	0.16	0.11	0.14	0.14	0.19
Intellection	Analytical	0.29	0.37	0.29	0.34	0.28	0.28	0.31
Intellection	Arranger	0.24	0.35	0.27	0.28	0.20	0.25	0.32
Intellection	Belief	0.29	0.37	0.33	0.30	0.26	0.30	0.33
Intellection	Command	0.22	0.30	0.26	0.26	0.18	0.23	0.28
Intellection	Communication	-0.02	0.07	0.00	0.03	-0.06	-0.01	0.10
Intellection	Competition	0.07	0.16	0.14	0.14	0.03	0.09	0.15
Intellection	Connectedness	0.43	0.43	0.44	0.42	0.42	0.44	0.45
Intellection	Consistency	0.02	0.11	0.07	0.05	-0.01	0.01	0.09
Intellection	Context	0.34	0.34	0.33	0.34	0.34	0.32	0.35
Intellection	Deliberative	0.26	0.29	0.29	0.26	0.25	0.25	0.28
Intellection	Developer	0.19	0.25	0.19	0.20	0.18	0.19	0.29
Intellection	Discipline	0.13	0.26	0.18	0.19	0.09	0.13	0.22
Intellection	Empathy	0.18	0.22	0.17	0.20	0.17	0.17	0.27
Intellection	Focus	0.17	0.30	0.22	0.24	0.13	0.18	0.26
Intellection	Futuristic	0.24	0.33	0.25	0.28	0.20	0.25	0.32
Intellection	Harmony	0.04	0.12	0.07	0.08	0.03	0.05	0.08
Intellection	Ideation	0.40	0.42	0.37	0.41	0.41	0.41	0.46
Intellection	Includer	-0.04	0.04	-0.01	-0.03	-0.07	-0.04	0.06
Intellection	Individualization	0.36	0.42	0.34	0.41	0.35	0.35	0.43
Intellection	Input	0.55	0.54	0.51	0.55	0.56	0.54	0.59
Intellection	Learner	0.57	0.58	0.55	0.55	0.57	0.57	0.61
Intellection	Maximizer	0.11	0.17	0.17	0.13	0.10	0.11	0.17
Intellection	Positivity	0.03	0.11	0.08	0.06	0.00	0.04	0.15
Intellection	Relator	0.29	0.31	0.27	0.30	0.29	0.29	0.29
Intellection	Responsibility	0.25	0.33	0.28	0.28	0.22	0.26	0.34
Intellection	Restorative	0.25	0.31	0.26	0.29	0.24	0.24	0.31
Intellection	Self-Assurance	0.22	0.33	0.28	0.26	0.18	0.23	0.30
Intellection	Significance	0.08	0.17	0.13	0.14	0.03	0.09	0.15
Intellection	Strategic	0.35	0.41	0.32	0.38	0.34	0.35	0.44
Intellection	Woo	-0.13	-0.05	-0.09	-0.07	-0.17	-0.12	0.00

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Theme Pair Correlations for Learner, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Learner	Achiever	0.56	0.59	0.58	0.60	0.54	0.56	0.59
Learner	Activator	0.22	0.28	0.29	0.27	0.19	0.23	0.28
Learner	Adaptability	-0.11	-0.07	-0.07	-0.12	-0.12	-0.10	-0.01
Learner	Analytical	0.44	0.48	0.45	0.47	0.43	0.44	0.47
Learner	Arranger	0.47	0.54	0.50	0.52	0.44	0.47	0.51
Learner	Belief	0.38	0.47	0.44	0.39	0.35	0.38	0.43
Learner	Command	0.30	0.33	0.36	0.34	0.28	0.30	0.33
Learner	Communication	0.11	0.19	0.18	0.17	0.07	0.12	0.22
Learner	Competition	0.21	0.22	0.22	0.24	0.20	0.21	0.25
Learner	Connectedness	0.30	0.37	0.35	0.30	0.28	0.30	0.34
Learner	Consistency	0.02	0.09	-0.01	0.08	0.01	0.01	0.06
Learner	Context	0.29	0.31	0.28	0.31	0.31	0.27	0.30
Learner	Deliberative	0.18	0.21	0.16	0.18	0.17	0.17	0.20
Learner	Developer	0.14	0.22	0.18	0.16	0.11	0.13	0.26
Learner	Discipline	0.30	0.40	0.33	0.37	0.26	0.29	0.37
Learner	Empathy	0.02	0.07	0.05	0.04	0.00	0.03	0.14
Learner	Focus	0.49	0.53	0.50	0.53	0.47	0.49	0.52
Learner	Futuristic	0.34	0.35	0.36	0.37	0.31	0.36	0.42
Learner	Harmony	-0.07	0.00	-0.09	-0.03	-0.08	-0.06	-0.02
Learner	Ideation	0.38	0.41	0.41	0.39	0.36	0.38	0.43
Learner	Includer	0.11	0.20	0.18	0.17	0.07	0.10	0.23
Learner	Individualization	0.48	0.50	0.51	0.49	0.47	0.49	0.55
Learner	Input	0.57	0.56	0.57	0.58	0.56	0.57	0.60
Learner	Intellection	0.57	0.58	0.55	0.55	0.57	0.57	0.61
Learner	Maximizer	0.11	0.18	0.17	0.13	0.09	0.10	0.18
Learner	Positivity	0.12	0.23	0.20	0.19	0.08	0.13	0.24
Learner	Relator	0.17	0.15	0.13	0.18	0.18	0.18	0.21
Learner	Responsibility	0.44	0.53	0.48	0.50	0.41	0.45	0.48
Learner	Restorative	0.41	0.45	0.44	0.44	0.39	0.42	0.47
Learner	Self-Assurance	0.44	0.51	0.50	0.49	0.41	0.44	0.50
Learner	Significance	0.30	0.34	0.32	0.35	0.28	0.30	0.33
Learner	Strategic	0.46	0.50	0.45	0.48	0.45	0.46	0.51
Learner	Woo	0.03	0.11	0.10	0.10	0.00	0.03	0.13

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Theme Pair Correlations for Maximizer, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Maximizer	Achiever	0.15	0.16	0.18	0.17	0.13	0.15	0.23
Maximizer	Activator	0.30	0.32	0.33	0.30	0.28	0.30	0.36
Maximizer	Adaptability	0.17	0.17	0.17	0.15	0.16	0.18	0.19
Maximizer	Analytical	0.09	0.15	0.14	0.13	0.07	0.09	0.16
Maximizer	Arranger	0.20	0.23	0.24	0.20	0.19	0.19	0.30
Maximizer	Belief	0.10	0.16	0.17	0.09	0.08	0.08	0.18
Maximizer	Command	0.20	0.22	0.26	0.22	0.18	0.20	0.29
Maximizer	Communication	0.27	0.32	0.28	0.23	0.26	0.28	0.31
Maximizer	Competition	0.18	0.19	0.20	0.21	0.17	0.19	0.24
Maximizer	Connectedness	0.14	0.19	0.21	0.14	0.13	0.13	0.20
Maximizer	Consistency	0.07	0.13	0.06	0.07	0.07	0.07	0.08
Maximizer	Context	0.02	0.06	0.04	0.02	0.02	0.00	0.04
Maximizer	Deliberative	0.05	0.09	0.07	0.10	0.03	0.05	0.10
Maximizer	Developer	0.14	0.20	0.17	0.11	0.13	0.14	0.18
Maximizer	Discipline	0.12	0.20	0.16	0.14	0.10	0.12	0.17
Maximizer	Empathy	0.12	0.17	0.14	0.09	0.11	0.11	0.19
Maximizer	Focus	0.20	0.25	0.24	0.21	0.18	0.20	0.29
Maximizer	Futuristic	0.23	0.30	0.26	0.25	0.22	0.24	0.30
Maximizer	Harmony	0.11	0.16	0.13	0.11	0.10	0.12	0.15
Maximizer	Ideation	0.21	0.27	0.25	0.23	0.19	0.20	0.28
Maximizer	Includer	0.09	0.17	0.11	0.06	0.08	0.07	0.14
Maximizer	Individualization	0.17	0.23	0.22	0.18	0.16	0.16	0.26
Maximizer	Input	0.16	0.23	0.20	0.18	0.13	0.16	0.24
Maximizer	Intellection	0.11	0.17	0.17	0.13	0.10	0.11	0.17
Maximizer	Learner	0.11	0.18	0.17	0.13	0.09	0.10	0.18
Maximizer	Positivity	0.24	0.28	0.25	0.20	0.23	0.24	0.27
Maximizer	Relator	0.14	0.14	0.15	0.16	0.13	0.15	0.17
Maximizer	Responsibility	0.13	0.19	0.19	0.16	0.11	0.12	0.20
Maximizer	Restorative	-0.27	-0.18	-0.24	-0.25	-0.29	-0.27	-0.18
Maximizer	Self-Assurance	0.35	0.37	0.39	0.38	0.33	0.35	0.43
Maximizer	Significance	0.24	0.26	0.27	0.25	0.22	0.25	0.30
Maximizer	Strategic	0.24	0.28	0.27	0.24	0.23	0.23	0.28
Maximizer	Woo	0.20	0.24	0.20	0.18	0.20	0.20	0.25

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Theme Pair Correlations for Positivity, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Positivity	Achiever	0.11	0.20	0.16	0.16	0.07	0.12	0.19
Positivity	Activator	0.32	0.32	0.34	0.31	0.31	0.33	0.34
Positivity	Adaptability	0.29	0.27	0.28	0.24	0.30	0.30	0.25
Positivity	Analytical	-0.18	-0.03	-0.07	-0.12	-0.24	-0.18	-0.08
Positivity	Arranger	0.26	0.32	0.30	0.26	0.24	0.26	0.37
Positivity	Belief	0.34	0.38	0.36	0.34	0.32	0.33	0.42
Positivity	Command	-0.04	0.04	0.04	-0.01	-0.08	-0.03	0.05
Positivity	Communication	0.49	0.47	0.51	0.46	0.50	0.50	0.49
Positivity	Competition	-0.01	0.05	0.01	0.00	-0.03	0.00	0.03
Positivity	Connectedness	0.36	0.34	0.39	0.36	0.35	0.35	0.44
Positivity	Consistency	0.07	0.15	0.10	0.10	0.05	0.08	0.11
Positivity	Context	0.02	0.10	0.07	0.03	-0.01	0.00	0.07
Positivity	Deliberative	-0.40	-0.27	-0.37	-0.34	-0.44	-0.39	-0.30
Positivity	Developer	0.71	0.71	0.72	0.70	0.72	0.71	0.72
Positivity	Discipline	0.06	0.17	0.13	0.10	0.02	0.07	0.16
Positivity	Empathy	0.48	0.43	0.46	0.44	0.49	0.49	0.49
Positivity	Focus	0.04	0.15	0.10	0.08	-0.01	0.04	0.16
Positivity	Futuristic	0.22	0.24	0.23	0.22	0.19	0.22	0.32
Positivity	Harmony	0.16	0.20	0.15	0.16	0.15	0.16	0.19
Positivity	Ideation	0.15	0.22	0.21	0.16	0.12	0.16	0.21
Positivity	Includer	0.59	0.59	0.60	0.58	0.59	0.59	0.58
Positivity	Individualization	0.21	0.24	0.24	0.20	0.19	0.21	0.31
Positivity	Input	0.28	0.33	0.33	0.30	0.25	0.29	0.36
Positivity	Intellection	0.03	0.11	0.08	0.06	0.00	0.04	0.15
Positivity	Learner	0.12	0.23	0.20	0.19	0.08	0.13	0.24
Positivity	Maximizer	0.24	0.28	0.25	0.20	0.23	0.24	0.27
Positivity	Relator	-0.12	-0.08	-0.09	-0.10	-0.14	-0.10	-0.06
Positivity	Responsibility	0.20	0.30	0.28	0.22	0.15	0.20	0.28
Positivity	Restorative	0.08	0.16	0.20	0.13	0.03	0.09	0.18
Positivity	Self-Assurance	0.20	0.27	0.24	0.22	0.17	0.21	0.28
Positivity	Significance	0.04	0.13	0.06	0.05	0.00	0.04	0.12
Positivity	Strategic	0.13	0.20	0.16	0.15	0.10	0.14	0.23
Positivity	Woo	0.55	0.52	0.55	0.53	0.56	0.56	0.55

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Theme Pair Correlations for Relator, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Relator	Achiever	0.10	0.10	0.07	0.10	0.09	0.13	0.15
Relator	Activator	0.00	0.07	-0.04	0.02	-0.02	0.01	0.06
Relator	Adaptability	0.14	0.20	0.18	0.16	0.12	0.14	0.19
Relator	Analytical	0.25	0.26	0.20	0.25	0.25	0.25	0.30
Relator	Arranger	0.09	0.13	0.06	0.11	0.07	0.11	0.12
Relator	Belief	0.12	0.13	0.12	0.13	0.11	0.13	0.15
Relator	Command	0.13	0.21	0.07	0.15	0.11	0.14	0.17
Relator	Communication	-0.09	-0.04	-0.10	-0.05	-0.12	-0.08	-0.01
Relator	Competition	0.07	0.12	0.03	0.09	0.06	0.08	0.14
Relator	Connectedness	0.11	0.17	0.13	0.12	0.09	0.12	0.11
Relator	Consistency	0.26	0.22	0.27	0.26	0.26	0.27	0.31
Relator	Context	0.15	0.13	0.15	0.14	0.16	0.15	0.15
Relator	Deliberative	0.44	0.44	0.46	0.44	0.43	0.46	0.48
Relator	Developer	0.11	0.11	0.13	0.11	0.09	0.12	0.14
Relator	Discipline	0.23	0.18	0.21	0.24	0.23	0.26	0.29
Relator	Empathy	0.15	0.18	0.19	0.16	0.13	0.15	0.18
Relator	Focus	0.18	0.22	0.13	0.21	0.17	0.19	0.25
Relator	Futuristic	0.09	0.17	0.03	0.13	0.08	0.11	0.13
Relator	Harmony	0.27	0.26	0.30	0.28	0.26	0.29	0.29
Relator	Ideation	0.04	0.11	-0.01	0.08	0.04	0.04	0.09
Relator	Includer	-0.38	-0.37	-0.38	-0.39	-0.40	-0.37	-0.31
Relator	Individualization	0.15	0.21	0.13	0.18	0.13	0.15	0.18
Relator	Input	0.08	0.13	0.07	0.09	0.07	0.08	0.14
Relator	Intellection	0.29	0.31	0.27	0.30	0.29	0.29	0.29
Relator	Learner	0.17	0.15	0.13	0.18	0.18	0.18	0.21
Relator	Maximizer	0.14	0.14	0.15	0.16	0.13	0.15	0.17
Relator	Positivity	-0.12	-0.08	-0.09	-0.10	-0.14	-0.10	-0.06
Relator	Responsibility	0.27	0.23	0.25	0.29	0.26	0.28	0.33
Relator	Restorative	0.12	0.13	0.08	0.15	0.11	0.13	0.17
Relator	Self-Assurance	0.08	0.15	0.04	0.10	0.07	0.09	0.13
Relator	Significance	0.13	0.18	0.08	0.16	0.12	0.15	0.19
Relator	Strategic	0.12	0.18	0.06	0.15	0.11	0.13	0.19
Relator	Woo	-0.23	-0.19	-0.20	-0.19	-0.26	-0.22	-0.16

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Theme Pair Correlations for Responsibility, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Responsibility	Achiever	0.43	0.49	0.44	0.46	0.42	0.44	0.47
Responsibility	Activator	0.13	0.21	0.21	0.18	0.09	0.14	0.20
Responsibility	Adaptability	0.01	0.02	0.05	0.01	-0.01	0.02	0.10
Responsibility	Analytical	0.37	0.45	0.40	0.43	0.34	0.36	0.41
Responsibility	Arranger	0.48	0.55	0.52	0.53	0.46	0.49	0.50
Responsibility	Belief	0.52	0.56	0.55	0.50	0.50	0.53	0.60
Responsibility	Command	0.19	0.25	0.24	0.25	0.16	0.20	0.24
Responsibility	Communication	0.14	0.22	0.23	0.16	0.11	0.15	0.25
Responsibility	Competition	0.06	0.12	0.02	0.10	0.05	0.06	0.13
Responsibility	Connectedness	0.30	0.36	0.40	0.30	0.26	0.31	0.37
Responsibility	Consistency	0.31	0.32	0.27	0.34	0.31	0.30	0.38
Responsibility	Context	0.18	0.24	0.20	0.22	0.16	0.18	0.23
Responsibility	Deliberative	0.29	0.30	0.25	0.34	0.28	0.30	0.35
Responsibility	Developer	0.27	0.34	0.31	0.27	0.24	0.27	0.38
Responsibility	Discipline	0.48	0.54	0.50	0.50	0.45	0.48	0.56
Responsibility	Empathy	0.14	0.17	0.20	0.14	0.11	0.16	0.24
Responsibility	Focus	0.39	0.47	0.37	0.44	0.36	0.38	0.45
Responsibility	Futuristic	0.22	0.29	0.24	0.28	0.18	0.23	0.32
Responsibility	Harmony	0.21	0.21	0.18	0.21	0.21	0.21	0.28
Responsibility	Ideation	0.14	0.26	0.20	0.19	0.09	0.15	0.21
Responsibility	Includer	0.19	0.26	0.26	0.21	0.15	0.19	0.28
Responsibility	Individualization	0.28	0.35	0.33	0.31	0.26	0.30	0.34
Responsibility	Input	0.26	0.36	0.33	0.31	0.21	0.27	0.32
Responsibility	Intellection	0.25	0.33	0.28	0.28	0.22	0.26	0.34
Responsibility	Learner	0.44	0.53	0.48	0.50	0.41	0.45	0.48
Responsibility	Maximizer	0.13	0.19	0.19	0.16	0.11	0.12	0.20
Responsibility	Positivity	0.20	0.30	0.28	0.22	0.15	0.20	0.28
Responsibility	Relator	0.27	0.23	0.25	0.29	0.26	0.28	0.33
Responsibility	Restorative	0.35	0.41	0.41	0.39	0.31	0.36	0.42
Responsibility	Self-Assurance	0.33	0.43	0.39	0.39	0.30	0.33	0.37
Responsibility	Significance	0.29	0.36	0.27	0.32	0.27	0.29	0.34
Responsibility	Strategic	0.30	0.40	0.32	0.35	0.27	0.31	0.38
Responsibility	Woo	0.05	0.12	0.13	0.06	0.02	0.04	0.15

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Theme Pair Correlations for Restorative, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Restorative	Achiever	0.30	0.35	0.30	0.33	0.29	0.31	0.36
Restorative	Activator	0.24	0.29	0.24	0.25	0.22	0.24	0.25
Restorative	Adaptability	0.05	0.10	0.08	0.08	0.04	0.06	0.10
Restorative	Analytical	0.43	0.47	0.42	0.46	0.42	0.43	0.45
Restorative	Arranger	0.48	0.54	0.50	0.48	0.46	0.49	0.49
Restorative	Belief	0.30	0.37	0.35	0.33	0.27	0.32	0.37
Restorative	Command	0.37	0.42	0.36	0.36	0.37	0.37	0.33
Restorative	Communication	0.12	0.18	0.20	0.14	0.09	0.12	0.21
Restorative	Competition	0.22	0.27	0.16	0.22	0.24	0.22	0.21
Restorative	Connectedness	0.18	0.24	0.27	0.20	0.13	0.19	0.26
Restorative	Consistency	-0.01	0.09	0.03	0.07	-0.04	0.00	0.12
Restorative	Context	0.24	0.31	0.24	0.28	0.22	0.25	0.28
Restorative	Deliberative	0.16	0.20	0.12	0.18	0.13	0.16	0.18
Restorative	Developer	0.09	0.17	0.18	0.15	0.05	0.10	0.21
Restorative	Discipline	0.14	0.25	0.20	0.20	0.09	0.15	0.26
Restorative	Empathy	0.03	0.10	0.09	0.07	-0.02	0.05	0.12
Restorative	Focus	0.33	0.39	0.31	0.36	0.30	0.33	0.37
Restorative	Futuristic	0.29	0.31	0.28	0.28	0.28	0.29	0.34
Restorative	Harmony	-0.15	-0.05	-0.13	-0.07	-0.20	-0.14	-0.02
Restorative	Ideation	0.37	0.39	0.38	0.36	0.37	0.37	0.35
Restorative	Includer	0.20	0.26	0.30	0.21	0.15	0.20	0.29
Restorative	Individualization	0.42	0.44	0.43	0.42	0.41	0.43	0.42
Restorative	Input	0.40	0.42	0.44	0.40	0.38	0.40	0.41
Restorative	Intellection	0.25	0.31	0.26	0.29	0.24	0.24	0.31
Restorative	Learner	0.41	0.45	0.44	0.44	0.39	0.42	0.47
Restorative	Maximizer	-0.27	-0.18	-0.24	-0.25	-0.29	-0.27	-0.18
Restorative	Positivity	0.08	0.16	0.20	0.13	0.03	0.09	0.18
Restorative	Relator	0.12	0.13	0.08	0.15	0.11	0.13	0.17
Restorative	Responsibility	0.35	0.41	0.41	0.39	0.31	0.36	0.42
Restorative	Self-Assurance	0.36	0.43	0.38	0.36	0.36	0.36	0.35
Restorative	Significance	0.31	0.37	0.28	0.32	0.30	0.30	0.32
Restorative	Strategic	0.39	0.41	0.37	0.40	0.39	0.39	0.41
Restorative	Woo	0.06	0.14	0.15	0.09	0.03	0.06	0.14

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Theme Pair Correlations for Self-Assurance, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Self-Assurance	Achiever	0.44	0.47	0.46	0.47	0.42	0.43	0.50
Self-Assurance	Activator	0.55	0.53	0.56	0.55	0.55	0.56	0.57
Self-Assurance	Adaptability	0.07	0.11	0.08	0.06	0.06	0.08	0.09
Self-Assurance	Analytical	0.40	0.47	0.44	0.45	0.38	0.38	0.46
Self-Assurance	Arranger	0.62	0.63	0.64	0.62	0.61	0.62	0.64
Self-Assurance	Belief	0.28	0.39	0.35	0.29	0.25	0.28	0.32
Self-Assurance	Command	0.70	0.70	0.71	0.71	0.70	0.71	0.72
Self-Assurance	Communication	0.35	0.39	0.40	0.35	0.34	0.35	0.41
Self-Assurance	Competition	0.45	0.44	0.39	0.48	0.46	0.44	0.49
Self-Assurance	Connectedness	0.18	0.31	0.26	0.17	0.14	0.18	0.19
Self-Assurance	Consistency	-0.15	-0.02	-0.17	-0.06	-0.18	-0.16	-0.04
Self-Assurance	Context	0.10	0.21	0.12	0.14	0.08	0.09	0.13
Self-Assurance	Deliberative	-0.01	0.08	-0.01	0.05	-0.04	-0.02	0.05
Self-Assurance	Developer	0.00	0.13	0.06	0.02	-0.04	0.00	0.08
Self-Assurance	Discipline	0.11	0.26	0.18	0.19	0.06	0.11	0.24
Self-Assurance	Empathy	-0.07	0.03	-0.02	-0.07	-0.11	-0.06	0.01
Self-Assurance	Focus	0.50	0.55	0.51	0.55	0.48	0.50	0.59
Self-Assurance	Futuristic	0.50	0.49	0.52	0.49	0.49	0.51	0.57
Self-Assurance	Harmony	-0.27	-0.13	-0.27	-0.20	-0.31	-0.27	-0.14
Self-Assurance	Ideation	0.53	0.55	0.60	0.51	0.51	0.54	0.54
Self-Assurance	Includer	0.18	0.23	0.25	0.19	0.15	0.17	0.24
Self-Assurance	Individualization	0.50	0.54	0.54	0.48	0.49	0.50	0.53
Self-Assurance	Input	0.45	0.47	0.46	0.45	0.43	0.45	0.48
Self-Assurance	Intellection	0.22	0.33	0.28	0.26	0.18	0.23	0.30
Self-Assurance	Learner	0.44	0.51	0.50	0.49	0.41	0.44	0.50
Self-Assurance	Maximizer	0.35	0.37	0.39	0.38	0.33	0.35	0.43
Self-Assurance	Positivity	0.20	0.27	0.24	0.22	0.17	0.21	0.28
Self-Assurance	Relator	0.08	0.15	0.04	0.10	0.07	0.09	0.13
Self-Assurance	Responsibility	0.33	0.43	0.39	0.39	0.30	0.33	0.37
Self-Assurance	Restorative	0.36	0.43	0.38	0.36	0.36	0.36	0.35
Self-Assurance	Significance	0.55	0.55	0.55	0.57	0.55	0.55	0.59
Self-Assurance	Strategic	0.58	0.61	0.62	0.57	0.57	0.59	0.59
Self-Assurance	Woo	0.28	0.32	0.33	0.31	0.26	0.28	0.35

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Theme Pair Correlations for Significance, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Significance	Achiever	0.46	0.43	0.42	0.46	0.47	0.46	0.47
Significance	Activator	0.46	0.44	0.46	0.44	0.46	0.46	0.49
Significance	Adaptability	-0.12	-0.01	-0.09	-0.09	-0.16	-0.10	-0.05
Significance	Analytical	0.43	0.46	0.44	0.45	0.41	0.42	0.48
Significance	Arranger	0.43	0.43	0.43	0.42	0.44	0.42	0.45
Significance	Belief	0.13	0.23	0.14	0.14	0.10	0.13	0.20
Significance	Command	0.61	0.59	0.61	0.60	0.61	0.61	0.62
Significance	Communication	0.29	0.34	0.32	0.27	0.28	0.30	0.31
Significance	Competition	0.63	0.60	0.61	0.63	0.64	0.63	0.62
Significance	Connectedness	-0.06	0.07	-0.02	-0.05	-0.10	-0.05	0.02
Significance	Consistency	0.09	0.16	0.04	0.14	0.08	0.08	0.15
Significance	Context	0.07	0.15	0.09	0.12	0.05	0.07	0.13
Significance	Deliberative	0.19	0.25	0.16	0.23	0.17	0.20	0.23
Significance	Developer	-0.12	0.01	-0.08	-0.10	-0.16	-0.11	-0.01
Significance	Discipline	0.32	0.39	0.32	0.36	0.30	0.31	0.38
Significance	Empathy	-0.19	-0.08	-0.17	-0.17	-0.23	-0.18	-0.08
Significance	Focus	0.70	0.70	0.68	0.71	0.71	0.70	0.72
Significance	Futuristic	0.50	0.52	0.52	0.50	0.49	0.50	0.54
Significance	Harmony	-0.03	0.06	-0.04	0.03	-0.06	-0.03	0.07
Significance	Ideation	0.31	0.40	0.37	0.31	0.28	0.31	0.35
Significance	Includer	0.06	0.14	0.09	0.08	0.03	0.04	0.15
Significance	Individualization	0.35	0.40	0.37	0.36	0.34	0.35	0.40
Significance	Input	0.26	0.34	0.29	0.29	0.23	0.27	0.29
Significance	Intellection	0.08	0.17	0.13	0.14	0.03	0.09	0.15
Significance	Learner	0.30	0.34	0.32	0.35	0.28	0.30	0.33
Significance	Maximizer	0.24	0.26	0.27	0.25	0.22	0.25	0.30
Significance	Positivity	0.04	0.13	0.06	0.05	0.00	0.04	0.12
Significance	Relator	0.13	0.18	0.08	0.16	0.12	0.15	0.19
Significance	Responsibility	0.29	0.36	0.27	0.32	0.27	0.29	0.34
Significance	Restorative	0.31	0.37	0.28	0.32	0.30	0.30	0.32
Significance	Self-Assurance	0.55	0.55	0.55	0.57	0.55	0.55	0.59
Significance	Strategic	0.43	0.46	0.45	0.43	0.43	0.43	0.46
Significance	Woo	0.21	0.27	0.24	0.20	0.20	0.21	0.25

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Theme Pair Correlations for Strategic, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Strategic	Achiever	0.42	0.47	0.44	0.43	0.40	0.42	0.46
Strategic	Activator	0.44	0.45	0.46	0.43	0.43	0.43	0.46
Strategic	Adaptability	-0.02	0.03	-0.02	-0.02	-0.04	-0.01	0.04
Strategic	Analytical	0.45	0.49	0.47	0.50	0.44	0.44	0.46
Strategic	Arranger	0.57	0.60	0.58	0.56	0.57	0.57	0.62
Strategic	Belief	0.26	0.36	0.30	0.29	0.22	0.28	0.32
Strategic	Command	0.53	0.55	0.55	0.53	0.53	0.52	0.54
Strategic	Communication	0.33	0.35	0.38	0.33	0.31	0.32	0.37
Strategic	Competition	0.39	0.40	0.39	0.39	0.40	0.38	0.43
Strategic	Connectedness	0.21	0.31	0.23	0.20	0.19	0.21	0.27
Strategic	Consistency	-0.19	-0.06	-0.20	-0.11	-0.22	-0.20	-0.11
Strategic	Context	0.17	0.25	0.16	0.20	0.16	0.17	0.19
Strategic	Deliberative	0.06	0.15	0.05	0.10	0.04	0.06	0.13
Strategic	Developer	0.05	0.15	0.08	0.07	0.01	0.06	0.16
Strategic	Discipline	0.15	0.32	0.20	0.22	0.11	0.14	0.25
Strategic	Empathy	-0.03	0.08	-0.02	-0.01	-0.06	-0.02	0.08
Strategic	Focus	0.44	0.51	0.47	0.46	0.43	0.44	0.51
Strategic	Futuristic	0.54	0.53	0.55	0.51	0.53	0.55	0.61
Strategic	Harmony	-0.33	-0.19	-0.31	-0.27	-0.37	-0.32	-0.20
Strategic	Ideation	0.70	0.70	0.71	0.70	0.70	0.71	0.73
Strategic	Includer	0.10	0.16	0.15	0.12	0.07	0.10	0.16
Strategic	Individualization	0.64	0.64	0.62	0.62	0.64	0.63	0.66
Strategic	Input	0.47	0.50	0.45	0.47	0.47	0.48	0.51
Strategic	Intellection	0.35	0.41	0.32	0.38	0.34	0.35	0.44
Strategic	Learner	0.46	0.50	0.45	0.48	0.45	0.46	0.51
Strategic	Maximizer	0.24	0.28	0.27	0.24	0.23	0.23	0.28
Strategic	Positivity	0.13	0.20	0.16	0.15	0.10	0.14	0.23
Strategic	Relator	0.12	0.18	0.06	0.15	0.11	0.13	0.19
Strategic	Responsibility	0.30	0.40	0.32	0.35	0.27	0.31	0.38
Strategic	Restorative	0.39	0.41	0.37	0.40	0.39	0.39	0.41
Strategic	Self-Assurance	0.58	0.61	0.62	0.57	0.57	0.59	0.59
Strategic	Significance	0.43	0.46	0.45	0.43	0.43	0.43	0.46
Strategic	Woo	0.20	0.25	0.26	0.22	0.18	0.20	0.26

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Theme Pair Correlations for Woo, by Race/Ethnicity

n = All: 47,334 | African American: 2,704 | Asian: 4,046 | Hispanic: 3,356
White: 22,883 | Missing: 12,699 | Refused: 1,646

Theme 1	Theme 2	All	African American	Asian	Hispanic	White	Missing	Refused
Woo	Achiever	0.10	0.13	0.14	0.13	0.08	0.09	0.18
Woo	Activator	0.47	0.45	0.46	0.45	0.48	0.47	0.46
Woo	Adaptability	0.18	0.21	0.19	0.16	0.16	0.19	0.15
Woo	Analytical	-0.10	0.00	0.00	-0.04	-0.14	-0.10	0.04
Woo	Arranger	0.26	0.27	0.32	0.25	0.25	0.25	0.34
Woo	Belief	0.16	0.16	0.18	0.18	0.14	0.16	0.25
Woo	Command	0.21	0.25	0.27	0.24	0.19	0.21	0.27
Woo	Communication	0.82	0.78	0.81	0.80	0.83	0.81	0.80
Woo	Competition	0.17	0.20	0.16	0.18	0.17	0.17	0.20
Woo	Connectedness	0.16	0.19	0.19	0.19	0.15	0.16	0.21
Woo	Consistency	-0.07	-0.01	-0.05	-0.07	-0.08	-0.06	-0.03
Woo	Context	-0.01	0.10	0.03	0.03	-0.03	-0.01	0.07
Woo	Deliberative	-0.39	-0.29	-0.35	-0.36	-0.42	-0.38	-0.32
Woo	Developer	0.26	0.27	0.29	0.26	0.25	0.27	0.27
Woo	Discipline	-0.02	0.05	0.03	-0.01	-0.04	-0.01	0.07
Woo	Empathy	0.24	0.22	0.24	0.22	0.23	0.25	0.23
Woo	Focus	0.11	0.16	0.17	0.12	0.09	0.10	0.20
Woo	Futuristic	0.22	0.21	0.24	0.20	0.22	0.22	0.28
Woo	Harmony	-0.02	0.01	-0.01	-0.03	-0.04	-0.02	0.03
Woo	Ideation	0.19	0.26	0.26	0.23	0.17	0.20	0.26
Woo	Includer	0.48	0.48	0.50	0.45	0.48	0.48	0.47
Woo	Individualization	0.22	0.24	0.27	0.23	0.20	0.22	0.29
Woo	Input	0.24	0.31	0.29	0.28	0.22	0.25	0.30
Woo	Intellection	-0.13	-0.05	-0.09	-0.07	-0.17	-0.12	0.00
Woo	Learner	0.03	0.11	0.10	0.10	0.00	0.03	0.13
Woo	Maximizer	0.20	0.24	0.20	0.18	0.20	0.20	0.25
Woo	Positivity	0.55	0.52	0.55	0.53	0.56	0.56	0.55
Woo	Relator	-0.23	-0.19	-0.20	-0.19	-0.26	-0.22	-0.16
Woo	Responsibility	0.05	0.12	0.13	0.06	0.02	0.04	0.15
Woo	Restorative	0.06	0.14	0.15	0.09	0.03	0.06	0.14
Woo	Self-Assurance	0.28	0.32	0.33	0.31	0.26	0.28	0.35
Woo	Significance	0.21	0.27	0.24	0.20	0.20	0.21	0.25
Woo	Strategic	0.20	0.25	0.26	0.22	0.18	0.20	0.26

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Theme Pair Correlations for Achiever, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Achiever	Activator	0.26	0.23	0.31	0.27	0.32
Achiever	Adaptability	-0.23	-0.24	-0.25	-0.21	-0.23
Achiever	Analytical	0.37	0.38	0.40	0.36	0.39
Achiever	Arranger	0.49	0.47	0.51	0.48	0.53
Achiever	Belief	0.24	0.22	0.26	0.24	0.33
Achiever	Command	0.35	0.33	0.39	0.34	0.40
Achiever	Communication	0.16	0.13	0.19	0.15	0.20
Achiever	Competition	0.47	0.48	0.47	0.47	0.50
Achiever	Connectedness	0.06	0.05	0.08	0.06	0.09
Achiever	Consistency	0.11	0.12	0.08	0.10	0.16
Achiever	Context	0.10	0.11	0.11	0.08	0.12
Achiever	Deliberative	0.16	0.17	0.13	0.16	0.23
Achiever	Developer	0.04	0.03	0.03	0.06	0.06
Achiever	Discipline	0.42	0.42	0.42	0.42	0.45
Achiever	Empathy	-0.07	-0.09	-0.09	-0.05	0.00
Achiever	Focus	0.67	0.66	0.67	0.67	0.67
Achiever	Futuristic	0.34	0.32	0.36	0.36	0.46
Achiever	Harmony	-0.04	-0.04	-0.07	-0.03	0.00
Achiever	Ideation	0.23	0.23	0.24	0.22	0.22
Achiever	Includer	0.11	0.11	0.11	0.11	0.18
Achiever	Individualization	0.34	0.32	0.36	0.33	0.33
Achiever	Input	0.30	0.29	0.30	0.31	0.31
Achiever	Intellection	0.21	0.22	0.20	0.22	0.21
Achiever	Learner	0.56	0.56	0.56	0.56	0.54
Achiever	Maximizer	0.15	0.15	0.14	0.15	0.22
Achiever	Positivity	0.11	0.09	0.12	0.13	0.16
Achiever	Relator	0.10	0.10	0.08	0.12	0.16
Achiever	Responsibility	0.43	0.42	0.45	0.43	0.48
Achiever	Restorative	0.30	0.29	0.33	0.31	0.31
Achiever	Self-Assurance	0.44	0.42	0.49	0.43	0.48
Achiever	Significance	0.46	0.46	0.48	0.47	0.50
Achiever	Strategic	0.42	0.41	0.44	0.41	0.41
Achiever	Woo	0.10	0.08	0.13	0.09	0.15

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Theme Pair Correlations for Activator, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Activator	Achiever	0.26	0.23	0.31	0.27	0.32
Activator	Adaptability	0.14	0.16	0.11	0.15	0.13
Activator	Analytical	0.11	0.10	0.12	0.10	0.20
Activator	Arranger	0.47	0.45	0.49	0.48	0.48
Activator	Belief	0.20	0.17	0.24	0.21	0.25
Activator	Command	0.62	0.63	0.62	0.62	0.61
Activator	Communication	0.56	0.55	0.57	0.56	0.59
Activator	Competition	0.40	0.40	0.42	0.40	0.41
Activator	Connectedness	0.20	0.20	0.22	0.20	0.22
Activator	Consistency	-0.15	-0.16	-0.14	-0.15	-0.08
Activator	Context	0.04	0.04	0.04	0.04	0.10
Activator	Deliberative	-0.18	-0.20	-0.17	-0.17	-0.05
Activator	Developer	0.11	0.10	0.13	0.12	0.18
Activator	Discipline	0.02	-0.01	0.07	0.03	0.13
Activator	Empathy	0.10	0.09	0.10	0.11	0.22
Activator	Focus	0.34	0.32	0.36	0.34	0.35
Activator	Futuristic	0.45	0.43	0.47	0.47	0.48
Activator	Harmony	-0.16	-0.17	-0.15	-0.15	-0.06
Activator	Ideation	0.44	0.45	0.44	0.44	0.45
Activator	Includer	0.21	0.19	0.24	0.21	0.19
Activator	Individualization	0.43	0.41	0.44	0.43	0.45
Activator	Input	0.41	0.41	0.41	0.42	0.41
Activator	Intellection	0.14	0.13	0.14	0.15	0.27
Activator	Learner	0.22	0.21	0.24	0.23	0.29
Activator	Maximizer	0.30	0.30	0.29	0.31	0.33
Activator	Positivity	0.32	0.31	0.34	0.32	0.33
Activator	Relator	0.00	-0.01	0.01	0.01	0.11
Activator	Responsibility	0.13	0.10	0.18	0.14	0.19
Activator	Restorative	0.24	0.22	0.26	0.24	0.23
Activator	Self-Assurance	0.55	0.55	0.57	0.56	0.58
Activator	Significance	0.46	0.45	0.47	0.46	0.43
Activator	Strategic	0.44	0.44	0.44	0.43	0.43
Activator	Woo	0.47	0.47	0.47	0.47	0.44

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Theme Pair Correlations for Adaptability, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Adaptability	Achiever	-0.23	-0.24	-0.25	-0.21	-0.23
Adaptability	Activator	0.14	0.16	0.11	0.15	0.13
Adaptability	Analytical	-0.20	-0.20	-0.18	-0.18	-0.05
Adaptability	Arranger	0.06	0.08	0.02	0.08	0.05
Adaptability	Belief	0.13	0.15	0.08	0.14	0.22
Adaptability	Command	0.03	0.04	0.03	0.05	0.04
Adaptability	Communication	0.19	0.19	0.18	0.21	0.21
Adaptability	Competition	-0.12	-0.13	-0.10	-0.11	-0.15
Adaptability	Connectedness	0.27	0.30	0.22	0.28	0.30
Adaptability	Consistency	-0.02	-0.04	-0.01	-0.01	0.05
Adaptability	Context	0.04	0.05	0.04	0.06	0.15
Adaptability	Deliberative	-0.05	-0.08	-0.03	-0.04	0.04
Adaptability	Developer	0.34	0.35	0.32	0.33	0.46
Adaptability	Discipline	-0.33	-0.34	-0.36	-0.31	-0.22
Adaptability	Empathy	0.40	0.41	0.40	0.40	0.48
Adaptability	Focus	-0.32	-0.32	-0.33	-0.31	-0.21
Adaptability	Futuristic	-0.05	-0.05	-0.06	-0.04	-0.01
Adaptability	Harmony	0.16	0.15	0.17	0.16	0.26
Adaptability	Ideation	0.19	0.20	0.21	0.20	0.26
Adaptability	Includer	0.21	0.21	0.20	0.23	0.22
Adaptability	Individualization	0.05	0.06	0.03	0.07	0.08
Adaptability	Input	0.19	0.20	0.17	0.19	0.23
Adaptability	Intellection	0.14	0.14	0.13	0.14	0.27
Adaptability	Learner	-0.11	-0.10	-0.13	-0.09	-0.02
Adaptability	Maximizer	0.17	0.16	0.17	0.17	0.24
Adaptability	Positivity	0.29	0.30	0.26	0.29	0.32
Adaptability	Relator	0.14	0.13	0.15	0.14	0.25
Adaptability	Responsibility	0.01	0.02	-0.04	0.02	0.06
Adaptability	Restorative	0.05	0.06	0.05	0.07	0.14
Adaptability	Self-Assurance	0.07	0.10	0.05	0.08	0.05
Adaptability	Significance	-0.12	-0.12	-0.12	-0.10	-0.12
Adaptability	Strategic	-0.02	-0.01	-0.03	-0.01	0.04
Adaptability	Woo	0.18	0.18	0.16	0.19	0.17

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Theme Pair Correlations for Analytical, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Analytical	Achiever	0.37	0.38	0.40	0.36	0.39
Analytical	Activator	0.11	0.10	0.12	0.10	0.20
Analytical	Adaptability	-0.20	-0.20	-0.18	-0.18	-0.05
Analytical	Arranger	0.33	0.35	0.37	0.31	0.36
Analytical	Belief	0.12	0.13	0.14	0.12	0.22
Analytical	Command	0.43	0.40	0.42	0.42	0.49
Analytical	Communication	-0.01	-0.02	0.03	-0.02	0.10
Analytical	Competition	0.36	0.32	0.32	0.37	0.43
Analytical	Connectedness	-0.01	0.01	0.05	-0.01	0.00
Analytical	Consistency	0.16	0.18	0.20	0.16	0.29
Analytical	Context	0.27	0.24	0.25	0.26	0.25
Analytical	Deliberative	0.45	0.45	0.45	0.45	0.51
Analytical	Developer	-0.12	-0.08	-0.06	-0.11	-0.02
Analytical	Discipline	0.34	0.37	0.42	0.32	0.40
Analytical	Empathy	-0.26	-0.21	-0.20	-0.25	-0.11
Analytical	Focus	0.53	0.52	0.54	0.52	0.58
Analytical	Futuristic	0.27	0.25	0.30	0.27	0.38
Analytical	Harmony	0.03	0.05	0.08	0.06	0.15
Analytical	Ideation	0.33	0.29	0.33	0.32	0.35
Analytical	Includer	-0.05	-0.04	-0.04	-0.05	0.05
Analytical	Individualization	0.37	0.38	0.41	0.34	0.40
Analytical	Input	0.24	0.24	0.28	0.24	0.29
Analytical	Intellection	0.29	0.29	0.34	0.28	0.30
Analytical	Learner	0.44	0.44	0.48	0.43	0.44
Analytical	Maximizer	0.09	0.07	0.12	0.09	0.17
Analytical	Positivity	-0.18	-0.17	-0.14	-0.18	-0.08
Analytical	Relator	0.25	0.26	0.30	0.25	0.33
Analytical	Responsibility	0.37	0.40	0.42	0.36	0.43
Analytical	Restorative	0.43	0.41	0.41	0.43	0.47
Analytical	Self-Assurance	0.40	0.37	0.40	0.38	0.45
Analytical	Significance	0.43	0.42	0.43	0.42	0.49
Analytical	Strategic	0.45	0.43	0.47	0.43	0.43
Analytical	Woo	-0.10	-0.11	-0.07	-0.10	0.01

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Theme Pair Correlations for Arranger, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Arranger	Achiever	0.49	0.47	0.51	0.48	0.53
Arranger	Activator	0.47	0.45	0.49	0.48	0.48
Arranger	Adaptability	0.06	0.08	0.02	0.08	0.05
Arranger	Analytical	0.33	0.35	0.37	0.31	0.36
Arranger	Belief	0.35	0.33	0.37	0.35	0.42
Arranger	Command	0.47	0.47	0.50	0.46	0.42
Arranger	Communication	0.35	0.33	0.37	0.34	0.42
Arranger	Competition	0.31	0.32	0.33	0.30	0.36
Arranger	Connectedness	0.24	0.22	0.26	0.23	0.31
Arranger	Consistency	-0.11	-0.10	-0.14	-0.12	-0.01
Arranger	Context	0.11	0.11	0.12	0.10	0.13
Arranger	Deliberative	-0.01	-0.01	0.00	0.00	0.04
Arranger	Developer	0.15	0.14	0.15	0.16	0.26
Arranger	Discipline	0.20	0.18	0.22	0.19	0.30
Arranger	Empathy	0.06	0.04	0.05	0.08	0.23
Arranger	Focus	0.42	0.41	0.45	0.41	0.45
Arranger	Futuristic	0.43	0.40	0.46	0.43	0.54
Arranger	Harmony	-0.19	-0.19	-0.21	-0.18	-0.08
Arranger	Ideation	0.47	0.47	0.50	0.47	0.46
Arranger	Includer	0.26	0.25	0.26	0.25	0.35
Arranger	Individualization	0.58	0.57	0.61	0.58	0.60
Arranger	Input	0.49	0.48	0.51	0.51	0.49
Arranger	Intellection	0.24	0.23	0.25	0.24	0.26
Arranger	Learner	0.47	0.46	0.48	0.46	0.51
Arranger	Maximizer	0.20	0.21	0.20	0.20	0.23
Arranger	Positivity	0.26	0.25	0.26	0.27	0.39
Arranger	Relator	0.09	0.08	0.08	0.10	0.11
Arranger	Responsibility	0.48	0.47	0.50	0.48	0.53
Arranger	Restorative	0.48	0.47	0.51	0.48	0.50
Arranger	Self-Assurance	0.62	0.62	0.65	0.61	0.61
Arranger	Significance	0.43	0.43	0.45	0.42	0.43
Arranger	Strategic	0.57	0.57	0.60	0.56	0.63
Arranger	Woo	0.26	0.24	0.28	0.26	0.33

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Theme Pair Correlations for Belief, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Belief	Achiever	0.24	0.22	0.26	0.24	0.33
Belief	Activator	0.20	0.17	0.24	0.21	0.25
Belief	Adaptability	0.13	0.15	0.08	0.14	0.22
Belief	Analytical	0.12	0.13	0.14	0.12	0.22
Belief	Arranger	0.35	0.33	0.37	0.35	0.42
Belief	Command	0.14	0.14	0.16	0.15	0.18
Belief	Communication	0.21	0.19	0.24	0.22	0.32
Belief	Competition	-0.03	-0.02	-0.02	-0.03	0.07
Belief	Connectedness	0.62	0.60	0.63	0.61	0.65
Belief	Consistency	0.12	0.12	0.11	0.13	0.21
Belief	Context	0.23	0.23	0.26	0.22	0.32
Belief	Deliberative	0.08	0.09	0.08	0.08	0.14
Belief	Developer	0.45	0.45	0.43	0.45	0.52
Belief	Discipline	0.20	0.17	0.23	0.21	0.32
Belief	Empathy	0.33	0.33	0.29	0.35	0.38
Belief	Focus	0.16	0.15	0.17	0.16	0.25
Belief	Futuristic	0.21	0.19	0.23	0.23	0.39
Belief	Harmony	0.11	0.10	0.08	0.12	0.17
Belief	Ideation	0.22	0.22	0.23	0.22	0.28
Belief	Includer	0.28	0.28	0.28	0.29	0.42
Belief	Individualization	0.32	0.30	0.33	0.33	0.41
Belief	Input	0.31	0.29	0.31	0.32	0.42
Belief	Intellection	0.29	0.29	0.29	0.29	0.36
Belief	Learner	0.38	0.36	0.40	0.37	0.48
Belief	Maximizer	0.10	0.09	0.12	0.09	0.11
Belief	Positivity	0.34	0.33	0.33	0.33	0.46
Belief	Relator	0.12	0.12	0.10	0.13	0.16
Belief	Responsibility	0.52	0.49	0.54	0.54	0.59
Belief	Restorative	0.30	0.30	0.32	0.32	0.48
Belief	Self-Assurance	0.28	0.27	0.32	0.27	0.37
Belief	Significance	0.13	0.11	0.15	0.13	0.24
Belief	Strategic	0.26	0.25	0.27	0.28	0.32
Belief	Woo	0.16	0.13	0.18	0.16	0.28

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Theme Pair Correlations for Command, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Command	Achiever	0.35	0.33	0.39	0.34	0.40
Command	Activator	0.62	0.63	0.62	0.62	0.61
Command	Adaptability	0.03	0.04	0.03	0.05	0.04
Command	Analytical	0.43	0.40	0.42	0.42	0.49
Command	Arranger	0.47	0.47	0.50	0.46	0.42
Command	Belief	0.14	0.14	0.16	0.15	0.18
Command	Communication	0.29	0.29	0.32	0.29	0.32
Command	Competition	0.54	0.52	0.54	0.54	0.56
Command	Connectedness	0.06	0.08	0.08	0.06	0.04
Command	Consistency	-0.15	-0.15	-0.12	-0.14	0.03
Command	Context	0.11	0.09	0.10	0.10	0.15
Command	Deliberative	0.12	0.09	0.14	0.14	0.23
Command	Developer	-0.18	-0.16	-0.16	-0.18	-0.07
Command	Discipline	0.06	0.04	0.12	0.06	0.25
Command	Empathy	-0.16	-0.14	-0.12	-0.15	0.00
Command	Focus	0.52	0.50	0.55	0.52	0.61
Command	Futuristic	0.46	0.43	0.48	0.47	0.54
Command	Harmony	-0.25	-0.27	-0.22	-0.23	-0.05
Command	Ideation	0.53	0.53	0.51	0.52	0.49
Command	Includer	0.01	0.01	0.03	0.01	0.08
Command	Individualization	0.45	0.44	0.48	0.44	0.44
Command	Input	0.39	0.40	0.41	0.39	0.38
Command	Intellection	0.22	0.20	0.24	0.22	0.29
Command	Learner	0.30	0.29	0.33	0.30	0.36
Command	Maximizer	0.20	0.19	0.20	0.21	0.29
Command	Positivity	-0.04	-0.01	-0.03	-0.03	0.04
Command	Relator	0.13	0.11	0.18	0.13	0.17
Command	Responsibility	0.19	0.19	0.23	0.19	0.24
Command	Restorative	0.37	0.35	0.38	0.36	0.33
Command	Self-Assurance	0.70	0.69	0.70	0.70	0.69
Command	Significance	0.61	0.59	0.62	0.61	0.61
Command	Strategic	0.53	0.53	0.53	0.51	0.46
Command	Woo	0.21	0.22	0.23	0.20	0.20

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Theme Pair Correlations for Communication, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Communication	Achiever	0.16	0.13	0.19	0.15	0.20
Communication	Activator	0.56	0.55	0.57	0.56	0.59
Communication	Adaptability	0.19	0.19	0.18	0.21	0.21
Communication	Analytical	-0.01	-0.02	0.03	-0.02	0.10
Communication	Arranger	0.35	0.33	0.37	0.34	0.42
Communication	Belief	0.21	0.19	0.24	0.22	0.32
Communication	Command	0.29	0.29	0.32	0.29	0.32
Communication	Competition	0.21	0.22	0.23	0.20	0.31
Communication	Connectedness	0.22	0.20	0.25	0.22	0.28
Communication	Consistency	-0.04	-0.04	-0.05	-0.03	-0.08
Communication	Context	0.04	0.03	0.07	0.03	0.06
Communication	Deliberative	-0.32	-0.34	-0.30	-0.31	-0.18
Communication	Developer	0.28	0.26	0.30	0.29	0.27
Communication	Discipline	0.04	0.02	0.06	0.05	0.10
Communication	Empathy	0.25	0.23	0.28	0.26	0.29
Communication	Focus	0.18	0.17	0.21	0.17	0.22
Communication	Futuristic	0.28	0.27	0.31	0.28	0.34
Communication	Harmony	0.00	-0.01	-0.01	0.01	0.06
Communication	Ideation	0.28	0.28	0.31	0.27	0.31
Communication	Includer	0.42	0.40	0.44	0.42	0.36
Communication	Individualization	0.31	0.29	0.35	0.32	0.38
Communication	Input	0.31	0.29	0.35	0.32	0.36
Communication	Intellection	-0.02	-0.05	0.01	-0.01	0.12
Communication	Learner	0.11	0.09	0.14	0.12	0.16
Communication	Maximizer	0.27	0.28	0.26	0.28	0.19
Communication	Positivity	0.49	0.48	0.51	0.51	0.44
Communication	Relator	-0.09	-0.11	-0.08	-0.08	0.05
Communication	Responsibility	0.14	0.12	0.18	0.15	0.18
Communication	Restorative	0.12	0.09	0.17	0.12	0.15
Communication	Self-Assurance	0.35	0.35	0.39	0.36	0.36
Communication	Significance	0.29	0.28	0.31	0.30	0.28
Communication	Strategic	0.33	0.33	0.34	0.32	0.37
Communication	Woo	0.82	0.82	0.82	0.82	0.80

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Theme Pair Correlations for Competition, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Competition	Achiever	0.47	0.48	0.47	0.47	0.50
Competition	Activator	0.40	0.40	0.42	0.40	0.41
Competition	Adaptability	-0.12	-0.13	-0.10	-0.11	-0.15
Competition	Analytical	0.36	0.32	0.32	0.37	0.43
Competition	Arranger	0.31	0.32	0.33	0.30	0.36
Competition	Belief	-0.03	-0.02	-0.02	-0.03	0.07
Competition	Command	0.54	0.52	0.54	0.54	0.56
Competition	Communication	0.21	0.22	0.23	0.20	0.31
Competition	Connectedness	-0.18	-0.16	-0.17	-0.18	-0.11
Competition	Consistency	-0.02	0.00	-0.01	-0.02	0.08
Competition	Context	0.05	0.03	0.01	0.05	0.02
Competition	Deliberative	0.11	0.11	0.09	0.11	0.15
Competition	Developer	-0.16	-0.13	-0.13	-0.15	-0.13
Competition	Discipline	0.16	0.19	0.18	0.15	0.28
Competition	Empathy	-0.18	-0.14	-0.14	-0.18	-0.09
Competition	Focus	0.57	0.57	0.57	0.57	0.63
Competition	Futuristic	0.43	0.42	0.44	0.43	0.48
Competition	Harmony	-0.11	-0.10	-0.08	-0.10	0.02
Competition	Ideation	0.30	0.29	0.27	0.30	0.30
Competition	Includer	-0.01	-0.01	0.01	-0.01	0.06
Competition	Individualization	0.29	0.30	0.30	0.26	0.30
Competition	Input	0.21	0.23	0.19	0.23	0.24
Competition	Intellection	0.07	0.10	0.05	0.09	0.11
Competition	Learner	0.21	0.23	0.18	0.22	0.23
Competition	Maximizer	0.18	0.18	0.17	0.20	0.28
Competition	Positivity	-0.01	0.00	0.03	0.00	0.06
Competition	Relator	0.07	0.07	0.10	0.08	0.11
Competition	Responsibility	0.06	0.08	0.07	0.07	0.14
Competition	Restorative	0.22	0.21	0.20	0.22	0.17
Competition	Self-Assurance	0.45	0.42	0.45	0.44	0.54
Competition	Significance	0.63	0.63	0.62	0.62	0.65
Competition	Strategic	0.39	0.39	0.38	0.38	0.36
Competition	Woo	0.17	0.18	0.20	0.16	0.21

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Theme Pair Correlations for Connectedness, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Connectedness	Achiever	0.06	0.05	0.08	0.06	0.09
Connectedness	Activator	0.20	0.20	0.22	0.20	0.22
Connectedness	Adaptability	0.27	0.30	0.22	0.28	0.30
Connectedness	Analytical	-0.01	0.01	0.05	-0.01	0.00
Connectedness	Arranger	0.24	0.22	0.26	0.23	0.31
Connectedness	Belief	0.62	0.60	0.63	0.61	0.65
Connectedness	Command	0.06	0.08	0.08	0.06	0.04
Connectedness	Communication	0.22	0.20	0.25	0.22	0.28
Connectedness	Competition	-0.18	-0.16	-0.17	-0.18	-0.11
Connectedness	Consistency	0.03	0.00	0.04	0.04	0.07
Connectedness	Context	0.24	0.27	0.26	0.24	0.29
Connectedness	Deliberative	-0.01	-0.02	0.01	0.00	0.01
Connectedness	Developer	0.44	0.43	0.43	0.44	0.55
Connectedness	Discipline	0.08	0.02	0.12	0.09	0.13
Connectedness	Empathy	0.43	0.42	0.39	0.43	0.51
Connectedness	Focus	-0.03	-0.03	0.01	-0.03	-0.04
Connectedness	Futuristic	0.15	0.15	0.17	0.15	0.21
Connectedness	Harmony	0.10	0.08	0.08	0.12	0.14
Connectedness	Ideation	0.25	0.28	0.28	0.24	0.29
Connectedness	Includer	0.26	0.24	0.27	0.25	0.31
Connectedness	Individualization	0.30	0.30	0.31	0.31	0.42
Connectedness	Input	0.37	0.38	0.37	0.37	0.40
Connectedness	Intellection	0.43	0.43	0.42	0.42	0.46
Connectedness	Learner	0.30	0.30	0.33	0.28	0.31
Connectedness	Maximizer	0.14	0.15	0.15	0.14	0.12
Connectedness	Positivity	0.36	0.35	0.34	0.35	0.49
Connectedness	Relator	0.11	0.11	0.09	0.12	0.15
Connectedness	Responsibility	0.30	0.27	0.32	0.31	0.34
Connectedness	Restorative	0.18	0.19	0.22	0.18	0.33
Connectedness	Self-Assurance	0.18	0.21	0.21	0.17	0.19
Connectedness	Significance	-0.06	-0.07	-0.04	-0.05	0.00
Connectedness	Strategic	0.21	0.22	0.23	0.21	0.30
Connectedness	Woo	0.16	0.13	0.18	0.16	0.26

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Theme Pair Correlations for Consistency, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Consistency	Achiever	0.11	0.12	0.08	0.10	0.16
Consistency	Activator	-0.15	-0.16	-0.14	-0.15	-0.08
Consistency	Adaptability	-0.02	-0.04	-0.01	-0.01	0.05
Consistency	Analytical	0.16	0.18	0.20	0.16	0.29
Consistency	Arranger	-0.11	-0.10	-0.14	-0.12	-0.01
Consistency	Belief	0.12	0.12	0.11	0.13	0.21
Consistency	Command	-0.15	-0.15	-0.12	-0.14	0.03
Consistency	Communication	-0.04	-0.04	-0.05	-0.03	-0.08
Consistency	Competition	-0.02	0.00	-0.01	-0.02	0.08
Consistency	Connectedness	0.03	0.00	0.04	0.04	0.07
Consistency	Context	0.13	0.12	0.17	0.13	0.24
Consistency	Deliberative	0.35	0.35	0.37	0.35	0.52
Consistency	Developer	0.23	0.22	0.18	0.23	0.16
Consistency	Discipline	0.58	0.60	0.54	0.59	0.61
Consistency	Empathy	0.18	0.17	0.14	0.18	0.11
Consistency	Focus	0.18	0.20	0.16	0.18	0.24
Consistency	Futuristic	-0.10	-0.09	-0.11	-0.11	-0.02
Consistency	Harmony	0.70	0.70	0.69	0.71	0.68
Consistency	Ideation	-0.45	-0.46	-0.43	-0.45	-0.32
Consistency	Includer	0.08	0.08	0.06	0.09	0.03
Consistency	Individualization	-0.23	-0.23	-0.23	-0.23	-0.11
Consistency	Input	-0.16	-0.17	-0.14	-0.16	-0.06
Consistency	Intellection	0.02	0.02	0.02	0.01	0.13
Consistency	Learner	0.02	0.02	0.02	0.02	0.11
Consistency	Maximizer	0.07	0.08	0.07	0.07	0.06
Consistency	Positivity	0.07	0.06	0.05	0.08	-0.01
Consistency	Relator	0.26	0.26	0.24	0.28	0.33
Consistency	Responsibility	0.31	0.32	0.27	0.30	0.40
Consistency	Restorative	-0.01	0.00	0.01	0.00	0.18
Consistency	Self-Assurance	-0.15	-0.16	-0.11	-0.15	0.02
Consistency	Significance	0.09	0.09	0.10	0.09	0.19
Consistency	Strategic	-0.19	-0.19	-0.18	-0.20	-0.10
Consistency	Woo	-0.07	-0.07	-0.08	-0.06	-0.08

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Theme Pair Correlations for Context, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Context	Achiever	0.10	0.11	0.11	0.08	0.12
Context	Activator	0.04	0.04	0.04	0.04	0.10
Context	Adaptability	0.04	0.05	0.04	0.06	0.15
Context	Analytical	0.27	0.24	0.25	0.26	0.25
Context	Arranger	0.11	0.11	0.12	0.10	0.13
Context	Belief	0.23	0.23	0.26	0.22	0.32
Context	Command	0.11	0.09	0.10	0.10	0.15
Context	Communication	0.04	0.03	0.07	0.03	0.06
Context	Competition	0.05	0.03	0.01	0.05	0.02
Context	Connectedness	0.24	0.27	0.26	0.24	0.29
Context	Consistency	0.13	0.12	0.17	0.13	0.24
Context	Deliberative	0.20	0.18	0.21	0.19	0.23
Context	Developer	0.11	0.14	0.16	0.11	0.26
Context	Discipline	0.13	0.14	0.18	0.13	0.21
Context	Empathy	0.07	0.12	0.12	0.08	0.24
Context	Focus	0.11	0.11	0.12	0.09	0.09
Context	Futuristic	0.00	0.02	-0.01	-0.02	0.05
Context	Harmony	0.13	0.12	0.17	0.14	0.21
Context	Ideation	0.14	0.12	0.12	0.12	0.17
Context	Includer	0.02	0.02	0.04	0.02	0.09
Context	Individualization	0.21	0.22	0.21	0.19	0.24
Context	Input	0.23	0.25	0.23	0.22	0.30
Context	Intellection	0.34	0.35	0.35	0.32	0.44
Context	Learner	0.29	0.31	0.31	0.26	0.35
Context	Maximizer	0.02	0.01	0.03	0.01	0.01
Context	Positivity	0.02	0.03	0.04	0.02	0.09
Context	Relator	0.15	0.16	0.17	0.15	0.27
Context	Responsibility	0.18	0.18	0.23	0.17	0.23
Context	Restorative	0.24	0.23	0.22	0.24	0.31
Context	Self-Assurance	0.10	0.08	0.09	0.08	0.09
Context	Significance	0.07	0.07	0.06	0.06	0.04
Context	Strategic	0.17	0.16	0.16	0.17	0.17
Context	Woo	-0.01	-0.02	0.02	-0.01	0.03

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Theme Pair Correlations for Deliberative, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Deliberative	Achiever	0.16	0.17	0.13	0.16	0.23
Deliberative	Activator	-0.18	-0.20	-0.17	-0.17	-0.05
Deliberative	Adaptability	-0.05	-0.08	-0.03	-0.04	0.04
Deliberative	Analytical	0.45	0.45	0.45	0.45	0.51
Deliberative	Arranger	-0.01	-0.01	0.00	0.00	0.04
Deliberative	Belief	0.08	0.09	0.08	0.08	0.14
Deliberative	Command	0.12	0.09	0.14	0.14	0.23
Deliberative	Communication	-0.32	-0.34	-0.30	-0.31	-0.18
Deliberative	Competition	0.11	0.11	0.09	0.11	0.15
Deliberative	Connectedness	-0.01	-0.02	0.01	0.00	0.01
Deliberative	Consistency	0.35	0.35	0.37	0.35	0.52
Deliberative	Context	0.20	0.18	0.21	0.19	0.23
Deliberative	Developer	-0.14	-0.12	-0.15	-0.13	-0.05
Deliberative	Discipline	0.36	0.37	0.38	0.36	0.50
Deliberative	Empathy	-0.07	-0.06	-0.07	-0.07	-0.02
Deliberative	Focus	0.27	0.27	0.25	0.27	0.37
Deliberative	Futuristic	0.02	0.02	0.03	0.02	0.11
Deliberative	Harmony	0.31	0.31	0.31	0.32	0.42
Deliberative	Ideation	-0.04	-0.06	-0.02	-0.04	-0.02
Deliberative	Includer	-0.28	-0.28	-0.28	-0.28	-0.18
Deliberative	Individualization	0.04	0.03	0.05	0.03	0.10
Deliberative	Input	-0.02	-0.04	0.01	-0.03	0.09
Deliberative	Intellection	0.26	0.25	0.27	0.24	0.28
Deliberative	Learner	0.18	0.18	0.18	0.17	0.27
Deliberative	Maximizer	0.05	0.02	0.07	0.05	0.13
Deliberative	Positivity	-0.40	-0.39	-0.40	-0.40	-0.30
Deliberative	Relator	0.44	0.43	0.45	0.46	0.51
Deliberative	Responsibility	0.29	0.30	0.28	0.29	0.43
Deliberative	Restorative	0.16	0.15	0.14	0.16	0.25
Deliberative	Self-Assurance	-0.01	-0.04	0.01	-0.02	0.10
Deliberative	Significance	0.19	0.18	0.20	0.20	0.31
Deliberative	Strategic	0.06	0.04	0.08	0.05	0.09
Deliberative	Woo	-0.39	-0.41	-0.37	-0.38	-0.26

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Theme Pair Correlations for Developer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Developer	Achiever	0.04	0.03	0.03	0.06	0.06
Developer	Activator	0.11	0.10	0.13	0.12	0.18
Developer	Adaptability	0.34	0.35	0.32	0.33	0.46
Developer	Analytical	-0.12	-0.08	-0.06	-0.11	-0.02
Developer	Arranger	0.15	0.14	0.15	0.16	0.26
Developer	Belief	0.45	0.45	0.43	0.45	0.52
Developer	Command	-0.18	-0.16	-0.16	-0.18	-0.07
Developer	Communication	0.28	0.26	0.30	0.29	0.27
Developer	Competition	-0.16	-0.13	-0.13	-0.15	-0.13
Developer	Connectedness	0.44	0.43	0.43	0.44	0.55
Developer	Consistency	0.23	0.22	0.18	0.23	0.16
Developer	Context	0.11	0.14	0.16	0.11	0.26
Developer	Deliberative	-0.14	-0.12	-0.15	-0.13	-0.05
Developer	Discipline	0.15	0.12	0.10	0.17	0.09
Developer	Empathy	0.73	0.72	0.69	0.73	0.77
Developer	Focus	-0.04	-0.03	-0.05	-0.03	-0.03
Developer	Futuristic	0.08	0.09	0.09	0.09	0.15
Developer	Harmony	0.35	0.34	0.30	0.35	0.27
Developer	Ideation	0.05	0.06	0.10	0.05	0.21
Developer	Includer	0.42	0.41	0.44	0.42	0.36
Developer	Individualization	0.20	0.19	0.21	0.22	0.33
Developer	Input	0.21	0.21	0.21	0.22	0.33
Developer	Intellection	0.19	0.20	0.17	0.19	0.36
Developer	Learner	0.14	0.14	0.13	0.15	0.21
Developer	Maximizer	0.14	0.15	0.16	0.13	0.09
Developer	Positivity	0.71	0.70	0.72	0.71	0.71
Developer	Relator	0.11	0.10	0.06	0.12	0.18
Developer	Responsibility	0.27	0.26	0.23	0.29	0.31
Developer	Restorative	0.09	0.12	0.13	0.12	0.28
Developer	Self-Assurance	0.00	0.02	0.05	0.00	0.10
Developer	Significance	-0.12	-0.11	-0.10	-0.11	-0.05
Developer	Strategic	0.05	0.06	0.07	0.07	0.20
Developer	Woo	0.26	0.24	0.27	0.27	0.24

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Theme Pair Correlations for Discipline, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Discipline	Achiever	0.42	0.42	0.42	0.42	0.45
Discipline	Activator	0.02	-0.01	0.07	0.03	0.13
Discipline	Adaptability	-0.33	-0.34	-0.36	-0.31	-0.22
Discipline	Analytical	0.34	0.37	0.42	0.32	0.40
Discipline	Arranger	0.20	0.18	0.22	0.19	0.30
Discipline	Belief	0.20	0.17	0.23	0.21	0.32
Discipline	Command	0.06	0.04	0.12	0.06	0.25
Discipline	Communication	0.04	0.02	0.06	0.05	0.10
Discipline	Competition	0.16	0.19	0.18	0.15	0.28
Discipline	Connectedness	0.08	0.02	0.12	0.09	0.13
Discipline	Consistency	0.58	0.60	0.54	0.59	0.61
Discipline	Context	0.13	0.14	0.18	0.13	0.21
Discipline	Deliberative	0.36	0.37	0.38	0.36	0.50
Discipline	Developer	0.15	0.12	0.10	0.17	0.09
Discipline	Empathy	0.06	0.03	0.01	0.08	0.07
Discipline	Focus	0.53	0.53	0.55	0.52	0.54
Discipline	Futuristic	0.19	0.18	0.22	0.18	0.32
Discipline	Harmony	0.37	0.37	0.31	0.38	0.37
Discipline	Ideation	-0.19	-0.20	-0.13	-0.20	-0.10
Discipline	Includer	0.06	0.05	0.06	0.06	0.07
Discipline	Individualization	0.11	0.09	0.16	0.11	0.18
Discipline	Input	0.04	0.01	0.09	0.04	0.18
Discipline	Intellection	0.13	0.11	0.15	0.12	0.24
Discipline	Learner	0.30	0.28	0.34	0.29	0.36
Discipline	Maximizer	0.12	0.12	0.11	0.12	0.15
Discipline	Positivity	0.06	0.04	0.04	0.08	0.03
Discipline	Relator	0.23	0.23	0.20	0.26	0.26
Discipline	Responsibility	0.48	0.46	0.49	0.48	0.57
Discipline	Restorative	0.14	0.14	0.19	0.15	0.27
Discipline	Self-Assurance	0.11	0.09	0.20	0.11	0.29
Discipline	Significance	0.32	0.31	0.35	0.31	0.42
Discipline	Strategic	0.15	0.15	0.21	0.14	0.24
Discipline	Woo	-0.02	-0.04	-0.01	-0.01	0.06

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Theme Pair Correlations for Empathy, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Empathy	Achiever	-0.07	-0.09	-0.09	-0.05	0.00
Empathy	Activator	0.10	0.09	0.10	0.11	0.22
Empathy	Adaptability	0.40	0.41	0.40	0.40	0.48
Empathy	Analytical	-0.26	-0.21	-0.20	-0.25	-0.11
Empathy	Arranger	0.06	0.04	0.05	0.08	0.23
Empathy	Belief	0.33	0.33	0.29	0.35	0.38
Empathy	Command	-0.16	-0.14	-0.12	-0.15	0.00
Empathy	Communication	0.25	0.23	0.28	0.26	0.29
Empathy	Competition	-0.18	-0.14	-0.14	-0.18	-0.09
Empathy	Connectedness	0.43	0.42	0.39	0.43	0.51
Empathy	Consistency	0.18	0.17	0.14	0.18	0.11
Empathy	Context	0.07	0.12	0.12	0.08	0.24
Empathy	Deliberative	-0.07	-0.06	-0.07	-0.07	-0.02
Empathy	Developer	0.73	0.72	0.69	0.73	0.77
Empathy	Discipline	0.06	0.03	0.01	0.08	0.07
Empathy	Focus	-0.14	-0.12	-0.14	-0.13	-0.07
Empathy	Futuristic	0.04	0.05	0.04	0.04	0.12
Empathy	Harmony	0.34	0.34	0.29	0.34	0.25
Empathy	Ideation	0.02	0.05	0.08	0.03	0.23
Empathy	Includer	0.33	0.31	0.35	0.34	0.29
Empathy	Individualization	0.19	0.18	0.19	0.21	0.35
Empathy	Input	0.18	0.18	0.18	0.19	0.33
Empathy	Intellection	0.18	0.20	0.15	0.17	0.37
Empathy	Learner	0.02	0.03	0.01	0.04	0.15
Empathy	Maximizer	0.12	0.13	0.13	0.11	0.12
Empathy	Positivity	0.48	0.46	0.47	0.48	0.49
Empathy	Relator	0.15	0.15	0.10	0.15	0.24
Empathy	Responsibility	0.14	0.13	0.09	0.17	0.18
Empathy	Restorative	0.03	0.06	0.07	0.05	0.20
Empathy	Self-Assurance	-0.07	-0.05	-0.02	-0.06	0.06
Empathy	Significance	-0.19	-0.18	-0.18	-0.18	-0.07
Empathy	Strategic	-0.03	-0.01	0.00	-0.02	0.16
Empathy	Woo	0.24	0.22	0.26	0.25	0.23

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Theme Pair Correlations for Focus, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Focus	Achiever	0.67	0.66	0.67	0.67	0.67
Focus	Activator	0.34	0.32	0.36	0.34	0.35
Focus	Adaptability	-0.32	-0.32	-0.33	-0.31	-0.21
Focus	Analytical	0.53	0.52	0.54	0.52	0.58
Focus	Arranger	0.42	0.41	0.45	0.41	0.45
Focus	Belief	0.16	0.15	0.17	0.16	0.25
Focus	Command	0.52	0.50	0.55	0.52	0.61
Focus	Communication	0.18	0.17	0.21	0.17	0.22
Focus	Competition	0.57	0.57	0.57	0.57	0.63
Focus	Connectedness	-0.03	-0.03	0.01	-0.03	-0.04
Focus	Consistency	0.18	0.20	0.16	0.18	0.24
Focus	Context	0.11	0.11	0.12	0.09	0.09
Focus	Deliberative	0.27	0.27	0.25	0.27	0.37
Focus	Developer	-0.04	-0.03	-0.05	-0.03	-0.03
Focus	Discipline	0.53	0.53	0.55	0.52	0.54
Focus	Empathy	-0.14	-0.12	-0.14	-0.13	-0.07
Focus	Futuristic	0.54	0.53	0.56	0.54	0.61
Focus	Harmony	0.03	0.05	0.02	0.04	0.14
Focus	Ideation	0.23	0.22	0.25	0.23	0.27
Focus	Includer	0.04	0.04	0.05	0.04	0.13
Focus	Individualization	0.34	0.33	0.37	0.33	0.37
Focus	Input	0.28	0.28	0.30	0.29	0.31
Focus	Intellection	0.17	0.18	0.18	0.18	0.23
Focus	Learner	0.49	0.48	0.50	0.49	0.51
Focus	Maximizer	0.20	0.19	0.20	0.20	0.29
Focus	Positivity	0.04	0.04	0.05	0.05	0.07
Focus	Relator	0.18	0.18	0.19	0.19	0.22
Focus	Responsibility	0.39	0.38	0.41	0.39	0.41
Focus	Restorative	0.33	0.31	0.34	0.32	0.32
Focus	Self-Assurance	0.50	0.47	0.54	0.50	0.60
Focus	Significance	0.70	0.70	0.71	0.70	0.75
Focus	Strategic	0.44	0.43	0.46	0.43	0.41
Focus	Woo	0.11	0.10	0.13	0.11	0.14

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Theme Pair Correlations for Futuristic, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Futuristic	Achiever	0.34	0.32	0.36	0.36	0.46
Futuristic	Activator	0.45	0.43	0.47	0.47	0.48
Futuristic	Adaptability	-0.05	-0.05	-0.06	-0.04	-0.01
Futuristic	Analytical	0.27	0.25	0.30	0.27	0.38
Futuristic	Arranger	0.43	0.40	0.46	0.43	0.54
Futuristic	Belief	0.21	0.19	0.23	0.23	0.39
Futuristic	Command	0.46	0.43	0.48	0.47	0.54
Futuristic	Communication	0.28	0.27	0.31	0.28	0.34
Futuristic	Competition	0.43	0.42	0.44	0.43	0.48
Futuristic	Connectedness	0.15	0.15	0.17	0.15	0.21
Futuristic	Consistency	-0.10	-0.09	-0.11	-0.11	-0.02
Futuristic	Context	0.00	0.02	-0.01	-0.02	0.05
Futuristic	Deliberative	0.02	0.02	0.03	0.02	0.11
Futuristic	Developer	0.08	0.09	0.09	0.09	0.15
Futuristic	Discipline	0.19	0.18	0.22	0.18	0.32
Futuristic	Empathy	0.04	0.05	0.04	0.04	0.12
Futuristic	Focus	0.54	0.53	0.56	0.54	0.61
Futuristic	Harmony	-0.15	-0.14	-0.15	-0.14	-0.06
Futuristic	Ideation	0.50	0.48	0.52	0.50	0.54
Futuristic	Includer	0.14	0.13	0.16	0.14	0.25
Futuristic	Individualization	0.46	0.44	0.49	0.47	0.57
Futuristic	Input	0.42	0.41	0.43	0.45	0.47
Futuristic	Intellection	0.24	0.23	0.25	0.24	0.32
Futuristic	Learner	0.34	0.32	0.35	0.35	0.46
Futuristic	Maximizer	0.23	0.23	0.24	0.24	0.22
Futuristic	Positivity	0.22	0.22	0.22	0.22	0.29
Futuristic	Relator	0.09	0.09	0.11	0.09	0.10
Futuristic	Responsibility	0.22	0.20	0.25	0.23	0.33
Futuristic	Restorative	0.29	0.26	0.31	0.29	0.39
Futuristic	Self-Assurance	0.50	0.47	0.52	0.51	0.62
Futuristic	Significance	0.50	0.49	0.51	0.50	0.57
Futuristic	Strategic	0.54	0.52	0.55	0.55	0.58
Futuristic	Woo	0.22	0.21	0.24	0.23	0.26

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Theme Pair Correlations for Harmony, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Harmony	Achiever	-0.04	-0.04	-0.07	-0.03	0.00
Harmony	Activator	-0.16	-0.17	-0.15	-0.15	-0.06
Harmony	Adaptability	0.16	0.15	0.17	0.16	0.26
Harmony	Analytical	0.03	0.05	0.08	0.06	0.15
Harmony	Arranger	-0.19	-0.19	-0.21	-0.18	-0.08
Harmony	Belief	0.11	0.10	0.08	0.12	0.17
Harmony	Command	-0.25	-0.27	-0.22	-0.23	-0.05
Harmony	Communication	0.00	-0.01	-0.01	0.01	0.06
Harmony	Competition	-0.11	-0.10	-0.08	-0.10	0.02
Harmony	Connectedness	0.10	0.08	0.08	0.12	0.14
Harmony	Consistency	0.70	0.70	0.69	0.71	0.68
Harmony	Context	0.13	0.12	0.17	0.14	0.21
Harmony	Deliberative	0.31	0.31	0.31	0.32	0.42
Harmony	Developer	0.35	0.34	0.30	0.35	0.27
Harmony	Discipline	0.37	0.37	0.31	0.38	0.37
Harmony	Empathy	0.34	0.34	0.29	0.34	0.25
Harmony	Focus	0.03	0.05	0.02	0.04	0.14
Harmony	Futuristic	-0.15	-0.14	-0.15	-0.14	-0.06
Harmony	Ideation	-0.43	-0.44	-0.40	-0.42	-0.26
Harmony	Includer	0.09	0.08	0.08	0.11	0.08
Harmony	Individualization	-0.20	-0.21	-0.19	-0.19	-0.07
Harmony	Input	-0.14	-0.16	-0.13	-0.13	0.00
Harmony	Intellection	0.04	0.05	0.03	0.05	0.17
Harmony	Learner	-0.07	-0.07	-0.08	-0.04	0.04
Harmony	Maximizer	0.11	0.11	0.12	0.12	0.17
Harmony	Positivity	0.16	0.14	0.14	0.16	0.11
Harmony	Relator	0.27	0.28	0.24	0.29	0.36
Harmony	Responsibility	0.21	0.22	0.16	0.22	0.26
Harmony	Restorative	-0.15	-0.14	-0.15	-0.13	0.00
Harmony	Self-Assurance	-0.27	-0.28	-0.23	-0.26	-0.09
Harmony	Significance	-0.03	-0.03	-0.02	-0.02	0.14
Harmony	Strategic	-0.33	-0.33	-0.32	-0.31	-0.20
Harmony	Woo	-0.02	-0.04	-0.03	-0.01	0.04

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Theme Pair Correlations for Ideation, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Ideation	Achiever	0.23	0.23	0.24	0.22	0.22
Ideation	Activator	0.44	0.45	0.44	0.44	0.45
Ideation	Adaptability	0.19	0.20	0.21	0.20	0.26
Ideation	Analytical	0.33	0.29	0.33	0.32	0.35
Ideation	Arranger	0.47	0.47	0.50	0.47	0.46
Ideation	Belief	0.22	0.22	0.23	0.22	0.28
Ideation	Command	0.53	0.53	0.51	0.52	0.49
Ideation	Communication	0.28	0.28	0.31	0.27	0.31
Ideation	Competition	0.30	0.29	0.27	0.30	0.30
Ideation	Connectedness	0.25	0.28	0.28	0.24	0.29
Ideation	Consistency	-0.45	-0.46	-0.43	-0.45	-0.32
Ideation	Context	0.14	0.12	0.12	0.12	0.17
Ideation	Deliberative	-0.04	-0.06	-0.02	-0.04	-0.02
Ideation	Developer	0.05	0.06	0.10	0.05	0.21
Ideation	Discipline	-0.19	-0.20	-0.13	-0.20	-0.10
Ideation	Empathy	0.02	0.05	0.08	0.03	0.23
Ideation	Focus	0.23	0.22	0.25	0.23	0.27
Ideation	Futuristic	0.50	0.48	0.52	0.50	0.54
Ideation	Harmony	-0.43	-0.44	-0.40	-0.42	-0.26
Ideation	Includer	0.13	0.13	0.16	0.13	0.17
Ideation	Individualization	0.63	0.63	0.64	0.62	0.62
Ideation	Input	0.53	0.54	0.55	0.54	0.51
Ideation	Intellection	0.40	0.39	0.44	0.40	0.49
Ideation	Learner	0.38	0.37	0.40	0.37	0.40
Ideation	Maximizer	0.21	0.20	0.23	0.20	0.27
Ideation	Positivity	0.15	0.16	0.17	0.16	0.29
Ideation	Relator	0.04	0.03	0.10	0.03	0.13
Ideation	Responsibility	0.14	0.13	0.18	0.14	0.17
Ideation	Restorative	0.37	0.35	0.37	0.36	0.34
Ideation	Self-Assurance	0.53	0.53	0.51	0.53	0.47
Ideation	Significance	0.31	0.30	0.30	0.31	0.30
Ideation	Strategic	0.70	0.70	0.71	0.71	0.68
Ideation	Woo	0.19	0.20	0.21	0.19	0.21

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Theme Pair Correlations for Includer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Includer	Achiever	0.11	0.11	0.11	0.11	0.18
Includer	Activator	0.21	0.19	0.24	0.21	0.19
Includer	Adaptability	0.21	0.21	0.20	0.23	0.22
Includer	Analytical	-0.05	-0.04	-0.04	-0.05	0.05
Includer	Arranger	0.26	0.25	0.26	0.25	0.35
Includer	Belief	0.28	0.28	0.28	0.29	0.42
Includer	Command	0.01	0.01	0.03	0.01	0.08
Includer	Communication	0.42	0.40	0.44	0.42	0.36
Includer	Competition	-0.01	-0.01	0.01	-0.01	0.06
Includer	Connectedness	0.26	0.24	0.27	0.25	0.31
Includer	Consistency	0.08	0.08	0.06	0.09	0.03
Includer	Context	0.02	0.02	0.04	0.02	0.09
Includer	Deliberative	-0.28	-0.28	-0.28	-0.28	-0.18
Includer	Developer	0.42	0.41	0.44	0.42	0.36
Includer	Discipline	0.06	0.05	0.06	0.06	0.07
Includer	Empathy	0.33	0.31	0.35	0.34	0.29
Includer	Focus	0.04	0.04	0.05	0.04	0.13
Includer	Futuristic	0.14	0.13	0.16	0.14	0.25
Includer	Harmony	0.09	0.08	0.08	0.11	0.08
Includer	Ideation	0.13	0.13	0.16	0.13	0.17
Includer	Individualization	0.13	0.12	0.15	0.13	0.16
Includer	Input	0.25	0.23	0.25	0.26	0.28
Includer	Intellection	-0.04	-0.05	-0.04	-0.04	0.03
Includer	Learner	0.11	0.11	0.11	0.11	0.19
Includer	Maximizer	0.09	0.09	0.09	0.08	0.08
Includer	Positivity	0.59	0.58	0.60	0.59	0.53
Includer	Relator	-0.38	-0.40	-0.40	-0.36	-0.29
Includer	Responsibility	0.19	0.19	0.17	0.19	0.25
Includer	Restorative	0.20	0.20	0.21	0.21	0.28
Includer	Self-Assurance	0.18	0.19	0.20	0.17	0.24
Includer	Significance	0.06	0.05	0.08	0.05	0.13
Includer	Strategic	0.10	0.10	0.11	0.11	0.14
Includer	Woo	0.48	0.46	0.49	0.48	0.44

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Theme Pair Correlations for Individualization, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Individualization	Achiever	0.34	0.32	0.36	0.33	0.33
Individualization	Activator	0.43	0.41	0.44	0.43	0.45
Individualization	Adaptability	0.05	0.06	0.03	0.07	0.08
Individualization	Analytical	0.37	0.38	0.41	0.34	0.40
Individualization	Arranger	0.58	0.57	0.61	0.58	0.60
Individualization	Belief	0.32	0.30	0.33	0.33	0.41
Individualization	Command	0.45	0.44	0.48	0.44	0.44
Individualization	Communication	0.31	0.29	0.35	0.32	0.38
Individualization	Competition	0.29	0.30	0.30	0.26	0.30
Individualization	Connectedness	0.30	0.30	0.31	0.31	0.42
Individualization	Consistency	-0.23	-0.23	-0.23	-0.23	-0.11
Individualization	Context	0.21	0.22	0.21	0.19	0.24
Individualization	Deliberative	0.04	0.03	0.05	0.03	0.10
Individualization	Developer	0.20	0.19	0.21	0.22	0.33
Individualization	Discipline	0.11	0.09	0.16	0.11	0.18
Individualization	Empathy	0.19	0.18	0.19	0.21	0.35
Individualization	Focus	0.34	0.33	0.37	0.33	0.37
Individualization	Futuristic	0.46	0.44	0.49	0.47	0.57
Individualization	Harmony	-0.20	-0.21	-0.19	-0.19	-0.07
Individualization	Ideation	0.63	0.63	0.64	0.62	0.62
Individualization	Includer	0.13	0.12	0.15	0.13	0.16
Individualization	Input	0.49	0.48	0.50	0.50	0.51
Individualization	Intellection	0.36	0.35	0.37	0.36	0.45
Individualization	Learner	0.48	0.47	0.50	0.48	0.51
Individualization	Maximizer	0.17	0.17	0.18	0.16	0.14
Individualization	Positivity	0.21	0.20	0.21	0.22	0.32
Individualization	Relator	0.15	0.14	0.16	0.14	0.21
Individualization	Responsibility	0.28	0.26	0.31	0.29	0.34
Individualization	Restorative	0.42	0.42	0.44	0.43	0.45
Individualization	Self-Assurance	0.50	0.50	0.53	0.49	0.49
Individualization	Significance	0.35	0.35	0.37	0.34	0.38
Individualization	Strategic	0.64	0.64	0.65	0.63	0.65
Individualization	Woo	0.22	0.20	0.24	0.23	0.25

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Theme Pair Correlations for Input, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Input	Achiever	0.30	0.29	0.30	0.31	0.31
Input	Activator	0.41	0.41	0.41	0.42	0.41
Input	Adaptability	0.19	0.20	0.17	0.19	0.23
Input	Analytical	0.24	0.24	0.28	0.24	0.29
Input	Arranger	0.49	0.48	0.51	0.51	0.49
Input	Belief	0.31	0.29	0.31	0.32	0.42
Input	Command	0.39	0.40	0.41	0.39	0.38
Input	Communication	0.31	0.29	0.35	0.32	0.36
Input	Competition	0.21	0.23	0.19	0.23	0.24
Input	Connectedness	0.37	0.38	0.37	0.37	0.40
Input	Consistency	-0.16	-0.17	-0.14	-0.16	-0.06
Input	Context	0.23	0.25	0.23	0.22	0.30
Input	Deliberative	-0.02	-0.04	0.01	-0.03	0.09
Input	Developer	0.21	0.21	0.21	0.22	0.33
Input	Discipline	0.04	0.01	0.09	0.04	0.18
Input	Empathy	0.18	0.18	0.18	0.19	0.33
Input	Focus	0.28	0.28	0.30	0.29	0.31
Input	Futuristic	0.42	0.41	0.43	0.45	0.47
Input	Harmony	-0.14	-0.16	-0.13	-0.13	0.00
Input	Ideation	0.53	0.54	0.55	0.54	0.51
Input	Includer	0.25	0.23	0.25	0.26	0.28
Input	Individualization	0.49	0.48	0.50	0.50	0.51
Input	Intellection	0.55	0.54	0.57	0.54	0.60
Input	Learner	0.57	0.57	0.58	0.57	0.60
Input	Maximizer	0.16	0.15	0.16	0.16	0.23
Input	Positivity	0.28	0.28	0.26	0.29	0.33
Input	Relator	0.08	0.07	0.10	0.08	0.19
Input	Responsibility	0.26	0.23	0.29	0.27	0.33
Input	Restorative	0.40	0.39	0.44	0.40	0.40
Input	Self-Assurance	0.45	0.46	0.45	0.45	0.43
Input	Significance	0.26	0.26	0.25	0.27	0.24
Input	Strategic	0.47	0.46	0.49	0.48	0.46
Input	Woo	0.24	0.23	0.26	0.25	0.27

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Theme Pair Correlations for Intellection, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Intellection	Achiever	0.21	0.22	0.20	0.22	0.21
Intellection	Activator	0.14	0.13	0.14	0.15	0.27
Intellection	Adaptability	0.14	0.14	0.13	0.14	0.27
Intellection	Analytical	0.29	0.29	0.34	0.28	0.30
Intellection	Arranger	0.24	0.23	0.25	0.24	0.26
Intellection	Belief	0.29	0.29	0.29	0.29	0.36
Intellection	Command	0.22	0.20	0.24	0.22	0.29
Intellection	Communication	-0.02	-0.05	0.01	-0.01	0.12
Intellection	Competition	0.07	0.10	0.05	0.09	0.11
Intellection	Connectedness	0.43	0.43	0.42	0.42	0.46
Intellection	Consistency	0.02	0.02	0.02	0.01	0.13
Intellection	Context	0.34	0.35	0.35	0.32	0.44
Intellection	Deliberative	0.26	0.25	0.27	0.24	0.28
Intellection	Developer	0.19	0.20	0.17	0.19	0.36
Intellection	Discipline	0.13	0.11	0.15	0.12	0.24
Intellection	Empathy	0.18	0.20	0.15	0.17	0.37
Intellection	Focus	0.17	0.18	0.18	0.18	0.23
Intellection	Futuristic	0.24	0.23	0.25	0.24	0.32
Intellection	Harmony	0.04	0.05	0.03	0.05	0.17
Intellection	Ideation	0.40	0.39	0.44	0.40	0.49
Intellection	Includer	-0.04	-0.05	-0.04	-0.04	0.03
Intellection	Individualization	0.36	0.35	0.37	0.36	0.45
Intellection	Input	0.55	0.54	0.57	0.54	0.60
Intellection	Learner	0.57	0.57	0.58	0.56	0.61
Intellection	Maximizer	0.11	0.11	0.11	0.12	0.21
Intellection	Positivity	0.03	0.04	0.01	0.04	0.20
Intellection	Relator	0.29	0.29	0.29	0.29	0.39
Intellection	Responsibility	0.25	0.24	0.26	0.25	0.30
Intellection	Restorative	0.25	0.24	0.28	0.24	0.32
Intellection	Self-Assurance	0.22	0.23	0.23	0.22	0.27
Intellection	Significance	0.08	0.08	0.06	0.09	0.14
Intellection	Strategic	0.35	0.34	0.38	0.35	0.41
Intellection	Woo	-0.13	-0.15	-0.12	-0.12	0.00

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Theme Pair Correlations for Learner, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Learner	Achiever	0.56	0.56	0.56	0.56	0.54
Learner	Activator	0.22	0.21	0.24	0.23	0.29
Learner	Adaptability	-0.11	-0.10	-0.13	-0.09	-0.02
Learner	Analytical	0.44	0.44	0.48	0.43	0.44
Learner	Arranger	0.47	0.46	0.48	0.46	0.51
Learner	Belief	0.38	0.36	0.40	0.37	0.48
Learner	Command	0.30	0.29	0.33	0.30	0.36
Learner	Communication	0.11	0.09	0.14	0.12	0.16
Learner	Competition	0.21	0.23	0.18	0.22	0.23
Learner	Connectedness	0.30	0.30	0.33	0.28	0.31
Learner	Consistency	0.02	0.02	0.02	0.02	0.11
Learner	Context	0.29	0.31	0.31	0.26	0.35
Learner	Deliberative	0.18	0.18	0.18	0.17	0.27
Learner	Developer	0.14	0.14	0.13	0.15	0.21
Learner	Discipline	0.30	0.28	0.34	0.29	0.36
Learner	Empathy	0.02	0.03	0.01	0.04	0.15
Learner	Focus	0.49	0.48	0.50	0.49	0.51
Learner	Futuristic	0.34	0.32	0.35	0.35	0.46
Learner	Harmony	-0.07	-0.07	-0.08	-0.04	0.04
Learner	Ideation	0.38	0.37	0.40	0.37	0.40
Learner	Includer	0.11	0.11	0.11	0.11	0.19
Learner	Individualization	0.48	0.47	0.50	0.48	0.51
Learner	Input	0.57	0.57	0.58	0.57	0.60
Learner	Intellection	0.57	0.57	0.58	0.56	0.61
Learner	Maximizer	0.11	0.11	0.10	0.11	0.09
Learner	Positivity	0.12	0.13	0.12	0.13	0.18
Learner	Relator	0.17	0.17	0.18	0.18	0.25
Learner	Responsibility	0.44	0.43	0.48	0.44	0.51
Learner	Restorative	0.41	0.40	0.44	0.41	0.50
Learner	Self-Assurance	0.44	0.44	0.46	0.44	0.48
Learner	Significance	0.30	0.31	0.29	0.30	0.34
Learner	Strategic	0.46	0.45	0.49	0.46	0.47
Learner	Woo	0.03	0.01	0.06	0.04	0.10

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Theme Pair Correlations for Maximizer, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Maximizer	Achiever	0.15	0.15	0.14	0.15	0.22
Maximizer	Activator	0.30	0.30	0.29	0.31	0.33
Maximizer	Adaptability	0.17	0.16	0.17	0.17	0.24
Maximizer	Analytical	0.09	0.07	0.12	0.09	0.17
Maximizer	Arranger	0.20	0.21	0.20	0.20	0.23
Maximizer	Belief	0.10	0.09	0.12	0.09	0.11
Maximizer	Command	0.20	0.19	0.20	0.21	0.29
Maximizer	Communication	0.27	0.28	0.26	0.28	0.19
Maximizer	Competition	0.18	0.18	0.17	0.20	0.28
Maximizer	Connectedness	0.14	0.15	0.15	0.14	0.12
Maximizer	Consistency	0.07	0.08	0.07	0.07	0.06
Maximizer	Context	0.02	0.01	0.03	0.01	0.01
Maximizer	Deliberative	0.05	0.02	0.07	0.05	0.13
Maximizer	Developer	0.14	0.15	0.16	0.13	0.09
Maximizer	Discipline	0.12	0.12	0.11	0.12	0.15
Maximizer	Empathy	0.12	0.13	0.13	0.11	0.12
Maximizer	Focus	0.20	0.19	0.20	0.20	0.29
Maximizer	Futuristic	0.23	0.23	0.24	0.24	0.22
Maximizer	Harmony	0.11	0.11	0.12	0.12	0.17
Maximizer	Ideation	0.21	0.20	0.23	0.20	0.27
Maximizer	Includer	0.09	0.09	0.09	0.08	0.08
Maximizer	Individualization	0.17	0.17	0.18	0.16	0.14
Maximizer	Input	0.16	0.15	0.16	0.16	0.23
Maximizer	Intellection	0.11	0.11	0.11	0.12	0.21
Maximizer	Learner	0.11	0.11	0.10	0.11	0.09
Maximizer	Positivity	0.24	0.25	0.23	0.23	0.23
Maximizer	Relator	0.14	0.13	0.15	0.14	0.17
Maximizer	Responsibility	0.13	0.13	0.14	0.12	0.11
Maximizer	Restorative	-0.27	-0.29	-0.25	-0.27	-0.19
Maximizer	Self-Assurance	0.35	0.35	0.35	0.35	0.40
Maximizer	Significance	0.24	0.23	0.24	0.25	0.31
Maximizer	Strategic	0.24	0.24	0.24	0.23	0.20
Maximizer	Woo	0.20	0.21	0.19	0.20	0.17

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Theme Pair Correlations for Positivity, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Positivity	Achiever	0.11	0.09	0.12	0.13	0.16
Positivity	Activator	0.32	0.31	0.34	0.32	0.33
Positivity	Adaptability	0.29	0.30	0.26	0.29	0.32
Positivity	Analytical	-0.18	-0.17	-0.14	-0.18	-0.08
Positivity	Arranger	0.26	0.25	0.26	0.27	0.39
Positivity	Belief	0.34	0.33	0.33	0.33	0.46
Positivity	Command	-0.04	-0.01	-0.03	-0.03	0.04
Positivity	Communication	0.49	0.48	0.51	0.51	0.44
Positivity	Competition	-0.01	0.00	0.03	0.00	0.06
Positivity	Connectedness	0.36	0.35	0.34	0.35	0.49
Positivity	Consistency	0.07	0.06	0.05	0.08	-0.01
Positivity	Context	0.02	0.03	0.04	0.02	0.09
Positivity	Deliberative	-0.40	-0.39	-0.40	-0.40	-0.30
Positivity	Developer	0.71	0.70	0.72	0.71	0.71
Positivity	Discipline	0.06	0.04	0.04	0.08	0.03
Positivity	Empathy	0.48	0.46	0.47	0.48	0.49
Positivity	Focus	0.04	0.04	0.05	0.05	0.07
Positivity	Futuristic	0.22	0.22	0.22	0.22	0.29
Positivity	Harmony	0.16	0.14	0.14	0.16	0.11
Positivity	Ideation	0.15	0.16	0.17	0.16	0.29
Positivity	Includer	0.59	0.58	0.60	0.59	0.53
Positivity	Individualization	0.21	0.20	0.21	0.22	0.32
Positivity	Input	0.28	0.28	0.26	0.29	0.33
Positivity	Intellection	0.03	0.04	0.01	0.04	0.20
Positivity	Learner	0.12	0.13	0.12	0.13	0.18
Positivity	Maximizer	0.24	0.25	0.23	0.23	0.23
Positivity	Relator	-0.12	-0.13	-0.14	-0.10	-0.04
Positivity	Responsibility	0.20	0.18	0.18	0.21	0.21
Positivity	Restorative	0.08	0.09	0.12	0.10	0.17
Positivity	Self-Assurance	0.20	0.22	0.23	0.21	0.32
Positivity	Significance	0.04	0.03	0.06	0.04	0.11
Positivity	Strategic	0.13	0.14	0.13	0.15	0.25
Positivity	Woo	0.55	0.54	0.56	0.56	0.50

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Theme Pair Correlations for Relator, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Relator	Achiever	0.10	0.10	0.08	0.12	0.16
Relator	Activator	0.00	-0.01	0.01	0.01	0.11
Relator	Adaptability	0.14	0.13	0.15	0.14	0.25
Relator	Analytical	0.25	0.26	0.30	0.25	0.33
Relator	Arranger	0.09	0.08	0.08	0.10	0.11
Relator	Belief	0.12	0.12	0.10	0.13	0.16
Relator	Command	0.13	0.11	0.18	0.13	0.17
Relator	Communication	-0.09	-0.11	-0.08	-0.08	0.05
Relator	Competition	0.07	0.07	0.10	0.08	0.11
Relator	Connectedness	0.11	0.11	0.09	0.12	0.15
Relator	Consistency	0.26	0.26	0.24	0.28	0.33
Relator	Context	0.15	0.16	0.17	0.15	0.27
Relator	Deliberative	0.44	0.43	0.45	0.46	0.51
Relator	Developer	0.11	0.10	0.06	0.12	0.18
Relator	Discipline	0.23	0.23	0.20	0.26	0.26
Relator	Empathy	0.15	0.15	0.10	0.15	0.24
Relator	Focus	0.18	0.18	0.19	0.19	0.22
Relator	Futuristic	0.09	0.09	0.11	0.09	0.10
Relator	Harmony	0.27	0.28	0.24	0.29	0.36
Relator	Ideation	0.04	0.03	0.10	0.03	0.13
Relator	Includer	-0.38	-0.40	-0.40	-0.36	-0.29
Relator	Individualization	0.15	0.14	0.16	0.14	0.21
Relator	Input	0.08	0.07	0.10	0.08	0.19
Relator	Intellection	0.29	0.29	0.29	0.29	0.39
Relator	Learner	0.17	0.17	0.18	0.18	0.25
Relator	Maximizer	0.14	0.13	0.15	0.14	0.17
Relator	Positivity	-0.12	-0.13	-0.14	-0.10	-0.04
Relator	Responsibility	0.27	0.27	0.24	0.28	0.30
Relator	Restorative	0.12	0.12	0.14	0.13	0.22
Relator	Self-Assurance	0.08	0.08	0.12	0.09	0.13
Relator	Significance	0.13	0.13	0.15	0.14	0.15
Relator	Strategic	0.12	0.11	0.15	0.13	0.20
Relator	Woo	-0.23	-0.26	-0.22	-0.22	-0.12

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Theme Pair Correlations for Responsibility, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Responsibility	Achiever	0.43	0.42	0.45	0.43	0.48
Responsibility	Activator	0.13	0.10	0.18	0.14	0.19
Responsibility	Adaptability	0.01	0.02	-0.04	0.02	0.06
Responsibility	Analytical	0.37	0.40	0.42	0.36	0.43
Responsibility	Arranger	0.48	0.47	0.50	0.48	0.53
Responsibility	Belief	0.52	0.49	0.54	0.54	0.59
Responsibility	Command	0.19	0.19	0.23	0.19	0.24
Responsibility	Communication	0.14	0.12	0.18	0.15	0.18
Responsibility	Competition	0.06	0.08	0.07	0.07	0.14
Responsibility	Connectedness	0.30	0.27	0.32	0.31	0.34
Responsibility	Consistency	0.31	0.32	0.27	0.30	0.40
Responsibility	Context	0.18	0.18	0.23	0.17	0.23
Responsibility	Deliberative	0.29	0.30	0.28	0.29	0.43
Responsibility	Developer	0.27	0.26	0.23	0.29	0.31
Responsibility	Discipline	0.48	0.46	0.49	0.48	0.57
Responsibility	Empathy	0.14	0.13	0.09	0.17	0.18
Responsibility	Focus	0.39	0.38	0.41	0.39	0.41
Responsibility	Futuristic	0.22	0.20	0.25	0.23	0.33
Responsibility	Harmony	0.21	0.22	0.16	0.22	0.26
Responsibility	Ideation	0.14	0.13	0.18	0.14	0.17
Responsibility	Includer	0.19	0.19	0.17	0.19	0.25
Responsibility	Individualization	0.28	0.26	0.31	0.29	0.34
Responsibility	Input	0.26	0.23	0.29	0.27	0.33
Responsibility	Intellection	0.25	0.24	0.26	0.25	0.30
Responsibility	Learner	0.44	0.43	0.48	0.44	0.51
Responsibility	Maximizer	0.13	0.13	0.14	0.12	0.11
Responsibility	Positivity	0.20	0.18	0.18	0.21	0.21
Responsibility	Relator	0.27	0.27	0.24	0.28	0.30
Responsibility	Restorative	0.35	0.34	0.38	0.36	0.50
Responsibility	Self-Assurance	0.33	0.33	0.40	0.33	0.38
Responsibility	Significance	0.29	0.28	0.32	0.29	0.34
Responsibility	Strategic	0.30	0.29	0.34	0.31	0.38
Responsibility	Woo	0.05	0.02	0.08	0.05	0.12

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Theme Pair Correlations for Restorative, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Restorative	Achiever	0.30	0.29	0.33	0.31	0.31
Restorative	Activator	0.24	0.22	0.26	0.24	0.23
Restorative	Adaptability	0.05	0.06	0.05	0.07	0.14
Restorative	Analytical	0.43	0.41	0.41	0.43	0.47
Restorative	Arranger	0.48	0.47	0.51	0.48	0.50
Restorative	Belief	0.30	0.30	0.32	0.32	0.48
Restorative	Command	0.37	0.35	0.38	0.36	0.33
Restorative	Communication	0.12	0.09	0.17	0.12	0.15
Restorative	Competition	0.22	0.21	0.20	0.22	0.17
Restorative	Connectedness	0.18	0.19	0.22	0.18	0.33
Restorative	Consistency	-0.01	0.00	0.01	0.00	0.18
Restorative	Context	0.24	0.23	0.22	0.24	0.31
Restorative	Deliberative	0.16	0.15	0.14	0.16	0.25
Restorative	Developer	0.09	0.12	0.13	0.12	0.28
Restorative	Discipline	0.14	0.14	0.19	0.15	0.27
Restorative	Empathy	0.03	0.06	0.07	0.05	0.20
Restorative	Focus	0.33	0.31	0.34	0.32	0.32
Restorative	Futuristic	0.29	0.26	0.31	0.29	0.39
Restorative	Harmony	-0.15	-0.14	-0.15	-0.13	0.00
Restorative	Ideation	0.37	0.35	0.37	0.36	0.34
Restorative	Includer	0.20	0.20	0.21	0.21	0.28
Restorative	Individualization	0.42	0.42	0.44	0.43	0.45
Restorative	Input	0.40	0.39	0.44	0.40	0.40
Restorative	Intellection	0.25	0.24	0.28	0.24	0.32
Restorative	Learner	0.41	0.40	0.44	0.41	0.50
Restorative	Maximizer	-0.27	-0.29	-0.25	-0.27	-0.19
Restorative	Positivity	0.08	0.09	0.12	0.10	0.17
Restorative	Relator	0.12	0.12	0.14	0.13	0.22
Restorative	Responsibility	0.35	0.34	0.38	0.36	0.50
Restorative	Self-Assurance	0.36	0.33	0.38	0.35	0.38
Restorative	Significance	0.31	0.29	0.31	0.30	0.28
Restorative	Strategic	0.39	0.37	0.40	0.39	0.42
Restorative	Woo	0.06	0.04	0.10	0.07	0.06

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Theme Pair Correlations for Self-Assurance, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Self-Assurance	Achiever	0.44	0.42	0.49	0.43	0.48
Self-Assurance	Activator	0.55	0.55	0.57	0.56	0.58
Self-Assurance	Adaptability	0.07	0.10	0.05	0.08	0.05
Self-Assurance	Analytical	0.40	0.37	0.40	0.38	0.45
Self-Assurance	Arranger	0.62	0.62	0.65	0.61	0.61
Self-Assurance	Belief	0.28	0.27	0.32	0.27	0.37
Self-Assurance	Command	0.70	0.69	0.70	0.70	0.69
Self-Assurance	Communication	0.35	0.35	0.39	0.36	0.36
Self-Assurance	Competition	0.45	0.42	0.45	0.44	0.54
Self-Assurance	Connectedness	0.18	0.21	0.21	0.17	0.19
Self-Assurance	Consistency	-0.15	-0.16	-0.11	-0.15	0.02
Self-Assurance	Context	0.10	0.08	0.09	0.08	0.09
Self-Assurance	Deliberative	-0.01	-0.04	0.01	-0.02	0.10
Self-Assurance	Developer	0.00	0.02	0.05	0.00	0.10
Self-Assurance	Discipline	0.11	0.09	0.20	0.11	0.29
Self-Assurance	Empathy	-0.07	-0.05	-0.02	-0.06	0.06
Self-Assurance	Focus	0.50	0.47	0.54	0.50	0.60
Self-Assurance	Futuristic	0.50	0.47	0.52	0.51	0.62
Self-Assurance	Harmony	-0.27	-0.28	-0.23	-0.26	-0.09
Self-Assurance	Ideation	0.53	0.53	0.51	0.53	0.47
Self-Assurance	Includer	0.18	0.19	0.20	0.17	0.24
Self-Assurance	Individualization	0.50	0.50	0.53	0.49	0.49
Self-Assurance	Input	0.45	0.46	0.45	0.45	0.43
Self-Assurance	Intellection	0.22	0.23	0.23	0.22	0.27
Self-Assurance	Learner	0.44	0.44	0.46	0.44	0.48
Self-Assurance	Maximizer	0.35	0.35	0.35	0.35	0.40
Self-Assurance	Positivity	0.20	0.22	0.23	0.21	0.32
Self-Assurance	Relator	0.08	0.08	0.12	0.09	0.13
Self-Assurance	Responsibility	0.33	0.33	0.40	0.33	0.38
Self-Assurance	Restorative	0.36	0.33	0.38	0.35	0.38
Self-Assurance	Significance	0.55	0.53	0.57	0.56	0.61
Self-Assurance	Strategic	0.58	0.58	0.58	0.58	0.50
Self-Assurance	Woo	0.28	0.28	0.31	0.28	0.31

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Theme Pair Correlations for Significance, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Significance	Achiever	0.46	0.46	0.48	0.47	0.50
Significance	Activator	0.46	0.45	0.47	0.46	0.43
Significance	Adaptability	-0.12	-0.12	-0.12	-0.10	-0.12
Significance	Analytical	0.43	0.42	0.43	0.42	0.49
Significance	Arranger	0.43	0.43	0.45	0.42	0.43
Significance	Belief	0.13	0.11	0.15	0.13	0.24
Significance	Command	0.61	0.59	0.62	0.61	0.61
Significance	Communication	0.29	0.28	0.31	0.30	0.28
Significance	Competition	0.63	0.63	0.62	0.62	0.65
Significance	Connectedness	-0.06	-0.07	-0.04	-0.05	0.00
Significance	Consistency	0.09	0.09	0.10	0.09	0.19
Significance	Context	0.07	0.07	0.06	0.06	0.04
Significance	Deliberative	0.19	0.18	0.20	0.20	0.31
Significance	Developer	-0.12	-0.11	-0.10	-0.11	-0.05
Significance	Discipline	0.32	0.31	0.35	0.31	0.42
Significance	Empathy	-0.19	-0.18	-0.18	-0.18	-0.07
Significance	Focus	0.70	0.70	0.71	0.70	0.75
Significance	Futuristic	0.50	0.49	0.51	0.50	0.57
Significance	Harmony	-0.03	-0.03	-0.02	-0.02	0.14
Significance	Ideation	0.31	0.30	0.30	0.31	0.30
Significance	Includer	0.06	0.05	0.08	0.05	0.13
Significance	Individualization	0.35	0.35	0.37	0.34	0.38
Significance	Input	0.26	0.26	0.25	0.27	0.24
Significance	Intellection	0.08	0.08	0.06	0.09	0.14
Significance	Learner	0.30	0.31	0.29	0.30	0.34
Significance	Maximizer	0.24	0.23	0.24	0.25	0.31
Significance	Positivity	0.04	0.03	0.06	0.04	0.11
Significance	Relator	0.13	0.13	0.15	0.14	0.15
Significance	Responsibility	0.29	0.28	0.32	0.29	0.34
Significance	Restorative	0.31	0.29	0.31	0.30	0.28
Significance	Self-Assurance	0.55	0.53	0.57	0.56	0.61
Significance	Strategic	0.43	0.43	0.43	0.43	0.39
Significance	Woo	0.21	0.20	0.23	0.21	0.22

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Theme Pair Correlations for Strategic, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Strategic	Achiever	0.42	0.41	0.44	0.41	0.41
Strategic	Activator	0.44	0.44	0.44	0.43	0.43
Strategic	Adaptability	-0.02	-0.01	-0.03	-0.01	0.04
Strategic	Analytical	0.45	0.43	0.47	0.43	0.43
Strategic	Arranger	0.57	0.57	0.60	0.56	0.63
Strategic	Belief	0.26	0.25	0.27	0.28	0.32
Strategic	Command	0.53	0.53	0.53	0.51	0.46
Strategic	Communication	0.33	0.33	0.34	0.32	0.37
Strategic	Competition	0.39	0.39	0.38	0.38	0.36
Strategic	Connectedness	0.21	0.22	0.23	0.21	0.30
Strategic	Consistency	-0.19	-0.19	-0.18	-0.20	-0.10
Strategic	Context	0.17	0.16	0.16	0.17	0.17
Strategic	Deliberative	0.06	0.04	0.08	0.05	0.09
Strategic	Developer	0.05	0.06	0.07	0.07	0.20
Strategic	Discipline	0.15	0.15	0.21	0.14	0.24
Strategic	Empathy	-0.03	-0.01	0.00	-0.02	0.16
Strategic	Focus	0.44	0.43	0.46	0.43	0.41
Strategic	Futuristic	0.54	0.52	0.55	0.55	0.58
Strategic	Harmony	-0.33	-0.33	-0.32	-0.31	-0.20
Strategic	Ideation	0.70	0.70	0.71	0.71	0.68
Strategic	Includer	0.10	0.10	0.11	0.11	0.14
Strategic	Individualization	0.64	0.64	0.65	0.63	0.65
Strategic	Input	0.47	0.46	0.49	0.48	0.46
Strategic	Intellection	0.35	0.34	0.38	0.35	0.41
Strategic	Learner	0.46	0.45	0.49	0.46	0.47
Strategic	Maximizer	0.24	0.24	0.24	0.23	0.20
Strategic	Positivity	0.13	0.14	0.13	0.15	0.25
Strategic	Relator	0.12	0.11	0.15	0.13	0.20
Strategic	Responsibility	0.30	0.29	0.34	0.31	0.38
Strategic	Restorative	0.39	0.37	0.40	0.39	0.42
Strategic	Self-Assurance	0.58	0.58	0.58	0.58	0.50
Strategic	Significance	0.43	0.43	0.43	0.43	0.39
Strategic	Woo	0.20	0.20	0.21	0.20	0.25

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Theme Pair Correlations for Woo, by Gender

n = All: 47,334 | Female: 21,794 | Male: 14,540 | Missing: 10,624 | Refused: 376

Theme 1	Theme 2	All	Female	Male	Missing	Refused
Woo	Achiever	0.10	0.08	0.13	0.09	0.15
Woo	Activator	0.47	0.47	0.47	0.47	0.44
Woo	Adaptability	0.18	0.18	0.16	0.19	0.17
Woo	Analytical	-0.10	-0.11	-0.07	-0.10	0.01
Woo	Arranger	0.26	0.24	0.28	0.26	0.33
Woo	Belief	0.16	0.13	0.18	0.16	0.28
Woo	Command	0.21	0.22	0.23	0.20	0.20
Woo	Communication	0.82	0.82	0.82	0.82	0.80
Woo	Competition	0.17	0.18	0.20	0.16	0.21
Woo	Connectedness	0.16	0.13	0.18	0.16	0.26
Woo	Consistency	-0.07	-0.07	-0.08	-0.06	-0.08
Woo	Context	-0.01	-0.02	0.02	-0.01	0.03
Woo	Deliberative	-0.39	-0.41	-0.37	-0.38	-0.26
Woo	Developer	0.26	0.24	0.27	0.27	0.24
Woo	Discipline	-0.02	-0.04	-0.01	-0.01	0.06
Woo	Empathy	0.24	0.22	0.26	0.25	0.23
Woo	Focus	0.11	0.10	0.13	0.11	0.14
Woo	Futuristic	0.22	0.21	0.24	0.23	0.26
Woo	Harmony	-0.02	-0.04	-0.03	-0.01	0.04
Woo	Ideation	0.19	0.20	0.21	0.19	0.21
Woo	Includer	0.48	0.46	0.49	0.48	0.44
Woo	Individualization	0.22	0.20	0.24	0.23	0.25
Woo	Input	0.24	0.23	0.26	0.25	0.27
Woo	Intellection	**-0.13**	**-0.15**	**-0.12**	**-0.12**	**0.00**
Woo	Learner	0.03	0.01	0.06	0.04	0.10
Woo	Maximizer	0.20	0.21	0.19	0.20	0.17
Woo	Positivity	0.55	0.54	0.56	0.56	0.50
Woo	Relator	-0.23	-0.26	-0.22	-0.22	-0.12
Woo	Responsibility	0.05	0.02	0.08	0.05	0.12
Woo	Restorative	0.06	0.04	0.10	0.07	0.06
Woo	Self-Assurance	0.28	0.28	0.31	0.28	0.31
Woo	Significance	0.21	0.20	0.23	0.21	0.22
Woo	Strategic	0.20	0.20	0.21	0.20	0.25

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Theme Pair Correlations for Achiever, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Achiever	Activator	0.26	0.19	0.23	0.25	0.29	0.33	0.38	0.28
Achiever	Adaptability	-0.23	-0.28	-0.28	-0.26	-0.22	-0.17	-0.11	-0.21
Achiever	Analytical	0.37	0.38	0.36	0.35	0.40	0.39	0.38	0.36
Achiever	Arranger	0.49	0.48	0.46	0.46	0.50	0.53	0.57	0.49
Achiever	Belief	0.24	0.22	0.19	0.23	0.27	0.29	0.30	0.25
Achiever	Command	0.35	0.29	0.33	0.37	0.38	0.39	0.41	0.35
Achiever	Communication	0.16	0.12	0.13	0.15	0.19	0.18	0.23	0.16
Achiever	Competition	0.47	0.46	0.50	0.50	0.49	0.48	0.49	0.47
Achiever	Connectedness	0.06	0.03	-0.01	0.04	0.09	0.13	0.17	0.07
Achiever	Consistency	0.11	0.22	0.15	0.09	0.09	0.06	0.02	0.09
Achiever	Context	0.10	0.14	0.06	0.09	0.13	0.13	0.14	0.08
Achiever	Deliberative	0.16	0.18	0.15	0.15	0.16	0.15	0.16	0.16
Achiever	Developer	0.04	0.01	0.00	0.00	0.07	0.09	0.13	0.07
Achiever	Discipline	0.42	0.49	0.43	0.41	0.43	0.39	0.35	0.42
Achiever	Empathy	-0.07	-0.10	-0.11	-0.10	-0.05	-0.04	0.01	-0.05
Achiever	Focus	0.67	0.68	0.67	0.67	0.68	0.66	0.66	0.67
Achiever	Futuristic	0.34	0.30	0.32	0.32	0.37	0.40	0.40	0.36
Achiever	Harmony	-0.04	0.02	-0.05	-0.08	-0.04	-0.04	-0.05	-0.03
Achiever	Ideation	0.23	0.14	0.19	0.21	0.26	0.28	0.33	0.24
Achiever	Includer	0.11	0.08	0.10	0.10	0.15	0.14	0.15	0.11
Achiever	Individualization	0.34	0.30	0.30	0.32	0.36	0.38	0.44	0.34
Achiever	Input	0.30	0.28	0.26	0.27	0.32	0.35	0.38	0.31
Achiever	Intellection	0.21	0.20	0.16	0.19	0.23	0.27	0.30	0.22
Achiever	Learner	0.56	0.61	0.55	0.54	0.56	0.56	0.55	0.56
Achiever	Maximizer	0.15	0.05	0.11	0.13	0.16	0.23	0.26	0.16
Achiever	Positivity	0.11	0.07	0.09	0.07	0.13	0.17	0.19	0.13
Achiever	Relator	0.10	0.07	0.09	0.08	0.11	0.13	0.13	0.13
Achiever	Responsibility	0.43	0.47	0.43	0.41	0.44	0.43	0.44	0.43
Achiever	Restorative	0.30	0.33	0.29	0.28	0.33	0.32	0.35	0.31
Achiever	Self-Assurance	0.44	0.40	0.41	0.42	0.47	0.48	0.50	0.43
Achiever	Significance	0.46	0.45	0.47	0.47	0.48	0.48	0.45	0.47
Achiever	Strategic	0.42	0.38	0.40	0.41	0.44	0.44	0.46	0.42
Achiever	Woo	0.10	0.08	0.09	0.09	0.12	0.11	0.14	0.10

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Theme Pair Correlations for Activator, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Activator	Achiever	0.26	0.19	0.23	0.25	0.29	0.33	0.38	0.28
Activator	Adaptability	0.14	0.19	0.14	0.15	0.13	0.10	0.11	0.14
Activator	Analytical	0.11	0.10	0.10	0.07	0.11	0.17	0.16	0.10
Activator	Arranger	0.47	0.40	0.43	0.46	0.49	0.54	0.53	0.48
Activator	Belief	0.20	0.19	0.17	0.20	0.21	0.23	0.27	0.22
Activator	Command	0.62	0.58	0.60	0.62	0.64	0.66	0.66	0.63
Activator	Communication	0.56	0.58	0.55	0.57	0.56	0.55	0.53	0.56
Activator	Competition	0.40	0.37	0.38	0.41	0.44	0.45	0.42	0.40
Activator	Connectedness	0.20	0.19	0.18	0.21	0.20	0.24	0.26	0.21
Activator	Consistency	-0.15	-0.08	-0.12	-0.16	-0.18	-0.18	-0.23	-0.14
Activator	Context	0.04	0.07	0.03	0.01	0.05	0.08	0.13	0.04
Activator	Deliberative	-0.18	-0.17	-0.19	-0.21	-0.19	-0.17	-0.17	-0.17
Activator	Developer	0.11	0.11	0.10	0.10	0.11	0.13	0.13	0.12
Activator	Discipline	0.02	-0.01	0.00	0.00	0.03	0.07	0.04	0.03
Activator	Empathy	0.10	0.11	0.08	0.09	0.10	0.09	0.09	0.11
Activator	Focus	0.34	0.28	0.30	0.33	0.35	0.39	0.40	0.34
Activator	Futuristic	0.45	0.36	0.40	0.45	0.49	0.52	0.52	0.46
Activator	Harmony	-0.16	-0.10	-0.15	-0.18	-0.17	-0.18	-0.21	-0.15
Activator	Ideation	0.44	0.40	0.40	0.43	0.46	0.49	0.51	0.44
Activator	Includer	0.21	0.21	0.20	0.23	0.22	0.20	0.17	0.21
Activator	Individualization	0.43	0.36	0.37	0.41	0.46	0.48	0.50	0.43
Activator	Input	0.41	0.37	0.39	0.39	0.42	0.46	0.47	0.42
Activator	Intellection	0.14	0.08	0.10	0.10	0.15	0.21	0.25	0.16
Activator	Learner	0.22	0.16	0.18	0.19	0.24	0.30	0.36	0.24
Activator	Maximizer	0.30	0.27	0.25	0.28	0.34	0.34	0.37	0.31
Activator	Positivity	0.32	0.30	0.30	0.32	0.32	0.33	0.33	0.32
Activator	Relator	0.00	-0.03	-0.03	-0.03	0.01	0.04	0.05	0.01
Activator	Responsibility	0.13	0.09	0.11	0.12	0.15	0.18	0.20	0.15
Activator	Restorative	0.24	0.21	0.21	0.23	0.23	0.28	0.26	0.24
Activator	Self-Assurance	0.55	0.52	0.52	0.54	0.57	0.60	0.59	0.56
Activator	Significance	0.46	0.43	0.43	0.46	0.48	0.48	0.48	0.46
Activator	Strategic	0.44	0.38	0.41	0.42	0.45	0.51	0.51	0.43
Activator	Woo	0.47	0.51	0.48	0.48	0.46	0.44	0.43	0.46

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Theme Pair Correlations for Adaptability, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Adaptability	Achiever	-0.23	-0.28	-0.28	-0.26	-0.22	-0.17	-0.11	-0.21
Adaptability	Activator	0.14	0.19	0.14	0.15	0.13	0.10	0.11	0.14
Adaptability	Analytical	-0.20	-0.20	-0.21	-0.20	-0.22	-0.17	-0.15	-0.18
Adaptability	Arranger	0.06	0.05	0.06	0.06	0.06	0.06	0.08	0.08
Adaptability	Belief	0.13	0.14	0.12	0.11	0.11	0.17	0.20	0.14
Adaptability	Command	0.03	0.06	0.03	0.02	0.01	0.01	0.07	0.05
Adaptability	Communication	0.19	0.18	0.17	0.18	0.20	0.21	0.25	0.21
Adaptability	Competition	-0.12	-0.15	-0.17	-0.13	-0.12	-0.12	-0.11	-0.11
Adaptability	Connectedness	0.27	0.31	0.28	0.27	0.25	0.29	0.31	0.27
Adaptability	Consistency	-0.02	-0.13	-0.07	-0.06	0.01	0.08	0.12	0.00
Adaptability	Context	0.04	0.05	0.06	0.03	0.00	0.02	0.09	0.05
Adaptability	Deliberative	-0.05	-0.10	-0.09	-0.07	-0.06	0.01	0.02	-0.04
Adaptability	Developer	0.34	0.34	0.32	0.32	0.33	0.39	0.39	0.33
Adaptability	Discipline	-0.33	-0.39	-0.38	-0.37	-0.32	-0.24	-0.17	-0.31
Adaptability	Empathy	0.40	0.41	0.39	0.38	0.41	0.43	0.45	0.40
Adaptability	Focus	-0.32	-0.35	-0.39	-0.35	-0.32	-0.26	-0.20	-0.31
Adaptability	Futuristic	-0.05	-0.06	-0.10	-0.04	-0.05	-0.05	-0.02	-0.04
Adaptability	Harmony	0.16	0.09	0.13	0.14	0.18	0.24	0.24	0.17
Adaptability	Ideation	0.19	0.27	0.19	0.21	0.16	0.16	0.17	0.19
Adaptability	Includer	0.21	0.18	0.19	0.19	0.21	0.24	0.30	0.23
Adaptability	Individualization	0.05	0.08	0.05	0.06	0.02	0.03	0.07	0.06
Adaptability	Input	0.19	0.22	0.19	0.20	0.17	0.16	0.18	0.19
Adaptability	Intellection	0.14	0.17	0.12	0.14	0.11	0.14	0.16	0.14
Adaptability	Learner	-0.11	-0.13	-0.13	-0.12	-0.12	-0.07	0.01	-0.09
Adaptability	Maximizer	0.17	0.20	0.16	0.16	0.17	0.18	0.18	0.17
Adaptability	Positivity	0.29	0.30	0.26	0.28	0.27	0.32	0.36	0.29
Adaptability	Relator	0.14	0.15	0.12	0.13	0.13	0.18	0.20	0.14
Adaptability	Responsibility	0.01	-0.07	-0.02	-0.02	0.02	0.09	0.16	0.03
Adaptability	Restorative	0.05	0.05	0.03	0.05	0.03	0.07	0.09	0.07
Adaptability	Self-Assurance	0.07	0.12	0.08	0.06	0.04	0.05	0.11	0.08
Adaptability	Significance	-0.12	-0.15	-0.17	-0.14	-0.11	-0.09	0.00	-0.10
Adaptability	Strategic	-0.02	0.01	-0.03	-0.02	-0.04	-0.01	0.01	-0.01
Adaptability	Woo	0.18	0.17	0.16	0.16	0.18	0.18	0.23	0.19

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Theme Pair Correlations for Analytical, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Analytical	Achiever	0.37	0.38	0.36	0.35	0.40	0.39	0.38	0.36
Analytical	Activator	0.11	0.10	0.10	0.07	0.11	0.17	0.16	0.10
Analytical	Adaptability	-0.20	-0.20	-0.21	-0.20	-0.22	-0.17	-0.15	-0.18
Analytical	Arranger	0.33	0.36	0.33	0.31	0.35	0.35	0.37	0.32
Analytical	Belief	0.12	0.08	0.08	0.10	0.15	0.19	0.16	0.13
Analytical	Command	0.43	0.45	0.44	0.41	0.43	0.45	0.44	0.42
Analytical	Communication	-0.01	-0.01	-0.04	-0.03	-0.02	0.02	0.04	-0.01
Analytical	Competition	0.36	0.39	0.37	0.35	0.34	0.34	0.32	0.36
Analytical	Connectedness	-0.01	-0.02	-0.04	-0.03	0.01	0.06	0.07	0.01
Analytical	Consistency	0.16	0.21	0.14	0.15	0.15	0.16	0.15	0.15
Analytical	Context	0.27	0.29	0.23	0.29	0.29	0.29	0.24	0.26
Analytical	Deliberative	0.45	0.45	0.45	0.45	0.47	0.45	0.46	0.45
Analytical	Developer	-0.12	-0.16	-0.15	-0.14	-0.10	-0.06	-0.07	-0.10
Analytical	Discipline	0.34	0.34	0.29	0.32	0.37	0.37	0.38	0.33
Analytical	Empathy	-0.26	-0.27	-0.28	-0.27	-0.26	-0.22	-0.22	-0.24
Analytical	Focus	0.53	0.54	0.50	0.50	0.53	0.56	0.56	0.53
Analytical	Futuristic	0.27	0.26	0.25	0.24	0.27	0.32	0.33	0.29
Analytical	Harmony	0.03	0.08	0.00	0.02	0.03	0.04	0.02	0.05
Analytical	Ideation	0.33	0.28	0.33	0.32	0.33	0.35	0.35	0.33
Analytical	Includer	-0.05	-0.09	-0.07	-0.06	-0.05	-0.03	-0.01	-0.04
Analytical	Individualization	0.37	0.39	0.38	0.36	0.37	0.39	0.35	0.36
Analytical	Input	0.24	0.21	0.21	0.22	0.26	0.28	0.25	0.24
Analytical	Intellection	0.29	0.28	0.28	0.28	0.30	0.32	0.30	0.28
Analytical	Learner	0.44	0.43	0.43	0.43	0.46	0.48	0.44	0.44
Analytical	Maximizer	0.09	0.04	0.06	0.08	0.10	0.20	0.19	0.10
Analytical	Positivity	-0.18	-0.20	-0.20	-0.20	-0.18	-0.13	-0.16	-0.17
Analytical	Relator	0.25	0.25	0.22	0.24	0.26	0.26	0.24	0.25
Analytical	Responsibility	0.37	0.37	0.35	0.37	0.40	0.41	0.40	0.37
Analytical	Restorative	0.43	0.45	0.44	0.43	0.44	0.42	0.40	0.43
Analytical	Self-Assurance	0.40	0.39	0.39	0.38	0.41	0.44	0.42	0.39
Analytical	Significance	0.43	0.46	0.41	0.40	0.42	0.45	0.44	0.43
Analytical	Strategic	0.45	0.44	0.45	0.44	0.46	0.46	0.45	0.44
Analytical	Woo	-0.10	-0.09	-0.12	-0.11	-0.11	-0.08	-0.07	-0.09

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Theme Pair Correlations for Arranger, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Arranger	Achiever	0.49	0.48	0.46	0.46	0.50	0.53	0.57	0.49
Arranger	Activator	0.47	0.40	0.43	0.46	0.49	0.54	0.53	0.48
Arranger	Adaptability	0.06	0.05	0.06	0.06	0.06	0.06	0.08	0.08
Arranger	Analytical	0.33	0.36	0.33	0.31	0.35	0.35	0.37	0.32
Arranger	Belief	0.35	0.33	0.32	0.33	0.37	0.39	0.36	0.36
Arranger	Command	0.47	0.43	0.44	0.47	0.50	0.52	0.52	0.47
Arranger	Communication	0.35	0.29	0.33	0.36	0.37	0.38	0.40	0.35
Arranger	Competition	0.31	0.29	0.30	0.33	0.35	0.36	0.38	0.30
Arranger	Connectedness	0.24	0.22	0.21	0.22	0.24	0.28	0.30	0.24
Arranger	Consistency	-0.11	0.00	-0.09	-0.13	-0.13	-0.13	-0.16	-0.12
Arranger	Context	0.11	0.18	0.08	0.09	0.13	0.10	0.12	0.10
Arranger	Deliberative	-0.01	0.04	-0.01	-0.03	0.01	-0.02	-0.01	0.00
Arranger	Developer	0.15	0.14	0.14	0.13	0.16	0.18	0.19	0.17
Arranger	Discipline	0.20	0.25	0.19	0.17	0.21	0.22	0.22	0.20
Arranger	Empathy	0.06	0.08	0.05	0.05	0.07	0.07	0.08	0.09
Arranger	Focus	0.42	0.44	0.40	0.41	0.45	0.48	0.50	0.42
Arranger	Futuristic	0.43	0.36	0.38	0.42	0.48	0.52	0.56	0.43
Arranger	Harmony	-0.19	-0.13	-0.21	-0.22	-0.19	-0.18	-0.20	-0.18
Arranger	Ideation	0.47	0.43	0.45	0.47	0.49	0.51	0.53	0.47
Arranger	Includer	0.26	0.22	0.26	0.26	0.27	0.28	0.26	0.26
Arranger	Individualization	0.58	0.56	0.56	0.58	0.60	0.62	0.63	0.58
Arranger	Input	0.49	0.52	0.47	0.47	0.50	0.53	0.54	0.51
Arranger	Intellection	0.24	0.29	0.20	0.20	0.24	0.28	0.30	0.24
Arranger	Learner	0.47	0.51	0.46	0.44	0.46	0.49	0.51	0.47
Arranger	Maximizer	0.20	0.11	0.13	0.20	0.21	0.29	0.32	0.20
Arranger	Positivity	0.26	0.21	0.24	0.25	0.26	0.31	0.30	0.27
Arranger	Relator	0.09	0.09	0.06	0.07	0.11	0.10	0.14	0.10
Arranger	Responsibility	0.48	0.50	0.47	0.46	0.49	0.50	0.50	0.48
Arranger	Restorative	0.48	0.50	0.48	0.45	0.51	0.48	0.50	0.48
Arranger	Self-Assurance	0.62	0.58	0.58	0.61	0.64	0.67	0.68	0.61
Arranger	Significance	0.43	0.42	0.40	0.43	0.47	0.49	0.49	0.42
Arranger	Strategic	0.57	0.54	0.57	0.56	0.59	0.60	0.63	0.57
Arranger	Woo	0.26	0.22	0.25	0.27	0.26	0.29	0.29	0.26

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Theme Pair Correlations for Belief, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Belief	Achiever	0.24	0.22	0.19	0.23	0.27	0.29	0.30	0.25
Belief	Activator	0.20	0.19	0.17	0.20	0.21	0.23	0.27	0.22
Belief	Adaptability	0.13	0.14	0.12	0.11	0.11	0.17	0.20	0.14
Belief	Analytical	0.12	0.08	0.08	0.10	0.15	0.19	0.16	0.13
Belief	Arranger	0.35	0.33	0.32	0.33	0.37	0.39	0.36	0.36
Belief	Command	0.14	0.12	0.12	0.15	0.16	0.18	0.21	0.16
Belief	Communication	0.21	0.20	0.20	0.20	0.24	0.24	0.32	0.22
Belief	Competition	-0.03	-0.05	-0.04	0.00	0.03	0.06	0.05	-0.02
Belief	Connectedness	0.62	0.62	0.61	0.59	0.61	0.63	0.65	0.62
Belief	Consistency	0.12	0.13	0.10	0.11	0.14	0.15	0.15	0.13
Belief	Context	0.23	0.27	0.22	0.21	0.23	0.24	0.27	0.23
Belief	Deliberative	0.08	0.07	0.07	0.06	0.10	0.11	0.10	0.09
Belief	Developer	0.45	0.44	0.42	0.42	0.46	0.48	0.49	0.45
Belief	Discipline	0.20	0.18	0.17	0.19	0.24	0.23	0.23	0.22
Belief	Empathy	0.33	0.35	0.32	0.31	0.34	0.35	0.37	0.35
Belief	Focus	0.16	0.14	0.12	0.16	0.20	0.25	0.26	0.17
Belief	Futuristic	0.21	0.15	0.18	0.22	0.26	0.29	0.28	0.24
Belief	Harmony	0.11	0.11	0.06	0.08	0.12	0.15	0.15	0.12
Belief	Ideation	0.22	0.21	0.21	0.22	0.21	0.24	0.20	0.23
Belief	Includer	0.28	0.25	0.26	0.28	0.30	0.32	0.33	0.29
Belief	Individualization	0.32	0.30	0.30	0.33	0.33	0.35	0.31	0.34
Belief	Input	0.31	0.35	0.31	0.29	0.32	0.34	0.32	0.33
Belief	Intellection	0.29	0.32	0.28	0.25	0.31	0.31	0.31	0.30
Belief	Learner	0.38	0.38	0.37	0.36	0.40	0.40	0.39	0.38
Belief	Maximizer	0.10	0.01	0.04	0.08	0.11	0.15	0.19	0.10
Belief	Positivity	0.34	0.30	0.29	0.32	0.36	0.38	0.40	0.34
Belief	Relator	0.12	0.14	0.11	0.10	0.14	0.15	0.16	0.14
Belief	Responsibility	0.52	0.47	0.48	0.50	0.54	0.55	0.56	0.54
Belief	Restorative	0.30	0.32	0.30	0.30	0.33	0.34	0.29	0.32
Belief	Self-Assurance	0.28	0.24	0.24	0.28	0.30	0.33	0.33	0.28
Belief	Significance	0.13	0.11	0.09	0.13	0.17	0.21	0.20	0.14
Belief	Strategic	0.26	0.24	0.24	0.26	0.26	0.29	0.26	0.28
Belief	Woo	0.16	0.15	0.14	0.15	0.17	0.17	0.24	0.16

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Theme Pair Correlations for Command, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Command	Achiever	0.35	0.29	0.33	0.37	0.38	0.39	0.41	0.35
Command	Activator	0.62	0.58	0.60	0.62	0.64	0.66	0.66	0.63
Command	Adaptability	0.03	0.06	0.03	0.02	0.01	0.01	0.07	0.05
Command	Analytical	0.43	0.45	0.44	0.41	0.43	0.45	0.44	0.42
Command	Arranger	0.47	0.43	0.44	0.47	0.50	0.52	0.52	0.47
Command	Belief	0.14	0.12	0.12	0.15	0.16	0.18	0.21	0.16
Command	Communication	0.29	0.28	0.27	0.29	0.30	0.30	0.33	0.29
Command	Competition	0.54	0.52	0.53	0.54	0.55	0.52	0.49	0.53
Command	Connectedness	0.06	0.06	0.05	0.06	0.07	0.11	0.15	0.07
Command	Consistency	-0.15	-0.09	-0.15	-0.17	-0.16	-0.16	-0.18	-0.14
Command	Context	0.11	0.15	0.09	0.10	0.11	0.13	0.14	0.11
Command	Deliberative	0.12	0.16	0.14	0.10	0.12	0.10	0.10	0.14
Command	Developer	-0.18	-0.21	-0.21	-0.20	-0.16	-0.13	-0.09	-0.17
Command	Discipline	0.06	0.03	0.01	0.04	0.09	0.10	0.10	0.07
Command	Empathy	-0.16	-0.18	-0.21	-0.20	-0.14	-0.14	-0.09	-0.14
Command	Focus	0.52	0.48	0.49	0.52	0.54	0.54	0.55	0.52
Command	Futuristic	0.46	0.35	0.40	0.45	0.49	0.50	0.54	0.47
Command	Harmony	-0.25	-0.22	-0.27	-0.29	-0.26	-0.25	-0.27	-0.23
Command	Ideation	0.53	0.49	0.52	0.53	0.54	0.55	0.57	0.53
Command	Includer	0.01	-0.03	-0.01	0.02	0.02	0.03	0.04	0.01
Command	Individualization	0.45	0.41	0.42	0.44	0.47	0.48	0.48	0.44
Command	Input	0.39	0.34	0.37	0.39	0.41	0.43	0.40	0.40
Command	Intellection	0.22	0.19	0.20	0.20	0.23	0.25	0.26	0.23
Command	Learner	0.30	0.26	0.29	0.31	0.32	0.36	0.35	0.31
Command	Maximizer	0.20	0.14	0.17	0.19	0.25	0.29	0.33	0.21
Command	Positivity	-0.04	-0.09	-0.07	-0.04	-0.01	0.03	0.04	-0.02
Command	Relator	0.13	0.13	0.10	0.09	0.13	0.12	0.15	0.14
Command	Responsibility	0.19	0.18	0.18	0.20	0.24	0.23	0.26	0.20
Command	Restorative	0.37	0.40	0.36	0.36	0.36	0.36	0.34	0.36
Command	Self-Assurance	0.70	0.69	0.70	0.71	0.72	0.73	0.74	0.71
Command	Significance	0.61	0.59	0.59	0.61	0.61	0.60	0.61	0.61
Command	Strategic	0.53	0.48	0.52	0.53	0.56	0.57	0.56	0.51
Command	Woo	0.21	0.20	0.20	0.21	0.20	0.21	0.24	0.20

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Theme Pair Correlations for Communication, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Communication	Achiever	0.16	0.12	0.13	0.15	0.19	0.18	0.23	0.16
Communication	Activator	0.56	0.58	0.55	0.57	0.56	0.55	0.53	0.56
Communication	Adaptability	0.19	0.18	0.17	0.18	0.20	0.21	0.25	0.21
Communication	Analytical	-0.01	-0.01	-0.04	-0.03	-0.02	0.02	0.04	-0.01
Communication	Arranger	0.35	0.29	0.33	0.36	0.37	0.38	0.40	0.35
Communication	Belief	0.21	0.20	0.20	0.20	0.24	0.24	0.32	0.22
Communication	Command	0.29	0.28	0.27	0.29	0.30	0.30	0.33	0.29
Communication	Competition	0.21	0.19	0.17	0.21	0.23	0.22	0.22	0.20
Communication	Connectedness	0.22	0.20	0.21	0.21	0.25	0.26	0.31	0.23
Communication	Consistency	-0.04	-0.03	-0.03	-0.07	-0.03	-0.04	-0.04	-0.03
Communication	Context	0.04	0.04	0.04	0.00	0.06	0.05	0.13	0.04
Communication	Deliberative	-0.32	-0.31	-0.34	-0.34	-0.33	-0.31	-0.28	-0.31
Communication	Developer	0.28	0.25	0.27	0.26	0.30	0.33	0.36	0.29
Communication	Discipline	0.04	0.00	0.02	0.02	0.07	0.08	0.12	0.06
Communication	Empathy	0.25	0.23	0.24	0.23	0.27	0.28	0.33	0.27
Communication	Focus	0.18	0.15	0.14	0.18	0.19	0.20	0.24	0.18
Communication	Futuristic	0.28	0.23	0.24	0.29	0.30	0.33	0.32	0.29
Communication	Harmony	0.00	0.00	-0.01	-0.03	0.01	0.02	0.04	0.02
Communication	Ideation	0.28	0.28	0.26	0.28	0.28	0.29	0.32	0.28
Communication	Includer	0.42	0.40	0.40	0.43	0.43	0.41	0.43	0.42
Communication	Individualization	0.31	0.29	0.28	0.31	0.33	0.33	0.38	0.32
Communication	Input	0.31	0.30	0.30	0.29	0.31	0.35	0.37	0.33
Communication	Intellection	-0.02	-0.06	-0.07	-0.07	0.00	0.06	0.11	-0.01
Communication	Learner	0.11	0.09	0.08	0.08	0.13	0.15	0.24	0.13
Communication	Maximizer	0.27	0.26	0.24	0.28	0.29	0.31	0.31	0.28
Communication	Positivity	0.49	0.46	0.47	0.49	0.51	0.53	0.53	0.51
Communication	Relator	-0.09	-0.15	-0.13	-0.13	-0.09	-0.03	0.00	-0.08
Communication	Responsibility	0.14	0.08	0.12	0.14	0.18	0.18	0.26	0.16
Communication	Restorative	0.12	0.10	0.09	0.10	0.13	0.15	0.19	0.13
Communication	Self-Assurance	0.35	0.35	0.33	0.35	0.36	0.37	0.38	0.36
Communication	Significance	0.29	0.28	0.26	0.29	0.30	0.29	0.32	0.30
Communication	Strategic	0.33	0.31	0.30	0.33	0.33	0.36	0.36	0.33
Communication	Woo	0.82	0.82	0.82	0.83	0.82	0.81	0.81	0.81

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Theme Pair Correlations for Competition, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Competition	Achiever	0.47	0.46	0.50	0.50	0.49	0.48	0.49	0.47
Competition	Activator	0.40	0.37	0.38	0.41	0.44	0.45	0.42	0.40
Competition	Adaptability	-0.12	-0.15	-0.17	-0.13	-0.12	-0.12	-0.11	-0.11
Competition	Analytical	0.36	0.39	0.37	0.35	0.34	0.34	0.32	0.36
Competition	Arranger	0.31	0.29	0.30	0.33	0.35	0.36	0.38	0.30
Competition	Belief	-0.03	-0.05	-0.04	0.00	0.03	0.06	0.05	-0.02
Competition	Command	0.54	0.52	0.53	0.54	0.55	0.52	0.49	0.53
Competition	Communication	0.21	0.19	0.17	0.21	0.23	0.22	0.22	0.20
Competition	Connectedness	-0.18	-0.18	-0.20	-0.17	-0.14	-0.10	-0.07	-0.18
Competition	Consistency	-0.02	0.03	-0.01	-0.03	-0.07	-0.06	-0.08	-0.02
Competition	Context	0.05	0.08	0.01	0.05	0.06	0.09	0.10	0.05
Competition	Deliberative	0.11	0.16	0.13	0.10	0.08	0.10	0.08	0.11
Competition	Developer	-0.16	-0.21	-0.20	-0.18	-0.12	-0.10	-0.10	-0.14
Competition	Discipline	0.16	0.16	0.15	0.15	0.15	0.16	0.13	0.15
Competition	Empathy	-0.18	-0.24	-0.24	-0.21	-0.16	-0.16	-0.13	-0.17
Competition	Focus	0.57	0.55	0.58	0.57	0.56	0.54	0.53	0.57
Competition	Futuristic	0.43	0.38	0.40	0.41	0.43	0.42	0.41	0.43
Competition	Harmony	-0.11	-0.07	-0.13	-0.13	-0.13	-0.13	-0.12	-0.09
Competition	Ideation	0.30	0.25	0.28	0.31	0.33	0.34	0.34	0.30
Competition	Includer	-0.01	-0.04	-0.03	-0.01	0.02	0.01	0.00	-0.01
Competition	Individualization	0.29	0.25	0.27	0.29	0.31	0.32	0.34	0.27
Competition	Input	0.21	0.14	0.16	0.19	0.21	0.25	0.21	0.23
Competition	Intellection	0.07	0.03	0.05	0.07	0.08	0.13	0.12	0.10
Competition	Learner	0.21	0.19	0.21	0.22	0.22	0.26	0.25	0.22
Competition	Maximizer	0.18	0.17	0.16	0.20	0.25	0.27	0.30	0.20
Competition	Positivity	-0.01	-0.06	-0.02	-0.01	0.04	0.05	0.05	0.01
Competition	Relator	0.07	0.05	0.03	0.05	0.05	0.05	0.06	0.08
Competition	Responsibility	0.06	0.07	0.06	0.08	0.11	0.12	0.14	0.07
Competition	Restorative	0.22	0.20	0.21	0.21	0.21	0.21	0.18	0.22
Competition	Self-Assurance	0.45	0.43	0.46	0.47	0.49	0.48	0.47	0.44
Competition	Significance	0.63	0.61	0.64	0.64	0.62	0.59	0.57	0.62
Competition	Strategic	0.39	0.38	0.40	0.41	0.42	0.42	0.40	0.39
Competition	Woo	0.17	0.15	0.14	0.17	0.19	0.19	0.17	0.16

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Theme Pair Correlations for Connectedness, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Connectedness	Achiever	0.06	0.03	-0.01	0.04	0.09	0.13	0.17	0.07
Connectedness	Activator	0.20	0.19	0.18	0.21	0.20	0.24	0.26	0.21
Connectedness	Adaptability	0.27	0.31	0.28	0.27	0.25	0.29	0.31	0.27
Connectedness	Analytical	-0.01	-0.02	-0.04	-0.03	0.01	0.06	0.07	0.01
Connectedness	Arranger	0.24	0.22	0.21	0.22	0.24	0.28	0.30	0.24
Connectedness	Belief	0.62	0.62	0.61	0.59	0.61	0.63	0.65	0.62
Connectedness	Command	0.06	0.06	0.05	0.06	0.07	0.11	0.15	0.07
Connectedness	Communication	0.22	0.20	0.21	0.21	0.25	0.26	0.31	0.23
Connectedness	Competition	-0.18	-0.18	-0.20	-0.17	-0.14	-0.10	-0.07	-0.18
Connectedness	Consistency	0.03	0.04	0.02	0.01	0.05	0.06	0.01	0.05
Connectedness	Context	0.24	0.26	0.25	0.22	0.23	0.24	0.29	0.25
Connectedness	Deliberative	-0.01	0.00	-0.01	-0.03	-0.01	-0.01	0.01	0.01
Connectedness	Developer	0.44	0.43	0.42	0.43	0.46	0.47	0.47	0.44
Connectedness	Discipline	0.08	0.05	0.04	0.06	0.11	0.12	0.12	0.10
Connectedness	Empathy	0.43	0.44	0.42	0.43	0.45	0.44	0.43	0.43
Connectedness	Focus	-0.03	-0.05	-0.09	-0.03	0.02	0.08	0.10	-0.02
Connectedness	Futuristic	0.15	0.08	0.12	0.17	0.21	0.26	0.25	0.15
Connectedness	Harmony	0.10	0.13	0.08	0.07	0.12	0.11	0.07	0.12
Connectedness	Ideation	0.25	0.26	0.24	0.26	0.25	0.29	0.31	0.25
Connectedness	Includer	0.26	0.22	0.22	0.26	0.28	0.28	0.30	0.26
Connectedness	Individualization	0.30	0.29	0.28	0.31	0.32	0.35	0.34	0.32
Connectedness	Input	0.37	0.42	0.37	0.38	0.39	0.42	0.44	0.37
Connectedness	Intellection	0.43	0.46	0.43	0.40	0.43	0.47	0.49	0.42
Connectedness	Learner	0.30	0.27	0.27	0.28	0.32	0.36	0.42	0.29
Connectedness	Maximizer	0.14	0.07	0.09	0.13	0.16	0.17	0.18	0.14
Connectedness	Positivity	0.36	0.32	0.30	0.35	0.38	0.40	0.39	0.36
Connectedness	Relator	0.11	0.13	0.11	0.09	0.13	0.15	0.16	0.12
Connectedness	Responsibility	0.30	0.26	0.26	0.26	0.31	0.32	0.34	0.31
Connectedness	Restorative	0.18	0.21	0.17	0.18	0.20	0.23	0.23	0.19
Connectedness	Self-Assurance	0.18	0.16	0.13	0.18	0.19	0.24	0.25	0.18
Connectedness	Significance	-0.06	-0.07	-0.10	-0.06	-0.03	0.02	0.05	-0.04
Connectedness	Strategic	0.21	0.19	0.19	0.21	0.21	0.27	0.28	0.21
Connectedness	Woo	0.16	0.14	0.13	0.16	0.18	0.19	0.23	0.17

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Theme Pair Correlations for Consistency, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Consistency	Achiever	0.11	0.22	0.15	0.09	0.09	0.06	0.02	0.09
Consistency	Activator	-0.15	-0.08	-0.12	-0.16	-0.18	-0.18	-0.23	-0.14
Consistency	Adaptability	-0.02	-0.13	-0.07	-0.06	0.01	0.08	0.12	0.00
Consistency	Analytical	0.16	0.21	0.14	0.15	0.15	0.16	0.15	0.15
Consistency	Arranger	-0.11	0.00	-0.09	-0.13	-0.13	-0.13	-0.16	-0.12
Consistency	Belief	0.12	0.13	0.10	0.11	0.14	0.15	0.15	0.13
Consistency	Command	-0.15	-0.09	-0.15	-0.17	-0.16	-0.16	-0.18	-0.14
Consistency	Communication	-0.04	-0.03	-0.03	-0.07	-0.03	-0.04	-0.04	-0.03
Consistency	Competition	-0.02	0.03	-0.01	-0.03	-0.07	-0.06	-0.08	-0.02
Consistency	Connectedness	0.03	0.04	0.02	0.01	0.05	0.06	0.01	0.05
Consistency	Context	0.13	0.12	0.10	0.14	0.12	0.13	0.08	0.13
Consistency	Deliberative	0.35	0.34	0.32	0.35	0.37	0.39	0.42	0.35
Consistency	Developer	0.23	0.18	0.20	0.21	0.24	0.26	0.28	0.24
Consistency	Discipline	0.58	0.61	0.60	0.59	0.57	0.57	0.57	0.58
Consistency	Empathy	0.18	0.11	0.17	0.18	0.19	0.21	0.21	0.19
Consistency	Focus	0.18	0.26	0.21	0.17	0.17	0.16	0.13	0.17
Consistency	Futuristic	-0.10	0.03	-0.06	-0.12	-0.17	-0.15	-0.21	-0.11
Consistency	Harmony	0.70	0.65	0.67	0.70	0.72	0.74	0.74	0.70
Consistency	Ideation	-0.45	-0.40	-0.45	-0.47	-0.48	-0.46	-0.45	-0.44
Consistency	Includer	0.08	0.04	0.06	0.04	0.10	0.15	0.16	0.09
Consistency	Individualization	-0.23	-0.12	-0.20	-0.24	-0.26	-0.28	-0.27	-0.23
Consistency	Input	-0.16	-0.07	-0.17	-0.18	-0.18	-0.18	-0.22	-0.16
Consistency	Intellection	0.02	0.08	0.02	0.02	0.00	0.00	-0.04	0.02
Consistency	Learner	0.02	0.15	0.04	0.01	0.00	-0.03	-0.09	0.02
Consistency	Maximizer	0.07	0.09	0.10	0.07	0.06	0.10	0.03	0.07
Consistency	Positivity	0.07	0.08	0.07	0.04	0.08	0.09	0.10	0.09
Consistency	Relator	0.26	0.26	0.25	0.25	0.26	0.27	0.28	0.28
Consistency	Responsibility	0.31	0.35	0.31	0.30	0.32	0.33	0.34	0.29
Consistency	Restorative	-0.01	0.05	-0.01	-0.04	-0.02	-0.02	0.00	0.01
Consistency	Self-Assurance	-0.15	-0.07	-0.14	-0.17	-0.16	-0.14	-0.18	-0.15
Consistency	Significance	0.09	0.17	0.11	0.07	0.05	0.07	0.06	0.08
Consistency	Strategic	-0.19	-0.07	-0.15	-0.20	-0.23	-0.26	-0.29	-0.19
Consistency	Woo	-0.07	-0.08	-0.07	-0.09	-0.06	-0.06	-0.05	-0.05

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Theme Pair Correlations for Context, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Context	Achiever	0.10	0.14	0.06	0.09	0.13	0.13	0.14	0.08
Context	Activator	0.04	0.07	0.03	0.01	0.05	0.08	0.13	0.04
Context	Adaptability	0.04	0.05	0.06	0.03	0.00	0.02	0.09	0.05
Context	Analytical	0.27	0.29	0.23	0.29	0.29	0.29	0.24	0.26
Context	Arranger	0.11	0.18	0.08	0.09	0.13	0.10	0.12	0.10
Context	Belief	0.23	0.27	0.22	0.21	0.23	0.24	0.27	0.23
Context	Command	0.11	0.15	0.09	0.10	0.11	0.13	0.14	0.11
Context	Communication	0.04	0.04	0.04	0.00	0.06	0.05	0.13	0.04
Context	Competition	0.05	0.08	0.01	0.05	0.06	0.09	0.10	0.05
Context	Connectedness	0.24	0.26	0.25	0.22	0.23	0.24	0.29	0.25
Context	Consistency	0.13	0.12	0.10	0.14	0.12	0.13	0.08	0.13
Context	Deliberative	0.20	0.21	0.18	0.21	0.20	0.19	0.13	0.19
Context	Developer	0.11	0.11	0.10	0.09	0.12	0.12	0.14	0.12
Context	Discipline	0.13	0.13	0.10	0.14	0.16	0.15	0.14	0.13
Context	Empathy	0.07	0.08	0.08	0.05	0.07	0.06	0.10	0.09
Context	Focus	0.11	0.15	0.08	0.10	0.15	0.17	0.14	0.10
Context	Futuristic	0.00	0.04	-0.03	-0.02	0.03	0.05	0.07	-0.01
Context	Harmony	0.13	0.12	0.12	0.13	0.12	0.12	0.08	0.14
Context	Ideation	0.14	0.20	0.13	0.12	0.12	0.14	0.20	0.13
Context	Includer	0.02	0.00	0.00	0.02	0.03	0.01	0.08	0.03
Context	Individualization	0.21	0.29	0.20	0.19	0.21	0.21	0.23	0.20
Context	Input	0.23	0.25	0.22	0.22	0.25	0.23	0.29	0.22
Context	Intellection	0.34	0.37	0.35	0.34	0.33	0.33	0.37	0.31
Context	Learner	0.29	0.32	0.28	0.30	0.31	0.33	0.36	0.26
Context	Maximizer	0.02	0.03	-0.01	-0.01	0.02	0.07	0.08	0.01
Context	Positivity	0.02	0.01	-0.02	-0.01	0.03	0.04	0.08	0.03
Context	Relator	0.15	0.19	0.14	0.16	0.15	0.16	0.11	0.15
Context	Responsibility	0.18	0.22	0.15	0.19	0.20	0.19	0.18	0.17
Context	Restorative	0.24	0.27	0.23	0.25	0.25	0.24	0.25	0.24
Context	Self-Assurance	0.10	0.13	0.07	0.09	0.12	0.13	0.14	0.09
Context	Significance	0.07	0.12	0.04	0.07	0.08	0.11	0.07	0.07
Context	Strategic	0.17	0.21	0.14	0.16	0.18	0.19	0.21	0.17
Context	Woo	-0.01	-0.01	-0.02	-0.04	0.01	0.02	0.07	0.00

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Theme Pair Correlations for Deliberative, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Deliberative	Achiever	0.16	0.18	0.15	0.15	0.16	0.15	0.16	0.16
Deliberative	Activator	-0.18	-0.17	-0.19	-0.21	-0.19	-0.17	-0.17	-0.17
Deliberative	Adaptability	-0.05	-0.10	-0.09	-0.07	-0.06	0.01	0.02	-0.04
Deliberative	Analytical	0.45	0.45	0.45	0.45	0.47	0.45	0.46	0.45
Deliberative	Arranger	-0.01	0.04	-0.01	-0.03	0.01	-0.02	-0.01	0.00
Deliberative	Belief	0.08	0.07	0.07	0.06	0.10	0.11	0.10	0.09
Deliberative	Command	0.12	0.16	0.14	0.10	0.12	0.10	0.10	0.14
Deliberative	Communication	-0.32	-0.31	-0.34	-0.34	-0.33	-0.31	-0.28	-0.31
Deliberative	Competition	0.11	0.16	0.13	0.10	0.08	0.10	0.08	0.11
Deliberative	Connectedness	-0.01	0.00	-0.01	-0.03	-0.01	-0.01	0.01	0.01
Deliberative	Consistency	0.35	0.34	0.32	0.35	0.37	0.39	0.42	0.35
Deliberative	Context	0.20	0.21	0.18	0.21	0.20	0.19	0.13	0.19
Deliberative	Developer	-0.14	-0.15	-0.18	-0.16	-0.14	-0.07	-0.02	-0.12
Deliberative	Discipline	0.36	0.36	0.35	0.36	0.37	0.37	0.39	0.36
Deliberative	Empathy	-0.07	-0.10	-0.10	-0.08	-0.08	-0.04	0.02	-0.06
Deliberative	Focus	0.27	0.29	0.27	0.25	0.27	0.27	0.29	0.27
Deliberative	Futuristic	0.02	0.10	0.05	0.00	-0.01	0.00	0.03	0.03
Deliberative	Harmony	0.31	0.28	0.26	0.30	0.31	0.34	0.35	0.32
Deliberative	Ideation	-0.04	-0.03	-0.02	-0.04	-0.04	-0.05	-0.05	-0.03
Deliberative	Includer	-0.28	-0.30	-0.32	-0.31	-0.26	-0.22	-0.18	-0.27
Deliberative	Individualization	0.04	0.10	0.08	0.03	0.01	0.01	0.00	0.04
Deliberative	Input	-0.02	-0.03	-0.03	-0.03	-0.02	-0.02	-0.04	-0.02
Deliberative	Intellection	0.26	0.26	0.28	0.27	0.25	0.24	0.23	0.25
Deliberative	Learner	0.18	0.18	0.19	0.18	0.18	0.17	0.13	0.18
Deliberative	Maximizer	0.05	0.04	0.04	0.03	0.02	0.10	0.08	0.06
Deliberative	Positivity	-0.40	-0.39	-0.43	-0.43	-0.39	-0.36	-0.31	-0.39
Deliberative	Relator	0.44	0.46	0.43	0.44	0.44	0.43	0.43	0.46
Deliberative	Responsibility	0.29	0.29	0.27	0.28	0.31	0.31	0.31	0.30
Deliberative	Restorative	0.16	0.19	0.16	0.14	0.17	0.14	0.14	0.16
Deliberative	Self-Assurance	-0.01	-0.02	-0.01	-0.04	0.00	0.00	0.00	-0.01
Deliberative	Significance	0.19	0.22	0.22	0.18	0.18	0.17	0.18	0.20
Deliberative	Strategic	0.06	0.11	0.09	0.05	0.07	0.03	0.03	0.05
Deliberative	Woo	-0.39	-0.39	-0.40	-0.40	-0.40	-0.37	-0.34	-0.38

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Theme Pair Correlations for Developer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Developer	Achiever	0.04	0.01	0.00	0.00	0.07	0.09	0.13	0.07
Developer	Activator	0.11	0.11	0.10	0.10	0.11	0.13	0.13	0.12
Developer	Adaptability	0.34	0.34	0.32	0.32	0.33	0.39	0.39	0.33
Developer	Analytical	-0.12	-0.16	-0.15	-0.14	-0.10	-0.06	-0.07	-0.10
Developer	Arranger	0.15	0.14	0.14	0.13	0.16	0.18	0.19	0.17
Developer	Belief	0.45	0.44	0.42	0.42	0.46	0.48	0.49	0.45
Developer	Command	-0.18	-0.21	-0.21	-0.20	-0.16	-0.13	-0.09	-0.17
Developer	Communication	0.28	0.25	0.27	0.26	0.30	0.33	0.36	0.29
Developer	Competition	-0.16	-0.21	-0.20	-0.18	-0.12	-0.10	-0.10	-0.14
Developer	Connectedness	0.44	0.43	0.42	0.43	0.46	0.47	0.47	0.44
Developer	Consistency	0.23	0.18	0.20	0.21	0.24	0.26	0.28	0.24
Developer	Context	0.11	0.11	0.10	0.09	0.12	0.12	0.14	0.12
Developer	Deliberative	-0.14	-0.15	-0.18	-0.16	-0.14	-0.07	-0.02	-0.12
Developer	Discipline	0.15	0.10	0.12	0.11	0.16	0.18	0.21	0.17
Developer	Empathy	0.73	0.75	0.74	0.72	0.73	0.73	0.74	0.73
Developer	Focus	-0.04	-0.08	-0.08	-0.07	-0.01	0.03	0.06	-0.02
Developer	Futuristic	0.08	0.07	0.08	0.09	0.09	0.11	0.08	0.09
Developer	Harmony	0.35	0.32	0.32	0.33	0.36	0.38	0.39	0.35
Developer	Ideation	0.05	0.08	0.03	0.04	0.04	0.06	0.05	0.05
Developer	Includer	0.42	0.39	0.40	0.40	0.45	0.45	0.46	0.42
Developer	Individualization	0.20	0.21	0.20	0.20	0.20	0.20	0.21	0.21
Developer	Input	0.21	0.25	0.21	0.20	0.20	0.23	0.25	0.22
Developer	Intellection	0.19	0.22	0.17	0.18	0.20	0.21	0.23	0.19
Developer	Learner	0.14	0.13	0.11	0.12	0.15	0.16	0.20	0.15
Developer	Maximizer	0.14	0.12	0.12	0.14	0.15	0.19	0.18	0.13
Developer	Positivity	0.71	0.70	0.70	0.70	0.73	0.73	0.73	0.71
Developer	Relator	0.11	0.11	0.09	0.08	0.10	0.14	0.18	0.12
Developer	Responsibility	0.27	0.21	0.24	0.23	0.28	0.32	0.38	0.29
Developer	Restorative	0.09	0.09	0.07	0.07	0.11	0.11	0.14	0.12
Developer	Self-Assurance	0.00	-0.03	-0.04	-0.01	0.02	0.04	0.04	0.01
Developer	Significance	-0.12	-0.15	-0.17	-0.14	-0.09	-0.06	-0.02	-0.10
Developer	Strategic	0.05	0.05	0.05	0.03	0.04	0.06	0.06	0.07
Developer	Woo	0.26	0.23	0.24	0.24	0.28	0.28	0.32	0.28

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Theme Pair Correlations for Discipline, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Discipline	Achiever	0.42	0.49	0.43	0.41	0.43	0.39	0.35	0.42
Discipline	Activator	0.02	-0.01	0.00	0.00	0.03	0.07	0.04	0.03
Discipline	Adaptability	-0.33	-0.39	-0.38	-0.37	-0.32	-0.24	-0.17	-0.31
Discipline	Analytical	0.34	0.34	0.29	0.32	0.37	0.37	0.38	0.33
Discipline	Arranger	0.20	0.25	0.19	0.17	0.21	0.22	0.22	0.20
Discipline	Belief	0.20	0.18	0.17	0.19	0.24	0.23	0.23	0.22
Discipline	Command	0.06	0.03	0.01	0.04	0.09	0.10	0.10	0.07
Discipline	Communication	0.04	0.00	0.02	0.02	0.07	0.08	0.12	0.06
Discipline	Competition	0.16	0.16	0.15	0.15	0.15	0.16	0.13	0.15
Discipline	Connectedness	0.08	0.05	0.04	0.06	0.11	0.12	0.12	0.10
Discipline	Consistency	0.58	0.61	0.60	0.59	0.57	0.57	0.57	0.58
Discipline	Context	0.13	0.13	0.10	0.14	0.16	0.15	0.14	0.13
Discipline	Deliberative	0.36	0.36	0.35	0.36	0.37	0.37	0.39	0.36
Discipline	Developer	0.15	0.10	0.12	0.11	0.16	0.18	0.21	0.17
Discipline	Empathy	0.06	0.01	0.05	0.04	0.06	0.09	0.11	0.09
Discipline	Focus	0.53	0.54	0.51	0.52	0.54	0.54	0.51	0.52
Discipline	Futuristic	0.19	0.23	0.20	0.15	0.17	0.20	0.15	0.19
Discipline	Harmony	0.37	0.35	0.34	0.36	0.38	0.39	0.40	0.38
Discipline	Ideation	-0.19	-0.20	-0.21	-0.22	-0.17	-0.17	-0.15	-0.18
Discipline	Includer	0.06	0.03	0.02	0.04	0.10	0.12	0.12	0.07
Discipline	Individualization	0.11	0.15	0.11	0.08	0.12	0.12	0.10	0.12
Discipline	Input	0.04	0.08	0.02	0.00	0.07	0.05	0.06	0.05
Discipline	Intellection	0.13	0.16	0.12	0.11	0.15	0.12	0.15	0.13
Discipline	Learner	0.30	0.38	0.30	0.28	0.31	0.27	0.23	0.30
Discipline	Maximizer	0.12	0.06	0.10	0.11	0.13	0.19	0.19	0.13
Discipline	Positivity	0.06	0.04	0.04	0.02	0.09	0.11	0.11	0.08
Discipline	Relator	0.23	0.19	0.23	0.22	0.23	0.26	0.28	0.25
Discipline	Responsibility	0.48	0.52	0.47	0.47	0.48	0.49	0.50	0.48
Discipline	Restorative	0.14	0.16	0.11	0.10	0.17	0.14	0.16	0.16
Discipline	Self-Assurance	0.11	0.08	0.07	0.09	0.15	0.17	0.15	0.12
Discipline	Significance	0.32	0.33	0.31	0.30	0.33	0.33	0.32	0.32
Discipline	Strategic	0.15	0.20	0.16	0.13	0.17	0.15	0.13	0.15
Discipline	Woo	-0.02	-0.05	-0.05	-0.04	0.01	0.02	0.05	0.00

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Theme Pair Correlations for Empathy, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Empathy	Achiever	-0.07	-0.10	-0.11	-0.10	-0.05	-0.04	0.01	-0.05
Empathy	Activator	0.10	0.11	0.08	0.09	0.10	0.09	0.09	0.11
Empathy	Adaptability	0.40	0.41	0.39	0.38	0.41	0.43	0.45	0.40
Empathy	Analytical	-0.26	-0.27	-0.28	-0.27	-0.26	-0.22	-0.22	-0.24
Empathy	Arranger	0.06	0.08	0.05	0.05	0.07	0.07	0.08	0.09
Empathy	Belief	0.33	0.35	0.32	0.31	0.34	0.35	0.37	0.35
Empathy	Command	-0.16	-0.18	-0.21	-0.20	-0.14	-0.14	-0.09	-0.14
Empathy	Communication	0.25	0.23	0.24	0.23	0.27	0.28	0.33	0.27
Empathy	Competition	-0.18	-0.24	-0.24	-0.21	-0.16	-0.16	-0.13	-0.17
Empathy	Connectedness	0.43	0.44	0.42	0.43	0.45	0.44	0.43	0.43
Empathy	Consistency	0.18	0.11	0.17	0.18	0.19	0.21	0.21	0.19
Empathy	Context	0.07	0.08	0.08	0.05	0.07	0.06	0.10	0.09
Empathy	Deliberative	-0.07	-0.10	-0.10	-0.08	-0.08	-0.04	0.02	-0.06
Empathy	Developer	0.73	0.75	0.74	0.72	0.73	0.73	0.74	0.73
Empathy	Discipline	0.06	0.01	0.05	0.04	0.06	0.09	0.11	0.09
Empathy	Focus	-0.14	-0.18	-0.19	-0.17	-0.12	-0.09	-0.04	-0.12
Empathy	Futuristic	0.04	0.04	0.01	0.02	0.03	0.04	0.03	0.04
Empathy	Harmony	0.34	0.30	0.33	0.33	0.35	0.37	0.37	0.35
Empathy	Ideation	0.02	0.09	0.00	0.00	0.02	0.02	0.03	0.03
Empathy	Includer	0.33	0.31	0.29	0.31	0.36	0.37	0.38	0.34
Empathy	Individualization	0.19	0.23	0.17	0.17	0.17	0.15	0.20	0.20
Empathy	Input	0.18	0.23	0.15	0.15	0.18	0.17	0.18	0.19
Empathy	Intellection	0.18	0.22	0.18	0.17	0.19	0.18	0.19	0.17
Empathy	Learner	0.02	0.03	0.00	0.01	0.04	0.04	0.08	0.04
Empathy	Maximizer	0.12	0.12	0.12	0.12	0.13	0.16	0.15	0.11
Empathy	Positivity	0.48	0.49	0.46	0.47	0.50	0.49	0.52	0.48
Empathy	Relator	0.15	0.15	0.15	0.12	0.13	0.15	0.21	0.15
Empathy	Responsibility	0.14	0.10	0.13	0.12	0.17	0.19	0.24	0.17
Empathy	Restorative	0.03	0.02	-0.01	0.00	0.03	0.02	0.06	0.05
Empathy	Self-Assurance	-0.07	-0.06	-0.11	-0.10	-0.06	-0.05	-0.04	-0.06
Empathy	Significance	-0.19	-0.22	-0.24	-0.22	-0.17	-0.17	-0.11	-0.17
Empathy	Strategic	-0.03	0.01	-0.03	-0.05	-0.04	-0.04	0.00	-0.02
Empathy	Woo	0.24	0.21	0.21	0.22	0.25	0.25	0.31	0.25

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Theme Pair Correlations for Focus, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Focus	Achiever	0.67	0.68	0.67	0.67	0.68	0.66	0.66	0.67
Focus	Activator	0.34	0.28	0.30	0.33	0.35	0.39	0.40	0.34
Focus	Adaptability	-0.32	-0.35	-0.39	-0.35	-0.32	-0.26	-0.20	-0.31
Focus	Analytical	0.53	0.54	0.50	0.50	0.53	0.56	0.56	0.53
Focus	Arranger	0.42	0.44	0.40	0.41	0.45	0.48	0.50	0.42
Focus	Belief	0.16	0.14	0.12	0.16	0.20	0.25	0.26	0.17
Focus	Command	0.52	0.48	0.49	0.52	0.54	0.54	0.55	0.52
Focus	Communication	0.18	0.15	0.14	0.18	0.19	0.20	0.24	0.18
Focus	Competition	0.57	0.55	0.58	0.57	0.56	0.54	0.53	0.57
Focus	Connectedness	-0.03	-0.05	-0.09	-0.03	0.02	0.08	0.10	-0.02
Focus	Consistency	0.18	0.26	0.21	0.17	0.17	0.16	0.13	0.17
Focus	Context	0.11	0.15	0.08	0.10	0.15	0.17	0.14	0.10
Focus	Deliberative	0.27	0.29	0.27	0.25	0.27	0.27	0.29	0.27
Focus	Developer	-0.04	-0.08	-0.08	-0.07	-0.01	0.03	0.06	-0.02
Focus	Discipline	0.53	0.54	0.51	0.52	0.54	0.54	0.51	0.52
Focus	Empathy	-0.14	-0.18	-0.19	-0.17	-0.12	-0.09	-0.04	-0.12
Focus	Futuristic	0.54	0.52	0.53	0.53	0.53	0.55	0.54	0.55
Focus	Harmony	0.03	0.07	0.01	0.00	0.04	0.04	0.04	0.04
Focus	Ideation	0.23	0.20	0.20	0.22	0.25	0.27	0.31	0.24
Focus	Includer	0.04	0.00	0.01	0.03	0.07	0.10	0.12	0.05
Focus	Individualization	0.34	0.34	0.31	0.32	0.35	0.39	0.40	0.34
Focus	Input	0.28	0.26	0.23	0.25	0.30	0.33	0.33	0.29
Focus	Intellection	0.17	0.16	0.13	0.15	0.21	0.24	0.24	0.18
Focus	Learner	0.49	0.51	0.47	0.48	0.50	0.53	0.50	0.50
Focus	Maximizer	0.20	0.13	0.16	0.21	0.23	0.30	0.33	0.21
Focus	Positivity	0.04	-0.01	0.02	0.03	0.06	0.10	0.12	0.05
Focus	Relator	0.18	0.16	0.15	0.16	0.18	0.20	0.22	0.19
Focus	Responsibility	0.39	0.42	0.38	0.38	0.42	0.43	0.47	0.39
Focus	Restorative	0.33	0.35	0.30	0.29	0.33	0.33	0.34	0.33
Focus	Self-Assurance	0.50	0.47	0.47	0.49	0.54	0.55	0.56	0.50
Focus	Significance	0.70	0.71	0.72	0.70	0.69	0.68	0.66	0.70
Focus	Strategic	0.44	0.45	0.43	0.44	0.45	0.47	0.46	0.44
Focus	Woo	0.11	0.08	0.08	0.11	0.11	0.13	0.16	0.11

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Theme Pair Correlations for Futuristic, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Futuristic	Achiever	0.34	0.30	0.32	0.32	0.37	0.40	0.40	0.36
Futuristic	Activator	0.45	0.36	0.40	0.45	0.49	0.52	0.52	0.46
Futuristic	Adaptability	-0.05	-0.06	-0.10	-0.04	-0.05	-0.05	-0.02	-0.04
Futuristic	Analytical	0.27	0.26	0.25	0.24	0.27	0.32	0.33	0.29
Futuristic	Arranger	0.43	0.36	0.38	0.42	0.48	0.52	0.56	0.43
Futuristic	Belief	0.21	0.15	0.18	0.22	0.26	0.29	0.28	0.24
Futuristic	Command	0.46	0.35	0.40	0.45	0.49	0.50	0.54	0.47
Futuristic	Communication	0.28	0.23	0.24	0.29	0.30	0.33	0.32	0.29
Futuristic	Competition	0.43	0.38	0.40	0.41	0.43	0.42	0.41	0.43
Futuristic	Connectedness	0.15	0.08	0.12	0.17	0.21	0.26	0.25	0.15
Futuristic	Consistency	-0.10	0.03	-0.06	-0.12	-0.17	-0.15	-0.21	-0.11
Futuristic	Context	0.00	0.04	-0.03	-0.02	0.03	0.05	0.07	-0.01
Futuristic	Deliberative	0.02	0.10	0.05	0.00	-0.01	0.00	0.03	0.03
Futuristic	Developer	0.08	0.07	0.08	0.09	0.09	0.11	0.08	0.09
Futuristic	Discipline	0.19	0.23	0.20	0.15	0.17	0.20	0.15	0.19
Futuristic	Empathy	0.04	0.04	0.01	0.02	0.03	0.04	0.03	0.04
Futuristic	Focus	0.54	0.52	0.53	0.53	0.53	0.55	0.54	0.55
Futuristic	Harmony	-0.15	-0.03	-0.13	-0.17	-0.19	-0.19	-0.25	-0.14
Futuristic	Ideation	0.50	0.40	0.45	0.51	0.54	0.56	0.62	0.50
Futuristic	Includer	0.14	0.09	0.11	0.14	0.18	0.16	0.15	0.14
Futuristic	Individualization	0.46	0.38	0.39	0.44	0.50	0.54	0.57	0.47
Futuristic	Input	0.42	0.34	0.36	0.41	0.44	0.48	0.48	0.44
Futuristic	Intellection	0.24	0.20	0.20	0.22	0.26	0.29	0.31	0.25
Futuristic	Learner	0.34	0.27	0.30	0.33	0.37	0.43	0.43	0.36
Futuristic	Maximizer	0.23	0.22	0.20	0.25	0.28	0.32	0.34	0.24
Futuristic	Positivity	0.22	0.16	0.20	0.24	0.25	0.26	0.23	0.22
Futuristic	Relator	0.09	0.13	0.07	0.07	0.06	0.09	0.13	0.10
Futuristic	Responsibility	0.22	0.22	0.23	0.21	0.26	0.29	0.31	0.23
Futuristic	Restorative	0.29	0.24	0.24	0.27	0.29	0.32	0.34	0.29
Futuristic	Self-Assurance	0.50	0.39	0.43	0.50	0.56	0.59	0.60	0.51
Futuristic	Significance	0.50	0.47	0.48	0.49	0.50	0.50	0.50	0.51
Futuristic	Strategic	0.54	0.47	0.50	0.53	0.57	0.61	0.64	0.55
Futuristic	Woo	0.22	0.17	0.18	0.22	0.23	0.25	0.24	0.22

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Theme Pair Correlations for Harmony, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Harmony	Achiever	-0.04	0.02	-0.05	-0.08	-0.04	-0.04	-0.05	-0.03
Harmony	Activator	-0.16	-0.10	-0.15	-0.18	-0.17	-0.18	-0.21	-0.15
Harmony	Adaptability	0.16	0.09	0.13	0.14	0.18	0.24	0.24	0.17
Harmony	Analytical	0.03	0.08	0.00	0.02	0.03	0.04	0.02	0.05
Harmony	Arranger	-0.19	-0.13	-0.21	-0.22	-0.19	-0.18	-0.20	-0.18
Harmony	Belief	0.11	0.11	0.06	0.08	0.12	0.15	0.15	0.12
Harmony	Command	-0.25	-0.22	-0.27	-0.29	-0.26	-0.25	-0.27	-0.23
Harmony	Communication	0.00	0.00	-0.01	-0.03	0.01	0.02	0.04	0.02
Harmony	Competition	-0.11	-0.07	-0.13	-0.13	-0.13	-0.13	-0.12	-0.09
Harmony	Connectedness	0.10	0.13	0.08	0.07	0.12	0.11	0.07	0.12
Harmony	Consistency	0.70	0.65	0.67	0.70	0.72	0.74	0.74	0.70
Harmony	Context	0.13	0.12	0.12	0.13	0.12	0.12	0.08	0.14
Harmony	Deliberative	0.31	0.28	0.26	0.30	0.31	0.34	0.35	0.32
Harmony	Developer	0.35	0.32	0.32	0.33	0.36	0.38	0.39	0.35
Harmony	Discipline	0.37	0.35	0.34	0.36	0.38	0.39	0.40	0.38
Harmony	Empathy	0.34	0.30	0.33	0.33	0.35	0.37	0.37	0.35
Harmony	Focus	0.03	0.07	0.01	0.00	0.04	0.04	0.04	0.04
Harmony	Futuristic	-0.15	-0.03	-0.13	-0.17	-0.19	-0.19	-0.25	-0.14
Harmony	Ideation	-0.43	-0.39	-0.45	-0.44	-0.45	-0.43	-0.44	-0.41
Harmony	Includer	0.09	0.06	0.04	0.06	0.11	0.16	0.19	0.10
Harmony	Individualization	-0.20	-0.10	-0.19	-0.23	-0.22	-0.23	-0.21	-0.18
Harmony	Input	-0.14	-0.07	-0.17	-0.16	-0.15	-0.16	-0.17	-0.12
Harmony	Intellection	0.04	0.10	0.03	0.04	0.04	0.02	-0.01	0.06
Harmony	Learner	-0.07	0.01	-0.09	-0.08	-0.06	-0.08	-0.11	-0.05
Harmony	Maximizer	0.11	0.14	0.13	0.11	0.11	0.13	0.07	0.12
Harmony	Positivity	0.16	0.18	0.13	0.13	0.17	0.17	0.21	0.16
Harmony	Relator	0.27	0.28	0.27	0.27	0.26	0.29	0.26	0.29
Harmony	Responsibility	0.21	0.21	0.16	0.19	0.24	0.26	0.26	0.22
Harmony	Restorative	-0.15	-0.11	-0.19	-0.19	-0.16	-0.14	-0.13	-0.13
Harmony	Self-Assurance	-0.27	-0.22	-0.29	-0.30	-0.26	-0.25	-0.28	-0.25
Harmony	Significance	-0.03	0.02	-0.04	-0.05	-0.04	-0.03	-0.02	-0.02
Harmony	Strategic	-0.33	-0.25	-0.32	-0.35	-0.35	-0.35	-0.38	-0.31
Harmony	Woo	-0.02	-0.03	-0.05	-0.05	-0.01	-0.01	0.02	-0.01

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Theme Pair Correlations for Ideation, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Ideation	Achiever	0.23	0.14	0.19	0.21	0.26	0.28	0.33	0.24
Ideation	Activator	0.44	0.40	0.40	0.43	0.46	0.49	0.51	0.44
Ideation	Adaptability	0.19	0.27	0.19	0.21	0.16	0.16	0.17	0.19
Ideation	Analytical	0.33	0.28	0.33	0.32	0.33	0.35	0.35	0.33
Ideation	Arranger	0.47	0.43	0.45	0.47	0.49	0.51	0.53	0.47
Ideation	Belief	0.22	0.21	0.21	0.22	0.21	0.24	0.20	0.23
Ideation	Command	0.53	0.49	0.52	0.53	0.54	0.55	0.57	0.53
Ideation	Communication	0.28	0.28	0.26	0.28	0.28	0.29	0.32	0.28
Ideation	Competition	0.30	0.25	0.28	0.31	0.33	0.34	0.34	0.30
Ideation	Connectedness	0.25	0.26	0.24	0.26	0.25	0.29	0.31	0.25
Ideation	Consistency	-0.45	-0.40	-0.45	-0.47	-0.48	-0.46	-0.45	-0.44
Ideation	Context	0.14	0.20	0.13	0.12	0.12	0.14	0.20	0.13
Ideation	Deliberative	-0.04	-0.03	-0.02	-0.04	-0.04	-0.05	-0.05	-0.03
Ideation	Developer	0.05	0.08	0.03	0.04	0.04	0.06	0.05	0.05
Ideation	Discipline	-0.19	-0.20	-0.21	-0.22	-0.17	-0.17	-0.15	-0.18
Ideation	Empathy	0.02	0.09	0.00	0.00	0.02	0.02	0.03	0.03
Ideation	Focus	0.23	0.20	0.20	0.22	0.25	0.27	0.31	0.24
Ideation	Futuristic	0.50	0.40	0.45	0.51	0.54	0.56	0.62	0.50
Ideation	Harmony	-0.43	-0.39	-0.45	-0.44	-0.45	-0.43	-0.44	-0.41
Ideation	Individualization	0.63	0.58	0.60	0.63	0.64	0.67	0.67	0.62
Ideation	Input	0.53	0.51	0.52	0.53	0.53	0.56	0.58	0.54
Ideation	Intellection	0.40	0.39	0.40	0.39	0.41	0.44	0.48	0.40
Ideation	Learner	0.38	0.30	0.35	0.37	0.39	0.43	0.49	0.38
Ideation	Maximizer	0.21	0.16	0.16	0.20	0.24	0.27	0.31	0.21
Ideation	Positivity	0.15	0.15	0.13	0.15	0.14	0.16	0.17	0.16
Ideation	Relator	0.04	0.07	0.03	0.03	0.04	0.05	0.09	0.04
Ideation	Responsibility	0.14	0.11	0.12	0.13	0.15	0.15	0.17	0.16
Ideation	Restorative	0.37	0.38	0.37	0.38	0.36	0.37	0.35	0.36
Ideation	Self-Assurance	0.53	0.48	0.50	0.53	0.54	0.56	0.57	0.53
Ideation	Significance	0.31	0.27	0.28	0.30	0.33	0.33	0.35	0.32
Ideation	Strategic	0.70	0.66	0.68	0.70	0.72	0.74	0.76	0.71
Ideation	Woo	0.19	0.20	0.18	0.20	0.19	0.20	0.21	0.19

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Theme Pair Correlations for Includer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Includer	Achiever	0.11	0.08	0.10	0.10	0.15	0.14	0.15	0.11
Includer	Activator	0.21	0.21	0.20	0.23	0.22	0.20	0.17	0.21
Includer	Adaptability	0.21	0.18	0.19	0.19	0.21	0.24	0.30	0.23
Includer	Analytical	-0.05	-0.09	-0.07	-0.06	-0.05	-0.03	-0.01	-0.04
Includer	Arranger	0.26	0.22	0.26	0.26	0.27	0.28	0.26	0.26
Includer	Belief	0.28	0.25	0.26	0.28	0.30	0.32	0.33	0.29
Includer	Command	0.01	-0.03	-0.01	0.02	0.02	0.03	0.04	0.01
Includer	Communication	0.42	0.40	0.40	0.43	0.43	0.41	0.43	0.42
Includer	Competition	-0.01	-0.04	-0.03	-0.01	0.02	0.01	0.00	-0.01
Includer	Connectedness	0.26	0.22	0.22	0.26	0.28	0.28	0.30	0.26
Includer	Consistency	0.08	0.04	0.06	0.04	0.10	0.15	0.16	0.09
Includer	Context	0.02	0.00	0.00	0.02	0.03	0.01	0.08	0.03
Includer	Deliberative	-0.28	-0.30	-0.32	-0.31	-0.26	-0.22	-0.18	-0.27
Includer	Developer	0.42	0.39	0.40	0.40	0.45	0.45	0.46	0.42
Includer	Discipline	0.06	0.03	0.02	0.04	0.10	0.12	0.12	0.07
Includer	Empathy	0.33	0.31	0.29	0.31	0.36	0.37	0.38	0.34
Includer	Focus	0.04	0.00	0.01	0.03	0.07	0.10	0.12	0.05
Includer	Futuristic	0.14	0.09	0.11	0.14	0.18	0.16	0.15	0.14
Includer	Harmony	0.09	0.06	0.04	0.06	0.11	0.16	0.19	0.10
Includer	Ideation	0.13	0.14	0.13	0.14	0.13	0.10	0.11	0.13
Includer	Input	0.25	0.24	0.22	0.24	0.25	0.24	0.25	0.26
Includer	Intellection	-0.04	-0.04	-0.08	-0.06	-0.02	-0.01	0.03	-0.04
Includer	Learner	0.11	0.12	0.10	0.09	0.12	0.13	0.14	0.11
Includer	Maximizer	0.09	0.09	0.06	0.10	0.11	0.10	0.11	0.07
Includer	Positivity	0.59	0.59	0.60	0.59	0.59	0.59	0.58	0.59
Includer	Relator	-0.38	-0.44	-0.43	-0.42	-0.37	-0.31	-0.27	-0.36
Includer	Responsibility	0.19	0.13	0.16	0.18	0.20	0.25	0.29	0.20
Includer	Restorative	0.20	0.15	0.19	0.18	0.21	0.23	0.21	0.22
Includer	Self-Assurance	0.18	0.17	0.18	0.19	0.18	0.19	0.18	0.17
Includer	Significance	0.06	0.03	0.02	0.05	0.07	0.11	0.11	0.05
Includer	Strategic	0.10	0.09	0.10	0.11	0.09	0.11	0.08	0.11
Includer	Woo	0.48	0.47	0.46	0.49	0.48	0.46	0.44	0.48

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Theme Pair Correlations for Individualization, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Individualization	Achiever	0.34	0.30	0.30	0.32	0.36	0.38	0.44	0.34
Individualization	Activator	0.43	0.36	0.37	0.41	0.46	0.48	0.50	0.43
Individualization	Adaptability	0.05	0.08	0.05	0.06	0.02	0.03	0.07	0.06
Individualization	Analytical	0.37	0.39	0.38	0.36	0.37	0.39	0.35	0.36
Individualization	Arranger	0.58	0.56	0.56	0.58	0.60	0.62	0.63	0.58
Individualization	Belief	0.32	0.30	0.30	0.33	0.33	0.35	0.31	0.34
Individualization	Command	0.45	0.41	0.42	0.44	0.47	0.48	0.48	0.44
Individualization	Communication	0.31	0.29	0.28	0.31	0.33	0.33	0.38	0.32
Individualization	Competition	0.29	0.25	0.27	0.29	0.31	0.32	0.34	0.27
Individualization	Connectedness	0.30	0.29	0.28	0.31	0.32	0.35	0.34	0.32
Individualization	Consistency	-0.23	-0.12	-0.20	-0.24	-0.26	-0.28	-0.27	-0.23
Individualization	Context	0.21	0.29	0.20	0.19	0.21	0.21	0.23	0.20
Individualization	Deliberative	0.04	0.10	0.08	0.03	0.01	0.01	0.00	0.04
Individualization	Developer	0.20	0.21	0.20	0.20	0.20	0.20	0.21	0.21
Individualization	Discipline	0.11	0.15	0.11	0.08	0.12	0.12	0.10	0.12
Individualization	Empathy	0.19	0.23	0.17	0.17	0.17	0.15	0.20	0.20
Individualization	Focus	0.34	0.34	0.31	0.32	0.35	0.39	0.40	0.34
Individualization	Futuristic	0.46	0.38	0.39	0.44	0.50	0.54	0.57	0.47
Individualization	Harmony	-0.20	-0.10	-0.19	-0.23	-0.22	-0.23	-0.21	-0.18
Individualization	Ideation	0.63	0.58	0.60	0.63	0.64	0.67	0.67	0.62
Individualization	Includer	0.13	0.11	0.11	0.13	0.15	0.13	0.13	0.14
Individualization	Intellection	0.36	0.37	0.35	0.34	0.36	0.40	0.40	0.35
Individualization	Learner	0.48	0.47	0.46	0.47	0.49	0.53	0.54	0.49
Individualization	Maximizer	0.17	0.12	0.12	0.17	0.20	0.27	0.30	0.17
Individualization	Positivity	0.21	0.16	0.18	0.20	0.23	0.24	0.26	0.22
Individualization	Relator	0.15	0.18	0.14	0.13	0.14	0.14	0.18	0.14
Individualization	Responsibility	0.28	0.29	0.27	0.29	0.30	0.30	0.30	0.30
Individualization	Restorative	0.42	0.44	0.42	0.42	0.43	0.40	0.39	0.42
Individualization	Self-Assurance	0.50	0.46	0.46	0.50	0.53	0.56	0.53	0.49
Individualization	Significance	0.35	0.35	0.32	0.34	0.37	0.39	0.38	0.35
Individualization	Strategic	0.64	0.60	0.62	0.64	0.64	0.67	0.68	0.63
Individualization	Woo	0.22	0.19	0.19	0.21	0.22	0.23	0.28	0.23

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Theme Pair Correlations for Input, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Input	Achiever	0.30	0.28	0.26	0.27	0.32	0.35	0.38	0.31
Input	Activator	0.41	0.37	0.39	0.39	0.42	0.46	0.47	0.42
Input	Adaptability	0.19	0.22	0.19	0.20	0.17	0.16	0.18	0.19
Input	Analytical	0.24	0.21	0.21	0.22	0.26	0.28	0.25	0.24
Input	Arranger	0.49	0.52	0.47	0.47	0.50	0.53	0.54	0.51
Input	Belief	0.31	0.35	0.31	0.29	0.32	0.34	0.32	0.33
Input	Command	0.39	0.34	0.37	0.39	0.41	0.43	0.40	0.40
Input	Communication	0.31	0.30	0.30	0.29	0.31	0.35	0.37	0.33
Input	Competition	0.21	0.14	0.16	0.19	0.21	0.25	0.21	0.23
Input	Connectedness	0.37	0.42	0.37	0.38	0.39	0.42	0.44	0.37
Input	Consistency	-0.16	-0.07	-0.17	-0.18	-0.18	-0.18	-0.22	-0.16
Input	Context	0.23	0.25	0.22	0.22	0.25	0.23	0.29	0.22
Input	Deliberative	-0.02	-0.03	-0.03	-0.03	-0.02	-0.02	-0.04	-0.02
Input	Developer	0.21	0.25	0.21	0.20	0.20	0.23	0.25	0.22
Input	Discipline	0.04	0.08	0.02	0.00	0.07	0.05	0.06	0.05
Input	Empathy	0.18	0.23	0.15	0.15	0.18	0.17	0.18	0.19
Input	Focus	0.28	0.26	0.23	0.25	0.30	0.33	0.33	0.29
Input	Futuristic	0.42	0.34	0.36	0.41	0.44	0.48	0.48	0.44
Input	Harmony	-0.14	-0.07	-0.17	-0.16	-0.15	-0.16	-0.17	-0.12
Input	Ideation	0.53	0.51	0.52	0.53	0.53	0.56	0.58	0.54
Input	Includer	0.25	0.24	0.22	0.24	0.25	0.24	0.25	0.26
Input	Individualization	0.49	0.47	0.46	0.47	0.50	0.54	0.53	0.50
Input	Learner	0.57	0.53	0.54	0.56	0.61	0.63	0.65	0.58
Input	Maximizer	0.16	0.12	0.13	0.15	0.19	0.22	0.26	0.17
Input	Positivity	0.28	0.28	0.26	0.28	0.27	0.32	0.31	0.30
Input	Relator	0.08	0.10	0.06	0.06	0.07	0.07	0.08	0.08
Input	Responsibility	0.26	0.31	0.26	0.25	0.27	0.28	0.27	0.28
Input	Restorative	0.40	0.39	0.37	0.39	0.41	0.41	0.39	0.40
Input	Self-Assurance	0.45	0.42	0.42	0.44	0.47	0.49	0.47	0.45
Input	Significance	0.26	0.23	0.22	0.23	0.26	0.29	0.25	0.27
Input	Strategic	0.47	0.43	0.45	0.46	0.48	0.53	0.54	0.48
Input	Woo	0.24	0.23	0.22	0.23	0.23	0.27	0.27	0.26

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Theme Pair Correlations for Intellection, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Intellection	Achiever	0.21	0.20	0.16	0.19	0.23	0.27	0.30	0.22
Intellection	Activator	0.14	0.08	0.10	0.10	0.15	0.21	0.25	0.16
Intellection	Adaptability	0.14	0.17	0.12	0.14	0.11	0.14	0.16	0.14
Intellection	Analytical	0.29	0.28	0.28	0.28	0.30	0.32	0.30	0.28
Intellection	Arranger	0.24	0.29	0.20	0.20	0.24	0.28	0.30	0.24
Intellection	Belief	0.29	0.32	0.28	0.25	0.31	0.31	0.31	0.30
Intellection	Command	0.22	0.19	0.20	0.20	0.23	0.25	0.26	0.23
Intellection	Communication	-0.02	-0.06	-0.07	-0.07	0.00	0.06	0.11	-0.01
Intellection	Competition	0.07	0.03	0.05	0.07	0.08	0.13	0.12	0.10
Intellection	Connectedness	0.43	0.46	0.43	0.40	0.43	0.47	0.49	0.42
Intellection	Consistency	0.02	0.08	0.02	0.02	0.00	0.00	-0.04	0.02
Intellection	Context	0.34	0.37	0.35	0.34	0.33	0.33	0.37	0.31
Intellection	Deliberative	0.26	0.26	0.28	0.27	0.25	0.24	0.23	0.25
Intellection	Developer	0.19	0.22	0.17	0.18	0.20	0.21	0.23	0.19
Intellection	Discipline	0.13	0.16	0.12	0.11	0.15	0.12	0.15	0.13
Intellection	Empathy	0.18	0.22	0.18	0.17	0.19	0.18	0.19	0.17
Intellection	Focus	0.17	0.16	0.13	0.15	0.21	0.24	0.24	0.18
Intellection	Futuristic	0.24	0.20	0.20	0.22	0.26	0.29	0.31	0.25
Intellection	Harmony	0.04	0.10	0.03	0.04	0.04	0.02	-0.01	0.06
Intellection	Ideation	0.40	0.39	0.40	0.39	0.41	0.44	0.48	0.40
Intellection	Includer	-0.04	-0.04	-0.08	-0.06	-0.02	-0.01	0.03	-0.04
Intellection	Individualization	0.36	0.37	0.35	0.34	0.36	0.40	0.40	0.35
Intellection	Input	0.55	0.54	0.53	0.54	0.57	0.58	0.62	0.54
Intellection	Maximizer	0.11	0.05	0.08	0.09	0.12	0.19	0.19	0.12
Intellection	Positivity	0.03	0.03	-0.03	0.01	0.04	0.10	0.11	0.05
Intellection	Relator	0.29	0.33	0.30	0.30	0.28	0.28	0.27	0.29
Intellection	Responsibility	0.25	0.29	0.22	0.22	0.28	0.26	0.26	0.26
Intellection	Restorative	0.25	0.29	0.24	0.25	0.26	0.24	0.25	0.24
Intellection	Self-Assurance	0.22	0.19	0.18	0.20	0.25	0.29	0.29	0.23
Intellection	Significance	0.08	0.06	0.04	0.06	0.09	0.12	0.10	0.09
Intellection	Strategic	0.35	0.32	0.33	0.33	0.36	0.40	0.43	0.35
Intellection	Woo	-0.13	-0.16	-0.18	-0.16	-0.12	-0.06	-0.03	-0.12

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Theme Pair Correlations for Learner, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Learner	Achiever	0.56	0.61	0.55	0.54	0.56	0.56	0.55	0.56
Learner	Activator	0.22	0.16	0.18	0.19	0.24	0.30	0.36	0.24
Learner	Adaptability	-0.11	-0.13	-0.13	-0.12	-0.12	-0.07	0.01	-0.09
Learner	Analytical	0.44	0.43	0.43	0.43	0.46	0.48	0.44	0.44
Learner	Arranger	0.47	0.51	0.46	0.44	0.46	0.49	0.51	0.47
Learner	Belief	0.38	0.38	0.37	0.36	0.40	0.40	0.39	0.38
Learner	Command	0.30	0.26	0.29	0.31	0.32	0.36	0.35	0.31
Learner	Communication	0.11	0.09	0.08	0.08	0.13	0.15	0.24	0.13
Learner	Competition	0.21	0.19	0.21	0.22	0.22	0.26	0.25	0.22
Learner	Connectedness	0.30	0.27	0.27	0.28	0.32	0.36	0.42	0.29
Learner	Consistency	0.02	0.15	0.04	0.01	0.00	-0.03	-0.09	0.02
Learner	Context	0.29	0.32	0.28	0.30	0.31	0.33	0.36	0.26
Learner	Deliberative	0.18	0.18	0.19	0.18	0.18	0.17	0.13	0.18
Learner	Developer	0.14	0.13	0.11	0.12	0.15	0.16	0.20	0.15
Learner	Discipline	0.30	0.38	0.30	0.28	0.31	0.27	0.23	0.30
Learner	Empathy	0.02	0.03	0.00	0.01	0.04	0.04	0.08	0.04
Learner	Focus	0.49	0.51	0.47	0.48	0.50	0.53	0.50	0.50
Learner	Futuristic	0.34	0.27	0.30	0.33	0.37	0.43	0.43	0.36
Learner	Harmony	-0.07	0.01	-0.09	-0.08	-0.06	-0.08	-0.11	-0.05
Learner	Ideation	0.38	0.30	0.35	0.37	0.39	0.43	0.49	0.38
Learner	Includer	0.11	0.12	0.10	0.09	0.12	0.13	0.14	0.11
Learner	Individualization	0.48	0.47	0.46	0.47	0.49	0.53	0.54	0.49
Learner	Input	0.57	0.53	0.54	0.56	0.61	0.63	0.65	0.58
Learner	Intellection	0.57	0.50	0.52	0.56	0.60	0.64	0.68	0.56
Learner	Positivity	0.12	0.12	0.09	0.09	0.13	0.17	0.20	0.14
Learner	Relator	0.17	0.16	0.17	0.18	0.18	0.18	0.18	0.18
Learner	Responsibility	0.44	0.51	0.46	0.43	0.44	0.42	0.39	0.44
Learner	Restorative	0.41	0.44	0.43	0.41	0.43	0.41	0.43	0.41
Learner	Self-Assurance	0.44	0.42	0.41	0.42	0.46	0.50	0.48	0.44
Learner	Significance	0.30	0.32	0.29	0.29	0.31	0.35	0.28	0.31
Learner	Strategic	0.46	0.41	0.44	0.45	0.47	0.51	0.53	0.46
Learner	Woo	0.03	0.04	0.01	0.01	0.04	0.06	0.12	0.04

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Theme Pair Correlations for Maximizer, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Maximizer	Achiever	0.15	0.05	0.11	0.13	0.16	0.23	0.26	0.16
Maximizer	Activator	0.30	0.27	0.25	0.28	0.34	0.34	0.37	0.31
Maximizer	Adaptability	0.17	0.20	0.16	0.16	0.17	0.18	0.18	0.17
Maximizer	Analytical	0.09	0.04	0.06	0.08	0.10	0.20	0.19	0.10
Maximizer	Arranger	0.20	0.11	0.13	0.20	0.21	0.29	0.32	0.20
Maximizer	Belief	0.10	0.01	0.04	0.08	0.11	0.15	0.19	0.10
Maximizer	Command	0.20	0.14	0.17	0.19	0.25	0.29	0.33	0.21
Maximizer	Communication	0.27	0.26	0.24	0.28	0.29	0.31	0.31	0.28
Maximizer	Competition	0.18	0.17	0.16	0.20	0.25	0.27	0.30	0.20
Maximizer	Connectedness	0.14	0.07	0.09	0.13	0.16	0.17	0.18	0.14
Maximizer	Consistency	0.07	0.09	0.10	0.07	0.06	0.10	0.03	0.07
Maximizer	Context	0.02	0.03	-0.01	-0.01	0.02	0.07	0.08	0.01
Maximizer	Deliberative	0.05	0.04	0.04	0.03	0.02	0.10	0.08	0.06
Maximizer	Developer	0.14	0.12	0.12	0.14	0.15	0.19	0.18	0.13
Maximizer	Discipline	0.12	0.06	0.10	0.11	0.13	0.19	0.19	0.13
Maximizer	Empathy	0.12	0.12	0.12	0.12	0.13	0.16	0.15	0.11
Maximizer	Focus	0.20	0.13	0.16	0.21	0.23	0.30	0.33	0.21
Maximizer	Futuristic	0.23	0.22	0.20	0.25	0.28	0.32	0.34	0.24
Maximizer	Harmony	0.11	0.14	0.13	0.11	0.11	0.13	0.07	0.12
Maximizer	Ideation	0.21	0.16	0.16	0.20	0.24	0.27	0.31	0.21
Maximizer	Includer	0.09	0.09	0.06	0.10	0.11	0.10	0.11	0.07
Maximizer	Individualization	0.17	0.12	0.12	0.17	0.20	0.27	0.30	0.17
Maximizer	Input	0.16	0.12	0.13	0.15	0.19	0.22	0.26	0.17
Maximizer	Intellection	0.11	0.05	0.08	0.09	0.12	0.19	0.19	0.12
Maximizer	Learner	0.11	0.02	0.05	0.08	0.11	0.19	0.23	0.12
Maximizer	Relator	0.14	0.11	0.13	0.13	0.15	0.24	0.21	0.15
Maximizer	Responsibility	0.13	0.03	0.07	0.10	0.12	0.23	0.27	0.13
Maximizer	Restorative	-0.27	-0.29	-0.31	-0.28	-0.24	-0.17	-0.15	-0.26
Maximizer	Self-Assurance	0.35	0.27	0.28	0.34	0.38	0.42	0.46	0.36
Maximizer	Significance	0.24	0.20	0.21	0.24	0.28	0.31	0.36	0.25
Maximizer	Strategic	0.24	0.17	0.18	0.22	0.26	0.33	0.33	0.24
Maximizer	Woo	0.20	0.20	0.18	0.21	0.23	0.24	0.24	0.20

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Theme Pair Correlations for Positivity, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Positivity	Achiever	0.11	0.07	0.09	0.07	0.13	0.17	0.19	0.13
Positivity	Activator	0.32	0.30	0.30	0.32	0.32	0.33	0.33	0.32
Positivity	Adaptability	0.29	0.30	0.26	0.28	0.27	0.32	0.36	0.29
Positivity	Analytical	-0.18	-0.20	-0.20	-0.20	-0.18	-0.13	-0.16	-0.17
Positivity	Arranger	0.26	0.21	0.24	0.25	0.26	0.31	0.30	0.27
Positivity	Belief	0.34	0.30	0.29	0.32	0.36	0.38	0.40	0.34
Positivity	Command	-0.04	-0.09	-0.07	-0.04	-0.01	0.03	0.04	-0.02
Positivity	Communication	0.49	0.46	0.47	0.49	0.51	0.53	0.53	0.51
Positivity	Competition	-0.01	-0.06	-0.02	-0.01	0.04	0.05	0.05	0.01
Positivity	Connectedness	0.36	0.32	0.30	0.35	0.38	0.40	0.39	0.36
Positivity	Consistency	0.07	0.08	0.07	0.04	0.08	0.09	0.10	0.09
Positivity	Context	0.02	0.01	-0.02	-0.01	0.03	0.04	0.08	0.03
Positivity	Deliberative	-0.40	-0.39	-0.43	-0.43	-0.39	-0.36	-0.31	-0.39
Positivity	Developer	0.71	0.70	0.70	0.70	0.73	0.73	0.73	0.71
Positivity	Discipline	0.06	0.04	0.04	0.02	0.09	0.11	0.11	0.08
Positivity	Empathy	0.48	0.49	0.46	0.47	0.50	0.49	0.52	0.48
Positivity	Focus	0.04	-0.01	0.02	0.03	0.06	0.10	0.12	0.05
Positivity	Futuristic	0.22	0.16	0.20	0.24	0.25	0.26	0.23	0.22
Positivity	Harmony	0.16	0.18	0.13	0.13	0.17	0.17	0.21	0.16
Positivity	Ideation	0.15	0.15	0.13	0.15	0.14	0.16	0.17	0.16
Positivity	Includer	0.59	0.59	0.60	0.59	0.59	0.59	0.58	0.59
Positivity	Individualization	0.21	0.16	0.18	0.20	0.23	0.24	0.26	0.22
Positivity	Input	0.28	0.28	0.26	0.28	0.27	0.32	0.31	0.30
Positivity	Intellection	0.03	0.03	-0.03	0.01	0.04	0.10	0.11	0.05
Positivity	Learner	0.12	0.12	0.09	0.09	0.13	0.17	0.20	0.14
Positivity	Maximizer	0.24	0.22	0.20	0.23	0.25	0.25	0.28	0.23
Positivity	Responsibility	0.20	0.14	0.17	0.15	0.20	0.24	0.29	0.22
Positivity	Restorative	0.08	0.07	0.07	0.06	0.09	0.14	0.13	0.11
Positivity	Self-Assurance	0.20	0.16	0.17	0.20	0.21	0.24	0.23	0.21
Positivity	Significance	0.04	0.00	0.00	0.03	0.06	0.09	0.12	0.05
Positivity	Strategic	0.13	0.10	0.11	0.11	0.12	0.17	0.15	0.15
Positivity	Woo	0.55	0.53	0.54	0.55	0.56	0.57	0.56	0.56

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Theme Pair Correlations for Relator, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Relator	Achiever	0.10	0.07	0.09	0.08	0.11	0.13	0.13	0.13
Relator	Activator	0.00	-0.03	-0.03	-0.03	0.01	0.04	0.05	0.01
Relator	Adaptability	0.14	0.15	0.12	0.13	0.13	0.18	0.20	0.14
Relator	Analytical	0.25	0.25	0.22	0.24	0.26	0.26	0.24	0.25
Relator	Arranger	0.09	0.09	0.06	0.07	0.11	0.10	0.14	0.10
Relator	Belief	0.12	0.14	0.11	0.10	0.14	0.15	0.16	0.14
Relator	Command	0.13	0.13	0.10	0.09	0.13	0.12	0.15	0.14
Relator	Communication	-0.09	-0.15	-0.13	-0.13	-0.09	-0.03	0.00	-0.08
Relator	Competition	0.07	0.05	0.03	0.05	0.05	0.05	0.06	0.08
Relator	Connectedness	0.11	0.13	0.11	0.09	0.13	0.15	0.16	0.12
Relator	Consistency	0.26	0.26	0.25	0.25	0.26	0.27	0.28	0.28
Relator	Context	0.15	0.19	0.14	0.16	0.15	0.16	0.11	0.15
Relator	Deliberative	0.44	0.46	0.43	0.44	0.44	0.43	0.43	0.46
Relator	Developer	0.11	0.11	0.09	0.08	0.10	0.14	0.18	0.12
Relator	Discipline	0.23	0.19	0.23	0.22	0.23	0.26	0.28	0.25
Relator	Empathy	0.15	0.15	0.15	0.12	0.13	0.15	0.21	0.15
Relator	Focus	0.18	0.16	0.15	0.16	0.18	0.20	0.22	0.19
Relator	Futuristic	0.09	0.13	0.07	0.07	0.06	0.09	0.13	0.10
Relator	Harmony	0.27	0.28	0.27	0.27	0.26	0.29	0.26	0.29
Relator	Ideation	0.04	0.07	0.03	0.03	0.04	0.05	0.09	0.04
Relator	Includer	-0.38	-0.44	-0.43	-0.42	-0.37	-0.31	-0.27	-0.36
Relator	Individualization	0.15	0.18	0.14	0.13	0.14	0.14	0.18	0.14
Relator	Input	0.08	0.10	0.06	0.06	0.07	0.07	0.08	0.08
Relator	Intellection	0.29	0.33	0.30	0.30	0.28	0.28	0.27	0.29
Relator	Learner	0.17	0.16	0.17	0.18	0.18	0.18	0.18	0.18
Relator	Maximizer	0.14	0.11	0.13	0.13	0.15	0.24	0.21	0.15
Relator	Positivity	-0.12	-0.15	-0.14	-0.14	-0.10	-0.05	-0.01	-0.10
Relator	Restorative	0.12	0.16	0.10	0.09	0.11	0.06	0.11	0.13
Relator	Self-Assurance	0.08	0.07	0.04	0.06	0.12	0.12	0.14	0.09
Relator	Significance	0.13	0.12	0.10	0.10	0.14	0.13	0.18	0.15
Relator	Strategic	0.12	0.14	0.10	0.10	0.12	0.11	0.15	0.13
Relator	Woo	-0.23	-0.29	-0.27	-0.26	-0.23	-0.18	-0.13	-0.21

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Theme Pair Correlations for Responsibility, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Responsibility	Achiever	0.43	0.47	0.43	0.41	0.44	0.43	0.44	0.43
Responsibility	Activator	0.13	0.09	0.11	0.12	0.15	0.18	0.20	0.15
Responsibility	Adaptability	0.01	-0.07	-0.02	-0.02	0.02	0.09	0.16	0.03
Responsibility	Analytical	0.37	0.37	0.35	0.37	0.40	0.41	0.40	0.37
Responsibility	Arranger	0.48	0.50	0.47	0.46	0.49	0.50	0.50	0.48
Responsibility	Belief	0.52	0.47	0.48	0.50	0.54	0.55	0.56	0.54
Responsibility	Command	0.19	0.18	0.18	0.20	0.24	0.23	0.26	0.20
Responsibility	Communication	0.14	0.08	0.12	0.14	0.18	0.18	0.26	0.16
Responsibility	Competition	0.06	0.07	0.06	0.08	0.11	0.12	0.14	0.07
Responsibility	Connectedness	0.30	0.26	0.26	0.26	0.31	0.32	0.34	0.31
Responsibility	Consistency	0.31	0.35	0.31	0.30	0.32	0.33	0.34	0.29
Responsibility	Context	0.18	0.22	0.15	0.19	0.20	0.19	0.18	0.17
Responsibility	Deliberative	0.29	0.29	0.27	0.28	0.31	0.31	0.31	0.30
Responsibility	Developer	0.27	0.21	0.24	0.23	0.28	0.32	0.38	0.29
Responsibility	Discipline	0.48	0.52	0.47	0.47	0.48	0.49	0.50	0.48
Responsibility	Empathy	0.14	0.10	0.13	0.12	0.17	0.19	0.24	0.17
Responsibility	Focus	0.39	0.42	0.38	0.38	0.42	0.43	0.47	0.39
Responsibility	Futuristic	0.22	0.22	0.23	0.21	0.26	0.29	0.31	0.23
Responsibility	Harmony	0.21	0.21	0.16	0.19	0.24	0.26	0.26	0.22
Responsibility	Ideation	0.14	0.11	0.12	0.13	0.15	0.15	0.17	0.16
Responsibility	Includer	0.19	0.13	0.16	0.18	0.20	0.25	0.29	0.20
Responsibility	Individualization	0.28	0.29	0.27	0.29	0.30	0.30	0.30	0.30
Responsibility	Input	0.26	0.31	0.26	0.25	0.27	0.28	0.27	0.28
Responsibility	Intellection	0.25	0.29	0.22	0.22	0.28	0.26	0.26	0.26
Responsibility	Learner	0.44	0.51	0.46	0.43	0.44	0.42	0.39	0.44
Responsibility	Maximizer	0.13	0.03	0.07	0.10	0.12	0.23	0.27	0.13
Responsibility	Positivity	0.20	0.14	0.17	0.15	0.20	0.24	0.29	0.22
Responsibility	Relator	0.27	0.26	0.27	0.26	0.31	0.30	0.32	0.28
Responsibility	Self-Assurance	0.33	0.30	0.31	0.32	0.37	0.38	0.41	0.33
Responsibility	Significance	0.29	0.30	0.27	0.29	0.33	0.35	0.37	0.30
Responsibility	Strategic	0.30	0.31	0.31	0.30	0.31	0.29	0.29	0.31
Responsibility	Woo	0.05	0.01	0.03	0.05	0.07	0.08	0.16	0.06

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Theme Pair Correlations for Restorative, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Restorative	Achiever	0.30	0.33	0.29	0.28	0.33	0.32	0.35	0.31
Restorative	Activator	0.24	0.21	0.21	0.23	0.23	0.28	0.26	0.24
Restorative	Adaptability	0.05	0.05	0.03	0.05	0.03	0.07	0.09	0.07
Restorative	Analytical	0.43	0.45	0.44	0.43	0.44	0.42	0.40	0.43
Restorative	Arranger	0.48	0.50	0.48	0.45	0.51	0.48	0.50	0.48
Restorative	Belief	0.30	0.32	0.30	0.30	0.33	0.34	0.29	0.32
Restorative	Command	0.37	0.40	0.36	0.36	0.36	0.36	0.34	0.36
Restorative	Communication	0.12	0.10	0.09	0.10	0.13	0.15	0.19	0.13
Restorative	Competition	0.22	0.20	0.21	0.21	0.21	0.21	0.18	0.22
Restorative	Connectedness	0.18	0.21	0.17	0.18	0.20	0.23	0.23	0.19
Restorative	Consistency	-0.01	0.05	-0.01	-0.04	-0.02	-0.02	0.00	0.01
Restorative	Context	0.24	0.27	0.23	0.25	0.25	0.24	0.25	0.24
Restorative	Deliberative	0.16	0.19	0.16	0.14	0.17	0.14	0.14	0.16
Restorative	Developer	0.09	0.09	0.07	0.07	0.11	0.11	0.14	0.12
Restorative	Discipline	0.14	0.16	0.11	0.10	0.17	0.14	0.16	0.16
Restorative	Empathy	0.03	0.02	-0.01	0.00	0.03	0.02	0.06	0.05
Restorative	Focus	0.33	0.35	0.30	0.29	0.33	0.33	0.34	0.33
Restorative	Futuristic	0.29	0.24	0.24	0.27	0.29	0.32	0.34	0.29
Restorative	Harmony	-0.15	-0.11	-0.19	-0.19	-0.16	-0.14	-0.13	-0.13
Restorative	Ideation	0.37	0.38	0.37	0.38	0.36	0.37	0.35	0.36
Restorative	Includer	0.20	0.15	0.19	0.18	0.21	0.23	0.21	0.22
Restorative	Individualization	0.42	0.44	0.42	0.42	0.43	0.40	0.39	0.42
Restorative	Input	0.40	0.39	0.37	0.39	0.41	0.41	0.39	0.40
Restorative	Intellection	0.25	0.29	0.24	0.25	0.26	0.24	0.25	0.24
Restorative	Learner	0.41	0.44	0.43	0.41	0.43	0.41	0.43	0.41
Restorative	Maximizer	-0.27	-0.29	-0.31	-0.28	-0.24	-0.17	-0.15	-0.26
Restorative	Positivity	0.08	0.07	0.07	0.06	0.09	0.14	0.13	0.11
Restorative	Relator	0.12	0.16	0.10	0.09	0.11	0.06	0.11	0.13
Restorative	Responsibility	0.35	0.38	0.36	0.35	0.39	0.34	0.35	0.36
Restorative	Significance	0.31	0.31	0.28	0.28	0.31	0.31	0.30	0.31
Restorative	Strategic	0.39	0.40	0.40	0.39	0.40	0.37	0.37	0.39
Restorative	Woo	0.06	0.03	0.05	0.05	0.05	0.09	0.09	0.07

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Theme Pair Correlations for Self-Assurance, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Self-Assurance	Achiever	0.44	0.40	0.41	0.42	0.47	0.48	0.50	0.43
Self-Assurance	Activator	0.55	0.52	0.52	0.54	0.57	0.60	0.59	0.56
Self-Assurance	Adaptability	0.07	0.12	0.08	0.06	0.04	0.05	0.11	0.08
Self-Assurance	Analytical	0.40	0.39	0.39	0.38	0.41	0.44	0.42	0.39
Self-Assurance	Arranger	0.62	0.58	0.58	0.61	0.64	0.67	0.68	0.61
Self-Assurance	Belief	0.28	0.24	0.24	0.28	0.30	0.33	0.33	0.28
Self-Assurance	Command	0.70	0.69	0.70	0.71	0.72	0.73	0.74	0.71
Self-Assurance	Communication	0.35	0.35	0.33	0.35	0.36	0.37	0.38	0.36
Self-Assurance	Competition	0.45	0.43	0.46	0.47	0.49	0.48	0.47	0.44
Self-Assurance	Connectedness	0.18	0.16	0.13	0.18	0.19	0.24	0.25	0.18
Self-Assurance	Consistency	-0.15	-0.07	-0.14	-0.17	-0.16	-0.14	-0.18	-0.15
Self-Assurance	Context	0.10	0.13	0.07	0.09	0.12	0.13	0.14	0.09
Self-Assurance	Deliberative	-0.01	-0.02	-0.01	-0.04	0.00	0.00	0.00	-0.01
Self-Assurance	Developer	0.00	-0.03	-0.04	-0.01	0.02	0.04	0.04	0.01
Self-Assurance	Discipline	0.11	0.08	0.07	0.09	0.15	0.17	0.15	0.12
Self-Assurance	Empathy	-0.07	-0.06	-0.11	-0.10	-0.06	-0.05	-0.04	-0.06
Self-Assurance	Focus	0.50	0.47	0.47	0.49	0.54	0.55	0.56	0.50
Self-Assurance	Futuristic	0.50	0.39	0.43	0.50	0.56	0.59	0.60	0.51
Self-Assurance	Harmony	-0.27	-0.22	-0.29	-0.30	-0.26	-0.25	-0.28	-0.25
Self-Assurance	Ideation	0.53	0.48	0.50	0.53	0.54	0.56	0.57	0.53
Self-Assurance	Includer	0.18	0.17	0.18	0.19	0.18	0.19	0.18	0.17
Self-Assurance	Individualization	0.50	0.46	0.46	0.50	0.53	0.56	0.53	0.49
Self-Assurance	Input	0.45	0.42	0.42	0.44	0.47	0.49	0.47	0.45
Self-Assurance	Intellection	0.22	0.19	0.18	0.20	0.25	0.29	0.29	0.23
Self-Assurance	Learner	0.44	0.42	0.41	0.42	0.46	0.50	0.48	0.44
Self-Assurance	Maximizer	0.35	0.27	0.28	0.34	0.38	0.42	0.46	0.36
Self-Assurance	Positivity	0.20	0.16	0.17	0.20	0.21	0.24	0.23	0.21
Self-Assurance	Relator	0.08	0.07	0.04	0.06	0.12	0.12	0.14	0.09
Self-Assurance	Responsibility	0.33	0.30	0.31	0.32	0.37	0.38	0.41	0.33
Self-Assurance	Restorative	0.36	0.39	0.36	0.36	0.38	0.39	0.35	0.35
Self-Assurance	Strategic	0.58	0.51	0.55	0.57	0.61	0.64	0.63	0.58
Self-Assurance	Woo	0.28	0.31	0.28	0.28	0.27	0.28	0.29	0.28

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Theme Pair Correlations for Significance, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Significance	Achiever	0.46	0.45	0.47	0.47	0.48	0.48	0.45	0.47
Significance	Activator	0.46	0.43	0.43	0.46	0.48	0.48	0.48	0.46
Significance	Adaptability	-0.12	-0.15	-0.17	-0.14	-0.11	-0.09	0.00	-0.10
Significance	Analytical	0.43	0.46	0.41	0.40	0.42	0.45	0.44	0.43
Significance	Arranger	0.43	0.42	0.40	0.43	0.47	0.49	0.49	0.42
Significance	Belief	0.13	0.11	0.09	0.13	0.17	0.21	0.20	0.14
Significance	Command	0.61	0.59	0.59	0.61	0.61	0.60	0.61	0.61
Significance	Communication	0.29	0.28	0.26	0.29	0.30	0.29	0.32	0.30
Significance	Competition	0.63	0.61	0.64	0.64	0.62	0.59	0.57	0.62
Significance	Connectedness	-0.06	-0.07	-0.10	-0.06	-0.03	0.02	0.05	-0.04
Significance	Consistency	0.09	0.17	0.11	0.07	0.05	0.07	0.06	0.08
Significance	Context	0.07	0.12	0.04	0.07	0.08	0.11	0.07	0.07
Significance	Deliberative	0.19	0.22	0.22	0.18	0.18	0.17	0.18	0.20
Significance	Developer	-0.12	-0.15	-0.17	-0.14	-0.09	-0.06	-0.02	-0.10
Significance	Discipline	0.32	0.33	0.31	0.30	0.33	0.33	0.32	0.32
Significance	Empathy	-0.19	-0.22	-0.24	-0.22	-0.17	-0.17	-0.11	-0.17
Significance	Focus	0.70	0.71	0.72	0.70	0.69	0.68	0.66	0.70
Significance	Futuristic	0.50	0.47	0.48	0.49	0.50	0.50	0.50	0.51
Significance	Harmony	-0.03	0.02	-0.04	-0.05	-0.04	-0.03	-0.02	-0.02
Significance	Ideation	0.31	0.27	0.28	0.30	0.33	0.33	0.35	0.32
Significance	Includer	0.06	0.03	0.02	0.05	0.07	0.11	0.11	0.05
Significance	Individualization	0.35	0.35	0.32	0.34	0.37	0.39	0.38	0.35
Significance	Input	0.26	0.23	0.22	0.23	0.26	0.29	0.25	0.27
Significance	Intellection	0.08	0.06	0.04	0.06	0.09	0.12	0.10	0.09
Significance	Learner	0.30	0.32	0.29	0.29	0.31	0.35	0.28	0.31
Significance	Maximizer	0.24	0.20	0.21	0.24	0.28	0.31	0.36	0.25
Significance	Positivity	0.04	0.00	0.00	0.03	0.06	0.09	0.12	0.05
Significance	Relator	0.13	0.12	0.10	0.10	0.14	0.13	0.18	0.15
Significance	Responsibility	0.29	0.30	0.27	0.29	0.33	0.35	0.37	0.30
Significance	Restorative	0.31	0.31	0.28	0.28	0.31	0.31	0.30	0.31
Significance	Self-Assurance	0.55	0.52	0.52	0.54	0.59	0.60	0.61	0.56
Significance	Woo	0.21	0.21	0.19	0.21	0.20	0.22	0.23	0.21

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Theme Pair Correlations for Strategic, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Strategic	Achiever	0.42	0.38	0.40	0.41	0.44	0.44	0.46	0.42
Strategic	Activator	0.44	0.38	0.41	0.42	0.45	0.51	0.51	0.43
Strategic	Adaptability	-0.02	0.01	-0.03	-0.02	-0.04	-0.01	0.01	-0.01
Strategic	Analytical	0.45	0.44	0.45	0.44	0.46	0.46	0.45	0.44
Strategic	Arranger	0.57	0.54	0.57	0.56	0.59	0.60	0.63	0.57
Strategic	Belief	0.26	0.24	0.24	0.26	0.26	0.29	0.26	0.28
Strategic	Command	0.53	0.48	0.52	0.53	0.56	0.57	0.56	0.51
Strategic	Communication	0.33	0.31	0.30	0.33	0.33	0.36	0.36	0.33
Strategic	Competition	0.39	0.38	0.40	0.41	0.42	0.42	0.40	0.39
Strategic	Connectedness	0.21	0.19	0.19	0.21	0.21	0.27	0.28	0.21
Strategic	Consistency	-0.19	-0.07	-0.15	-0.20	-0.23	-0.26	-0.29	-0.19
Strategic	Context	0.17	0.21	0.14	0.16	0.18	0.19	0.21	0.17
Strategic	Deliberative	0.06	0.11	0.09	0.05	0.07	0.03	0.03	0.05
Strategic	Developer	0.05	0.05	0.05	0.03	0.04	0.06	0.06	0.07
Strategic	Discipline	0.15	0.20	0.16	0.13	0.17	0.15	0.13	0.15
Strategic	Empathy	-0.03	0.01	-0.03	-0.05	-0.04	-0.04	0.00	-0.02
Strategic	Focus	0.44	0.45	0.43	0.44	0.45	0.47	0.46	0.44
Strategic	Futuristic	0.54	0.47	0.50	0.53	0.57	0.61	0.64	0.55
Strategic	Harmony	-0.33	-0.25	-0.32	-0.35	-0.35	-0.35	-0.38	-0.31
Strategic	Ideation	0.70	0.66	0.68	0.70	0.72	0.74	0.76	0.71
Strategic	Includer	0.10	0.09	0.10	0.11	0.09	0.11	0.08	0.11
Strategic	Individualization	0.64	0.60	0.62	0.64	0.64	0.67	0.68	0.63
Strategic	Input	0.47	0.43	0.45	0.46	0.48	0.53	0.54	0.48
Strategic	Intellection	0.35	0.32	0.33	0.33	0.36	0.40	0.43	0.35
Strategic	Learner	0.46	0.41	0.44	0.45	0.47	0.51	0.53	0.46
Strategic	Maximizer	0.24	0.17	0.18	0.22	0.26	0.33	0.33	0.24
Strategic	Positivity	0.13	0.10	0.11	0.11	0.12	0.17	0.15	0.15
Strategic	Relator	0.12	0.14	0.10	0.10	0.12	0.11	0.15	0.13
Strategic	Responsibility	0.30	0.31	0.31	0.30	0.31	0.29	0.29	0.31
Strategic	Restorative	0.39	0.40	0.40	0.39	0.40	0.37	0.37	0.39
Strategic	Self-Assurance	0.58	0.51	0.55	0.57	0.61	0.64	0.63	0.58
Strategic	Significance	0.43	0.44	0.43	0.42	0.45	0.44	0.42	0.43
Strategic	Woo	0.20	0.19	0.19	0.20	0.19	0.23	0.23	0.20

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Theme Pair Correlations for Woo, by Age

n = All: 47,334 | <24: 4,509 | 24<30: 6,693 | 30<40: 10,519 | 40<50: 7,405
50<60: 4,822 | 60+: 1,752 | Missing: 11,634

Theme 1	Theme 2	All	<24	24<30	30<40	40<50	50<60	60+	Missing
Woo	Achiever	0.10	0.08	0.09	0.09	0.12	0.11	0.14	0.10
Woo	Activator	0.47	0.51	0.48	0.48	0.46	0.44	0.43	0.46
Woo	Adaptability	0.18	0.17	0.16	0.16	0.18	0.18	0.23	0.19
Woo	Analytical	-0.10	-0.09	-0.12	-0.11	-0.11	-0.08	-0.07	-0.09
Woo	Arranger	0.26	0.22	0.25	0.27	0.26	0.29	0.29	0.26
Woo	Belief	0.16	0.15	0.14	0.15	0.17	0.17	0.24	0.16
Woo	Command	0.21	0.20	0.20	0.21	0.20	0.21	0.24	0.20
Woo	Communication	0.82	0.82	0.82	0.83	0.82	0.81	0.81	0.81
Woo	Competition	0.17	0.15	0.14	0.17	0.19	0.19	0.17	0.16
Woo	Connectedness	0.16	0.14	0.13	0.16	0.18	0.19	0.23	0.17
Woo	Consistency	-0.07	-0.08	-0.07	-0.09	-0.06	-0.06	-0.05	-0.05
Woo	Context	-0.01	-0.01	-0.02	-0.04	0.01	0.02	0.07	0.00
Woo	Deliberative	-0.39	-0.39	-0.40	-0.40	-0.40	-0.37	-0.34	-0.38
Woo	Developer	0.26	0.23	0.24	0.24	0.28	0.28	0.32	0.28
Woo	Discipline	-0.02	-0.05	-0.05	-0.04	0.01	0.02	0.05	0.00
Woo	Empathy	0.24	0.21	0.21	0.22	0.25	0.25	0.31	0.25
Woo	Focus	0.11	0.08	0.08	0.11	0.11	0.13	0.16	0.11
Woo	Futuristic	0.22	0.17	0.18	0.22	0.23	0.25	0.24	0.22
Woo	Harmony	-0.02	-0.03	-0.05	-0.05	-0.01	-0.01	0.02	-0.01
Woo	Ideation	0.19	0.20	0.18	0.20	0.19	0.20	0.21	0.19
Woo	Includer	0.48	0.47	0.46	0.49	0.48	0.46	0.44	0.48
Woo	Individualization	0.22	0.19	0.19	0.21	0.22	0.23	0.28	0.23
Woo	Input	0.24	0.23	0.22	0.23	0.23	0.27	0.27	0.26
Woo	Intellection	-0.13	-0.16	-0.18	-0.16	-0.12	-0.06	-0.03	-0.12
Woo	Learner	0.03	0.04	0.01	0.01	0.04	0.06	0.12	0.04
Woo	Maximizer	0.20	0.20	0.18	0.21	0.23	0.24	0.24	0.20
Woo	Positivity	0.55	0.53	0.54	0.55	0.56	0.57	0.56	0.56
Woo	Relator	-0.23	-0.29	-0.27	-0.26	-0.23	-0.18	-0.13	-0.21
Woo	Responsibility	0.05	0.01	0.03	0.05	0.07	0.08	0.16	0.06
Woo	Restorative	0.06	0.03	0.05	0.05	0.05	0.09	0.09	0.07
Woo	Self-Assurance	0.28	0.31	0.28	0.28	0.27	0.28	0.29	0.28
Woo	Significance	0.21	0.21	0.19	0.21	0.20	0.22	0.23	0.21
Woo	Strategic	0.20	0.19	0.19	0.20	0.19	0.23	0.23	0.20

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Appendix C

Mapping of CliftonStrengths Themes to Talent Dimensions

CS Theme	Hiring Assessment Dimensions
Achiever	• Achiever • Drive for Results • Energy • Growth Orientation • Doer • Work Orientation • Motivation • Productivity • Stamina
Activator	• Activator • Change Agent • Initiative • Courage/Activator • Directness • Drive/Intensity • Kinesthetic • Urgency
Adaptability	• Adaptability • Ambiguity • Tolerance • Flexibility • Flow • Flexibility/Versatility • Customer Responsiveness
Analytical	• Analytical • Business Savvy • Performance Orienation • Analytical Thinking • Problem Solver • Results Orientation • Critical Thinking • Objectivity • Measurement Orientation
Arranger	• Arranger • Operational Orientation • Orchestrator • Coordinator • Resourceful • Versatility
Belief	• Belief • Mission • Commitment • Dedication • Faith Calling • Trust • Ethics • Patient Orientation
Command	• Assertiveness • Courage • Command • Impact/Influence • Directness • Ego Risk
Communication	• Communication • Multi-Relator • Extrovert • Interactive
Competition	• Competition • Courage • Pressure Response • Sales Orientation
Connectedness	• Adience • Integration • Parent Connection
Consistency	• Operational • Discipline • Orderliness • Efficiency • Maintenance
Context	• Analytical Thinking • Time-Binder • Preparation • Synthesizer
Deliberative	• Common Sense • Critical Thinker • Preparation • Safety
Developer	• Developer • Other-Directedness • Coach • Growth Orientation • Empowerment • Teacher

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CS Theme	Hiring Assessment Dimensions
Discipline	• Detail Orientation • Discipline • Organizer • Orderliness • Preparation • Structure • Work Orientation • Order • Planner • Process Orientation
Empathy	• Compassion • Empathy • Intimacy • Listening • Nurturer
Focus	• Direction • Focus • Goal Orientation • Goal Consciousness • Will Power
Futuristic	• Explorer • Future Orientation • Possibility Thinking • Futuristic • Vision
Harmony	• Managing Relationships • Inclusiveness • Agreeableness • Hope • Customer Woo • Negotiator • Peacemaker
Ideation	• Concept • Creativity • Ideation • Innovation
Includer	• Team Builder • Inclusiveness • Team Support • Team Orientation • Involver
Individualization	• Individualization • Individualized Perception • Insight • Perceptiveness • Personalizer

CS Theme	Hiring Assessment Dimensions
Input	• Information Drive • Input Drive • Seeker • Input
Intellection	• Intellectance • Synthesizer • Philosophy • Intellection
Learner	• Competence • Expertise • Mastery • Competency • Learning
Maximizer	• Excellence • Growth Orientation • Varsity • Change Agent
Positivity	• Inspirer • Positive Thinking • Positivity • Stimulator • Verve
Relator	• Coach • Relationship • Teamwork • Interpersonal Relator • Rapport Drive
Responsibility	• Conscientiousness • Dependability • Integrity • Responsibility • Commitment • Dedication • Values
Restorative	• Problem Solver • Mechanical Adience • Reactive
Self-Assurance	• Self-Confidence • Ego Independence • Ego Risk • Self-Reliance • Self-Efficacy • Independence • Assertiveness

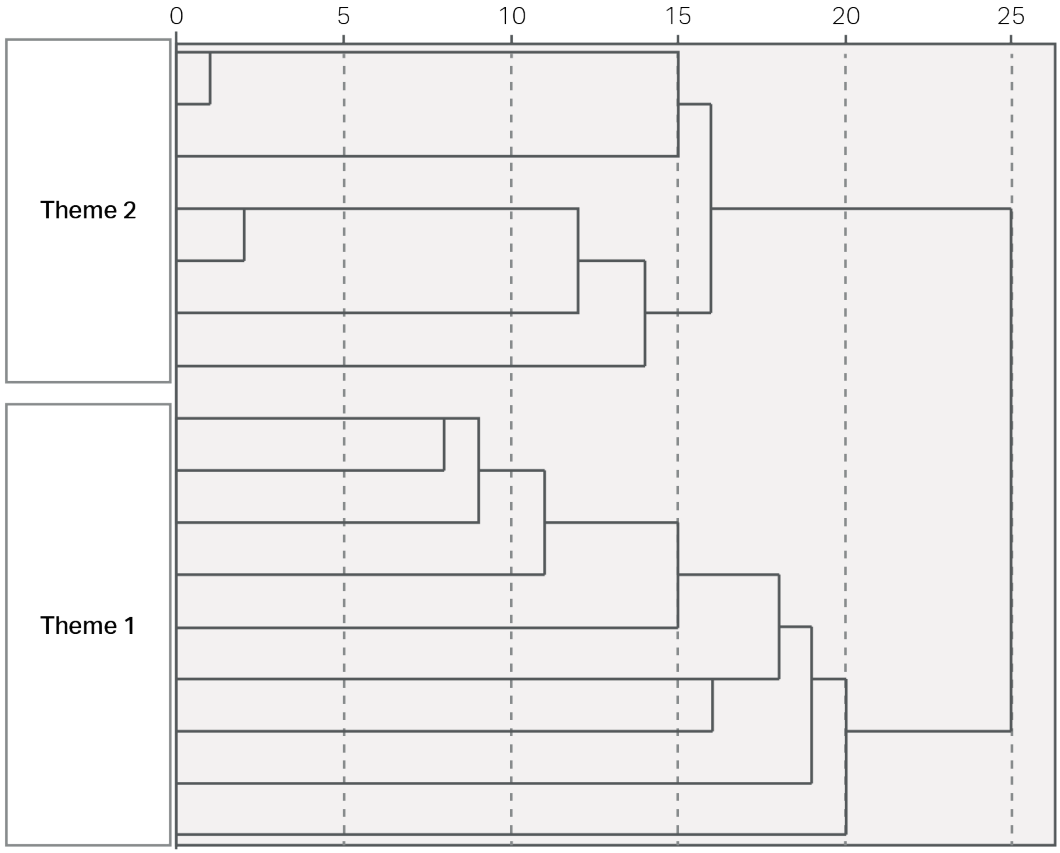
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CS Theme	Hiring Assessment Dimensions
Significance	• Risk-Taker • Super Ego • Ego Esteem • Ego Drive • Leadership
Strategic	• Strategic Planning • Strategist • Concept • Thinking/Planning • Strategic Thinking
Woo	• Network • Socializer • Customer Woo • Woo • Multi-Relator • Customer Orientation

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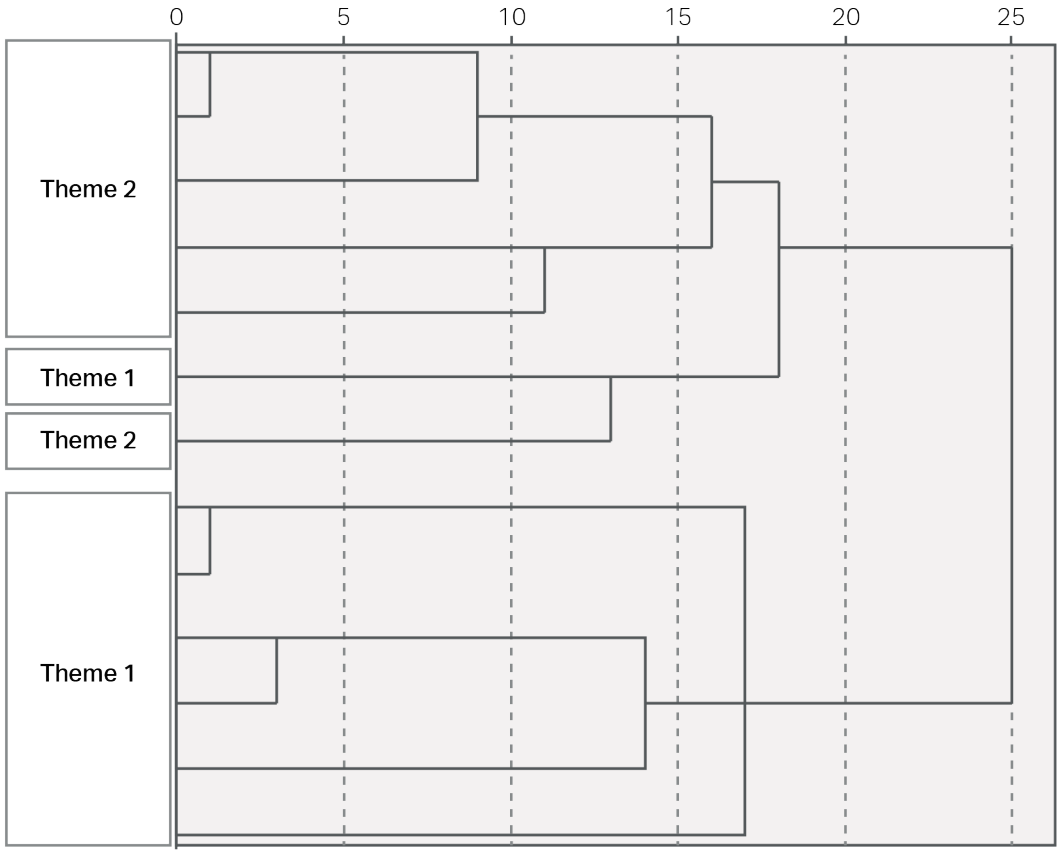
Appendix D

This dendrogram shows a theme combination where 100% of the items cluster with the correct theme.



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This next dendrogram shows a theme pair with imperfect clustering.



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Pairwise Cluster Analyses for Achiever, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Achiever	Activator	100%	94%	100%	100%	100%	100%	100%
Achiever	Adaptability	100%	100%	100%	100%	100%	100%	100%
Achiever	Analytical	100%	100%	100%	100%	95%	100%	95%
Achiever	Arranger	88%	88%	88%	88%	88%	88%	88%
Achiever	Belief	100%	100%	100%	100%	100%	100%	100%
Achiever	Command	100%	100%	100%	94%	100%	94%	94%
Achiever	Communication	100%	100%	100%	100%	100%	100%	100%
Achiever	Competition	92%	92%	92%	92%	92%	92%	92%
Achiever	Connectedness	100%	100%	100%	100%	100%	100%	100%
Achiever	Consistency	100%	100%	100%	92%	100%	100%	100%
Achiever	Context	100%	100%	100%	100%	100%	100%	100%
Achiever	Deliberative	100%	100%	100%	100%	100%	100%	100%
Achiever	Developer	100%	100%	100%	100%	100%	100%	100%
Achiever	Discipline	95%	95%	95%	86%	95%	95%	95%
Achiever	Empathy	100%	100%	100%	100%	100%	100%	100%
Achiever	Focus	94%	88%	94%	94%	94%	94%	88%
Achiever	Futuristic	100%	100%	100%	93%	100%	100%	100%
Achiever	Harmony	100%	100%	100%	100%	100%	100%	100%
Achiever	Ideation	100%	100%	100%	100%	100%	100%	100%
Achiever	Includer	100%	100%	100%	100%	100%	100%	100%
Achiever	Individualization	100%	100%	100%	100%	100%	100%	93%
Achiever	Input	100%	93%	100%	100%	100%	100%	100%
Achiever	Intellection	100%	94%	82%	82%	100%	100%	100%
Achiever	Learner	86%	79%	86%	79%	93%	86%	86%
Achiever	Maximizer	100%	100%	100%	100%	100%	100%	100%
Achiever	Positivity	100%	100%	100%	100%	100%	100%	100%
Achiever	Relator	100%	100%	100%	100%	100%	100%	100%
Achiever	Responsibility	95%	84%	84%	95%	89%	84%	95%
Achiever	Restorative	100%	100%	94%	94%	100%	100%	94%
Achiever	Self-Assurance	90%	95%	95%	90%	85%	95%	85%
Achiever	Significance	89%	83%	100%	94%	100%	89%	94%
Achiever	Strategic	100%	79%	79%	100%	100%	100%	93%
Achiever	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Activator, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Activator	Achiever	100%	94%	100%	100%	100%	100%	100%
Activator	Adaptability	100%	100%	100%	100%	100%	100%	100%
Activator	Analytical	100%	100%	100%	100%	100%	100%	100%
Activator	Arranger	83%	83%	100%	89%	83%	82%	83%
Activator	Belief	100%	100%	100%	100%	100%	100%	100%
Activator	Command	81%	81%	81%	81%	81%	81%	81%
Activator	Communication	88%	94%	88%	88%	88%	88%	76%
Activator	Competition	94%	94%	94%	94%	94%	94%	94%
Activator	Connectedness	100%	100%	100%	100%	100%	100%	100%
Activator	Consistency	100%	100%	100%	100%	100%	100%	100%
Activator	Context	100%	100%	100%	100%	100%	100%	100%
Activator	Deliberative	100%	100%	100%	100%	100%	100%	100%
Activator	Developer	100%	100%	100%	100%	100%	100%	100%
Activator	Discipline	100%	100%	100%	100%	100%	100%	100%
Activator	Empathy	100%	100%	100%	100%	100%	100%	100%
Activator	Focus	95%	100%	100%	95%	95%	100%	85%
Activator	Futuristic	100%	94%	88%	88%	94%	100%	88%
Activator	Harmony	100%	100%	100%	100%	100%	100%	100%
Activator	Ideation	94%	89%	94%	94%	94%	94%	89%
Activator	Includer	100%	100%	95%	95%	100%	100%	100%
Activator	Individualization	94%	88%	100%	82%	94%	94%	94%
Activator	Input	94%	88%	94%	100%	88%	76%	76%
Activator	Intellection	100%	100%	100%	100%	100%	100%	100%
Activator	Learner	100%	100%	100%	100%	100%	100%	100%
Activator	Maximizer	100%	100%	100%	100%	100%	100%	100%
Activator	Positivity	89%	95%	95%	95%	89%	89%	89%
Activator	Relator	100%	100%	100%	100%	100%	100%	100%
Activator	Responsibility	95%	100%	95%	95%	95%	95%	95%
Activator	Restorative	100%	100%	100%	100%	100%	100%	100%
Activator	Self-Assurance	73%	91%	91%	77%	77%	68%	73%
Activator	Significance	90%	90%	95%	90%	90%	95%	90%
Activator	Strategic	94%	81%	94%	88%	94%	94%	88%
Activator	Woo	88%	88%	94%	94%	88%	94%	94%

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Pairwise Cluster Analyses for Adaptability, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Adaptability	Achiever	100%	100%	100%	100%	100%	100%	100%
Adaptability	Activator	100%	100%	100%	100%	100%	100%	100%
Adaptability	Analytical	100%	100%	100%	100%	100%	100%	100%
Adaptability	Arranger	100%	100%	100%	100%	100%	100%	100%
Adaptability	Belief	100%	100%	100%	100%	100%	100%	100%
Adaptability	Command	100%	100%	100%	100%	100%	100%	100%
Adaptability	Communication	100%	100%	100%	100%	100%	100%	100%
Adaptability	Competition	100%	100%	100%	100%	100%	100%	100%
Adaptability	Connectedness	94%	94%	94%	94%	94%	94%	89%
Adaptability	Consistency	100%	100%	100%	100%	100%	100%	100%
Adaptability	Context	100%	100%	100%	100%	100%	100%	100%
Adaptability	Deliberative	100%	100%	100%	100%	100%	100%	100%
Adaptability	Developer	94%	94%	94%	94%	94%	94%	94%
Adaptability	Discipline	100%	100%	100%	100%	100%	100%	100%
Adaptability	Empathy	94%	94%	94%	94%	94%	94%	94%
Adaptability	Focus	100%	100%	100%	100%	100%	100%	100%
Adaptability	Futuristic	100%	100%	100%	100%	100%	100%	100%
Adaptability	Harmony	100%	100%	100%	100%	100%	100%	100%
Adaptability	Ideation	100%	100%	100%	100%	100%	100%	100%
Adaptability	Includer	100%	100%	100%	100%	100%	100%	100%
Adaptability	Individualization	100%	100%	100%	100%	100%	100%	100%
Adaptability	Input	100%	100%	100%	100%	100%	100%	100%
Adaptability	Intellection	100%	100%	100%	100%	100%	100%	100%
Adaptability	Learner	100%	100%	100%	100%	100%	100%	100%
Adaptability	Maximizer	100%	94%	100%	94%	100%	100%	100%
Adaptability	Positivity	95%	100%	100%	95%	95%	95%	100%
Adaptability	Relator	100%	100%	100%	100%	100%	100%	100%
Adaptability	Responsibility	100%	100%	100%	100%	100%	100%	100%
Adaptability	Restorative	100%	100%	100%	100%	100%	100%	100%
Adaptability	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Adaptability	Significance	100%	100%	100%	100%	100%	100%	100%
Adaptability	Strategic	100%	100%	100%	100%	100%	100%	100%
Adaptability	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Analytical, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Analytical	Achiever	100%	100%	100%	100%	95%	100%	95%
Analytical	Activator	100%	100%	100%	100%	100%	100%	100%
Analytical	Adaptability	100%	100%	100%	100%	100%	100%	100%
Analytical	Arranger	95%	100%	86%	90%	95%	100%	100%
Analytical	Belief	100%	100%	100%	100%	100%	100%	96%
Analytical	Command	100%	100%	85%	100%	95%	100%	100%
Analytical	Communication	100%	95%	95%	100%	100%	100%	100%
Analytical	Competition	100%	100%	89%	100%	100%	100%	100%
Analytical	Connectedness	100%	100%	95%	100%	100%	100%	100%
Analytical	Consistency	100%	100%	100%	100%	100%	100%	100%
Analytical	Context	100%	100%	100%	100%	100%	100%	100%
Analytical	Deliberative	90%	90%	95%	90%	90%	90%	90%
Analytical	Developer	100%	100%	100%	100%	100%	100%	100%
Analytical	Discipline	92%	84%	80%	96%	92%	92%	84%
Analytical	Empathy	100%	100%	100%	100%	100%	100%	100%
Analytical	Focus	91%	91%	87%	96%	83%	91%	87%
Analytical	Futuristic	100%	100%	100%	100%	100%	100%	100%
Analytical	Harmony	100%	100%	100%	100%	100%	100%	100%
Analytical	Ideation	100%	95%	95%	100%	95%	95%	95%
Analytical	Includer	100%	100%	100%	100%	100%	100%	100%
Analytical	Individualization	95%	89%	100%	100%	95%	89%	95%
Analytical	Input	95%	95%	95%	100%	100%	95%	100%
Analytical	Intellection	91%	91%	86%	86%	91%	86%	91%
Analytical	Learner	100%	95%	95%	100%	100%	95%	95%
Analytical	Maximizer	100%	100%	100%	100%	100%	100%	100%
Analytical	Positivity	100%	100%	100%	100%	100%	100%	100%
Analytical	Relator	100%	100%	100%	100%	100%	100%	100%
Analytical	Responsibility	83%	92%	79%	92%	88%	79%	92%
Analytical	Restorative	87%	96%	87%	96%	87%	100%	96%
Analytical	Self-Assurance	100%	96%	88%	100%	100%	100%	92%
Analytical	Significance	100%	96%	100%	100%	100%	100%	100%
Analytical	Strategic	84%	89%	95%	84%	79%	84%	95%
Analytical	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Arranger, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Arranger	Achiever	88%	88%	88%	88%	88%	88%	88%
Arranger	Activator	83%	83%	100%	89%	83%	82%	83%
Arranger	Adaptability	100%	100%	100%	100%	100%	100%	100%
Arranger	Analytical	95%	100%	86%	90%	95%	100%	100%
Arranger	Belief	100%	95%	90%	95%	100%	100%	85%
Arranger	Command	83%	94%	94%	83%	83%	83%	83%
Arranger	Communication	100%	100%	83%	100%	100%	100%	100%
Arranger	Competition	100%	100%	100%	100%	100%	100%	100%
Arranger	Connectedness	100%	100%	94%	100%	100%	100%	100%
Arranger	Consistency	100%	100%	100%	100%	100%	100%	100%
Arranger	Context	100%	100%	100%	100%	100%	100%	100%
Arranger	Deliberative	100%	100%	100%	100%	100%	100%	100%
Arranger	Developer	100%	100%	100%	100%	100%	100%	100%
Arranger	Discipline	96%	100%	96%	96%	96%	96%	96%
Arranger	Empathy	100%	100%	100%	100%	100%	100%	100%
Arranger	Focus	90%	90%	86%	90%	90%	90%	90%
Arranger	Futuristic	94%	94%	88%	94%	82%	94%	82%
Arranger	Harmony	100%	100%	94%	100%	100%	100%	100%
Arranger	Ideation	83%	83%	83%	76%	83%	83%	83%
Arranger	Includer	100%	100%	100%	100%	100%	100%	100%
Arranger	Individualization	75%	75%	75%	75%	75%	75%	81%
Arranger	Input	82%	82%	76%	82%	82%	82%	82%
Arranger	Intellection	100%	100%	100%	100%	100%	100%	100%
Arranger	Learner	88%	88%	94%	88%	88%	88%	94%
Arranger	Maximizer	100%	100%	100%	100%	100%	100%	100%
Arranger	Positivity	100%	100%	100%	100%	100%	100%	100%
Arranger	Relator	100%	100%	100%	100%	100%	100%	100%
Arranger	Responsibility	84%	84%	84%	84%	84%	84%	84%
Arranger	Restorative	85%	75%	90%	85%	85%	85%	85%
Arranger	Self-Assurance	82%	68%	77%	82%	77%	73%	73%
Arranger	Significance	90%	90%	95%	85%	90%	90%	90%
Arranger	Strategic	81%	94%	88%	75%	88%	88%	75%
Arranger	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Belief, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Belief	Achiever	100%	100%	100%	100%	100%	100%	100%
Belief	Activator	100%	100%	100%	100%	100%	100%	100%
Belief	Adaptability	100%	100%	100%	100%	100%	100%	100%
Belief	Analytical	100%	100%	100%	100%	100%	100%	96%
Belief	Arranger	100%	95%	90%	95%	100%	100%	85%
Belief	Command	100%	95%	100%	100%	100%	100%	95%
Belief	Communication	100%	100%	100%	100%	100%	100%	100%
Belief	Competition	100%	100%	100%	100%	100%	100%	100%
Belief	Connectedness	79%	84%	84%	74%	79%	79%	74%
Belief	Consistency	100%	100%	94%	100%	100%	100%	94%
Belief	Context	100%	100%	100%	100%	100%	100%	100%
Belief	Deliberative	100%	95%	100%	100%	100%	100%	95%
Belief	Developer	100%	95%	100%	100%	89%	89%	95%
Belief	Discipline	100%	100%	100%	100%	100%	100%	96%
Belief	Empathy	100%	100%	100%	94%	100%	100%	100%
Belief	Focus	100%	100%	100%	100%	100%	100%	100%
Belief	Futuristic	100%	100%	95%	100%	95%	100%	95%
Belief	Harmony	100%	100%	100%	100%	100%	100%	100%
Belief	Ideation	100%	90%	100%	100%	100%	100%	95%
Belief	Includer	95%	100%	100%	95%	100%	100%	95%
Belief	Individualization	100%	84%	100%	95%	95%	100%	89%
Belief	Input	95%	95%	95%	89%	95%	95%	95%
Belief	Intellection	95%	100%	89%	100%	100%	100%	100%
Belief	Learner	100%	100%	100%	100%	100%	100%	100%
Belief	Maximizer	100%	100%	100%	100%	100%	100%	100%
Belief	Positivity	100%	90%	100%	100%	100%	100%	100%
Belief	Relator	100%	100%	100%	100%	100%	100%	100%
Belief	Responsibility	86%	86%	77%	82%	86%	82%	86%
Belief	Restorative	100%	100%	100%	100%	100%	100%	100%
Belief	Self-Assurance	100%	96%	96%	96%	96%	100%	88%
Belief	Significance	95%	95%	95%	100%	95%	100%	100%
Belief	Strategic	100%	100%	100%	100%	100%	100%	94%
Belief	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Command, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Command	Achiever	100%	100%	100%	94%	100%	94%	94%
Command	Activator	81%	81%	81%	81%	81%	81%	81%
Command	Adaptability	100%	100%	100%	100%	100%	100%	100%
Command	Analytical	100%	100%	85%	100%	95%	100%	100%
Command	Arranger	83%	94%	94%	83%	83%	83%	83%
Command	Belief	100%	95%	100%	100%	100%	100%	95%
Command	Communication	100%	94%	94%	100%	94%	94%	89%
Command	Competition	87%	87%	87%	87%	87%	87%	87%
Command	Connectedness	100%	100%	100%	100%	100%	100%	100%
Command	Consistency	100%	100%	100%	100%	100%	100%	100%
Command	Context	100%	100%	100%	100%	100%	100%	100%
Command	Deliberative	100%	89%	89%	100%	100%	100%	100%
Command	Developer	100%	100%	100%	100%	100%	100%	100%
Command	Discipline	100%	100%	100%	100%	100%	100%	100%
Command	Empathy	100%	100%	100%	100%	100%	100%	100%
Command	Focus	89%	95%	89%	89%	95%	89%	95%
Command	Futuristic	94%	95%	88%	89%	94%	88%	95%
Command	Harmony	100%	100%	100%	100%	100%	100%	100%
Command	Ideation	100%	82%	100%	94%	100%	100%	94%
Command	Includer	100%	100%	100%	100%	100%	100%	100%
Command	Individualization	94%	82%	76%	76%	88%	82%	82%
Command	Input	88%	82%	88%	94%	94%	88%	82%
Command	Intellection	95%	95%	95%	95%	95%	95%	95%
Command	Learner	100%	94%	100%	100%	100%	100%	100%
Command	Maximizer	100%	100%	100%	100%	100%	100%	100%
Command	Positivity	100%	100%	100%	100%	100%	100%	100%
Command	Relator	100%	100%	100%	100%	100%	100%	100%
Command	Responsibility	100%	100%	100%	100%	100%	100%	100%
Command	Restorative	100%	95%	90%	100%	95%	100%	100%
Command	Self-Assurance	79%	74%	79%	74%	74%	74%	74%
Command	Significance	78%	83%	89%	83%	72%	78%	72%
Command	Strategic	94%	75%	75%	88%	94%	94%	88%
Command	Woo	100%	100%	94%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Communication, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Communication	Achiever	100%	100%	100%	100%	100%	100%	100%
Communication	Activator	88%	94%	88%	88%	88%	88%	76%
Communication	Adaptability	100%	100%	100%	100%	100%	100%	100%
Communication	Analytical	100%	95%	95%	100%	100%	100%	100%
Communication	Arranger	100%	100%	83%	100%	100%	100%	100%
Communication	Belief	100%	100%	100%	100%	100%	100%	100%
Communication	Command	100%	94%	94%	100%	94%	94%	89%
Communication	Competition	100%	100%	100%	100%	94%	100%	100%
Communication	Connectedness	94%	94%	94%	94%	94%	94%	94%
Communication	Consistency	100%	100%	100%	100%	100%	100%	100%
Communication	Context	100%	100%	100%	100%	100%	100%	100%
Communication	Deliberative	100%	100%	100%	100%	100%	100%	100%
Communication	Developer	100%	100%	100%	100%	100%	100%	100%
Communication	Discipline	100%	100%	100%	100%	100%	100%	100%
Communication	Empathy	100%	100%	100%	100%	100%	100%	100%
Communication	Focus	100%	100%	100%	100%	100%	100%	100%
Communication	Futuristic	100%	100%	100%	100%	100%	100%	100%
Communication	Harmony	100%	100%	100%	100%	100%	100%	100%
Communication	Ideation	94%	100%	94%	100%	94%	94%	100%
Communication	Includer	100%	94%	94%	94%	94%	94%	94%
Communication	Individualization	100%	94%	94%	100%	100%	100%	100%
Communication	Input	100%	94%	88%	100%	94%	94%	100%
Communication	Intellection	100%	100%	100%	95%	95%	95%	100%
Communication	Learner	100%	100%	100%	100%	100%	100%	100%
Communication	Maximizer	100%	100%	100%	100%	100%	100%	100%
Communication	Positivity	95%	94%	94%	94%	100%	100%	69%
Communication	Relator	100%	100%	100%	100%	100%	100%	100%
Communication	Responsibility	95%	95%	95%	100%	100%	95%	95%
Communication	Restorative	100%	100%	100%	100%	100%	100%	100%
Communication	Self-Assurance	86%	100%	77%	82%	86%	86%	91%
Communication	Significance	95%	95%	95%	95%	95%	95%	95%
Communication	Strategic	100%	100%	100%	100%	100%	100%	100%
Communication	Woo	92%	92%	85%	92%	92%	100%	92%

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Pairwise Cluster Analyses for Competition, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Competition	Achiever	92%	92%	92%	92%	92%	92%	92%
Competition	Activator	94%	94%	94%	94%	94%	94%	94%
Competition	Adaptability	100%	100%	100%	100%	100%	100%	100%
Competition	Analytical	100%	100%	89%	100%	100%	100%	100%
Competition	Arranger	100%	100%	100%	100%	100%	100%	100%
Competition	Belief	100%	100%	100%	100%	100%	100%	100%
Competition	Command	87%	87%	87%	87%	87%	87%	87%
Competition	Communication	100%	100%	100%	100%	94%	100%	100%
Competition	Connectedness	100%	100%	100%	100%	100%	100%	100%
Competition	Consistency	100%	100%	100%	100%	100%	100%	100%
Competition	Context	100%	100%	100%	100%	100%	100%	100%
Competition	Deliberative	100%	100%	100%	100%	100%	100%	100%
Competition	Developer	100%	100%	100%	100%	100%	100%	100%
Competition	Discipline	100%	100%	100%	100%	100%	100%	100%
Competition	Empathy	100%	100%	100%	100%	100%	100%	100%
Competition	Focus	89%	94%	89%	94%	94%	83%	83%
Competition	Futuristic	100%	93%	93%	100%	100%	100%	100%
Competition	Harmony	100%	100%	100%	100%	100%	100%	100%
Competition	Ideation	100%	100%	94%	100%	100%	100%	100%
Competition	Includer	100%	100%	100%	100%	100%	100%	100%
Competition	Individualization	100%	100%	93%	100%	100%	100%	100%
Competition	Input	100%	100%	100%	100%	100%	100%	100%
Competition	Intellection	100%	100%	100%	100%	100%	100%	100%
Competition	Learner	100%	100%	100%	100%	100%	100%	100%
Competition	Maximizer	100%	100%	100%	100%	100%	100%	100%
Competition	Positivity	100%	100%	100%	100%	100%	100%	100%
Competition	Relator	100%	100%	100%	100%	100%	100%	100%
Competition	Responsibility	100%	100%	100%	100%	100%	100%	100%
Competition	Restorative	100%	100%	94%	100%	100%	100%	100%
Competition	Self-Assurance	100%	100%	95%	100%	90%	100%	100%
Competition	Significance	88%	88%	88%	88%	88%	88%	88%
Competition	Strategic	100%	100%	93%	100%	94%	100%	94%
Competition	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Connectedness, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Connectedness	Achiever	100%	100%	100%	100%	100%	100%	100%
Connectedness	Activator	100%	100%	100%	100%	100%	100%	100%
Connectedness	Adaptability	94%	94%	94%	94%	94%	94%	89%
Connectedness	Analytical	100%	100%	95%	100%	100%	100%	100%
Connectedness	Arranger	100%	100%	94%	100%	100%	100%	100%
Connectedness	Belief	79%	84%	84%	74%	79%	79%	74%
Connectedness	Command	100%	100%	100%	100%	100%	100%	100%
Connectedness	Communication	94%	94%	94%	94%	94%	94%	94%
Connectedness	Competition	100%	100%	100%	100%	100%	100%	100%
Connectedness	Consistency	100%	100%	100%	100%	100%	100%	100%
Connectedness	Context	100%	100%	100%	100%	100%	100%	100%
Connectedness	Deliberative	100%	100%	100%	100%	100%	100%	100%
Connectedness	Developer	100%	94%	94%	100%	100%	100%	94%
Connectedness	Discipline	100%	100%	100%	100%	100%	100%	100%
Connectedness	Empathy	100%	100%	100%	100%	100%	76%	76%
Connectedness	Focus	100%	100%	100%	100%	100%	100%	100%
Connectedness	Futuristic	100%	100%	100%	100%	100%	100%	100%
Connectedness	Harmony	100%	100%	100%	100%	100%	100%	100%
Connectedness	Ideation	94%	100%	100%	94%	94%	100%	94%
Connectedness	Includer	100%	100%	100%	100%	100%	100%	100%
Connectedness	Individualization	100%	100%	88%	100%	100%	100%	100%
Connectedness	Input	82%	88%	88%	88%	76%	76%	76%
Connectedness	Intellection	89%	83%	89%	83%	89%	89%	89%
Connectedness	Learner	100%	100%	82%	100%	100%	100%	100%
Connectedness	Maximizer	100%	100%	100%	100%	100%	100%	100%
Connectedness	Positivity	100%	100%	100%	100%	100%	100%	95%
Connectedness	Relator	100%	100%	100%	100%	100%	100%	100%
Connectedness	Responsibility	100%	90%	86%	90%	100%	100%	100%
Connectedness	Restorative	100%	100%	100%	100%	100%	100%	100%
Connectedness	Self-Assurance	100%	95%	86%	100%	100%	100%	100%
Connectedness	Significance	100%	100%	95%	100%	95%	100%	100%
Connectedness	Strategic	100%	100%	81%	100%	100%	100%	100%
Connectedness	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Consistency, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Consistency	Achiever	100%	100%	100%	92%	100%	100%	100%
Consistency	Activator	100%	100%	100%	100%	100%	100%	100%
Consistency	Adaptability	100%	100%	100%	100%	100%	100%	100%
Consistency	Analytical	100%	100%	100%	100%	100%	100%	100%
Consistency	Arranger	100%	100%	100%	100%	100%	100%	100%
Consistency	Belief	100%	100%	94%	100%	100%	100%	94%
Consistency	Command	100%	100%	100%	100%	100%	100%	100%
Consistency	Communication	100%	100%	100%	100%	100%	100%	100%
Consistency	Competition	100%	100%	100%	100%	100%	100%	100%
Consistency	Connectedness	100%	100%	100%	100%	100%	100%	100%
Consistency	Context	100%	100%	100%	100%	100%	100%	100%
Consistency	Deliberative	87%	87%	87%	87%	87%	80%	80%
Consistency	Developer	93%	93%	100%	93%	93%	93%	93%
Consistency	Discipline	83%	100%	83%	100%	78%	83%	94%
Consistency	Empathy	93%	93%	93%	93%	100%	100%	93%
Consistency	Focus	100%	100%	100%	94%	100%	100%	94%
Consistency	Futuristic	100%	100%	100%	100%	100%	100%	100%
Consistency	Harmony	83%	83%	83%	83%	83%	92%	83%
Consistency	Ideation	100%	100%	100%	100%	100%	100%	100%
Consistency	Includer	94%	94%	94%	94%	94%	94%	94%
Consistency	Individualization	100%	100%	100%	100%	100%	100%	100%
Consistency	Input	100%	100%	100%	100%	100%	100%	100%
Consistency	Intellection	100%	100%	100%	100%	100%	100%	100%
Consistency	Learner	100%	100%	100%	100%	100%	100%	100%
Consistency	Maximizer	100%	100%	100%	100%	100%	100%	100%
Consistency	Positivity	94%	94%	94%	94%	94%	94%	94%
Consistency	Relator	100%	100%	100%	100%	100%	100%	100%
Consistency	Responsibility	100%	100%	100%	100%	100%	100%	100%
Consistency	Restorative	100%	100%	100%	100%	100%	100%	100%
Consistency	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Consistency	Significance	100%	100%	95%	95%	100%	100%	100%
Consistency	Strategic	100%	100%	100%	100%	100%	100%	100%
Consistency	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Context, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Context	Achiever	100%	100%	100%	100%	100%	100%	100%
Context	Activator	100%	100%	100%	100%	100%	100%	100%
Context	Adaptability	100%	100%	100%	100%	100%	100%	100%
Context	Analytical	100%	100%	100%	100%	100%	100%	100%
Context	Arranger	100%	100%	100%	100%	100%	100%	100%
Context	Belief	100%	100%	100%	100%	100%	100%	100%
Context	Command	100%	100%	100%	100%	100%	100%	100%
Context	Communication	100%	100%	100%	100%	100%	100%	100%
Context	Competition	100%	100%	100%	100%	100%	100%	100%
Context	Connectedness	100%	100%	100%	100%	100%	100%	100%
Context	Consistency	100%	100%	100%	100%	100%	100%	100%
Context	Deliberative	100%	100%	100%	100%	100%	100%	100%
Context	Developer	100%	100%	100%	100%	100%	100%	100%
Context	Discipline	100%	100%	100%	100%	100%	100%	100%
Context	Empathy	100%	100%	100%	100%	100%	100%	100%
Context	Focus	100%	100%	100%	100%	100%	100%	100%
Context	Futuristic	100%	100%	100%	100%	100%	100%	100%
Context	Harmony	100%	100%	100%	100%	100%	100%	100%
Context	Ideation	100%	100%	100%	100%	100%	100%	100%
Context	Includer	100%	100%	100%	100%	100%	100%	100%
Context	Individualization	100%	100%	100%	100%	100%	100%	100%
Context	Input	100%	100%	100%	100%	100%	100%	100%
Context	Intellection	100%	100%	100%	100%	100%	100%	100%
Context	Learner	100%	100%	100%	100%	100%	100%	100%
Context	Maximizer	100%	100%	100%	100%	100%	100%	100%
Context	Positivity	100%	100%	100%	100%	100%	100%	100%
Context	Relator	100%	100%	100%	100%	100%	100%	100%
Context	Responsibility	100%	100%	100%	100%	100%	100%	100%
Context	Restorative	100%	100%	100%	100%	100%	100%	100%
Context	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Context	Significance	100%	100%	100%	100%	100%	100%	100%
Context	Strategic	100%	100%	100%	100%	100%	100%	100%
Context	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Deliberative, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Deliberative	Achiever	100%	100%	100%	100%	100%	100%	100%
Deliberative	Activator	100%	100%	100%	100%	100%	100%	100%
Deliberative	Adaptability	100%	100%	100%	100%	100%	100%	100%
Deliberative	Analytical	90%	90%	95%	90%	90%	90%	90%
Deliberative	Arranger	100%	100%	100%	100%	100%	100%	100%
Deliberative	Belief	100%	95%	100%	100%	100%	100%	95%
Deliberative	Command	100%	89%	89%	100%	100%	100%	100%
Deliberative	Communication	100%	100%	100%	100%	100%	100%	100%
Deliberative	Competition	100%	100%	100%	100%	100%	100%	100%
Deliberative	Connectedness	100%	100%	100%	100%	100%	100%	100%
Deliberative	Consistency	87%	87%	87%	87%	87%	80%	80%
Deliberative	Context	100%	100%	100%	100%	100%	100%	100%
Deliberative	Developer	100%	100%	100%	100%	100%	100%	100%
Deliberative	Discipline	91%	87%	83%	83%	87%	87%	78%
Deliberative	Empathy	100%	100%	100%	100%	100%	100%	100%
Deliberative	Focus	95%	100%	90%	100%	100%	100%	90%
Deliberative	Futuristic	100%	100%	100%	100%	100%	100%	100%
Deliberative	Harmony	88%	88%	88%	88%	88%	88%	88%
Deliberative	Ideation	100%	100%	100%	100%	100%	100%	100%
Deliberative	Includer	100%	100%	100%	100%	100%	100%	100%
Deliberative	Individualization	100%	100%	100%	100%	100%	100%	100%
Deliberative	Input	100%	100%	100%	100%	100%	100%	100%
Deliberative	Intellection	89%	89%	89%	89%	89%	89%	89%
Deliberative	Learner	100%	100%	100%	100%	100%	100%	100%
Deliberative	Maximizer	100%	100%	100%	100%	100%	100%	100%
Deliberative	Positivity	100%	100%	100%	100%	100%	100%	100%
Deliberative	Relator	94%	81%	88%	88%	81%	81%	81%
Deliberative	Responsibility	90%	90%	90%	90%	95%	95%	95%
Deliberative	Restorative	100%	100%	100%	100%	100%	100%	100%
Deliberative	Self-Assurance	100%	100%	100%	100%	95%	100%	100%
Deliberative	Significance	100%	100%	100%	100%	100%	100%	100%
Deliberative	Strategic	100%	100%	100%	100%	100%	100%	100%
Deliberative	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Developer, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Developer	Achiever	100%	100%	100%	100%	100%	100%	100%
Developer	Activator	100%	100%	100%	100%	100%	100%	100%
Developer	Adaptability	94%	94%	94%	94%	94%	94%	94%
Developer	Analytical	100%	100%	100%	100%	100%	100%	100%
Developer	Arranger	100%	100%	100%	100%	100%	100%	100%
Developer	Belief	100%	95%	100%	100%	89%	89%	95%
Developer	Command	100%	100%	100%	100%	100%	100%	100%
Developer	Communication	100%	100%	100%	100%	100%	100%	100%
Developer	Competition	100%	100%	100%	100%	100%	100%	100%
Developer	Connectedness	100%	94%	94%	100%	100%	100%	94%
Developer	Consistency	93%	93%	100%	93%	93%	93%	93%
Developer	Context	100%	100%	100%	100%	100%	100%	100%
Developer	Deliberative	100%	100%	100%	100%	100%	100%	100%
Developer	Discipline	100%	100%	100%	100%	100%	100%	100%
Developer	Empathy	80%	80%	80%	80%	80%	80%	73%
Developer	Focus	100%	100%	100%	100%	100%	100%	100%
Developer	Futuristic	100%	100%	100%	100%	100%	100%	100%
Developer	Harmony	100%	100%	100%	100%	100%	100%	100%
Developer	Ideation	100%	100%	100%	100%	100%	100%	100%
Developer	Includer	100%	100%	100%	100%	100%	100%	95%
Developer	Individualization	94%	100%	88%	94%	94%	94%	88%
Developer	Input	100%	100%	100%	100%	100%	100%	100%
Developer	Intellection	100%	100%	100%	100%	100%	100%	100%
Developer	Learner	100%	100%	100%	100%	100%	100%	100%
Developer	Maximizer	100%	100%	100%	100%	100%	100%	100%
Developer	Positivity	93%	93%	93%	93%	93%	93%	93%
Developer	Relator	100%	100%	100%	100%	100%	100%	100%
Developer	Responsibility	100%	100%	86%	100%	100%	100%	95%
Developer	Restorative	100%	100%	100%	100%	100%	100%	95%
Developer	Self-Assurance	100%	100%	95%	100%	100%	100%	95%
Developer	Significance	100%	100%	100%	100%	100%	100%	100%
Developer	Strategic	100%	100%	100%	100%	100%	100%	100%
Developer	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Discipline, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Discipline	Achiever	95%	95%	95%	86%	95%	95%	95%
Discipline	Activator	100%	100%	100%	100%	100%	100%	100%
Discipline	Adaptability	100%	100%	100%	100%	100%	100%	100%
Discipline	Analytical	92%	84%	80%	96%	92%	92%	84%
Discipline	Arranger	96%	100%	96%	96%	96%	96%	96%
Discipline	Belief	100%	100%	100%	100%	100%	100%	96%
Discipline	Command	100%	100%	100%	100%	100%	100%	100%
Discipline	Communication	100%	100%	100%	100%	100%	100%	100%
Discipline	Competition	100%	100%	100%	100%	100%	100%	100%
Discipline	Connectedness	100%	100%	100%	100%	100%	100%	100%
Discipline	Consistency	83%	100%	83%	100%	78%	83%	94%
Discipline	Context	100%	100%	100%	100%	100%	100%	100%
Discipline	Deliberative	91%	87%	83%	83%	87%	87%	78%
Discipline	Developer	100%	100%	100%	100%	100%	100%	100%
Discipline	Empathy	100%	100%	100%	100%	100%	100%	100%
Discipline	Focus	92%	92%	92%	75%	88%	75%	83%
Discipline	Futuristic	95%	100%	95%	100%	91%	100%	100%
Discipline	Harmony	91%	91%	91%	100%	82%	91%	91%
Discipline	Ideation	100%	100%	100%	100%	100%	100%	100%
Discipline	Includer	100%	100%	100%	100%	100%	100%	100%
Discipline	Individualization	95%	95%	95%	95%	95%	95%	95%
Discipline	Input	100%	100%	100%	100%	100%	100%	100%
Discipline	Intellection	100%	100%	88%	100%	100%	100%	100%
Discipline	Learner	91%	95%	95%	95%	95%	95%	100%
Discipline	Maximizer	100%	100%	100%	100%	100%	100%	100%
Discipline	Positivity	100%	100%	100%	100%	100%	100%	100%
Discipline	Relator	100%	100%	100%	100%	100%	100%	100%
Discipline	Responsibility	88%	92%	83%	92%	92%	92%	88%
Discipline	Restorative	100%	100%	100%	100%	100%	100%	100%
Discipline	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Discipline	Significance	96%	96%	100%	100%	100%	100%	96%
Discipline	Strategic	90%	90%	100%	86%	100%	100%	100%
Discipline	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Empathy, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Empathy	Achiever	100%	100%	100%	100%	100%	100%	100%
Empathy	Activator	100%	100%	100%	100%	100%	100%	100%
Empathy	Adaptability	94%	94%	94%	94%	94%	94%	94%
Empathy	Analytical	100%	100%	100%	100%	100%	100%	100%
Empathy	Arranger	100%	100%	100%	100%	100%	100%	100%
Empathy	Belief	100%	100%	100%	94%	100%	100%	100%
Empathy	Command	100%	100%	100%	100%	100%	100%	100%
Empathy	Communication	100%	100%	100%	100%	100%	100%	100%
Empathy	Competition	100%	100%	100%	100%	100%	100%	100%
Empathy	Connectedness	100%	100%	100%	100%	100%	76%	76%
Empathy	Consistency	93%	93%	93%	93%	100%	100%	93%
Empathy	Context	100%	100%	100%	100%	100%	100%	100%
Empathy	Deliberative	100%	100%	100%	100%	100%	100%	100%
Empathy	Developer	80%	80%	80%	80%	80%	80%	73%
Empathy	Discipline	100%	100%	100%	100%	100%	100%	100%
Empathy	Focus	100%	100%	100%	100%	100%	100%	100%
Empathy	Futuristic	100%	100%	100%	100%	100%	100%	100%
Empathy	Harmony	100%	100%	100%	100%	100%	100%	100%
Empathy	Ideation	100%	100%	100%	100%	100%	100%	100%
Empathy	Includer	100%	100%	100%	100%	100%	100%	100%
Empathy	Individualization	94%	100%	100%	100%	94%	94%	94%
Empathy	Input	100%	100%	100%	100%	100%	100%	100%
Empathy	Intellection	100%	100%	100%	100%	100%	100%	100%
Empathy	Learner	100%	100%	100%	100%	100%	100%	100%
Empathy	Maximizer	100%	100%	100%	100%	100%	100%	100%
Empathy	Positivity	80%	72%	72%	72%	78%	78%	72%
Empathy	Relator	100%	100%	100%	100%	100%	100%	100%
Empathy	Responsibility	100%	100%	100%	100%	100%	100%	100%
Empathy	Restorative	100%	100%	100%	100%	100%	100%	100%
Empathy	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Empathy	Significance	100%	100%	100%	100%	100%	100%	100%
Empathy	Strategic	100%	100%	100%	100%	100%	100%	100%
Empathy	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Focus, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Focus	Achiever	94%	88%	94%	94%	94%	94%	88%
Focus	Activator	95%	100%	100%	95%	95%	100%	85%
Focus	Adaptability	100%	100%	100%	100%	100%	100%	100%
Focus	Analytical	91%	91%	87%	96%	83%	91%	87%
Focus	Arranger	90%	90%	86%	90%	90%	90%	90%
Focus	Belief	100%	100%	100%	100%	100%	100%	100%
Focus	Command	89%	95%	89%	89%	95%	89%	95%
Focus	Communication	100%	100%	100%	100%	100%	100%	100%
Focus	Competition	89%	94%	89%	94%	94%	83%	83%
Focus	Connectedness	100%	100%	100%	100%	100%	100%	100%
Focus	Consistency	100%	100%	100%	94%	100%	100%	94%
Focus	Context	100%	100%	100%	100%	100%	100%	100%
Focus	Deliberative	95%	100%	90%	100%	100%	100%	90%
Focus	Developer	100%	100%	100%	100%	100%	100%	100%
Focus	Discipline	92%	92%	92%	75%	88%	75%	83%
Focus	Empathy	100%	100%	100%	100%	100%	100%	100%
Focus	Futuristic	100%	83%	100%	100%	100%	100%	94%
Focus	Harmony	100%	100%	100%	100%	100%	100%	100%
Focus	Ideation	90%	100%	100%	100%	90%	100%	90%
Focus	Includer	100%	100%	100%	100%	100%	100%	100%
Focus	Individualization	85%	100%	90%	95%	85%	100%	95%
Focus	Input	90%	85%	85%	100%	90%	90%	90%
Focus	Intellection	91%	100%	86%	91%	91%	91%	91%
Focus	Learner	84%	84%	74%	84%	84%	89%	74%
Focus	Maximizer	100%	100%	100%	100%	100%	100%	100%
Focus	Positivity	100%	100%	100%	100%	100%	100%	100%
Focus	Relator	100%	100%	100%	100%	100%	100%	100%
Focus	Responsibility	83%	79%	83%	83%	83%	83%	79%
Focus	Restorative	87%	100%	78%	100%	87%	87%	91%
Focus	Self-Assurance	88%	92%	88%	88%	75%	75%	75%
Focus	Significance	80%	75%	80%	80%	80%	80%	80%
Focus	Strategic	84%	74%	84%	84%	84%	84%	89%
Focus	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Futuristic, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Futuristic	Achiever	100%	100%	100%	93%	100%	100%	100%
Futuristic	Activator	100%	94%	88%	88%	94%	100%	88%
Futuristic	Adaptability	100%	100%	100%	100%	100%	100%	100%
Futuristic	Analytical	100%	100%	100%	100%	100%	100%	100%
Futuristic	Arranger	94%	94%	88%	94%	82%	94%	82%
Futuristic	Belief	100%	100%	95%	100%	95%	100%	95%
Futuristic	Command	94%	95%	88%	89%	94%	88%	95%
Futuristic	Communication	100%	100%	100%	100%	100%	100%	100%
Futuristic	Competition	100%	93%	93%	100%	100%	100%	100%
Futuristic	Connectedness	100%	100%	100%	100%	100%	100%	100%
Futuristic	Consistency	100%	100%	100%	100%	100%	100%	100%
Futuristic	Context	100%	100%	100%	100%	100%	100%	100%
Futuristic	Deliberative	100%	100%	100%	100%	100%	100%	100%
Futuristic	Developer	100%	100%	100%	100%	100%	100%	100%
Futuristic	Discipline	95%	100%	95%	100%	91%	100%	100%
Futuristic	Empathy	100%	100%	100%	100%	100%	100%	100%
Futuristic	Focus	100%	83%	100%	100%	100%	100%	94%
Futuristic	Harmony	100%	100%	100%	100%	100%	100%	100%
Futuristic	Ideation	94%	94%	94%	94%	94%	94%	94%
Futuristic	Includer	100%	100%	100%	100%	100%	100%	100%
Futuristic	Individualization	100%	93%	93%	93%	93%	93%	93%
Futuristic	Input	94%	80%	87%	93%	87%	87%	93%
Futuristic	Intellection	100%	100%	94%	100%	100%	100%	100%
Futuristic	Learner	100%	100%	94%	94%	100%	100%	100%
Futuristic	Maximizer	100%	100%	100%	100%	100%	100%	100%
Futuristic	Positivity	100%	100%	100%	100%	100%	100%	100%
Futuristic	Relator	100%	100%	100%	100%	100%	100%	100%
Futuristic	Responsibility	100%	100%	100%	100%	100%	100%	100%
Futuristic	Restorative	95%	100%	95%	95%	95%	100%	95%
Futuristic	Self-Assurance	90%	70%	90%	90%	95%	75%	95%
Futuristic	Significance	95%	89%	95%	95%	95%	95%	95%
Futuristic	Strategic	93%	93%	86%	93%	93%	93%	93%
Futuristic	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Harmony, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Harmony	Achiever	100%	100%	100%	100%	100%	100%	100%
Harmony	Activator	100%	100%	100%	100%	100%	100%	100%
Harmony	Adaptability	100%	100%	100%	100%	100%	100%	100%
Harmony	Analytical	100%	100%	100%	100%	100%	100%	100%
Harmony	Arranger	100%	100%	94%	100%	100%	100%	100%
Harmony	Belief	100%	100%	100%	100%	100%	100%	100%
Harmony	Command	100%	100%	100%	100%	100%	100%	100%
Harmony	Communication	100%	100%	100%	100%	100%	100%	100%
Harmony	Competition	100%	100%	100%	100%	100%	100%	100%
Harmony	Connectedness	100%	100%	100%	100%	100%	100%	100%
Harmony	Consistency	83%	83%	83%	83%	83%	92%	83%
Harmony	Context	100%	100%	100%	100%	100%	100%	100%
Harmony	Deliberative	88%	88%	88%	88%	88%	88%	88%
Harmony	Developer	100%	100%	100%	100%	100%	100%	100%
Harmony	Discipline	91%	91%	91%	100%	82%	91%	91%
Harmony	Empathy	100%	100%	100%	100%	100%	100%	100%
Harmony	Focus	100%	100%	100%	100%	100%	100%	100%
Harmony	Futuristic	100%	100%	100%	100%	100%	100%	100%
Harmony	Ideation	100%	100%	100%	100%	100%	100%	100%
Harmony	Includer	100%	100%	100%	100%	100%	100%	100%
Harmony	Individualization	100%	100%	100%	100%	100%	100%	100%
Harmony	Input	100%	100%	100%	100%	100%	100%	100%
Harmony	Intellection	100%	100%	100%	100%	100%	100%	100%
Harmony	Learner	100%	100%	100%	100%	100%	100%	100%
Harmony	Maximizer	100%	100%	100%	100%	100%	100%	100%
Harmony	Positivity	100%	100%	100%	100%	100%	100%	100%
Harmony	Relator	100%	100%	100%	100%	100%	100%	100%
Harmony	Responsibility	100%	100%	100%	100%	100%	100%	100%
Harmony	Restorative	100%	100%	100%	100%	100%	100%	100%
Harmony	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Harmony	Significance	100%	100%	100%	100%	100%	100%	100%
Harmony	Strategic	100%	100%	100%	100%	100%	100%	100%
Harmony	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Ideation, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Ideation	Achiever	100%	100%	100%	100%	100%	100%	100%
Ideation	Activator	94%	89%	94%	94%	94%	94%	89%
Ideation	Adaptability	100%	100%	100%	100%	100%	100%	100%
Ideation	Analytical	100%	95%	95%	100%	95%	95%	95%
Ideation	Arranger	83%	83%	83%	76%	83%	83%	83%
Ideation	Belief	100%	90%	100%	100%	100%	100%	95%
Ideation	Command	100%	82%	100%	94%	100%	100%	94%
Ideation	Communication	94%	100%	94%	100%	94%	94%	100%
Ideation	Competition	100%	100%	94%	100%	100%	100%	100%
Ideation	Connectedness	94%	100%	100%	94%	94%	100%	94%
Ideation	Consistency	100%	100%	100%	100%	100%	100%	100%
Ideation	Context	100%	100%	100%	100%	100%	100%	100%
Ideation	Deliberative	100%	100%	100%	100%	100%	100%	100%
Ideation	Developer	100%	100%	100%	100%	100%	100%	100%
Ideation	Discipline	100%	100%	100%	100%	100%	100%	100%
Ideation	Empathy	100%	100%	100%	100%	100%	100%	100%
Ideation	Focus	90%	100%	100%	100%	90%	100%	90%
Ideation	Futuristic	94%	94%	94%	94%	94%	94%	94%
Ideation	Harmony	100%	100%	100%	100%	100%	100%	100%
Ideation	Includer	100%	100%	100%	100%	100%	100%	100%
Ideation	Individualization	100%	100%	93%	100%	93%	93%	100%
Ideation	Input	94%	88%	94%	88%	88%	88%	94%
Ideation	Intellection	100%	94%	89%	83%	94%	89%	94%
Ideation	Learner	94%	100%	94%	94%	94%	94%	94%
Ideation	Maximizer	100%	100%	100%	100%	100%	100%	100%
Ideation	Positivity	100%	100%	100%	100%	100%	100%	100%
Ideation	Relator	100%	100%	100%	100%	100%	100%	100%
Ideation	Responsibility	100%	100%	100%	100%	100%	100%	100%
Ideation	Restorative	90%	85%	90%	100%	100%	100%	100%
Ideation	Self-Assurance	91%	73%	95%	82%	82%	91%	73%
Ideation	Significance	95%	95%	95%	95%	95%	95%	100%
Ideation	Strategic	86%	86%	79%	86%	79%	86%	79%
Ideation	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Includer, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Includer	Achiever	100%	100%	100%	100%	100%	100%	100%
Includer	Activator	100%	100%	95%	95%	100%	100%	100%
Includer	Adaptability	100%	100%	100%	100%	100%	100%	100%
Includer	Analytical	100%	100%	100%	100%	100%	100%	100%
Includer	Arranger	100%	100%	100%	100%	100%	100%	100%
Includer	Belief	95%	100%	100%	95%	100%	100%	95%
Includer	Command	100%	100%	100%	100%	100%	100%	100%
Includer	Communication	100%	94%	94%	94%	94%	94%	94%
Includer	Competition	100%	100%	100%	100%	100%	100%	100%
Includer	Connectedness	100%	100%	100%	100%	100%	100%	100%
Includer	Consistency	94%	94%	94%	94%	94%	94%	94%
Includer	Context	100%	100%	100%	100%	100%	100%	100%
Includer	Deliberative	100%	100%	100%	100%	100%	100%	100%
Includer	Developer	100%	100%	100%	100%	100%	100%	95%
Includer	Discipline	100%	100%	100%	100%	100%	100%	100%
Includer	Empathy	100%	100%	100%	100%	100%	100%	100%
Includer	Focus	100%	100%	100%	100%	100%	100%	100%
Includer	Futuristic	100%	100%	100%	100%	100%	100%	100%
Includer	Harmony	100%	100%	100%	100%	100%	100%	100%
Includer	Ideation	100%	100%	100%	100%	100%	100%	100%
Includer	Individualization	100%	100%	100%	100%	100%	100%	100%
Includer	Input	100%	100%	100%	100%	100%	100%	100%
Includer	Intellection	100%	100%	100%	100%	100%	100%	100%
Includer	Learner	100%	100%	100%	100%	100%	100%	100%
Includer	Maximizer	100%	100%	100%	100%	100%	100%	100%
Includer	Positivity	84%	84%	95%	100%	84%	79%	100%
Includer	Relator	100%	100%	100%	100%	100%	100%	100%
Includer	Responsibility	100%	100%	100%	100%	100%	100%	100%
Includer	Restorative	100%	100%	100%	100%	100%	100%	100%
Includer	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Includer	Significance	100%	100%	95%	100%	100%	100%	100%
Includer	Strategic	100%	100%	100%	100%	100%	100%	100%
Includer	Woo	81%	94%	94%	94%	81%	88%	94%

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Pairwise Cluster Analyses for Individualization, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Individualization	Achiever	100%	100%	100%	100%	100%	100%	93%
Individualization	Activator	94%	88%	100%	82%	94%	94%	94%
Individualization	Adaptability	100%	100%	100%	100%	100%	100%	100%
Individualization	Analytical	95%	89%	100%	100%	95%	89%	95%
Individualization	Arranger	75%	75%	75%	75%	75%	75%	81%
Individualization	Belief	100%	84%	100%	95%	95%	100%	89%
Individualization	Command	94%	82%	76%	76%	88%	82%	82%
Individualization	Communication	100%	94%	94%	100%	100%	100%	100%
Individualization	Competition	100%	100%	93%	100%	100%	100%	100%
Individualization	Connectedness	100%	100%	88%	100%	100%	100%	100%
Individualization	Consistency	100%	100%	100%	100%	100%	100%	100%
Individualization	Context	100%	100%	100%	100%	100%	100%	100%
Individualization	Deliberative	100%	100%	100%	100%	100%	100%	100%
Individualization	Developer	94%	100%	88%	94%	94%	94%	88%
Individualization	Discipline	95%	95%	95%	95%	95%	95%	95%
Individualization	Empathy	94%	100%	100%	100%	94%	94%	94%
Individualization	Focus	85%	100%	90%	95%	85%	100%	95%
Individualization	Futuristic	100%	93%	93%	93%	93%	93%	93%
Individualization	Harmony	100%	100%	100%	100%	100%	100%	100%
Individualization	Ideation	100%	100%	93%	100%	93%	93%	100%
Individualization	Includer	100%	100%	100%	100%	100%	100%	100%
Individualization	Input	75%	75%	81%	75%	75%	75%	73%
Individualization	Intellection	100%	94%	78%	94%	94%	94%	94%
Individualization	Learner	100%	100%	100%	93%	100%	100%	100%
Individualization	Maximizer	100%	100%	100%	100%	100%	100%	100%
Individualization	Positivity	100%	100%	100%	100%	100%	100%	100%
Individualization	Relator	100%	100%	100%	100%	100%	100%	100%
Individualization	Responsibility	90%	90%	100%	85%	95%	90%	100%
Individualization	Restorative	89%	84%	74%	84%	89%	89%	89%
Individualization	Self-Assurance	86%	81%	81%	71%	86%	71%	76%
Individualization	Significance	100%	79%	79%	95%	95%	95%	95%
Individualization	Strategic	79%	86%	71%	86%	79%	79%	79%
Individualization	Woo	100%	100%	93%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Input, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Input	Achiever	100%	93%	100%	100%	100%	100%	100%
Input	Activator	94%	88%	94%	100%	88%	76%	76%
Input	Adaptability	100%	100%	100%	100%	100%	100%	100%
Input	Analytical	95%	95%	95%	100%	100%	95%	100%
Input	Arranger	82%	82%	76%	82%	82%	82%	82%
Input	Belief	95%	95%	95%	89%	95%	95%	95%
Input	Command	88%	82%	88%	94%	94%	88%	82%
Input	Communication	100%	94%	88%	100%	94%	94%	100%
Input	Competition	100%	100%	100%	100%	100%	100%	100%
Input	Connectedness	82%	88%	88%	88%	76%	76%	76%
Input	Consistency	100%	100%	100%	100%	100%	100%	100%
Input	Context	100%	100%	100%	100%	100%	100%	100%
Input	Deliberative	100%	100%	100%	100%	100%	100%	100%
Input	Developer	100%	100%	100%	100%	100%	100%	100%
Input	Discipline	100%	100%	100%	100%	100%	100%	100%
Input	Empathy	100%	100%	100%	100%	100%	100%	100%
Input	Focus	90%	85%	85%	100%	90%	90%	90%
Input	Futuristic	94%	80%	87%	93%	87%	87%	93%
Input	Harmony	100%	100%	100%	100%	100%	100%	100%
Input	Ideation	94%	88%	94%	88%	88%	88%	94%
Input	Includer	100%	100%	100%	100%	100%	100%	100%
Input	Individualization	75%	75%	81%	75%	75%	75%	73%
Input	Intellection	82%	76%	94%	76%	76%	82%	76%
Input	Learner	93%	87%	87%	87%	87%	80%	80%
Input	Maximizer	100%	100%	100%	100%	100%	100%	100%
Input	Positivity	100%	100%	100%	94%	100%	94%	100%
Input	Relator	100%	100%	100%	100%	100%	100%	100%
Input	Responsibility	100%	90%	85%	95%	95%	100%	100%
Input	Restorative	84%	95%	95%	84%	95%	100%	89%
Input	Self-Assurance	76%	71%	76%	81%	71%	71%	76%
Input	Significance	95%	95%	95%	95%	95%	95%	100%
Input	Strategic	93%	93%	93%	93%	93%	93%	93%
Input	Woo	100%	93%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Intellection, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Intellection	Achiever	100%	94%	82%	82%	100%	100%	100%
Intellection	Activator	100%	100%	100%	100%	100%	100%	100%
Intellection	Adaptability	100%	100%	100%	100%	100%	100%	100%
Intellection	Analytical	91%	91%	86%	86%	91%	86%	91%
Intellection	Arranger	100%	100%	100%	100%	100%	100%	100%
Intellection	Belief	95%	100%	89%	100%	100%	100%	100%
Intellection	Command	95%	95%	95%	95%	95%	95%	95%
Intellection	Communication	100%	100%	100%	95%	95%	95%	100%
Intellection	Competition	100%	100%	100%	100%	100%	100%	100%
Intellection	Connectedness	89%	83%	89%	83%	89%	89%	89%
Intellection	Consistency	100%	100%	100%	100%	100%	100%	100%
Intellection	Context	100%	100%	100%	100%	100%	100%	100%
Intellection	Deliberative	89%	89%	89%	89%	89%	89%	89%
Intellection	Developer	100%	100%	100%	100%	100%	100%	100%
Intellection	Discipline	100%	100%	88%	100%	100%	100%	100%
Intellection	Empathy	100%	100%	100%	100%	100%	100%	100%
Intellection	Focus	91%	100%	86%	91%	91%	91%	91%
Intellection	Futuristic	100%	100%	94%	100%	100%	100%	100%
Intellection	Harmony	100%	100%	100%	100%	100%	100%	100%
Intellection	Ideation	100%	94%	89%	83%	94%	89%	94%
Intellection	Includer	100%	100%	100%	100%	100%	100%	100%
Intellection	Individualization	100%	94%	78%	94%	94%	94%	94%
Intellection	Input	82%	76%	94%	76%	76%	82%	76%
Intellection	Learner	82%	94%	82%	94%	82%	88%	94%
Intellection	Maximizer	100%	100%	100%	100%	100%	100%	100%
Intellection	Positivity	100%	100%	100%	100%	100%	100%	100%
Intellection	Relator	88%	88%	88%	88%	88%	88%	88%
Intellection	Responsibility	95%	95%	91%	95%	95%	100%	95%
Intellection	Restorative	100%	100%	100%	100%	100%	100%	100%
Intellection	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Intellection	Significance	100%	100%	95%	95%	100%	100%	100%
Intellection	Strategic	100%	94%	88%	94%	100%	100%	100%
Intellection	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Learner, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Learner	Achiever	86%	79%	86%	79%	93%	86%	86%
Learner	Activator	100%	100%	100%	100%	100%	100%	100%
Learner	Adaptability	100%	100%	100%	100%	100%	100%	100%
Learner	Analytical	100%	95%	95%	100%	100%	95%	95%
Learner	Arranger	88%	88%	94%	88%	88%	88%	94%
Learner	Belief	100%	100%	100%	100%	100%	100%	100%
Learner	Command	100%	94%	100%	100%	100%	100%	100%
Learner	Communication	100%	100%	100%	100%	100%	100%	100%
Learner	Competition	100%	100%	100%	100%	100%	100%	100%
Learner	Connectedness	100%	100%	82%	100%	100%	100%	100%
Learner	Consistency	100%	100%	100%	100%	100%	100%	100%
Learner	Context	100%	100%	100%	100%	100%	100%	100%
Learner	Deliberative	100%	100%	100%	100%	100%	100%	100%
Learner	Developer	100%	100%	100%	100%	100%	100%	100%
Learner	Discipline	91%	95%	95%	95%	95%	95%	100%
Learner	Empathy	100%	100%	100%	100%	100%	100%	100%
Learner	Focus	84%	84%	74%	84%	84%	89%	74%
Learner	Futuristic	100%	100%	94%	94%	100%	100%	100%
Learner	Harmony	100%	100%	100%	100%	100%	100%	100%
Learner	Ideation	94%	100%	94%	94%	94%	94%	94%
Learner	Includer	100%	100%	100%	100%	100%	100%	100%
Learner	Individualization	100%	100%	100%	93%	100%	100%	100%
Learner	Input	93%	87%	87%	87%	87%	80%	80%
Learner	Intellection	82%	94%	82%	94%	82%	88%	94%
Learner	Maximizer	100%	100%	100%	100%	100%	100%	100%
Learner	Positivity	100%	100%	100%	100%	100%	100%	100%
Learner	Relator	100%	100%	100%	100%	100%	100%	100%
Learner	Responsibility	95%	95%	100%	90%	95%	90%	95%
Learner	Restorative	100%	95%	95%	100%	100%	95%	79%
Learner	Self-Assurance	85%	90%	95%	90%	85%	95%	80%
Learner	Significance	95%	95%	95%	95%	95%	95%	95%
Learner	Strategic	93%	93%	93%	80%	80%	80%	80%
Learner	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Maximizer, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Maximizer	Achiever	100%	100%	100%	100%	100%	100%	100%
Maximizer	Activator	100%	100%	100%	100%	100%	100%	100%
Maximizer	Adaptability	100%	94%	100%	94%	100%	100%	100%
Maximizer	Analytical	100%	100%	100%	100%	100%	100%	100%
Maximizer	Arranger	100%	100%	100%	100%	100%	100%	100%
Maximizer	Belief	100%	100%	100%	100%	100%	100%	100%
Maximizer	Command	100%	100%	100%	100%	100%	100%	100%
Maximizer	Communication	100%	100%	100%	100%	100%	100%	100%
Maximizer	Competition	100%	100%	100%	100%	100%	100%	100%
Maximizer	Connectedness	100%	100%	100%	100%	100%	100%	100%
Maximizer	Consistency	100%	100%	100%	100%	100%	100%	100%
Maximizer	Context	100%	100%	100%	100%	100%	100%	100%
Maximizer	Deliberative	100%	100%	100%	100%	100%	100%	100%
Maximizer	Developer	100%	100%	100%	100%	100%	100%	100%
Maximizer	Discipline	100%	100%	100%	100%	100%	100%	100%
Maximizer	Empathy	100%	100%	100%	100%	100%	100%	100%
Maximizer	Focus	100%	100%	100%	100%	100%	100%	100%
Maximizer	Futuristic	100%	100%	100%	100%	100%	100%	100%
Maximizer	Harmony	100%	100%	100%	100%	100%	100%	100%
Maximizer	Ideation	100%	100%	100%	100%	100%	100%	100%
Maximizer	Includer	100%	100%	100%	100%	100%	100%	100%
Maximizer	Individualization	100%	100%	100%	100%	100%	100%	100%
Maximizer	Input	100%	100%	100%	100%	100%	100%	100%
Maximizer	Intellection	100%	100%	100%	100%	100%	100%	100%
Maximizer	Learner	100%	100%	100%	100%	100%	100%	100%
Maximizer	Positivity	100%	100%	100%	100%	100%	100%	100%
Maximizer	Relator	100%	100%	100%	100%	100%	100%	100%
Maximizer	Responsibility	100%	100%	100%	100%	100%	100%	100%
Maximizer	Restorative	100%	100%	100%	100%	100%	100%	100%
Maximizer	Self-Assurance	95%	95%	100%	95%	95%	100%	89%
Maximizer	Significance	100%	100%	100%	100%	100%	100%	100%
Maximizer	Strategic	100%	100%	100%	100%	100%	100%	100%
Maximizer	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Positivity, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Positivity	Achiever	100%	100%	100%	100%	100%	100%	100%
Positivity	Activator	89%	95%	95%	95%	89%	89%	89%
Positivity	Adaptability	95%	100%	100%	95%	95%	95%	100%
Positivity	Analytical	100%	100%	100%	100%	100%	100%	100%
Positivity	Arranger	100%	100%	100%	100%	100%	100%	100%
Positivity	Belief	100%	90%	100%	100%	100%	100%	100%
Positivity	Command	100%	100%	100%	100%	100%	100%	100%
Positivity	Communication	95%	94%	94%	94%	100%	100%	69%
Positivity	Competition	100%	100%	100%	100%	100%	100%	100%
Positivity	Connectedness	100%	100%	100%	100%	100%	100%	95%
Positivity	Consistency	94%	94%	94%	94%	94%	94%	94%
Positivity	Context	100%	100%	100%	100%	100%	100%	100%
Positivity	Deliberative	100%	100%	100%	100%	100%	100%	100%
Positivity	Developer	93%	93%	93%	93%	93%	93%	93%
Positivity	Discipline	100%	100%	100%	100%	100%	100%	100%
Positivity	Empathy	80%	72%	72%	72%	78%	78%	72%
Positivity	Focus	100%	100%	100%	100%	100%	100%	100%
Positivity	Futuristic	100%	100%	100%	100%	100%	100%	100%
Positivity	Harmony	100%	100%	100%	100%	100%	100%	100%
Positivity	Ideation	100%	100%	100%	100%	100%	100%	100%
Positivity	Includer	84%	84%	95%	100%	84%	79%	100%
Positivity	Individualization	100%	100%	100%	100%	100%	100%	100%
Positivity	Input	100%	100%	100%	94%	100%	94%	100%
Positivity	Intellection	100%	100%	100%	100%	100%	100%	100%
Positivity	Learner	100%	100%	100%	100%	100%	100%	100%
Positivity	Maximizer	100%	100%	100%	100%	100%	100%	100%
Positivity	Relator	100%	100%	100%	100%	100%	100%	100%
Positivity	Responsibility	100%	100%	100%	100%	100%	100%	100%
Positivity	Restorative	100%	100%	100%	100%	100%	100%	100%
Positivity	Self-Assurance	100%	91%	89%	96%	91%	100%	91%
Positivity	Significance	100%	100%	100%	100%	100%	100%	100%
Positivity	Strategic	100%	100%	100%	100%	100%	100%	100%
Positivity	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Relator, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Relator	Achiever	100%	100%	100%	100%	100%	100%	100%
Relator	Activator	100%	100%	100%	100%	100%	100%	100%
Relator	Adaptability	100%	100%	100%	100%	100%	100%	100%
Relator	Analytical	100%	100%	100%	100%	100%	100%	100%
Relator	Arranger	100%	100%	100%	100%	100%	100%	100%
Relator	Belief	100%	100%	100%	100%	100%	100%	100%
Relator	Command	100%	100%	100%	100%	100%	100%	100%
Relator	Communication	100%	100%	100%	100%	100%	100%	100%
Relator	Competition	100%	100%	100%	100%	100%	100%	100%
Relator	Connectedness	100%	100%	100%	100%	100%	100%	100%
Relator	Consistency	100%	100%	100%	100%	100%	100%	100%
Relator	Context	100%	100%	100%	100%	100%	100%	100%
Relator	Deliberative	94%	81%	88%	88%	81%	81%	81%
Relator	Developer	100%	100%	100%	100%	100%	100%	100%
Relator	Discipline	100%	100%	100%	100%	100%	100%	100%
Relator	Empathy	100%	100%	100%	100%	100%	100%	100%
Relator	Focus	100%	100%	100%	100%	100%	100%	100%
Relator	Futuristic	100%	100%	100%	100%	100%	100%	100%
Relator	Harmony	100%	100%	100%	100%	100%	100%	100%
Relator	Ideation	100%	100%	100%	100%	100%	100%	100%
Relator	Includer	100%	100%	100%	100%	100%	100%	100%
Relator	Individualization	100%	100%	100%	100%	100%	100%	100%
Relator	Input	100%	100%	100%	100%	100%	100%	100%
Relator	Intellection	88%	88%	88%	88%	88%	88%	88%
Relator	Learner	100%	100%	100%	100%	100%	100%	100%
Relator	Maximizer	100%	100%	100%	100%	100%	100%	100%
Relator	Positivity	100%	100%	100%	100%	100%	100%	100%
Relator	Responsibility	100%	100%	100%	95%	100%	100%	100%
Relator	Restorative	100%	100%	100%	100%	100%	100%	100%
Relator	Self-Assurance	100%	100%	100%	100%	100%	100%	100%
Relator	Significance	100%	100%	100%	100%	100%	100%	100%
Relator	Strategic	100%	100%	100%	100%	100%	100%	100%
Relator	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Responsibility, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Responsibility	Achiever	95%	84%	84%	95%	89%	84%	95%
Responsibility	Activator	95%	100%	95%	95%	95%	95%	95%
Responsibility	Adaptability	100%	100%	100%	100%	100%	100%	100%
Responsibility	Analytical	83%	92%	79%	92%	88%	79%	92%
Responsibility	Arranger	84%	84%	84%	84%	84%	84%	84%
Responsibility	Belief	86%	86%	77%	82%	86%	82%	86%
Responsibility	Command	100%	100%	100%	100%	100%	100%	100%
Responsibility	Communication	95%	95%	95%	100%	100%	95%	95%
Responsibility	Competition	100%	100%	100%	100%	100%	100%	100%
Responsibility	Connectedness	100%	90%	86%	90%	100%	100%	100%
Responsibility	Consistency	100%	100%	100%	100%	100%	100%	100%
Responsibility	Context	100%	100%	100%	100%	100%	100%	100%
Responsibility	Deliberative	90%	90%	90%	90%	95%	95%	95%
Responsibility	Developer	100%	100%	86%	100%	100%	100%	95%
Responsibility	Discipline	88%	92%	83%	92%	92%	92%	88%
Responsibility	Empathy	100%	100%	100%	100%	100%	100%	100%
Responsibility	Focus	83%	79%	83%	83%	83%	83%	79%
Responsibility	Futuristic	100%	100%	100%	100%	100%	100%	100%
Responsibility	Harmony	100%	100%	100%	100%	100%	100%	100%
Responsibility	Ideation	100%	100%	100%	100%	100%	100%	100%
Responsibility	Includer	100%	100%	100%	100%	100%	100%	100%
Responsibility	Individualization	90%	90%	100%	85%	95%	90%	100%
Responsibility	Input	100%	90%	85%	95%	95%	100%	100%
Responsibility	Intellection	95%	95%	91%	95%	95%	100%	95%
Responsibility	Learner	95%	95%	100%	90%	95%	90%	95%
Responsibility	Maximizer	100%	100%	100%	100%	100%	100%	100%
Responsibility	Positivity	100%	100%	100%	100%	100%	100%	100%
Responsibility	Relator	100%	100%	100%	95%	100%	100%	100%
Responsibility	Restorative	100%	96%	96%	91%	96%	96%	96%
Responsibility	Self-Assurance	96%	96%	88%	88%	96%	92%	88%
Responsibility	Significance	96%	96%	96%	100%	96%	96%	91%
Responsibility	Strategic	95%	84%	95%	95%	95%	95%	95%
Responsibility	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Restorative, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Restorative	Achiever	100%	100%	94%	94%	100%	100%	94%
Restorative	Activator	100%	100%	100%	100%	100%	100%	100%
Restorative	Adaptability	100%	100%	100%	100%	100%	100%	100%
Restorative	Analytical	87%	96%	87%	96%	87%	100%	96%
Restorative	Arranger	85%	75%	90%	85%	85%	85%	85%
Restorative	Belief	100%	100%	100%	100%	100%	100%	100%
Restorative	Command	100%	95%	90%	100%	95%	100%	100%
Restorative	Communication	100%	100%	100%	100%	100%	100%	100%
Restorative	Competition	100%	100%	94%	100%	100%	100%	100%
Restorative	Connectedness	100%	100%	100%	100%	100%	100%	100%
Restorative	Consistency	100%	100%	100%	100%	100%	100%	100%
Restorative	Context	100%	100%	100%	100%	100%	100%	100%
Restorative	Deliberative	100%	100%	100%	100%	100%	100%	100%
Restorative	Developer	100%	100%	100%	100%	100%	100%	95%
Restorative	Discipline	100%	100%	100%	100%	100%	100%	100%
Restorative	Empathy	100%	100%	100%	100%	100%	100%	100%
Restorative	Focus	87%	100%	78%	100%	87%	87%	91%
Restorative	Futuristic	95%	100%	95%	95%	95%	100%	95%
Restorative	Harmony	100%	100%	100%	100%	100%	100%	100%
Restorative	Ideation	90%	85%	90%	100%	100%	100%	100%
Restorative	Includer	100%	100%	100%	100%	100%	100%	100%
Restorative	Individualization	89%	84%	74%	84%	89%	89%	89%
Restorative	Input	84%	95%	95%	84%	95%	100%	89%
Restorative	Intellection	100%	100%	100%	100%	100%	100%	100%
Restorative	Learner	100%	95%	95%	100%	100%	95%	79%
Restorative	Maximizer	100%	100%	100%	100%	100%	100%	100%
Restorative	Positivity	100%	100%	100%	100%	100%	100%	100%
Restorative	Relator	100%	100%	100%	100%	100%	100%	100%
Restorative	Responsibility	100%	96%	96%	91%	96%	96%	96%
Restorative	Self-Assurance	88%	83%	88%	79%	83%	96%	88%
Restorative	Significance	95%	95%	77%	100%	100%	95%	100%
Restorative	Strategic	100%	94%	94%	100%	89%	100%	94%
Restorative	Woo	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Self-Assurance, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Self-Assurance	Achiever	90%	95%	95%	90%	85%	95%	85%
Self-Assurance	Activator	73%	91%	91%	77%	77%	68%	73%
Self-Assurance	Adaptability	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Analytical	100%	96%	88%	100%	100%	100%	92%
Self-Assurance	Arranger	82%	68%	77%	82%	77%	73%	73%
Self-Assurance	Belief	100%	96%	96%	96%	96%	100%	88%
Self-Assurance	Command	79%	74%	79%	74%	74%	74%	74%
Self-Assurance	Communication	86%	100%	77%	82%	86%	86%	91%
Self-Assurance	Competition	100%	100%	95%	100%	90%	100%	100%
Self-Assurance	Connectedness	100%	95%	86%	100%	100%	100%	100%
Self-Assurance	Consistency	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Context	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Deliberative	100%	100%	100%	100%	95%	100%	100%
Self-Assurance	Developer	100%	100%	95%	100%	100%	100%	95%
Self-Assurance	Discipline	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Empathy	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Focus	88%	92%	88%	88%	75%	75%	75%
Self-Assurance	Futuristic	90%	70%	90%	90%	95%	75%	95%
Self-Assurance	Harmony	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Ideation	91%	73%	95%	82%	82%	91%	73%
Self-Assurance	Includer	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Individualization	86%	81%	81%	71%	86%	71%	76%
Self-Assurance	Input	76%	71%	76%	81%	71%	71%	76%
Self-Assurance	Intellection	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Learner	85%	90%	95%	90%	85%	95%	80%
Self-Assurance	Maximizer	95%	95%	100%	95%	95%	100%	89%
Self-Assurance	Positivity	100%	91%	89%	96%	91%	100%	91%
Self-Assurance	Relator	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Responsibility	96%	96%	88%	88%	96%	92%	88%
Self-Assurance	Restorative	88%	83%	88%	79%	83%	96%	88%
Self-Assurance	Significance	70%	74%	78%	78%	83%	83%	78%
Self-Assurance	Strategic	80%	75%	75%	70%	75%	75%	80%
Self-Assurance	Woo	85%	100%	100%	95%	85%	100%	90%

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Pairwise Cluster Analyses for Significance, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Significance	Achiever	89%	83%	100%	94%	100%	89%	94%
Significance	Activator	90%	90%	95%	90%	90%	95%	90%
Significance	Adaptability	100%	100%	100%	100%	100%	100%	100%
Significance	Analytical	100%	96%	100%	100%	100%	100%	100%
Significance	Arranger	90%	90%	95%	85%	90%	90%	90%
Significance	Belief	95%	95%	95%	100%	95%	100%	100%
Significance	Command	78%	83%	89%	83%	72%	78%	72%
Significance	Communication	95%	95%	95%	95%	95%	95%	95%
Significance	Competition	88%	88%	88%	88%	88%	88%	88%
Significance	Connectedness	100%	100%	95%	100%	95%	100%	100%
Significance	Consistency	100%	100%	95%	95%	100%	100%	100%
Significance	Context	100%	100%	100%	100%	100%	100%	100%
Significance	Deliberative	100%	100%	100%	100%	100%	100%	100%
Significance	Developer	100%	100%	100%	100%	100%	100%	100%
Significance	Discipline	96%	96%	100%	100%	100%	100%	96%
Significance	Empathy	100%	100%	100%	100%	100%	100%	100%
Significance	Focus	80%	75%	80%	80%	80%	80%	80%
Significance	Futuristic	95%	89%	95%	95%	95%	95%	95%
Significance	Harmony	100%	100%	100%	100%	100%	100%	100%
Significance	Ideation	95%	95%	95%	95%	95%	95%	100%
Significance	Includer	100%	100%	95%	100%	100%	100%	100%
Significance	Individualization	100%	79%	79%	95%	95%	95%	95%
Significance	Input	95%	95%	95%	95%	95%	95%	100%
Significance	Intellection	100%	100%	95%	95%	100%	100%	100%
Significance	Learner	95%	95%	95%	95%	95%	95%	95%
Significance	Maximizer	100%	100%	100%	100%	100%	100%	100%
Significance	Positivity	100%	100%	100%	100%	100%	100%	100%
Significance	Relator	100%	100%	100%	100%	100%	100%	100%
Significance	Responsibility	96%	96%	96%	100%	96%	96%	91%
Significance	Restorative	95%	95%	77%	100%	100%	95%	100%
Significance	Self-Assurance	70%	74%	78%	78%	83%	83%	78%
Significance	Strategic	100%	100%	100%	100%	100%	100%	100%
Significance	Woo	100%	100%	100%	100%	89%	100%	100%

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Pairwise Cluster Analyses for Strategic, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Strategic	Achiever	100%	79%	79%	100%	100%	100%	93%
Strategic	Activator	94%	81%	94%	88%	94%	94%	88%
Strategic	Adaptability	100%	100%	100%	100%	100%	100%	100%
Strategic	Analytical	84%	89%	95%	84%	79%	84%	95%
Strategic	Arranger	81%	94%	88%	75%	88%	88%	75%
Strategic	Belief	100%	100%	100%	100%	100%	100%	94%
Strategic	Command	94%	75%	75%	88%	94%	94%	88%
Strategic	Communication	100%	100%	100%	100%	100%	100%	100%
Strategic	Competition	100%	100%	93%	100%	94%	100%	94%
Strategic	Connectedness	100%	100%	81%	100%	100%	100%	100%
Strategic	Consistency	100%	100%	100%	100%	100%	100%	100%
Strategic	Context	100%	100%	100%	100%	100%	100%	100%
Strategic	Deliberative	100%	100%	100%	100%	100%	100%	100%
Strategic	Developer	100%	100%	100%	100%	100%	100%	100%
Strategic	Discipline	90%	90%	100%	86%	100%	100%	100%
Strategic	Empathy	100%	100%	100%	100%	100%	100%	100%
Strategic	Focus	84%	74%	84%	84%	84%	84%	89%
Strategic	Futuristic	93%	93%	86%	93%	93%	93%	93%
Strategic	Harmony	100%	100%	100%	100%	100%	100%	100%
Strategic	Ideation	86%	86%	79%	86%	79%	86%	79%
Strategic	Includer	100%	100%	100%	100%	100%	100%	100%
Strategic	Individualization	79%	86%	71%	86%	79%	79%	79%
Strategic	Input	93%	93%	93%	93%	93%	93%	93%
Strategic	Intellection	100%	94%	88%	94%	100%	100%	100%
Strategic	Learner	93%	93%	93%	80%	80%	80%	80%
Strategic	Maximizer	100%	100%	100%	100%	100%	100%	100%
Strategic	Positivity	100%	100%	100%	100%	100%	100%	100%
Strategic	Relator	100%	100%	100%	100%	100%	100%	100%
Strategic	Responsibility	95%	84%	95%	95%	95%	95%	95%
Strategic	Restorative	100%	94%	94%	100%	89%	100%	94%
Strategic	Self-Assurance	80%	75%	75%	70%	75%	75%	80%
Strategic	Significance	100%	100%	100%	100%	100%	100%	100%
Strategic	Woo	93%	93%	93%	93%	93%	93%	93%

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Pairwise Cluster Analyses for Woo, by Race/Ethnicity

n = Total: 53,848 | Asian: 4,702 | Black: 3,123 | Latino: 3,884 | White: 26,549 | Missing: 13,679 | Decline: 1,911

Theme 1	Theme 2	Total	Asian	Black	Latino	White	Missing	Decline
Woo	Achiever	100%	100%	100%	100%	100%	100%	100%
Woo	Activator	88%	88%	94%	94%	88%	94%	94%
Woo	Adaptability	100%	100%	100%	100%	100%	100%	100%
Woo	Analytical	100%	100%	100%	100%	100%	100%	100%
Woo	Arranger	100%	100%	100%	100%	100%	100%	100%
Woo	Belief	100%	100%	100%	100%	100%	100%	100%
Woo	Command	100%	100%	94%	100%	100%	100%	100%
Woo	Communication	92%	92%	85%	92%	92%	100%	92%
Woo	Competition	100%	100%	100%	100%	100%	100%	100%
Woo	Connectedness	100%	100%	100%	100%	100%	100%	100%
Woo	Consistency	100%	100%	100%	100%	100%	100%	100%
Woo	Context	100%	100%	100%	100%	100%	100%	100%
Woo	Deliberative	100%	100%	100%	100%	100%	100%	100%
Woo	Developer	100%	100%	100%	100%	100%	100%	100%
Woo	Discipline	100%	100%	100%	100%	100%	100%	100%
Woo	Empathy	100%	100%	100%	100%	100%	100%	100%
Woo	Focus	100%	100%	100%	100%	100%	100%	100%
Woo	Futuristic	100%	100%	100%	100%	100%	100%	100%
Woo	Harmony	100%	100%	100%	100%	100%	100%	100%
Woo	Ideation	100%	100%	100%	100%	100%	100%	100%
Woo	Includer	81%	94%	94%	94%	81%	88%	94%
Woo	Individualization	100%	100%	93%	100%	100%	100%	100%
Woo	Input	100%	93%	100%	100%	100%	100%	100%
Woo	Intellection	100%	100%	100%	100%	100%	100%	100%
Woo	Learner	100%	100%	100%	100%	100%	100%	100%
Woo	Maximizer	100%	100%	100%	100%	100%	100%	100%
Woo	Positivity	100%	100%	100%	100%	100%	100%	100%
Woo	Relator	100%	100%	100%	100%	100%	100%	100%
Woo	Responsibility	100%	100%	100%	100%	100%	100%	100%
Woo	Restorative	100%	100%	100%	100%	100%	100%	100%
Woo	Self-Assurance	85%	100%	100%	95%	85%	100%	90%
Woo	Significance	100%	100%	100%	100%	89%	100%	100%
Woo	Strategic	93%	93%	93%	93%	93%	93%	93%

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Pairwise Cluster Analyses for Achiever, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Achiever	Activator	100%	100%	100%	100%	100%
Achiever	Adaptability	100%	100%	100%	100%	100%
Achiever	Analytical	100%	100%	100%	100%	95%
Achiever	Arranger	88%	88%	88%	88%	88%
Achiever	Belief	100%	100%	100%	100%	100%
Achiever	Command	100%	94%	100%	100%	100%
Achiever	Communication	100%	100%	100%	100%	100%
Achiever	Competition	92%	92%	92%	100%	100%
Achiever	Connectedness	100%	100%	100%	100%	100%
Achiever	Consistency	100%	100%	100%	100%	100%
Achiever	Context	100%	100%	100%	100%	100%
Achiever	Deliberative	100%	100%	100%	100%	88%
Achiever	Developer	100%	100%	100%	100%	100%
Achiever	Discipline	95%	95%	100%	95%	95%
Achiever	Empathy	100%	100%	100%	100%	100%
Achiever	Focus	94%	100%	94%	94%	82%
Achiever	Futuristic	100%	100%	100%	100%	93%
Achiever	Harmony	100%	100%	100%	100%	100%
Achiever	Ideation	100%	100%	100%	100%	100%
Achiever	Includer	100%	100%	100%	100%	100%
Achiever	Individualization	100%	93%	100%	100%	93%
Achiever	Input	100%	100%	100%	100%	100%
Achiever	Intellection	100%	82%	100%	100%	100%
Achiever	Learner	86%	86%	86%	86%	86%
Achiever	Maximizer	100%	100%	100%	100%	100%
Achiever	Positivity	100%	100%	100%	100%	100%
Achiever	Relator	100%	100%	100%	100%	100%
Achiever	Responsibility	95%	95%	95%	95%	84%
Achiever	Restorative	100%	100%	94%	100%	100%
Achiever	Self-Assurance	90%	95%	95%	85%	90%
Achiever	Significance	89%	94%	100%	100%	100%
Achiever	Strategic	100%	100%	100%	100%	100%
Achiever	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Activator, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Activator	Achiever	100%	100%	100%	100%	100%
Activator	Adaptability	100%	100%	100%	100%	100%
Activator	Analytical	100%	100%	100%	100%	100%
Activator	Arranger	83%	83%	83%	83%	89%
Activator	Belief	100%	100%	100%	100%	100%
Activator	Command	81%	81%	81%	88%	88%
Activator	Communication	88%	88%	82%	82%	76%
Activator	Competition	94%	94%	94%	94%	88%
Activator	Connectedness	100%	100%	100%	100%	100%
Activator	Consistency	100%	100%	100%	100%	100%
Activator	Context	100%	100%	100%	100%	100%
Activator	Deliberative	100%	100%	100%	100%	100%
Activator	Developer	100%	100%	100%	100%	100%
Activator	Discipline	100%	100%	100%	100%	100%
Activator	Empathy	100%	100%	100%	100%	94%
Activator	Focus	95%	95%	100%	95%	100%
Activator	Futuristic	100%	94%	100%	100%	94%
Activator	Harmony	100%	100%	100%	100%	100%
Activator	Ideation	94%	94%	94%	94%	89%
Activator	Includer	100%	100%	95%	100%	95%
Activator	Individualization	94%	94%	94%	94%	82%
Activator	Input	94%	100%	88%	94%	88%
Activator	Intellection	100%	100%	100%	100%	89%
Activator	Learner	100%	100%	100%	100%	100%
Activator	Maximizer	100%	100%	100%	100%	100%
Activator	Positivity	89%	95%	95%	89%	89%
Activator	Relator	100%	100%	100%	100%	100%
Activator	Responsibility	95%	95%	95%	95%	95%
Activator	Restorative	100%	100%	100%	100%	100%
Activator	Self-Assurance	73%	73%	73%	73%	73%
Activator	Significance	90%	100%	90%	95%	95%
Activator	Strategic	94%	94%	94%	94%	94%
Activator	Woo	88%	88%	94%	94%	88%

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Pairwise Cluster Analyses for Adaptability, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Adaptability	Achiever	100%	100%	100%	100%	100%
Adaptability	Activator	100%	100%	100%	100%	100%
Adaptability	Analytical	100%	100%	100%	100%	95%
Adaptability	Arranger	100%	100%	100%	100%	100%
Adaptability	Belief	100%	100%	100%	100%	95%
Adaptability	Command	100%	100%	100%	100%	95%
Adaptability	Communication	100%	100%	100%	100%	100%
Adaptability	Competition	100%	100%	100%	100%	100%
Adaptability	Connectedness	94%	94%	94%	94%	94%
Adaptability	Consistency	100%	100%	100%	100%	100%
Adaptability	Context	100%	100%	100%	100%	100%
Adaptability	Deliberative	100%	100%	100%	100%	100%
Adaptability	Developer	94%	100%	100%	100%	89%
Adaptability	Discipline	100%	100%	100%	100%	100%
Adaptability	Empathy	94%	94%	94%	94%	88%
Adaptability	Focus	100%	100%	100%	100%	100%
Adaptability	Futuristic	100%	100%	100%	100%	100%
Adaptability	Harmony	100%	100%	100%	100%	94%
Adaptability	Ideation	100%	100%	100%	100%	94%
Adaptability	Includer	100%	100%	100%	100%	100%
Adaptability	Individualization	100%	100%	100%	100%	100%
Adaptability	Input	100%	100%	100%	100%	100%
Adaptability	Intellection	100%	100%	100%	100%	95%
Adaptability	Learner	100%	100%	100%	100%	100%
Adaptability	Maximizer	100%	100%	100%	100%	100%
Adaptability	Positivity	95%	100%	100%	95%	95%
Adaptability	Relator	100%	100%	100%	100%	100%
Adaptability	Responsibility	100%	100%	100%	100%	95%
Adaptability	Restorative	100%	100%	100%	100%	95%
Adaptability	Self-Assurance	100%	100%	100%	100%	100%
Adaptability	Significance	100%	100%	100%	100%	100%
Adaptability	Strategic	100%	100%	100%	100%	100%
Adaptability	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Analytical, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Analytical	Achiever	100%	100%	100%	100%	95%
Analytical	Activator	100%	100%	100%	100%	100%
Analytical	Adaptability	100%	100%	100%	100%	95%
Analytical	Arranger	95%	100%	100%	100%	86%
Analytical	Belief	100%	100%	100%	100%	100%
Analytical	Command	100%	95%	100%	100%	100%
Analytical	Communication	100%	100%	100%	100%	100%
Analytical	Competition	100%	100%	100%	100%	100%
Analytical	Connectedness	100%	100%	100%	100%	95%
Analytical	Consistency	100%	100%	100%	100%	100%
Analytical	Context	100%	100%	100%	100%	84%
Analytical	Deliberative	90%	95%	95%	95%	85%
Analytical	Developer	100%	100%	100%	100%	100%
Analytical	Discipline	92%	92%	84%	92%	92%
Analytical	Empathy	100%	100%	100%	100%	100%
Analytical	Focus	91%	91%	91%	87%	74%
Analytical	Futuristic	100%	100%	100%	100%	100%
Analytical	Harmony	100%	100%	100%	100%	100%
Analytical	Ideation	100%	95%	100%	100%	95%
Analytical	Includer	100%	100%	100%	100%	100%
Analytical	Individualization	95%	95%	95%	95%	89%
Analytical	Input	95%	95%	100%	100%	100%
Analytical	Intellection	91%	82%	91%	91%	82%
Analytical	Learner	100%	100%	100%	84%	79%
Analytical	Maximizer	100%	100%	100%	100%	100%
Analytical	Positivity	100%	100%	100%	100%	100%
Analytical	Relator	100%	100%	100%	100%	100%
Analytical	Responsibility	83%	88%	79%	79%	79%
Analytical	Restorative	87%	87%	87%	100%	78%
Analytical	Self-Assurance	100%	100%	100%	100%	83%
Analytical	Significance	100%	100%	100%	100%	100%
Analytical	Strategic	84%	79%	79%	84%	95%
Analytical	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Arranger, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Arranger	Achiever	88%	88%	88%	88%	88%
Arranger	Activator	83%	83%	83%	83%	89%
Arranger	Adaptability	100%	100%	100%	100%	100%
Arranger	Analytical	95%	100%	100%	100%	86%
Arranger	Belief	100%	90%	100%	100%	100%
Arranger	Command	83%	83%	83%	83%	89%
Arranger	Communication	100%	100%	100%	100%	100%
Arranger	Competition	100%	100%	100%	100%	100%
Arranger	Connectedness	100%	100%	100%	100%	100%
Arranger	Consistency	100%	100%	100%	100%	100%
Arranger	Context	100%	100%	100%	100%	100%
Arranger	Deliberative	100%	100%	100%	100%	89%
Arranger	Developer	100%	100%	100%	100%	100%
Arranger	Discipline	96%	96%	96%	96%	96%
Arranger	Empathy	100%	100%	100%	100%	100%
Arranger	Focus	90%	86%	90%	90%	90%
Arranger	Futuristic	94%	94%	94%	94%	76%
Arranger	Harmony	100%	100%	100%	100%	100%
Arranger	Ideation	83%	94%	83%	83%	94%
Arranger	Includer	100%	100%	100%	100%	100%
Arranger	Individualization	75%	75%	75%	75%	63%
Arranger	Input	82%	82%	82%	82%	76%
Arranger	Intellection	100%	100%	100%	100%	100%
Arranger	Learner	88%	88%	88%	88%	82%
Arranger	Maximizer	100%	100%	100%	100%	100%
Arranger	Positivity	100%	100%	100%	100%	100%
Arranger	Relator	100%	100%	100%	100%	100%
Arranger	Responsibility	84%	84%	84%	84%	84%
Arranger	Restorative	85%	85%	85%	85%	80%
Arranger	Self-Assurance	82%	82%	73%	82%	86%
Arranger	Significance	90%	90%	90%	90%	90%
Arranger	Strategic	81%	81%	88%	88%	81%
Arranger	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Belief, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Belief	Achiever	100%	100%	100%	100%	100%
Belief	Activator	100%	100%	100%	100%	100%
Belief	Adaptability	100%	100%	100%	100%	95%
Belief	Analytical	100%	100%	100%	100%	100%
Belief	Arranger	100%	90%	100%	100%	100%
Belief	Command	100%	100%	100%	100%	100%
Belief	Communication	100%	100%	100%	100%	100%
Belief	Competition	100%	100%	100%	100%	100%
Belief	Connectedness	79%	79%	74%	79%	79%
Belief	Consistency	100%	100%	100%	100%	100%
Belief	Context	100%	100%	100%	100%	100%
Belief	Deliberative	100%	100%	100%	100%	100%
Belief	Developer	100%	94%	100%	94%	89%
Belief	Discipline	100%	100%	100%	100%	100%
Belief	Empathy	100%	95%	100%	100%	95%
Belief	Focus	100%	100%	100%	100%	96%
Belief	Futuristic	100%	100%	94%	100%	94%
Belief	Harmony	100%	100%	100%	100%	89%
Belief	Ideation	100%	100%	95%	100%	100%
Belief	Includer	95%	100%	100%	100%	95%
Belief	Individualization	100%	100%	95%	95%	100%
Belief	Input	95%	95%	89%	95%	95%
Belief	Intellection	95%	100%	100%	100%	100%
Belief	Learner	100%	100%	100%	100%	95%
Belief	Maximizer	100%	100%	100%	100%	100%
Belief	Positivity	100%	100%	95%	100%	95%
Belief	Relator	100%	100%	100%	100%	100%
Belief	Responsibility	86%	82%	86%	82%	86%
Belief	Restorative	100%	100%	100%	100%	95%
Belief	Self-Assurance	100%	96%	92%	100%	79%
Belief	Significance	95%	100%	95%	100%	95%
Belief	Strategic	100%	100%	100%	100%	100%
Belief	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Command, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Command	Achiever	100%	94%	100%	100%	100%
Command	Activator	81%	81%	81%	88%	88%
Command	Adaptability	100%	100%	100%	100%	95%
Command	Analytical	100%	95%	100%	100%	100%
Command	Arranger	83%	83%	83%	83%	89%
Command	Belief	100%	100%	100%	100%	100%
Command	Communication	100%	100%	100%	100%	89%
Command	Competition	87%	88%	88%	88%	81%
Command	Connectedness	100%	100%	100%	100%	100%
Command	Consistency	100%	100%	100%	100%	100%
Command	Context	100%	100%	100%	100%	100%
Command	Deliberative	100%	100%	100%	100%	100%
Command	Developer	100%	100%	100%	100%	100%
Command	Discipline	100%	100%	100%	100%	91%
Command	Empathy	100%	100%	100%	100%	100%
Command	Focus	89%	89%	89%	89%	84%
Command	Futuristic	94%	94%	88%	88%	88%
Command	Harmony	100%	100%	100%	100%	100%
Command	Ideation	100%	100%	100%	100%	100%
Command	Includer	100%	100%	100%	100%	100%
Command	Individualization	94%	88%	88%	88%	94%
Command	Input	88%	94%	94%	94%	88%
Command	Intellection	95%	100%	100%	100%	100%
Command	Learner	100%	100%	100%	100%	100%
Command	Maximizer	100%	100%	100%	100%	100%
Command	Positivity	100%	100%	100%	100%	100%
Command	Relator	100%	100%	100%	100%	100%
Command	Responsibility	100%	100%	100%	100%	100%
Command	Restorative	100%	100%	95%	100%	100%
Command	Self-Assurance	79%	79%	79%	74%	74%
Command	Significance	78%	83%	89%	72%	72%
Command	Strategic	94%	88%	94%	100%	100%
Command	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Communication, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Communication	Achiever	100%	100%	100%	100%	100%
Communication	Activator	88%	88%	82%	82%	76%
Communication	Adaptability	100%	100%	100%	100%	100%
Communication	Analytical	100%	100%	100%	100%	100%
Communication	Arranger	100%	100%	100%	100%	100%
Communication	Belief	100%	100%	100%	100%	100%
Communication	Command	100%	100%	100%	100%	89%
Communication	Competition	100%	94%	100%	100%	100%
Communication	Connectedness	94%	100%	94%	94%	100%
Communication	Consistency	100%	100%	100%	100%	100%
Communication	Context	100%	100%	100%	100%	100%
Communication	Deliberative	100%	100%	100%	100%	100%
Communication	Developer	100%	100%	100%	100%	100%
Communication	Discipline	100%	100%	100%	100%	100%
Communication	Empathy	100%	100%	100%	100%	94%
Communication	Focus	100%	100%	100%	100%	100%
Communication	Futuristic	100%	100%	100%	100%	94%
Communication	Harmony	100%	100%	100%	100%	100%
Communication	Ideation	94%	94%	100%	100%	83%
Communication	Includer	100%	89%	94%	94%	89%
Communication	Individualization	100%	100%	100%	100%	100%
Communication	Input	100%	100%	94%	100%	100%
Communication	Intellection	100%	100%	95%	95%	100%
Communication	Learner	100%	100%	100%	100%	100%
Communication	Maximizer	100%	100%	100%	100%	100%
Communication	Positivity	95%	95%	95%	79%	95%
Communication	Relator	100%	100%	100%	100%	100%
Communication	Responsibility	95%	100%	95%	100%	100%
Communication	Restorative	100%	100%	100%	100%	100%
Communication	Self-Assurance	86%	86%	82%	86%	95%
Communication	Significance	95%	93%	93%	93%	100%
Communication	Strategic	100%	100%	100%	100%	100%
Communication	Woo	92%	92%	92%	77%	77%

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Pairwise Cluster Analyses for Competition, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Competition	Achiever	92%	92%	92%	100%	100%
Competition	Activator	94%	94%	94%	94%	88%
Competition	Adaptability	100%	100%	100%	100%	100%
Competition	Analytical	100%	100%	100%	100%	100%
Competition	Arranger	100%	100%	100%	100%	100%
Competition	Belief	100%	100%	100%	100%	100%
Competition	Command	87%	88%	88%	88%	81%
Competition	Communication	100%	94%	100%	100%	100%
Competition	Connectedness	100%	100%	100%	100%	100%
Competition	Consistency	100%	100%	100%	100%	100%
Competition	Context	100%	100%	100%	100%	100%
Competition	Deliberative	100%	100%	100%	100%	100%
Competition	Developer	100%	100%	100%	100%	100%
Competition	Discipline	100%	100%	100%	100%	90%
Competition	Empathy	100%	100%	100%	100%	100%
Competition	Focus	89%	89%	89%	89%	89%
Competition	Futuristic	100%	93%	100%	100%	87%
Competition	Harmony	100%	94%	100%	100%	94%
Competition	Ideation	100%	100%	100%	100%	100%
Competition	Includer	100%	100%	100%	100%	100%
Competition	Individualization	100%	100%	100%	100%	100%
Competition	Input	100%	100%	100%	100%	93%
Competition	Intellection	100%	100%	100%	100%	100%
Competition	Learner	100%	100%	100%	100%	100%
Competition	Maximizer	100%	100%	100%	100%	100%
Competition	Positivity	100%	100%	100%	100%	100%
Competition	Relator	100%	100%	100%	100%	100%
Competition	Responsibility	100%	100%	100%	100%	100%
Competition	Restorative	100%	100%	100%	100%	100%
Competition	Self-Assurance	100%	90%	90%	90%	90%
Competition	Significance	88%	88%	88%	94%	76%
Competition	Strategic	100%	93%	86%	100%	86%
Competition	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Connectedness, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Connectedness	Achiever	100%	100%	100%	100%	100%
Connectedness	Activator	100%	100%	100%	100%	100%
Connectedness	Adaptability	94%	94%	94%	94%	94%
Connectedness	Analytical	100%	100%	100%	100%	95%
Connectedness	Arranger	100%	100%	100%	100%	100%
Connectedness	Belief	79%	79%	74%	79%	79%
Connectedness	Command	100%	100%	100%	100%	100%
Connectedness	Communication	94%	100%	94%	94%	100%
Connectedness	Competition	100%	100%	100%	100%	100%
Connectedness	Consistency	100%	100%	100%	100%	87%
Connectedness	Context	100%	100%	100%	100%	100%
Connectedness	Deliberative	100%	100%	100%	100%	100%
Connectedness	Developer	100%	100%	100%	94%	100%
Connectedness	Discipline	100%	100%	100%	100%	100%
Connectedness	Empathy	100%	100%	100%	100%	94%
Connectedness	Focus	100%	100%	100%	100%	100%
Connectedness	Futuristic	100%	100%	100%	100%	100%
Connectedness	Harmony	100%	100%	100%	100%	100%
Connectedness	Ideation	94%	94%	83%	94%	83%
Connectedness	Includer	100%	100%	100%	100%	100%
Connectedness	Individualization	100%	100%	100%	100%	100%
Connectedness	Input	82%	88%	82%	82%	82%
Connectedness	Intellection	89%	89%	89%	89%	83%
Connectedness	Learner	100%	100%	100%	100%	88%
Connectedness	Maximizer	100%	100%	100%	100%	100%
Connectedness	Positivity	100%	100%	100%	100%	79%
Connectedness	Relator	100%	100%	100%	100%	100%
Connectedness	Responsibility	100%	100%	90%	100%	90%
Connectedness	Restorative	100%	100%	100%	100%	90%
Connectedness	Self-Assurance	100%	100%	100%	100%	100%
Connectedness	Significance	100%	100%	95%	100%	95%
Connectedness	Strategic	100%	100%	100%	100%	100%
Connectedness	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Consistency, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Consistency	Achiever	100%	100%	100%	100%	100%
Consistency	Activator	100%	100%	100%	100%	100%
Consistency	Adaptability	100%	100%	100%	100%	100%
Consistency	Analytical	100%	100%	100%	100%	100%
Consistency	Arranger	100%	100%	100%	100%	100%
Consistency	Belief	100%	100%	100%	100%	100%
Consistency	Command	100%	100%	100%	100%	100%
Consistency	Communication	100%	100%	100%	100%	100%
Consistency	Competition	100%	100%	100%	100%	100%
Consistency	Connectedness	100%	100%	100%	100%	87%
Consistency	Context	100%	100%	100%	100%	100%
Consistency	Deliberative	87%	87%	87%	80%	80%
Consistency	Developer	93%	93%	100%	93%	100%
Consistency	Discipline	83%	83%	89%	83%	83%
Consistency	Empathy	93%	100%	100%	100%	100%
Consistency	Focus	100%	100%	100%	100%	100%
Consistency	Futuristic	100%	100%	100%	100%	100%
Consistency	Harmony	83%	75%	83%	75%	75%
Consistency	Ideation	100%	100%	100%	100%	100%
Consistency	Includer	94%	93%	93%	100%	93%
Consistency	Individualization	100%	100%	100%	100%	100%
Consistency	Input	100%	100%	100%	100%	100%
Consistency	Intellection	100%	100%	100%	100%	100%
Consistency	Learner	100%	100%	100%	100%	100%
Consistency	Maximizer	100%	100%	100%	100%	100%
Consistency	Positivity	94%	94%	94%	94%	100%
Consistency	Relator	100%	100%	100%	100%	100%
Consistency	Responsibility	100%	94%	94%	100%	94%
Consistency	Restorative	100%	100%	100%	100%	94%
Consistency	Self-Assurance	100%	100%	100%	100%	100%
Consistency	Significance	100%	100%	100%	100%	100%
Consistency	Strategic	100%	100%	100%	100%	100%
Consistency	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Context, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Context	Achiever	100%	100%	100%	100%	100%
Context	Activator	100%	100%	100%	100%	100%
Context	Adaptability	100%	100%	100%	100%	100%
Context	Analytical	100%	100%	100%	100%	84%
Context	Arranger	100%	100%	100%	100%	100%
Context	Belief	100%	100%	100%	100%	100%
Context	Command	100%	100%	100%	100%	100%
Context	Communication	100%	100%	100%	100%	100%
Context	Competition	100%	100%	100%	100%	100%
Context	Connectedness	100%	100%	100%	100%	100%
Context	Consistency	100%	100%	100%	100%	100%
Context	Deliberative	100%	100%	100%	100%	100%
Context	Developer	100%	100%	100%	100%	100%
Context	Discipline	100%	100%	100%	100%	100%
Context	Empathy	100%	100%	100%	100%	100%
Context	Focus	100%	100%	100%	100%	100%
Context	Futuristic	100%	100%	100%	100%	100%
Context	Harmony	100%	100%	100%	100%	93%
Context	Ideation	100%	100%	100%	100%	100%
Context	Includer	100%	100%	100%	100%	100%
Context	Individualization	100%	100%	100%	100%	100%
Context	Input	100%	100%	100%	100%	100%
Context	Intellection	100%	100%	100%	100%	100%
Context	Learner	100%	100%	100%	100%	100%
Context	Maximizer	100%	100%	100%	100%	100%
Context	Positivity	100%	100%	100%	100%	100%
Context	Relator	100%	100%	100%	100%	100%
Context	Responsibility	100%	100%	100%	100%	100%
Context	Restorative	100%	100%	100%	100%	100%
Context	Self-Assurance	100%	100%	100%	100%	100%
Context	Significance	100%	100%	100%	100%	100%
Context	Strategic	100%	100%	100%	100%	100%
Context	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Deliberative, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Deliberative	Achiever	100%	100%	100%	100%	88%
Deliberative	Activator	100%	100%	100%	100%	100%
Deliberative	Adaptability	100%	100%	100%	100%	100%
Deliberative	Analytical	90%	95%	95%	95%	85%
Deliberative	Arranger	100%	100%	100%	100%	89%
Deliberative	Belief	100%	100%	100%	100%	100%
Deliberative	Command	100%	100%	100%	100%	100%
Deliberative	Communication	100%	100%	100%	100%	100%
Deliberative	Competition	100%	100%	100%	100%	100%
Deliberative	Connectedness	100%	100%	100%	100%	100%
Deliberative	Consistency	87%	87%	87%	80%	80%
Deliberative	Context	100%	100%	100%	100%	100%
Deliberative	Developer	100%	100%	100%	100%	100%
Deliberative	Discipline	91%	83%	87%	87%	78%
Deliberative	Empathy	100%	100%	100%	100%	100%
Deliberative	Focus	95%	95%	100%	100%	90%
Deliberative	Futuristic	100%	100%	100%	100%	100%
Deliberative	Harmony	88%	88%	88%	88%	88%
Deliberative	Ideation	100%	100%	100%	100%	100%
Deliberative	Includer	100%	100%	100%	100%	100%
Deliberative	Individualization	100%	100%	100%	100%	94%
Deliberative	Input	100%	100%	100%	100%	100%
Deliberative	Intellection	89%	89%	89%	89%	100%
Deliberative	Learner	100%	100%	100%	100%	88%
Deliberative	Maximizer	100%	100%	100%	100%	100%
Deliberative	Positivity	100%	100%	100%	100%	100%
Deliberative	Relator	94%	94%	94%	94%	94%
Deliberative	Responsibility	90%	95%	90%	95%	90%
Deliberative	Restorative	100%	100%	100%	100%	100%
Deliberative	Self-Assurance	100%	100%	100%	95%	100%
Deliberative	Significance	100%	100%	100%	100%	90%
Deliberative	Strategic	100%	100%	100%	100%	100%
Deliberative	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Developer, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Developer	Achiever	100%	100%	100%	100%	100%
Developer	Activator	100%	100%	100%	100%	100%
Developer	Adaptability	94%	100%	100%	100%	89%
Developer	Analytical	100%	100%	100%	100%	100%
Developer	Arranger	100%	100%	100%	100%	100%
Developer	Belief	100%	94%	100%	94%	89%
Developer	Command	100%	100%	100%	100%	100%
Developer	Communication	100%	100%	100%	100%	100%
Developer	Competition	100%	100%	100%	100%	100%
Developer	Connectedness	100%	100%	100%	94%	100%
Developer	Consistency	93%	93%	100%	93%	100%
Developer	Context	100%	100%	100%	100%	100%
Developer	Deliberative	100%	100%	100%	100%	100%
Developer	Discipline	100%	100%	100%	100%	100%
Developer	Empathy	80%	80%	93%	80%	80%
Developer	Focus	100%	100%	100%	100%	100%
Developer	Futuristic	100%	100%	100%	100%	94%
Developer	Harmony	100%	100%	100%	100%	94%
Developer	Ideation	100%	100%	100%	100%	100%
Developer	Includer	100%	100%	100%	100%	95%
Developer	Individualization	94%	100%	100%	94%	94%
Developer	Input	100%	100%	100%	100%	100%
Developer	Intellection	100%	100%	100%	100%	100%
Developer	Learner	100%	100%	100%	100%	100%
Developer	Maximizer	100%	100%	100%	100%	100%
Developer	Positivity	93%	93%	93%	93%	93%
Developer	Relator	100%	100%	100%	100%	100%
Developer	Responsibility	100%	100%	100%	100%	95%
Developer	Restorative	100%	100%	100%	100%	95%
Developer	Self-Assurance	100%	100%	100%	100%	100%
Developer	Significance	100%	100%	100%	100%	95%
Developer	Strategic	100%	100%	100%	100%	100%
Developer	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Discipline, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Discipline	Achiever	95%	95%	100%	95%	95%
Discipline	Activator	100%	100%	100%	100%	100%
Discipline	Adaptability	100%	100%	100%	100%	100%
Discipline	Analytical	92%	92%	84%	92%	92%
Discipline	Arranger	96%	96%	96%	96%	96%
Discipline	Belief	100%	100%	100%	100%	100%
Discipline	Command	100%	100%	100%	100%	91%
Discipline	Communication	100%	100%	100%	100%	100%
Discipline	Competition	100%	100%	100%	100%	90%
Discipline	Connectedness	100%	100%	100%	100%	100%
Discipline	Consistency	83%	83%	89%	83%	83%
Discipline	Context	100%	100%	100%	100%	100%
Discipline	Deliberative	91%	83%	87%	87%	78%
Discipline	Developer	100%	100%	100%	100%	100%
Discipline	Empathy	100%	100%	100%	100%	100%
Discipline	Focus	92%	88%	88%	79%	96%
Discipline	Futuristic	95%	91%	100%	95%	91%
Discipline	Harmony	91%	86%	91%	95%	79%
Discipline	Ideation	100%	100%	100%	100%	100%
Discipline	Includer	100%	100%	100%	100%	100%
Discipline	Individualization	95%	100%	95%	100%	100%
Discipline	Input	100%	100%	100%	100%	100%
Discipline	Intellection	100%	100%	100%	100%	100%
Discipline	Learner	91%	95%	95%	95%	91%
Discipline	Maximizer	100%	100%	100%	100%	100%
Discipline	Positivity	100%	100%	100%	100%	100%
Discipline	Relator	100%	100%	100%	100%	100%
Discipline	Responsibility	88%	88%	88%	92%	83%
Discipline	Restorative	100%	100%	100%	100%	100%
Discipline	Self-Assurance	100%	100%	100%	100%	89%
Discipline	Significance	96%	96%	100%	96%	92%
Discipline	Strategic	90%	90%	100%	95%	100%
Discipline	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Empathy, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Empathy	Achiever	100%	100%	100%	100%	100%
Empathy	Activator	100%	100%	100%	100%	94%
Empathy	Adaptability	94%	94%	94%	94%	88%
Empathy	Analytical	100%	100%	100%	100%	100%
Empathy	Arranger	100%	100%	100%	100%	100%
Empathy	Belief	100%	95%	100%	100%	95%
Empathy	Command	100%	100%	100%	100%	100%
Empathy	Communication	100%	100%	100%	100%	94%
Empathy	Competition	100%	100%	100%	100%	100%
Empathy	Connectedness	100%	100%	100%	100%	94%
Empathy	Consistency	93%	100%	100%	100%	100%
Empathy	Context	100%	100%	100%	100%	100%
Empathy	Deliberative	100%	100%	100%	100%	100%
Empathy	Developer	80%	80%	93%	80%	80%
Empathy	Discipline	100%	100%	100%	100%	100%
Empathy	Focus	100%	100%	100%	100%	100%
Empathy	Futuristic	100%	100%	100%	100%	100%
Empathy	Harmony	100%	100%	100%	100%	100%
Empathy	Ideation	100%	100%	100%	100%	100%
Empathy	Includer	100%	100%	100%	100%	100%
Empathy	Individualization	94%	100%	100%	94%	100%
Empathy	Input	100%	100%	100%	100%	100%
Empathy	Intellection	100%	100%	100%	100%	100%
Empathy	Learner	100%	100%	100%	100%	100%
Empathy	Maximizer	100%	100%	100%	100%	100%
Empathy	Positivity	80%	100%	72%	72%	72%
Empathy	Relator	100%	100%	100%	100%	100%
Empathy	Responsibility	100%	100%	100%	100%	100%
Empathy	Restorative	100%	100%	100%	100%	100%
Empathy	Self-Assurance	100%	100%	100%	100%	100%
Empathy	Significance	100%	100%	100%	100%	100%
Empathy	Strategic	100%	100%	100%	100%	100%
Empathy	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Focus, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Focus	Achiever	94%	100%	94%	94%	82%
Focus	Activator	95%	95%	100%	95%	100%
Focus	Adaptability	100%	100%	100%	100%	100%
Focus	Analytical	91%	91%	91%	87%	74%
Focus	Arranger	90%	86%	90%	90%	90%
Focus	Belief	100%	100%	100%	100%	96%
Focus	Command	89%	89%	89%	89%	84%
Focus	Communication	100%	100%	100%	100%	100%
Focus	Competition	89%	89%	89%	89%	89%
Focus	Connectedness	100%	100%	100%	100%	100%
Focus	Consistency	100%	100%	100%	100%	100%
Focus	Context	100%	100%	100%	100%	100%
Focus	Deliberative	95%	95%	100%	100%	90%
Focus	Developer	100%	100%	100%	100%	100%
Focus	Discipline	92%	88%	88%	79%	96%
Focus	Empathy	100%	100%	100%	100%	100%
Focus	Futuristic	100%	100%	100%	100%	89%
Focus	Harmony	100%	100%	100%	100%	95%
Focus	Ideation	90%	90%	90%	100%	90%
Focus	Includer	100%	100%	100%	100%	95%
Focus	Individualization	85%	95%	95%	100%	95%
Focus	Input	90%	90%	90%	90%	90%
Focus	Intellection	91%	91%	91%	91%	91%
Focus	Learner	84%	83%	72%	89%	89%
Focus	Maximizer	100%	100%	100%	100%	100%
Focus	Positivity	100%	100%	100%	100%	100%
Focus	Relator	100%	100%	100%	100%	89%
Focus	Responsibility	83%	88%	83%	92%	96%
Focus	Restorative	87%	91%	91%	91%	91%
Focus	Self-Assurance	88%	75%	75%	75%	88%
Focus	Significance	80%	80%	80%	75%	80%
Focus	Strategic	84%	84%	89%	89%	89%
Focus	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Futuristic, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Futuristic	Achiever	100%	100%	100%	100%	93%
Futuristic	Activator	100%	94%	100%	100%	94%
Futuristic	Adaptability	100%	100%	100%	100%	100%
Futuristic	Analytical	100%	100%	100%	100%	100%
Futuristic	Arranger	94%	94%	94%	94%	76%
Futuristic	Belief	100%	100%	94%	100%	94%
Futuristic	Command	94%	94%	88%	88%	88%
Futuristic	Communication	100%	100%	100%	100%	94%
Futuristic	Competition	100%	93%	100%	100%	87%
Futuristic	Connectedness	100%	100%	100%	100%	100%
Futuristic	Consistency	100%	100%	100%	100%	100%
Futuristic	Context	100%	100%	100%	100%	100%
Futuristic	Deliberative	100%	100%	100%	100%	100%
Futuristic	Developer	100%	100%	100%	100%	94%
Futuristic	Discipline	95%	91%	100%	95%	91%
Futuristic	Empathy	100%	100%	100%	100%	100%
Futuristic	Focus	100%	100%	100%	100%	89%
Futuristic	Harmony	100%	100%	100%	100%	100%
Futuristic	Ideation	94%	94%	94%	94%	94%
Futuristic	Includer	100%	100%	100%	100%	100%
Futuristic	Individualization	100%	93%	93%	93%	93%
Futuristic	Input	94%	88%	88%	88%	81%
Futuristic	Intellection	100%	100%	100%	100%	94%
Futuristic	Learner	100%	100%	100%	100%	94%
Futuristic	Maximizer	100%	100%	100%	100%	100%
Futuristic	Positivity	100%	100%	100%	100%	100%
Futuristic	Relator	100%	100%	100%	100%	100%
Futuristic	Responsibility	100%	100%	100%	100%	100%
Futuristic	Restorative	95%	95%	95%	100%	95%
Futuristic	Self-Assurance	90%	76%	71%	76%	76%
Futuristic	Significance	95%	89%	95%	95%	89%
Futuristic	Strategic	93%	93%	93%	93%	93%
Futuristic	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Harmony, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Harmony	Achiever	100%	100%	100%	100%	100%
Harmony	Activator	100%	100%	100%	100%	100%
Harmony	Adaptability	100%	100%	100%	100%	94%
Harmony	Analytical	100%	100%	100%	100%	100%
Harmony	Arranger	100%	100%	100%	100%	100%
Harmony	Belief	100%	100%	100%	100%	89%
Harmony	Command	100%	100%	100%	100%	100%
Harmony	Communication	100%	100%	100%	100%	100%
Harmony	Competition	100%	94%	100%	100%	94%
Harmony	Connectedness	100%	100%	100%	100%	100%
Harmony	Consistency	83%	75%	83%	75%	75%
Harmony	Context	100%	100%	100%	100%	93%
Harmony	Deliberative	88%	88%	88%	88%	88%
Harmony	Developer	100%	100%	100%	100%	94%
Harmony	Discipline	91%	86%	91%	95%	79%
Harmony	Empathy	100%	100%	100%	100%	100%
Harmony	Focus	100%	100%	100%	100%	95%
Harmony	Futuristic	100%	100%	100%	100%	100%
Harmony	Ideation	100%	100%	100%	100%	100%
Harmony	Includer	100%	100%	100%	100%	100%
Harmony	Individualization	100%	100%	100%	100%	100%
Harmony	Input	100%	100%	100%	100%	100%
Harmony	Intellection	100%	100%	100%	100%	100%
Harmony	Learner	100%	100%	100%	100%	94%
Harmony	Maximizer	100%	100%	100%	100%	100%
Harmony	Positivity	100%	100%	100%	100%	100%
Harmony	Relator	100%	100%	100%	100%	100%
Harmony	Responsibility	100%	100%	100%	100%	100%
Harmony	Restorative	100%	100%	100%	100%	100%
Harmony	Self-Assurance	100%	100%	100%	100%	100%
Harmony	Significance	100%	100%	100%	100%	95%
Harmony	Strategic	100%	100%	100%	100%	100%
Harmony	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Ideation, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Ideation	Achiever	100%	100%	100%	100%	100%
Ideation	Activator	94%	94%	94%	94%	89%
Ideation	Adaptability	100%	100%	100%	100%	94%
Ideation	Analytical	100%	95%	100%	100%	95%
Ideation	Arranger	83%	94%	83%	83%	94%
Ideation	Belief	100%	100%	95%	100%	100%
Ideation	Command	100%	100%	100%	100%	100%
Ideation	Communication	94%	94%	100%	100%	83%
Ideation	Competition	100%	100%	100%	100%	100%
Ideation	Connectedness	94%	94%	83%	94%	83%
Ideation	Consistency	100%	100%	100%	100%	100%
Ideation	Context	100%	100%	100%	100%	100%
Ideation	Deliberative	100%	100%	100%	100%	100%
Ideation	Developer	100%	100%	100%	100%	100%
Ideation	Discipline	100%	100%	100%	100%	100%
Ideation	Empathy	100%	100%	100%	100%	100%
Ideation	Focus	90%	90%	90%	100%	90%
Ideation	Futuristic	94%	94%	94%	94%	94%
Ideation	Harmony	100%	100%	100%	100%	100%
Ideation	Includer	100%	100%	100%	100%	100%
Ideation	Individualization	100%	100%	100%	100%	100%
Ideation	Input	94%	88%	82%	82%	94%
Ideation	Intellection	100%	94%	89%	89%	89%
Ideation	Learner	94%	94%	94%	94%	100%
Ideation	Maximizer	100%	100%	100%	100%	100%
Ideation	Positivity	100%	100%	100%	100%	100%
Ideation	Relator	100%	100%	100%	100%	100%
Ideation	Responsibility	100%	100%	100%	100%	100%
Ideation	Restorative	90%	90%	100%	100%	100%
Ideation	Self-Assurance	91%	91%	91%	91%	95%
Ideation	Significance	95%	95%	95%	95%	95%
Ideation	Strategic	86%	93%	100%	100%	100%
Ideation	Woo	100%	100%	100%	100%	94%

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Pairwise Cluster Analyses for Includer, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Includer	Achiever	100%	100%	100%	100%	100%
Includer	Activator	100%	100%	95%	100%	95%
Includer	Adaptability	100%	100%	100%	100%	100%
Includer	Analytical	100%	100%	100%	100%	100%
Includer	Arranger	100%	100%	100%	100%	100%
Includer	Belief	95%	100%	100%	100%	95%
Includer	Command	100%	100%	100%	100%	100%
Includer	Communication	100%	89%	94%	94%	89%
Includer	Competition	100%	100%	100%	100%	100%
Includer	Connectedness	100%	100%	100%	100%	100%
Includer	Consistency	94%	93%	93%	100%	93%
Includer	Context	100%	100%	100%	100%	100%
Includer	Deliberative	100%	100%	100%	100%	100%
Includer	Developer	100%	100%	100%	100%	95%
Includer	Discipline	100%	100%	100%	100%	100%
Includer	Empathy	100%	100%	100%	100%	100%
Includer	Focus	100%	100%	100%	100%	95%
Includer	Futuristic	100%	100%	100%	100%	100%
Includer	Harmony	100%	100%	100%	100%	100%
Includer	Ideation	100%	100%	100%	100%	100%
Includer	Individualization	100%	100%	100%	100%	100%
Includer	Input	100%	100%	100%	100%	100%
Includer	Intellection	100%	100%	100%	100%	100%
Includer	Learner	100%	100%	100%	100%	100%
Includer	Maximizer	100%	100%	100%	100%	100%
Includer	Positivity	84%	78%	100%	78%	94%
Includer	Relator	100%	100%	100%	100%	100%
Includer	Responsibility	100%	100%	100%	100%	100%
Includer	Restorative	100%	100%	100%	100%	100%
Includer	Self-Assurance	100%	100%	100%	100%	100%
Includer	Significance	100%	100%	100%	100%	100%
Includer	Strategic	100%	100%	100%	100%	100%
Includer	Woo	81%	81%	94%	88%	94%

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Pairwise Cluster Analyses for Individualization, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Individualization	Achiever	100%	93%	100%	100%	93%
Individualization	Activator	94%	94%	94%	94%	82%
Individualization	Adaptability	100%	100%	100%	100%	100%
Individualization	Analytical	95%	95%	95%	95%	89%
Individualization	Arranger	75%	75%	75%	75%	63%
Individualization	Belief	100%	100%	95%	95%	100%
Individualization	Command	94%	88%	88%	88%	94%
Individualization	Communication	100%	100%	100%	100%	100%
Individualization	Competition	100%	100%	100%	100%	100%
Individualization	Connectedness	100%	100%	100%	100%	100%
Individualization	Consistency	100%	100%	100%	100%	100%
Individualization	Context	100%	100%	100%	100%	100%
Individualization	Deliberative	100%	100%	100%	100%	94%
Individualization	Developer	94%	100%	100%	94%	94%
Individualization	Discipline	95%	100%	95%	100%	100%
Individualization	Empathy	94%	100%	100%	94%	100%
Individualization	Focus	85%	95%	95%	100%	95%
Individualization	Futuristic	100%	93%	93%	93%	93%
Individualization	Harmony	100%	100%	100%	100%	100%
Individualization	Ideation	100%	100%	100%	100%	100%
Individualization	Includer	100%	100%	100%	100%	100%
Individualization	Input	75%	88%	100%	94%	81%
Individualization	Intellection	100%	100%	93%	100%	100%
Individualization	Learner	100%	100%	100%	100%	100%
Individualization	Maximizer	100%	100%	100%	100%	100%
Individualization	Positivity	100%	100%	100%	100%	94%
Individualization	Relator	100%	100%	100%	100%	100%
Individualization	Responsibility	90%	95%	95%	95%	100%
Individualization	Restorative	89%	89%	89%	89%	68%
Individualization	Self-Assurance	86%	86%	86%	81%	76%
Individualization	Significance	100%	95%	89%	89%	84%
Individualization	Strategic	79%	79%	79%	79%	79%
Individualization	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Input, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Input	Achiever	100%	100%	100%	100%	100%
Input	Activator	94%	100%	88%	94%	88%
Input	Adaptability	100%	100%	100%	100%	100%
Input	Analytical	95%	95%	100%	100%	100%
Input	Arranger	82%	82%	82%	82%	76%
Input	Belief	95%	95%	89%	95%	95%
Input	Command	88%	94%	94%	94%	88%
Input	Communication	100%	100%	94%	100%	100%
Input	Competition	100%	100%	100%	100%	93%
Input	Connectedness	82%	88%	82%	82%	82%
Input	Consistency	100%	100%	100%	100%	100%
Input	Context	100%	100%	100%	100%	100%
Input	Deliberative	100%	100%	100%	100%	100%
Input	Developer	100%	100%	100%	100%	100%
Input	Discipline	100%	100%	100%	100%	100%
Input	Empathy	100%	100%	100%	100%	100%
Input	Focus	90%	90%	90%	90%	90%
Input	Futuristic	94%	88%	88%	88%	81%
Input	Harmony	100%	100%	100%	100%	100%
Input	Ideation	94%	88%	82%	82%	94%
Input	Includer	100%	100%	100%	100%	100%
Input	Individualization	75%	88%	100%	94%	81%
Input	Intellection	82%	76%	82%	88%	76%
Input	Learner	93%	100%	100%	87%	87%
Input	Maximizer	100%	100%	100%	100%	100%
Input	Positivity	100%	100%	100%	94%	100%
Input	Relator	100%	100%	100%	100%	100%
Input	Responsibility	100%	90%	90%	100%	100%
Input	Restorative	84%	100%	89%	100%	100%
Input	Self-Assurance	76%	76%	71%	76%	71%
Input	Significance	95%	95%	95%	95%	95%
Input	Strategic	93%	80%	93%	93%	93%
Input	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Intellection, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Intellection	Achiever	100%	82%	100%	100%	100%
Intellection	Activator	100%	100%	100%	100%	89%
Intellection	Adaptability	100%	100%	100%	100%	95%
Intellection	Analytical	91%	82%	91%	91%	82%
Intellection	Arranger	100%	100%	100%	100%	100%
Intellection	Belief	95%	100%	100%	100%	100%
Intellection	Command	95%	100%	100%	100%	100%
Intellection	Communication	100%	100%	95%	95%	100%
Intellection	Competition	100%	100%	100%	100%	100%
Intellection	Connectedness	89%	89%	89%	89%	83%
Intellection	Consistency	100%	100%	100%	100%	100%
Intellection	Context	100%	100%	100%	100%	100%
Intellection	Deliberative	89%	89%	89%	89%	100%
Intellection	Developer	100%	100%	100%	100%	100%
Intellection	Discipline	100%	100%	100%	100%	100%
Intellection	Empathy	100%	100%	100%	100%	100%
Intellection	Focus	91%	91%	91%	91%	91%
Intellection	Futuristic	100%	100%	100%	100%	94%
Intellection	Harmony	100%	100%	100%	100%	100%
Intellection	Ideation	100%	94%	89%	89%	89%
Intellection	Includer	100%	100%	100%	100%	100%
Intellection	Individualization	100%	100%	93%	100%	100%
Intellection	Input	82%	76%	82%	88%	76%
Intellection	Learner	82%	76%	82%	82%	76%
Intellection	Maximizer	100%	100%	100%	100%	100%
Intellection	Positivity	100%	100%	100%	100%	100%
Intellection	Relator	88%	94%	94%	94%	94%
Intellection	Responsibility	95%	95%	95%	100%	100%
Intellection	Restorative	100%	100%	100%	100%	100%
Intellection	Self-Assurance	100%	100%	100%	100%	91%
Intellection	Significance	100%	100%	100%	100%	95%
Intellection	Strategic	100%	100%	100%	100%	94%
Intellection	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Learner, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Learner	Achiever	86%	86%	86%	86%	86%
Learner	Activator	100%	100%	100%	100%	100%
Learner	Adaptability	100%	100%	100%	100%	100%
Learner	Analytical	100%	100%	100%	84%	79%
Learner	Arranger	88%	88%	88%	88%	82%
Learner	Belief	100%	100%	100%	100%	95%
Learner	Command	100%	100%	100%	100%	100%
Learner	Communication	100%	100%	100%	100%	100%
Learner	Competition	100%	100%	100%	100%	100%
Learner	Connectedness	100%	100%	100%	100%	88%
Learner	Consistency	100%	100%	100%	100%	100%
Learner	Context	100%	100%	100%	100%	100%
Learner	Deliberative	100%	100%	100%	100%	88%
Learner	Developer	100%	100%	100%	100%	100%
Learner	Discipline	91%	95%	95%	95%	91%
Learner	Empathy	100%	100%	100%	100%	100%
Learner	Focus	84%	83%	72%	89%	89%
Learner	Futuristic	100%	100%	100%	100%	94%
Learner	Harmony	100%	100%	100%	100%	94%
Learner	Ideation	94%	94%	94%	94%	100%
Learner	Includer	100%	100%	100%	100%	100%
Learner	Individualization	100%	100%	100%	100%	100%
Learner	Input	93%	100%	100%	87%	87%
Learner	Intellection	82%	76%	82%	82%	76%
Learner	Maximizer	100%	100%	100%	100%	100%
Learner	Positivity	100%	100%	100%	100%	100%
Learner	Relator	100%	100%	100%	100%	100%
Learner	Responsibility	95%	90%	95%	95%	95%
Learner	Restorative	100%	100%	95%	100%	95%
Learner	Self-Assurance	85%	95%	90%	90%	80%
Learner	Significance	95%	95%	95%	95%	95%
Learner	Strategic	93%	80%	80%	80%	93%
Learner	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Maximizer, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Maximizer	Achiever	100%	100%	100%	100%	100%
Maximizer	Activator	100%	100%	100%	100%	100%
Maximizer	Adaptability	100%	100%	100%	100%	100%
Maximizer	Analytical	100%	100%	100%	100%	100%
Maximizer	Arranger	100%	100%	100%	100%	100%
Maximizer	Belief	100%	100%	100%	100%	100%
Maximizer	Command	100%	100%	100%	100%	100%
Maximizer	Communication	100%	100%	100%	100%	100%
Maximizer	Competition	100%	100%	100%	100%	100%
Maximizer	Connectedness	100%	100%	100%	100%	100%
Maximizer	Consistency	100%	100%	100%	100%	100%
Maximizer	Context	100%	100%	100%	100%	100%
Maximizer	Deliberative	100%	100%	100%	100%	100%
Maximizer	Developer	100%	100%	100%	100%	100%
Maximizer	Discipline	100%	100%	100%	100%	100%
Maximizer	Empathy	100%	100%	100%	100%	100%
Maximizer	Focus	100%	100%	100%	100%	100%
Maximizer	Futuristic	100%	100%	100%	100%	100%
Maximizer	Harmony	100%	100%	100%	100%	100%
Maximizer	Ideation	100%	100%	100%	100%	100%
Maximizer	Includer	100%	100%	100%	100%	100%
Maximizer	Individualization	100%	100%	100%	100%	100%
Maximizer	Input	100%	100%	100%	100%	100%
Maximizer	Intellection	100%	100%	100%	100%	100%
Maximizer	Learner	100%	100%	100%	100%	100%
Maximizer	Positivity	100%	100%	100%	100%	100%
Maximizer	Relator	100%	100%	100%	100%	100%
Maximizer	Responsibility	100%	100%	100%	100%	100%
Maximizer	Restorative	100%	100%	100%	100%	100%
Maximizer	Self-Assurance	95%	100%	100%	100%	100%
Maximizer	Significance	100%	100%	100%	100%	100%
Maximizer	Strategic	100%	100%	100%	100%	100%
Maximizer	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Positivity, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Positivity	Achiever	100%	100%	100%	100%	100%
Positivity	Activator	89%	95%	95%	89%	89%
Positivity	Adaptability	95%	100%	100%	95%	95%
Positivity	Analytical	100%	100%	100%	100%	100%
Positivity	Arranger	100%	100%	100%	100%	100%
Positivity	Belief	100%	100%	95%	100%	95%
Positivity	Command	100%	100%	100%	100%	100%
Positivity	Communication	95%	95%	95%	79%	95%
Positivity	Competition	100%	100%	100%	100%	100%
Positivity	Connectedness	100%	100%	100%	100%	79%
Positivity	Consistency	94%	94%	94%	94%	100%
Positivity	Context	100%	100%	100%	100%	100%
Positivity	Deliberative	100%	100%	100%	100%	100%
Positivity	Developer	93%	93%	93%	93%	93%
Positivity	Discipline	100%	100%	100%	100%	100%
Positivity	Empathy	80%	100%	72%	72%	72%
Positivity	Focus	100%	100%	100%	100%	100%
Positivity	Futuristic	100%	100%	100%	100%	100%
Positivity	Harmony	100%	100%	100%	100%	100%
Positivity	Ideation	100%	100%	100%	100%	100%
Positivity	Includer	84%	78%	100%	78%	94%
Positivity	Individualization	100%	100%	100%	100%	94%
Positivity	Input	100%	100%	100%	94%	100%
Positivity	Intellection	100%	100%	100%	100%	100%
Positivity	Learner	100%	100%	100%	100%	100%
Positivity	Maximizer	100%	100%	100%	100%	100%
Positivity	Relator	100%	100%	100%	100%	100%
Positivity	Responsibility	100%	100%	100%	100%	100%
Positivity	Restorative	100%	100%	100%	100%	100%
Positivity	Self-Assurance	100%	91%	91%	91%	78%
Positivity	Significance	100%	100%	100%	100%	95%
Positivity	Strategic	100%	100%	100%	100%	100%
Positivity	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Relator, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Relator	Achiever	100%	100%	100%	100%	100%
Relator	Activator	100%	100%	100%	100%	100%
Relator	Adaptability	100%	100%	100%	100%	100%
Relator	Analytical	100%	100%	100%	100%	100%
Relator	Arranger	100%	100%	100%	100%	100%
Relator	Belief	100%	100%	100%	100%	100%
Relator	Command	100%	100%	100%	100%	100%
Relator	Communication	100%	100%	100%	100%	100%
Relator	Competition	100%	100%	100%	100%	100%
Relator	Connectedness	100%	100%	100%	100%	100%
Relator	Consistency	100%	100%	100%	100%	100%
Relator	Context	100%	100%	100%	100%	100%
Relator	Deliberative	94%	94%	94%	94%	94%
Relator	Developer	100%	100%	100%	100%	100%
Relator	Discipline	100%	100%	100%	100%	100%
Relator	Empathy	100%	100%	100%	100%	100%
Relator	Focus	100%	100%	100%	100%	89%
Relator	Futuristic	100%	100%	100%	100%	100%
Relator	Harmony	100%	100%	100%	100%	100%
Relator	Ideation	100%	100%	100%	100%	100%
Relator	Includer	100%	100%	100%	100%	100%
Relator	Individualization	100%	100%	100%	100%	100%
Relator	Input	100%	100%	100%	100%	100%
Relator	Intellection	88%	94%	94%	94%	94%
Relator	Learner	100%	100%	100%	100%	100%
Relator	Maximizer	100%	100%	100%	100%	100%
Relator	Positivity	100%	100%	100%	100%	100%
Relator	Responsibility	100%	100%	100%	100%	100%
Relator	Restorative	100%	100%	100%	100%	100%
Relator	Self-Assurance	100%	100%	100%	100%	100%
Relator	Significance	100%	100%	100%	100%	100%
Relator	Strategic	100%	100%	100%	100%	100%
Relator	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Responsibility, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Responsibility	Achiever	95%	95%	95%	95%	84%
Responsibility	Activator	95%	95%	95%	95%	95%
Responsibility	Adaptability	100%	100%	100%	100%	95%
Responsibility	Analytical	83%	88%	79%	79%	79%
Responsibility	Arranger	84%	84%	84%	84%	84%
Responsibility	Belief	86%	82%	86%	82%	86%
Responsibility	Command	100%	100%	100%	100%	100%
Responsibility	Communication	95%	100%	95%	100%	100%
Responsibility	Competition	100%	100%	100%	100%	100%
Responsibility	Connectedness	100%	100%	90%	100%	90%
Responsibility	Consistency	100%	94%	94%	100%	94%
Responsibility	Context	100%	100%	100%	100%	100%
Responsibility	Deliberative	90%	95%	90%	95%	90%
Responsibility	Developer	100%	100%	100%	100%	95%
Responsibility	Discipline	88%	88%	88%	92%	83%
Responsibility	Empathy	100%	100%	100%	100%	100%
Responsibility	Focus	83%	88%	83%	92%	96%
Responsibility	Futuristic	100%	100%	100%	100%	100%
Responsibility	Harmony	100%	100%	100%	100%	100%
Responsibility	Ideation	100%	100%	100%	100%	100%
Responsibility	Includer	100%	100%	100%	100%	100%
Responsibility	Individualization	90%	95%	95%	95%	100%
Responsibility	Input	100%	90%	90%	100%	100%
Responsibility	Intellection	95%	95%	95%	100%	100%
Responsibility	Learner	95%	90%	95%	95%	95%
Responsibility	Maximizer	100%	100%	100%	100%	100%
Responsibility	Positivity	100%	100%	100%	100%	100%
Responsibility	Relator	100%	100%	100%	100%	100%
Responsibility	Restorative	100%	100%	100%	100%	78%
Responsibility	Self-Assurance	96%	96%	84%	92%	84%
Responsibility	Significance	96%	96%	100%	96%	87%
Responsibility	Strategic	95%	89%	95%	95%	95%
Responsibility	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Restorative, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Restorative	Achiever	100%	100%	94%	100%	100%
Restorative	Activator	100%	100%	100%	100%	100%
Restorative	Adaptability	100%	100%	100%	100%	95%
Restorative	Analytical	87%	87%	87%	100%	78%
Restorative	Arranger	85%	85%	85%	85%	80%
Restorative	Belief	100%	100%	100%	100%	95%
Restorative	Command	100%	100%	95%	100%	100%
Restorative	Communication	100%	100%	100%	100%	100%
Restorative	Competition	100%	100%	100%	100%	100%
Restorative	Connectedness	100%	100%	100%	100%	90%
Restorative	Consistency	100%	100%	100%	100%	94%
Restorative	Context	100%	100%	100%	100%	100%
Restorative	Deliberative	100%	100%	100%	100%	100%
Restorative	Developer	100%	100%	100%	100%	95%
Restorative	Discipline	100%	100%	100%	100%	100%
Restorative	Empathy	100%	100%	100%	100%	100%
Restorative	Focus	87%	91%	91%	91%	91%
Restorative	Futuristic	95%	95%	95%	100%	95%
Restorative	Harmony	100%	100%	100%	100%	100%
Restorative	Ideation	90%	90%	100%	100%	100%
Restorative	Includer	100%	100%	100%	100%	100%
Restorative	Individualization	89%	89%	89%	89%	68%
Restorative	Input	84%	100%	89%	100%	100%
Restorative	Intellection	100%	100%	100%	100%	100%
Restorative	Learner	100%	100%	95%	100%	95%
Restorative	Maximizer	100%	100%	100%	100%	100%
Restorative	Positivity	100%	100%	100%	100%	100%
Restorative	Relator	100%	100%	100%	100%	100%
Restorative	Responsibility	100%	100%	100%	100%	78%
Restorative	Self-Assurance	88%	100%	79%	83%	79%
Restorative	Significance	95%	95%	95%	95%	95%
Restorative	Strategic	100%	94%	94%	100%	100%
Restorative	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Self-Assurance, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Self-Assurance	Achiever	90%	95%	95%	85%	90%
Self-Assurance	Activator	73%	73%	73%	73%	73%
Self-Assurance	Adaptability	100%	100%	100%	100%	100%
Self-Assurance	Analytical	100%	100%	100%	100%	83%
Self-Assurance	Arranger	82%	82%	73%	82%	86%
Self-Assurance	Belief	100%	96%	92%	100%	79%
Self-Assurance	Command	79%	79%	79%	74%	74%
Self-Assurance	Communication	86%	86%	82%	86%	95%
Self-Assurance	Competition	100%	90%	90%	90%	90%
Self-Assurance	Connectedness	100%	100%	100%	100%	100%
Self-Assurance	Consistency	100%	100%	100%	100%	100%
Self-Assurance	Context	100%	100%	100%	100%	100%
Self-Assurance	Deliberative	100%	100%	100%	95%	100%
Self-Assurance	Developer	100%	100%	100%	100%	100%
Self-Assurance	Discipline	100%	100%	100%	100%	89%
Self-Assurance	Empathy	100%	100%	100%	100%	100%
Self-Assurance	Focus	88%	75%	75%	75%	88%
Self-Assurance	Futuristic	90%	76%	71%	76%	76%
Self-Assurance	Harmony	100%	100%	100%	100%	100%
Self-Assurance	Ideation	91%	91%	91%	91%	95%
Self-Assurance	Includer	100%	100%	100%	100%	100%
Self-Assurance	Individualization	86%	86%	86%	81%	76%
Self-Assurance	Input	76%	76%	71%	76%	71%
Self-Assurance	Intellection	100%	100%	100%	100%	91%
Self-Assurance	Learner	85%	95%	90%	90%	80%
Self-Assurance	Maximizer	95%	100%	100%	100%	100%
Self-Assurance	Positivity	100%	91%	91%	91%	78%
Self-Assurance	Relator	100%	100%	100%	100%	100%
Self-Assurance	Responsibility	96%	96%	84%	92%	84%
Self-Assurance	Restorative	88%	100%	79%	83%	79%
Self-Assurance	Significance	70%	78%	74%	78%	74%
Self-Assurance	Strategic	80%	75%	75%	70%	90%
Self-Assurance	Woo	85%	95%	95%	95%	95%

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Pairwise Cluster Analyses for Significance, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Significance	Achiever	89%	94%	100%	100%	100%
Significance	Activator	90%	100%	90%	95%	95%
Significance	Adaptability	100%	100%	100%	100%	100%
Significance	Analytical	100%	100%	100%	100%	100%
Significance	Arranger	90%	90%	90%	90%	90%
Significance	Belief	95%	100%	95%	100%	95%
Significance	Command	78%	83%	89%	72%	72%
Significance	Communication	95%	93%	93%	93%	100%
Significance	Competition	88%	88%	88%	94%	76%
Significance	Connectedness	100%	100%	95%	100%	95%
Significance	Consistency	100%	100%	100%	100%	100%
Significance	Context	100%	100%	100%	100%	100%
Significance	Deliberative	100%	100%	100%	100%	90%
Significance	Developer	100%	100%	100%	100%	95%
Significance	Discipline	96%	96%	100%	96%	92%
Significance	Empathy	100%	100%	100%	100%	100%
Significance	Focus	80%	80%	80%	75%	80%
Significance	Futuristic	95%	89%	95%	95%	89%
Significance	Harmony	100%	100%	100%	100%	95%
Significance	Ideation	95%	95%	95%	95%	95%
Significance	Includer	100%	100%	100%	100%	100%
Significance	Individualization	100%	95%	89%	89%	84%
Significance	Input	95%	95%	95%	95%	95%
Significance	Intellection	100%	100%	100%	100%	95%
Significance	Learner	95%	95%	95%	95%	95%
Significance	Maximizer	100%	100%	100%	100%	100%
Significance	Positivity	100%	100%	100%	100%	95%
Significance	Relator	100%	100%	100%	100%	100%
Significance	Responsibility	96%	96%	100%	96%	87%
Significance	Restorative	95%	95%	95%	95%	95%
Significance	Self-Assurance	70%	78%	74%	78%	74%
Significance	Strategic	100%	100%	100%	94%	100%
Significance	Woo	100%	100%	90%	100%	100%

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Pairwise Cluster Analyses for Strategic, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Strategic	Achiever	100%	100%	100%	100%	100%
Strategic	Activator	94%	94%	94%	94%	94%
Strategic	Adaptability	100%	100%	100%	100%	100%
Strategic	Analytical	84%	79%	79%	84%	95%
Strategic	Arranger	81%	81%	88%	88%	81%
Strategic	Belief	100%	100%	100%	100%	100%
Strategic	Command	94%	88%	94%	100%	100%
Strategic	Communication	100%	100%	100%	100%	100%
Strategic	Competition	100%	93%	86%	100%	86%
Strategic	Connectedness	100%	100%	100%	100%	100%
Strategic	Consistency	100%	100%	100%	100%	100%
Strategic	Context	100%	100%	100%	100%	100%
Strategic	Deliberative	100%	100%	100%	100%	100%
Strategic	Developer	100%	100%	100%	100%	100%
Strategic	Discipline	90%	90%	100%	95%	100%
Strategic	Empathy	100%	100%	100%	100%	100%
Strategic	Focus	84%	84%	89%	89%	89%
Strategic	Futuristic	93%	93%	93%	93%	93%
Strategic	Harmony	100%	100%	100%	100%	100%
Strategic	Ideation	86%	93%	100%	100%	100%
Strategic	Includer	100%	100%	100%	100%	100%
Strategic	Individualization	79%	79%	79%	79%	79%
Strategic	Input	93%	80%	93%	93%	93%
Strategic	Intellection	100%	100%	100%	100%	94%
Strategic	Learner	93%	80%	80%	80%	93%
Strategic	Maximizer	100%	100%	100%	100%	100%
Strategic	Positivity	100%	100%	100%	100%	100%
Strategic	Relator	100%	100%	100%	100%	100%
Strategic	Responsibility	95%	89%	95%	95%	95%
Strategic	Restorative	100%	94%	94%	100%	100%
Strategic	Self-Assurance	80%	75%	75%	70%	90%
Strategic	Significance	100%	100%	100%	94%	100%
Strategic	Woo	93%	93%	93%	93%	93%

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Pairwise Cluster Analyses for Woo, by Gender

n = Total: 53,848 | Female: 25,236 | Male: 16,919 | Missing: 11,252 | Refused: 441

Theme 1	Theme 2	Total	Female	Male	Missing	Refused
Woo	Achiever	100%	100%	100%	100%	100%
Woo	Activator	88%	88%	94%	94%	88%
Woo	Adaptability	100%	100%	100%	100%	100%
Woo	Analytical	100%	100%	100%	100%	100%
Woo	Arranger	100%	100%	100%	100%	100%
Woo	Belief	100%	100%	100%	100%	100%
Woo	Command	100%	100%	100%	100%	100%
Woo	Communication	92%	92%	92%	77%	77%
Woo	Competition	100%	100%	100%	100%	100%
Woo	Connectedness	100%	100%	100%	100%	100%
Woo	Consistency	100%	100%	100%	100%	100%
Woo	Context	100%	100%	100%	100%	100%
Woo	Deliberative	100%	100%	100%	100%	100%
Woo	Developer	100%	100%	100%	100%	100%
Woo	Discipline	100%	100%	100%	100%	100%
Woo	Empathy	100%	100%	100%	100%	100%
Woo	Focus	100%	100%	100%	100%	100%
Woo	Futuristic	100%	100%	100%	100%	100%
Woo	Harmony	100%	100%	100%	100%	100%
Woo	Ideation	100%	100%	100%	100%	94%
Woo	Includer	81%	81%	94%	88%	94%
Woo	Individualization	100%	100%	100%	100%	100%
Woo	Input	100%	100%	100%	100%	100%
Woo	Intellection	100%	100%	100%	100%	100%
Woo	Learner	100%	100%	100%	100%	100%
Woo	Maximizer	100%	100%	100%	100%	100%
Woo	Positivity	100%	100%	100%	100%	100%
Woo	Relator	100%	100%	100%	100%	100%
Woo	Responsibility	100%	100%	100%	100%	100%
Woo	Restorative	100%	100%	100%	100%	100%
Woo	Self-Assurance	85%	95%	95%	95%	95%
Woo	Significance	100%	100%	90%	100%	100%
Woo	Strategic	93%	93%	93%	93%	93%

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Pairwise Cluster Analyses for Achiever, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Achiever	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Analytical	100%	100%	100%	100%	95%	89%	95%	100%
Achiever	Arranger	88%	94%	94%	94%	88%	94%	94%	94%
Achiever	Belief	100%	100%	100%	100%	100%	100%	94%	100%
Achiever	Command	100%	100%	94%	100%	100%	100%	100%	100%
Achiever	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Competition	92%	92%	92%	92%	92%	92%	92%	92%
Achiever	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Context	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Discipline	95%	95%	90%	90%	90%	95%	95%	95%
Achiever	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Focus	94%	94%	94%	94%	94%	88%	88%	94%
Achiever	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Individualization	100%	100%	100%	93%	100%	93%	93%	100%
Achiever	Input	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Intellection	100%	100%	100%	100%	100%	88%	94%	100%
Achiever	Learner	86%	86%	86%	86%	86%	86%	86%	86%
Achiever	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Achiever	Responsibility	95%	95%	95%	89%	84%	95%	89%	95%
Achiever	Restorative	100%	100%	100%	100%	100%	100%	94%	100%
Achiever	Self-Assurance	90%	95%	80%	90%	90%	80%	85%	85%
Achiever	Significance	89%	100%	94%	94%	94%	94%	100%	89%
Achiever	Strategic	100%	86%	100%	100%	100%	100%	86%	100%
Achiever	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Activator, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Activator	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Arranger	83%	83%	83%	83%	83%	89%	100%	83%
Activator	Belief	100%	100%	100%	100%	100%	100%	95%	100%
Activator	Command	81%	81%	81%	81%	81%	81%	81%	81%
Activator	Communication	88%	82%	88%	82%	82%	94%	82%	82%
Activator	Competition	94%	94%	94%	94%	94%	94%	81%	94%
Activator	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Context	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Focus	95%	95%	100%	100%	95%	95%	86%	95%
Activator	Futuristic	100%	94%	94%	94%	94%	100%	94%	100%
Activator	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Ideation	94%	94%	94%	94%	94%	100%	94%	94%
Activator	Includer	100%	100%	100%	95%	100%	100%	100%	100%
Activator	Individualization	94%	88%	88%	100%	100%	82%	82%	100%
Activator	Input	94%	82%	88%	100%	94%	100%	100%	94%
Activator	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Positivity	89%	89%	95%	95%	95%	89%	95%	89%
Activator	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Activator	Responsibility	95%	95%	95%	95%	95%	95%	95%	95%
Activator	Restorative	100%	100%	100%	100%	100%	95%	95%	100%
Activator	Self-Assurance	73%	77%	73%	77%	77%	73%	77%	73%
Activator	Significance	90%	90%	85%	85%	95%	95%	90%	95%
Activator	Strategic	94%	94%	81%	94%	94%	94%	88%	94%
Activator	Woo	88%	88%	81%	88%	94%	94%	94%	88%

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Pairwise Cluster Analyses for Adaptability, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Adaptability	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Command	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Communication	100%	94%	100%	100%	100%	100%	100%	100%
Adaptability	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Connectedness	94%	94%	94%	94%	94%	94%	89%	94%
Adaptability	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Context	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Developer	94%	100%	94%	94%	94%	94%	89%	94%
Adaptability	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Empathy	94%	94%	94%	94%	94%	94%	94%	94%
Adaptability	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Input	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Intellection	100%	100%	100%	100%	95%	100%	100%	100%
Adaptability	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Maximizer	100%	100%	95%	100%	100%	100%	95%	100%
Adaptability	Positivity	95%	95%	89%	100%	100%	95%	95%	95%
Adaptability	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Self-Assurance	100%	91%	100%	100%	100%	100%	100%	100%
Adaptability	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Adaptability	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Analytical, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Analytical	Achiever	100%	100%	100%	100%	95%	89%	95%	100%
Analytical	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Arranger	95%	90%	100%	95%	100%	100%	100%	100%
Analytical	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Command	100%	100%	95%	95%	100%	100%	100%	100%
Analytical	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Consistency	100%	100%	94%	94%	100%	100%	100%	100%
Analytical	Context	100%	95%	100%	100%	100%	100%	100%	100%
Analytical	Deliberative	90%	85%	90%	90%	90%	90%	90%	90%
Analytical	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Discipline	92%	88%	88%	92%	92%	88%	84%	92%
Analytical	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Focus	91%	87%	83%	87%	91%	91%	96%	87%
Analytical	Futuristic	100%	95%	100%	95%	100%	100%	100%	100%
Analytical	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Ideation	100%	90%	95%	95%	95%	100%	95%	95%
Analytical	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Individualization	95%	89%	100%	100%	95%	100%	95%	95%
Analytical	Input	95%	95%	100%	100%	100%	100%	95%	95%
Analytical	Intellection	91%	95%	90%	90%	90%	90%	86%	86%
Analytical	Learner	100%	95%	100%	100%	95%	95%	95%	95%
Analytical	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Analytical	Responsibility	83%	88%	83%	83%	83%	92%	88%	96%
Analytical	Restorative	87%	87%	78%	87%	87%	96%	100%	100%
Analytical	Self-Assurance	100%	100%	100%	100%	100%	96%	100%	100%
Analytical	Significance	100%	91%	100%	100%	95%	95%	82%	100%
Analytical	Strategic	84%	83%	89%	83%	89%	94%	94%	83%
Analytical	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Arranger, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Arranger	Achiever	88%	94%	94%	94%	88%	94%	94%	94%
Arranger	Activator	83%	83%	83%	83%	83%	89%	100%	83%
Arranger	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Analytical	95%	90%	100%	95%	100%	100%	100%	100%
Arranger	Belief	100%	90%	90%	100%	100%	100%	95%	100%
Arranger	Command	83%	83%	83%	83%	83%	83%	94%	83%
Arranger	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Consistency	100%	87%	100%	100%	100%	100%	100%	100%
Arranger	Context	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Discipline	96%	91%	96%	96%	96%	96%	91%	100%
Arranger	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Focus	90%	86%	90%	95%	95%	95%	90%	95%
Arranger	Futuristic	94%	94%	94%	82%	94%	82%	76%	94%
Arranger	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Ideation	83%	83%	83%	83%	83%	83%	83%	83%
Arranger	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Individualization	75%	75%	75%	75%	75%	81%	81%	75%
Arranger	Input	82%	82%	82%	82%	82%	88%	94%	82%
Arranger	Intellection	100%	89%	100%	100%	100%	100%	100%	100%
Arranger	Learner	88%	88%	82%	94%	94%	94%	94%	88%
Arranger	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Arranger	Responsibility	84%	79%	84%	84%	84%	84%	89%	84%
Arranger	Restorative	85%	85%	85%	85%	85%	85%	95%	85%
Arranger	Self-Assurance	82%	86%	77%	77%	77%	73%	82%	82%
Arranger	Significance	90%	95%	90%	90%	90%	100%	95%	95%
Arranger	Strategic	81%	81%	88%	88%	94%	81%	75%	88%
Arranger	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Belief, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Belief	Achiever	100%	100%	100%	100%	100%	100%	94%	100%
Belief	Activator	100%	100%	100%	100%	100%	100%	95%	100%
Belief	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Arranger	100%	90%	90%	100%	100%	100%	95%	100%
Belief	Command	100%	100%	100%	100%	100%	100%	95%	100%
Belief	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Competition	100%	100%	100%	100%	100%	100%	94%	100%
Belief	Connectedness	79%	74%	74%	74%	84%	84%	79%	79%
Belief	Consistency	100%	100%	94%	100%	100%	94%	100%	100%
Belief	Context	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Deliberative	100%	100%	100%	95%	95%	100%	100%	100%
Belief	Developer	100%	79%	79%	95%	100%	100%	100%	89%
Belief	Discipline	100%	100%	100%	100%	100%	100%	96%	100%
Belief	Empathy	100%	79%	79%	100%	100%	100%	100%	100%
Belief	Focus	100%	100%	100%	100%	100%	100%	96%	100%
Belief	Futuristic	100%	100%	100%	95%	95%	100%	95%	95%
Belief	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Ideation	100%	100%	100%	100%	100%	100%	95%	100%
Belief	Includer	95%	100%	100%	100%	100%	100%	100%	100%
Belief	Individualization	100%	100%	100%	100%	95%	100%	95%	100%
Belief	Input	95%	95%	95%	95%	95%	95%	95%	95%
Belief	Intellection	95%	100%	100%	100%	100%	100%	95%	100%
Belief	Learner	100%	100%	100%	100%	100%	100%	95%	100%
Belief	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Belief	Responsibility	86%	82%	86%	82%	82%	82%	86%	82%
Belief	Restorative	100%	100%	100%	100%	100%	77%	100%	100%
Belief	Self-Assurance	100%	88%	100%	96%	92%	100%	96%	96%
Belief	Significance	95%	95%	95%	95%	95%	95%	95%	100%
Belief	Strategic	100%	100%	100%	100%	100%	100%	94%	100%
Belief	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Command, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Command	Achiever	100%	100%	94%	100%	100%	100%	100%	100%
Command	Activator	81%	81%	81%	81%	81%	81%	81%	81%
Command	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Command	Analytical	100%	100%	95%	95%	100%	100%	100%	100%
Command	Arranger	83%	83%	83%	83%	83%	83%	94%	83%
Command	Belief	100%	100%	100%	100%	100%	100%	95%	100%
Command	Communication	100%	94%	94%	94%	100%	100%	100%	94%
Command	Competition	87%	88%	88%	81%	88%	88%	88%	88%
Command	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Command	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Command	Context	100%	100%	100%	100%	100%	100%	100%	100%
Command	Deliberative	100%	89%	100%	100%	100%	100%	94%	100%
Command	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Command	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Command	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Command	Focus	89%	89%	84%	84%	89%	84%	89%	89%
Command	Futuristic	94%	94%	94%	94%	94%	82%	76%	88%
Command	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Command	Ideation	100%	100%	100%	100%	100%	88%	82%	100%
Command	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Command	Individualization	94%	94%	94%	88%	88%	76%	71%	88%
Command	Input	88%	94%	94%	94%	100%	82%	88%	88%
Command	Intellection	95%	100%	95%	95%	100%	100%	95%	95%
Command	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Command	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Command	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Command	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Command	Responsibility	100%	100%	100%	100%	100%	100%	95%	100%
Command	Restorative	100%	100%	100%	95%	100%	95%	90%	100%
Command	Self-Assurance	79%	79%	79%	79%	79%	79%	74%	79%
Command	Significance	78%	83%	78%	72%	67%	72%	72%	83%
Command	Strategic	94%	100%	100%	75%	75%	81%	75%	94%
Command	Woo	100%	94%	94%	94%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Communication, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Communication	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Activator	88%	82%	88%	82%	82%	94%	82%	82%
Communication	Adaptability	100%	94%	100%	100%	100%	100%	100%	100%
Communication	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Command	100%	94%	94%	94%	100%	100%	100%	94%
Communication	Competition	100%	100%	100%	94%	94%	100%	100%	100%
Communication	Connectedness	94%	94%	94%	94%	94%	100%	100%	94%
Communication	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Context	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Futuristic	100%	94%	100%	100%	100%	100%	100%	100%
Communication	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Ideation	94%	100%	94%	94%	94%	100%	100%	100%
Communication	Includer	100%	94%	89%	94%	94%	94%	94%	94%
Communication	Individualization	100%	100%	94%	100%	100%	100%	100%	100%
Communication	Input	100%	88%	94%	94%	94%	100%	100%	100%
Communication	Intellection	100%	95%	95%	100%	100%	100%	100%	95%
Communication	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Positivity	95%	95%	95%	95%	95%	95%	95%	95%
Communication	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Responsibility	95%	95%	100%	95%	95%	100%	100%	100%
Communication	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Self-Assurance	86%	95%	82%	86%	91%	100%	91%	86%
Communication	Significance	95%	95%	95%	95%	95%	95%	95%	95%
Communication	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Communication	Woo	92%	77%	85%	85%	85%	92%	92%	77%

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Pairwise Cluster Analyses for Competition, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Competition	Achiever	92%	92%	92%	92%	92%	92%	92%	92%
Competition	Activator	94%	94%	94%	94%	94%	94%	81%	94%
Competition	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Belief	100%	100%	100%	100%	100%	100%	94%	100%
Competition	Command	87%	88%	88%	81%	88%	88%	88%	88%
Competition	Communication	100%	100%	100%	94%	94%	100%	100%	100%
Competition	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Context	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Focus	89%	83%	94%	94%	94%	94%	94%	89%
Competition	Futuristic	100%	87%	100%	93%	93%	93%	100%	100%
Competition	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Ideation	100%	100%	100%	87%	93%	93%	93%	100%
Competition	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Input	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Competition	Restorative	100%	100%	100%	78%	78%	100%	100%	100%
Competition	Self-Assurance	100%	90%	100%	90%	100%	90%	85%	100%
Competition	Significance	88%	88%	88%	88%	88%	88%	82%	82%
Competition	Strategic	100%	79%	93%	93%	93%	93%	93%	100%
Competition	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Connectedness, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Connectedness	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Adaptability	94%	94%	94%	94%	94%	94%	89%	94%
Connectedness	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Belief	79%	74%	74%	74%	84%	84%	79%	79%
Connectedness	Command	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Communication	94%	94%	94%	94%	94%	100%	100%	94%
Connectedness	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Context	100%	100%	81%	100%	100%	100%	100%	100%
Connectedness	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Developer	100%	100%	100%	94%	94%	94%	89%	100%
Connectedness	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Ideation	94%	94%	94%	94%	94%	94%	94%	94%
Connectedness	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Input	82%	88%	88%	88%	88%	88%	71%	88%
Connectedness	Intellection	89%	78%	89%	89%	89%	89%	89%	89%
Connectedness	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Significance	100%	100%	95%	95%	95%	95%	95%	100%
Connectedness	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Connectedness	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Consistency, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Consistency	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Analytical	100%	100%	94%	94%	100%	100%	100%	100%
Consistency	Arranger	100%	87%	100%	100%	100%	100%	100%	100%
Consistency	Belief	100%	100%	94%	100%	100%	94%	100%	100%
Consistency	Command	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Context	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Deliberative	87%	87%	87%	87%	87%	93%	87%	87%
Consistency	Developer	93%	100%	93%	87%	100%	100%	100%	100%
Consistency	Discipline	83%	83%	83%	83%	89%	94%	89%	94%
Consistency	Empathy	93%	100%	100%	100%	100%	100%	100%	100%
Consistency	Focus	100%	89%	94%	100%	100%	100%	100%	100%
Consistency	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Harmony	83%	83%	83%	83%	75%	75%	83%	75%
Consistency	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Includer	94%	94%	94%	94%	94%	94%	94%	94%
Consistency	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Input	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Maximizer	100%	92%	100%	100%	100%	100%	100%	100%
Consistency	Positivity	94%	94%	94%	94%	94%	100%	100%	94%
Consistency	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Responsibility	100%	89%	89%	94%	100%	100%	100%	100%
Consistency	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Self-Assurance	100%	95%	100%	100%	100%	100%	100%	100%
Consistency	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Consistency	Woo	100%	92%	92%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Context, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Context	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Context	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Context	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Context	Analytical	100%	95%	100%	100%	100%	100%	100%	100%
Context	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Context	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Context	Command	100%	100%	100%	100%	100%	100%	100%	100%
Context	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Context	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Context	Connectedness	100%	100%	81%	100%	100%	100%	100%	100%
Context	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Context	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Context	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Context	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Context	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Context	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Context	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Context	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Context	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Context	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Context	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Context	Input	100%	100%	100%	100%	100%	100%	100%	100%
Context	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Context	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Context	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Context	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Context	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Context	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Context	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Context	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Context	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Context	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Context	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Deliberative, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Deliberative	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Analytical	90%	85%	90%	90%	90%	90%	90%	90%
Deliberative	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Belief	100%	100%	100%	95%	95%	100%	100%	100%
Deliberative	Command	100%	89%	100%	100%	100%	100%	94%	100%
Deliberative	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Consistency	87%	87%	87%	87%	87%	93%	87%	87%
Deliberative	Context	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Discipline	91%	83%	83%	83%	78%	87%	87%	87%
Deliberative	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Focus	95%	95%	86%	100%	100%	100%	90%	95%
Deliberative	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Harmony	88%	88%	88%	88%	88%	88%	88%	88%
Deliberative	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Input	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Intellection	89%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Relator	94%	94%	94%	94%	94%	94%	94%	94%
Deliberative	Responsibility	90%	81%	81%	90%	90%	95%	95%	95%
Deliberative	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Deliberative	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Developer, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Developer	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Adaptability	94%	100%	94%	94%	94%	94%	89%	94%
Developer	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Belief	100%	79%	79%	95%	100%	100%	100%	89%
Developer	Command	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Connectedness	100%	100%	100%	94%	94%	94%	89%	100%
Developer	Consistency	93%	100%	93%	87%	100%	100%	100%	100%
Developer	Context	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Empathy	80%	80%	80%	80%	80%	80%	80%	80%
Developer	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Individualization	94%	94%	94%	94%	94%	94%	88%	94%
Developer	Input	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Positivity	93%	93%	93%	93%	93%	93%	93%	93%
Developer	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Responsibility	100%	100%	100%	100%	100%	95%	95%	100%
Developer	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Self-Assurance	100%	100%	100%	100%	95%	100%	100%	100%
Developer	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Developer	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Discipline, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Discipline	Achiever	95%	95%	90%	90%	90%	95%	95%	95%
Discipline	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Analytical	92%	88%	88%	92%	92%	88%	84%	92%
Discipline	Arranger	96%	91%	96%	96%	96%	96%	91%	100%
Discipline	Belief	100%	100%	100%	100%	100%	100%	96%	100%
Discipline	Command	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Consistency	83%	83%	83%	83%	89%	94%	89%	94%
Discipline	Context	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Deliberative	91%	83%	83%	83%	78%	87%	87%	87%
Discipline	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Focus	92%	88%	96%	96%	83%	88%	92%	79%
Discipline	Futuristic	95%	100%	100%	91%	100%	95%	91%	100%
Discipline	Harmony	91%	95%	95%	91%	91%	91%	91%	91%
Discipline	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Individualization	95%	100%	100%	100%	100%	95%	100%	95%
Discipline	Input	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Learner	91%	100%	90%	95%	100%	100%	90%	100%
Discipline	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Responsibility	88%	100%	100%	100%	100%	100%	100%	100%
Discipline	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Discipline	Self-Assurance	100%	92%	92%	92%	92%	92%	100%	100%
Discipline	Significance	96%	100%	96%	96%	100%	100%	92%	100%
Discipline	Strategic	90%	100%	100%	95%	100%	100%	90%	100%
Discipline	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Empathy, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Empathy	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Adaptability	94%	94%	94%	94%	94%	94%	94%	94%
Empathy	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Belief	100%	79%	79%	100%	100%	100%	100%	100%
Empathy	Command	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Consistency	93%	100%	100%	100%	100%	100%	100%	100%
Empathy	Context	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Developer	80%	80%	80%	80%	80%	80%	80%	80%
Empathy	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Individualization	94%	94%	94%	94%	94%	94%	94%	94%
Empathy	Input	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Positivity	80%	78%	72%	72%	72%	78%	78%	83%
Empathy	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Empathy	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Focus, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Focus	Achiever	94%	94%	94%	94%	94%	88%	88%	94%
Focus	Activator	95%	95%	100%	100%	95%	95%	86%	95%
Focus	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Analytical	91%	87%	83%	87%	91%	91%	96%	87%
Focus	Arranger	90%	86%	90%	95%	95%	95%	90%	95%
Focus	Belief	100%	100%	100%	100%	100%	100%	96%	100%
Focus	Command	89%	89%	84%	84%	89%	84%	89%	89%
Focus	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Competition	89%	83%	94%	94%	94%	94%	94%	89%
Focus	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Consistency	100%	89%	94%	100%	100%	100%	100%	100%
Focus	Context	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Deliberative	95%	95%	86%	100%	100%	100%	90%	95%
Focus	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Discipline	92%	88%	96%	96%	83%	88%	92%	79%
Focus	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Futuristic	100%	95%	95%	100%	100%	100%	100%	100%
Focus	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Ideation	90%	100%	100%	100%	90%	90%	90%	100%
Focus	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Individualization	85%	90%	95%	95%	85%	95%	90%	100%
Focus	Input	90%	95%	90%	90%	90%	90%	90%	95%
Focus	Intellection	91%	91%	91%	91%	91%	91%	91%	91%
Focus	Learner	84%	84%	84%	84%	84%	84%	84%	84%
Focus	Maximizer	100%	100%	100%	100%	100%	100%	89%	100%
Focus	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Focus	Responsibility	83%	83%	83%	83%	88%	88%	88%	88%
Focus	Restorative	87%	87%	87%	87%	78%	78%	91%	91%
Focus	Self-Assurance	88%	88%	83%	83%	83%	92%	88%	88%
Focus	Significance	80%	90%	80%	85%	90%	85%	85%	80%
Focus	Strategic	84%	84%	100%	95%	89%	84%	89%	100%
Focus	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Futuristic, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Futuristic	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Activator	100%	94%	94%	94%	94%	100%	94%	100%
Futuristic	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Analytical	100%	95%	100%	95%	100%	100%	100%	100%
Futuristic	Arranger	94%	94%	94%	82%	94%	82%	76%	94%
Futuristic	Belief	100%	100%	100%	95%	95%	100%	95%	95%
Futuristic	Command	94%	94%	94%	94%	94%	82%	76%	88%
Futuristic	Communication	100%	94%	100%	100%	100%	100%	100%	100%
Futuristic	Competition	100%	87%	100%	93%	93%	93%	100%	100%
Futuristic	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Context	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Discipline	95%	100%	100%	91%	100%	95%	91%	100%
Futuristic	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Focus	100%	95%	95%	100%	100%	100%	100%	100%
Futuristic	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Ideation	94%	94%	94%	94%	94%	94%	81%	94%
Futuristic	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Individualization	100%	93%	93%	93%	93%	93%	73%	93%
Futuristic	Input	94%	94%	94%	88%	94%	81%	69%	75%
Futuristic	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Learner	100%	100%	94%	100%	100%	100%	100%	100%
Futuristic	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Futuristic	Restorative	95%	95%	95%	95%	95%	95%	89%	100%
Futuristic	Self-Assurance	90%	90%	95%	95%	80%	75%	65%	80%
Futuristic	Significance	95%	89%	100%	89%	100%	95%	84%	100%
Futuristic	Strategic	93%	93%	93%	93%	93%	93%	86%	93%
Futuristic	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Harmony, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Harmony	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Command	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Consistency	83%	83%	83%	83%	75%	75%	83%	75%
Harmony	Context	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Deliberative	88%	88%	88%	88%	88%	88%	88%	88%
Harmony	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Discipline	91%	95%	95%	91%	91%	91%	91%	91%
Harmony	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Input	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Harmony	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Ideation, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Ideation	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Activator	94%	94%	94%	94%	94%	100%	94%	94%
Ideation	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Analytical	100%	90%	95%	95%	95%	100%	95%	95%
Ideation	Arranger	83%	83%	83%	83%	83%	83%	83%	83%
Ideation	Belief	100%	100%	100%	100%	100%	100%	95%	100%
Ideation	Command	100%	100%	100%	100%	100%	88%	82%	100%
Ideation	Communication	94%	100%	94%	94%	94%	100%	100%	100%
Ideation	Competition	100%	100%	100%	87%	93%	93%	93%	100%
Ideation	Connectedness	94%	94%	94%	94%	94%	94%	94%	94%
Ideation	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Context	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Focus	90%	100%	100%	100%	90%	90%	90%	100%
Ideation	Futuristic	94%	94%	94%	94%	94%	94%	81%	94%
Ideation	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Individualization	100%	100%	100%	93%	93%	100%	87%	100%
Ideation	Input	94%	94%	94%	94%	88%	88%	88%	88%
Ideation	Intellection	100%	89%	94%	94%	94%	94%	89%	89%
Ideation	Learner	94%	94%	94%	94%	94%	94%	88%	94%
Ideation	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Ideation	Restorative	90%	100%	100%	100%	90%	85%	90%	100%
Ideation	Self-Assurance	91%	82%	91%	91%	86%	86%	82%	91%
Ideation	Significance	95%	95%	95%	95%	95%	95%	85%	95%
Ideation	Strategic	86%	100%	100%	100%	93%	93%	93%	100%
Ideation	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Includer, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Includer	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Activator	100%	100%	100%	95%	100%	100%	100%	100%
Includer	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Belief	95%	100%	100%	100%	100%	100%	100%	100%
Includer	Command	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Communication	100%	94%	89%	94%	94%	94%	94%	94%
Includer	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Consistency	94%	94%	94%	94%	94%	94%	94%	94%
Includer	Context	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Input	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Positivity	84%	79%	84%	84%	84%	84%	84%	84%
Includer	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Includer	Woo	81%	81%	81%	94%	94%	88%	94%	81%

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Pairwise Cluster Analyses for Individualization, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Individualization	Achiever	100%	100%	100%	93%	100%	93%	93%	100%
Individualization	Activator	94%	88%	88%	100%	100%	82%	82%	100%
Individualization	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Analytical	95%	89%	100%	100%	95%	100%	95%	95%
Individualization	Arranger	75%	75%	75%	75%	75%	81%	81%	75%
Individualization	Belief	100%	100%	100%	100%	95%	100%	95%	100%
Individualization	Command	94%	94%	94%	88%	88%	76%	71%	88%
Individualization	Communication	100%	100%	94%	100%	100%	100%	100%	100%
Individualization	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Context	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Developer	94%	94%	94%	94%	94%	94%	88%	94%
Individualization	Discipline	95%	100%	100%	100%	100%	95%	100%	95%
Individualization	Empathy	94%	94%	94%	94%	94%	94%	94%	94%
Individualization	Focus	85%	90%	95%	95%	85%	95%	90%	100%
Individualization	Futuristic	100%	93%	93%	93%	93%	93%	73%	93%
Individualization	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Ideation	100%	100%	100%	93%	93%	100%	87%	100%
Individualization	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Input	75%	81%	81%	88%	88%	69%	75%	88%
Individualization	Intellection	100%	100%	100%	100%	100%	100%	75%	100%
Individualization	Learner	100%	100%	100%	93%	93%	93%	100%	100%
Individualization	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Individualization	Responsibility	90%	100%	95%	95%	90%	95%	90%	95%
Individualization	Restorative	89%	84%	89%	95%	95%	95%	95%	89%
Individualization	Self-Assurance	86%	81%	81%	81%	67%	71%	81%	71%
Individualization	Significance	100%	95%	95%	84%	79%	84%	79%	95%
Individualization	Strategic	79%	79%	86%	86%	71%	86%	86%	79%
Individualization	Woo	100%	93%	93%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Input, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Input	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Input	Activator	94%	82%	88%	100%	94%	100%	100%	94%
Input	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Input	Analytical	95%	95%	100%	100%	100%	100%	95%	95%
Input	Arranger	82%	82%	82%	82%	82%	88%	94%	82%
Input	Belief	95%	95%	95%	95%	95%	95%	95%	95%
Input	Command	88%	94%	94%	94%	100%	82%	88%	88%
Input	Communication	100%	88%	94%	94%	94%	100%	100%	100%
Input	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Input	Connectedness	82%	88%	88%	88%	88%	88%	71%	88%
Input	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Input	Context	100%	100%	100%	100%	100%	100%	100%	100%
Input	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Input	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Input	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Input	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Input	Focus	90%	95%	90%	90%	90%	90%	90%	95%
Input	Futuristic	94%	94%	94%	88%	94%	81%	69%	75%
Input	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Input	Ideation	94%	94%	94%	94%	88%	88%	88%	88%
Input	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Input	Individualization	75%	81%	81%	88%	88%	69%	75%	88%
Input	Intellection	82%	76%	76%	76%	76%	76%	76%	82%
Input	Learner	93%	87%	93%	93%	87%	87%	87%	93%
Input	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Input	Positivity	100%	100%	100%	100%	100%	100%	100%	94%
Input	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Input	Responsibility	100%	85%	95%	95%	100%	95%	100%	100%
Input	Restorative	84%	100%	84%	95%	79%	95%	95%	100%
Input	Self-Assurance	76%	71%	76%	76%	76%	76%	71%	76%
Input	Significance	95%	95%	95%	95%	95%	95%	95%	95%
Input	Strategic	93%	100%	100%	100%	100%	100%	100%	100%
Input	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Intellection, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Intellection	Achiever	100%	100%	100%	100%	100%	88%	94%	100%
Intellection	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Adaptability	100%	100%	100%	100%	95%	100%	100%	100%
Intellection	Analytical	91%	95%	90%	90%	90%	90%	86%	86%
Intellection	Arranger	100%	89%	100%	100%	100%	100%	100%	100%
Intellection	Belief	95%	100%	100%	100%	100%	100%	95%	100%
Intellection	Command	95%	100%	95%	95%	100%	100%	95%	95%
Intellection	Communication	100%	95%	95%	100%	100%	100%	100%	95%
Intellection	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Connectedness	89%	78%	89%	89%	89%	89%	89%	89%
Intellection	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Context	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Deliberative	89%	100%	100%	100%	100%	100%	100%	100%
Intellection	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Focus	91%	91%	91%	91%	91%	91%	91%	91%
Intellection	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Ideation	100%	89%	94%	94%	94%	94%	89%	89%
Intellection	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Individualization	100%	100%	100%	100%	100%	100%	75%	100%
Intellection	Input	82%	76%	76%	76%	76%	76%	76%	82%
Intellection	Learner	82%	76%	76%	82%	94%	88%	88%	82%
Intellection	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Relator	88%	88%	88%	88%	88%	88%	100%	88%
Intellection	Responsibility	95%	95%	95%	95%	100%	95%	100%	100%
Intellection	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Intellection	Significance	100%	100%	100%	100%	100%	100%	95%	100%
Intellection	Strategic	100%	100%	100%	100%	100%	94%	100%	100%
Intellection	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Learner, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Learner	Achiever	86%	86%	86%	86%	86%	86%	86%	86%
Learner	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Analytical	100%	95%	100%	100%	95%	95%	95%	95%
Learner	Arranger	88%	88%	82%	94%	94%	94%	94%	88%
Learner	Belief	100%	100%	100%	100%	100%	100%	95%	100%
Learner	Command	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Context	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Discipline	91%	100%	90%	95%	100%	100%	90%	100%
Learner	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Focus	84%	84%	84%	84%	84%	84%	84%	84%
Learner	Futuristic	100%	100%	94%	100%	100%	100%	100%	100%
Learner	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Ideation	94%	94%	94%	94%	94%	94%	88%	94%
Learner	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Individualization	100%	100%	100%	93%	93%	93%	100%	100%
Learner	Input	93%	87%	93%	93%	87%	87%	87%	93%
Learner	Intellection	82%	76%	76%	82%	94%	88%	88%	82%
Learner	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Learner	Responsibility	95%	100%	100%	100%	95%	95%	95%	95%
Learner	Restorative	100%	100%	100%	95%	95%	95%	89%	100%
Learner	Self-Assurance	85%	80%	85%	85%	80%	100%	90%	90%
Learner	Significance	95%	100%	95%	95%	95%	95%	95%	95%
Learner	Strategic	93%	93%	93%	93%	93%	93%	93%	93%
Learner	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Maximizer, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Maximizer	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Adaptability	100%	100%	95%	100%	100%	100%	95%	100%
Maximizer	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Command	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Consistency	100%	92%	100%	100%	100%	100%	100%	100%
Maximizer	Context	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Focus	100%	100%	100%	100%	100%	100%	89%	100%
Maximizer	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Input	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Self-Assurance	95%	95%	100%	89%	95%	100%	95%	100%
Maximizer	Significance	100%	100%	100%	100%	100%	89%	100%	100%
Maximizer	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Maximizer	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Positivity, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Positivity	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Activator	89%	89%	95%	95%	95%	89%	95%	89%
Positivity	Adaptability	95%	95%	89%	100%	100%	95%	95%	95%
Positivity	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Command	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Communication	95%	95%	95%	95%	95%	95%	95%	95%
Positivity	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Consistency	94%	94%	94%	94%	94%	100%	100%	94%
Positivity	Context	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Developer	93%	93%	93%	93%	93%	93%	93%	93%
Positivity	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Empathy	80%	78%	72%	72%	72%	78%	78%	83%
Positivity	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Includer	84%	79%	84%	84%	84%	84%	84%	84%
Positivity	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Input	100%	100%	100%	100%	100%	100%	100%	94%
Positivity	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Self-Assurance	100%	91%	91%	91%	91%	91%	91%	100%
Positivity	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Positivity	Woo	100%	94%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Relator, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Relator	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Activator	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Command	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Context	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Deliberative	94%	94%	94%	94%	94%	94%	94%	94%
Relator	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Individualization	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Input	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Intellection	88%	88%	88%	88%	88%	88%	100%	88%
Relator	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Responsibility	100%	95%	95%	100%	100%	100%	100%	100%
Relator	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Self-Assurance	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Significance	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Strategic	100%	100%	100%	100%	100%	100%	100%	100%
Relator	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Responsibility, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Responsibility	Achiever	95%	95%	95%	89%	84%	95%	89%	95%
Responsibility	Activator	95%	95%	95%	95%	95%	95%	95%	95%
Responsibility	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Analytical	83%	88%	83%	83%	83%	92%	88%	96%
Responsibility	Arranger	84%	79%	84%	84%	84%	84%	89%	84%
Responsibility	Belief	86%	82%	86%	82%	82%	82%	86%	82%
Responsibility	Command	100%	100%	100%	100%	100%	100%	95%	100%
Responsibility	Communication	95%	95%	100%	95%	95%	100%	100%	100%
Responsibility	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Consistency	100%	89%	89%	94%	100%	100%	100%	100%
Responsibility	Context	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Deliberative	90%	81%	81%	90%	90%	95%	95%	95%
Responsibility	Developer	100%	100%	100%	100%	100%	95%	95%	100%
Responsibility	Discipline	88%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Focus	83%	83%	83%	83%	88%	88%	88%	88%
Responsibility	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Individualization	90%	100%	95%	95%	90%	95%	90%	95%
Responsibility	Input	100%	85%	95%	95%	100%	95%	100%	100%
Responsibility	Intellection	95%	95%	95%	95%	100%	95%	100%	100%
Responsibility	Learner	95%	100%	100%	100%	95%	95%	95%	95%
Responsibility	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Responsibility	Relator	100%	95%	95%	100%	100%	100%	100%	100%
Responsibility	Restorative	100%	91%	96%	100%	100%	100%	91%	96%
Responsibility	Self-Assurance	96%	92%	96%	96%	96%	96%	92%	92%
Responsibility	Significance	96%	100%	100%	96%	96%	96%	96%	96%
Responsibility	Strategic	95%	84%	95%	95%	95%	95%	89%	95%
Responsibility	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Restorative, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Restorative	Achiever	100%	100%	100%	100%	100%	100%	94%	100%
Restorative	Activator	100%	100%	100%	100%	100%	95%	95%	100%
Restorative	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Analytical	87%	87%	78%	87%	87%	96%	100%	100%
Restorative	Arranger	85%	85%	85%	85%	85%	85%	95%	85%
Restorative	Belief	100%	100%	100%	100%	100%	77%	100%	100%
Restorative	Command	100%	100%	100%	95%	100%	95%	90%	100%
Restorative	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Competition	100%	100%	100%	78%	78%	100%	100%	100%
Restorative	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Context	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Focus	87%	87%	87%	87%	78%	78%	91%	91%
Restorative	Futuristic	95%	95%	95%	95%	95%	95%	89%	100%
Restorative	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Ideation	90%	100%	100%	100%	90%	85%	90%	100%
Restorative	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Individualization	89%	84%	89%	95%	95%	95%	95%	89%
Restorative	Input	84%	100%	84%	95%	79%	95%	95%	100%
Restorative	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Learner	100%	100%	100%	95%	95%	95%	89%	100%
Restorative	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Restorative	Responsibility	100%	91%	96%	100%	100%	100%	91%	96%
Restorative	Self-Assurance	88%	92%	96%	96%	96%	96%	79%	88%
Restorative	Significance	95%	95%	100%	95%	100%	95%	77%	95%
Restorative	Strategic	100%	89%	83%	89%	100%	94%	94%	100%
Restorative	Woo	100%	100%	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Self-Assurance, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Self-Assurance	Achiever	90%	95%	80%	90%	90%	80%	85%	85%
Self-Assurance	Activator	73%	77%	73%	77%	77%	73%	77%	73%
Self-Assurance	Adaptability	100%	91%	100%	100%	100%	100%	100%	100%
Self-Assurance	Analytical	100%	100%	100%	100%	100%	96%	100%	100%
Self-Assurance	Arranger	82%	86%	77%	77%	77%	73%	82%	82%
Self-Assurance	Belief	100%	88%	100%	96%	92%	100%	96%	96%
Self-Assurance	Command	79%	79%	79%	79%	79%	79%	74%	79%
Self-Assurance	Communication	86%	95%	82%	86%	91%	100%	91%	86%
Self-Assurance	Competition	100%	90%	100%	90%	100%	90%	85%	100%
Self-Assurance	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Consistency	100%	95%	100%	100%	100%	100%	100%	100%
Self-Assurance	Context	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Developer	100%	100%	100%	100%	95%	100%	100%	100%
Self-Assurance	Discipline	100%	92%	92%	92%	92%	92%	100%	100%
Self-Assurance	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Focus	88%	88%	83%	83%	83%	92%	88%	88%
Self-Assurance	Futuristic	90%	90%	95%	95%	80%	75%	65%	80%
Self-Assurance	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Ideation	91%	82%	91%	91%	86%	86%	82%	91%
Self-Assurance	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Individualization	86%	81%	81%	81%	67%	71%	81%	71%
Self-Assurance	Input	76%	71%	76%	76%	76%	76%	71%	76%
Self-Assurance	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Learner	85%	80%	85%	85%	80%	100%	90%	90%
Self-Assurance	Maximizer	95%	95%	100%	89%	95%	100%	95%	100%
Self-Assurance	Positivity	100%	91%	91%	91%	91%	91%	91%	100%
Self-Assurance	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Self-Assurance	Responsibility	96%	92%	96%	96%	96%	96%	92%	92%
Self-Assurance	Restorative	88%	92%	96%	96%	96%	96%	79%	88%
Self-Assurance	Significance	70%	83%	70%	78%	83%	70%	74%	78%
Self-Assurance	Strategic	80%	80%	80%	80%	80%	80%	80%	80%
Self-Assurance	Woo	85%	100%	100%	95%	95%	100%	100%	100%

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Pairwise Cluster Analyses for Significance, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Significance	Achiever	89%	100%	94%	94%	94%	94%	100%	89%
Significance	Activator	90%	90%	85%	85%	95%	95%	90%	95%
Significance	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Analytical	100%	91%	100%	100%	95%	95%	82%	100%
Significance	Arranger	90%	95%	90%	90%	90%	100%	95%	95%
Significance	Belief	95%	95%	95%	95%	95%	95%	95%	100%
Significance	Command	78%	83%	78%	72%	67%	72%	72%	83%
Significance	Communication	95%	95%	95%	95%	95%	95%	95%	95%
Significance	Competition	88%	88%	88%	88%	88%	88%	82%	82%
Significance	Connectedness	100%	100%	95%	95%	95%	95%	95%	100%
Significance	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Context	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Discipline	96%	100%	96%	96%	100%	100%	92%	100%
Significance	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Focus	80%	90%	80%	85%	90%	85%	85%	80%
Significance	Futuristic	95%	89%	100%	89%	100%	95%	84%	100%
Significance	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Ideation	95%	95%	95%	95%	95%	95%	85%	95%
Significance	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Individualization	100%	95%	95%	84%	79%	84%	79%	95%
Significance	Input	95%	95%	95%	95%	95%	95%	95%	95%
Significance	Intellection	100%	100%	100%	100%	100%	100%	95%	100%
Significance	Learner	95%	100%	95%	95%	95%	95%	95%	95%
Significance	Maximizer	100%	100%	100%	100%	100%	89%	100%	100%
Significance	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Significance	Responsibility	96%	100%	100%	96%	96%	96%	96%	96%
Significance	Restorative	95%	95%	100%	95%	100%	95%	77%	95%
Significance	Self-Assurance	70%	83%	70%	78%	83%	70%	74%	78%
Significance	Strategic	100%	94%	100%	100%	100%	100%	100%	94%
Significance	Woo	100%	100%	100%	100%	100%	89%	89%	100%

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Pairwise Cluster Analyses for Strategic, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Strategic	Achiever	100%	86%	100%	100%	100%	100%	86%	100%
Strategic	Activator	94%	94%	81%	94%	94%	94%	88%	94%
Strategic	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Analytical	84%	83%	89%	83%	89%	94%	94%	83%
Strategic	Arranger	81%	81%	88%	88%	94%	81%	75%	88%
Strategic	Belief	100%	100%	100%	100%	100%	100%	94%	100%
Strategic	Command	94%	100%	100%	75%	75%	81%	75%	94%
Strategic	Communication	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Competition	100%	79%	93%	93%	93%	93%	93%	100%
Strategic	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Consistency	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Context	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Discipline	90%	100%	100%	95%	100%	100%	90%	100%
Strategic	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Focus	84%	84%	100%	95%	89%	84%	89%	100%
Strategic	Futuristic	93%	93%	93%	93%	93%	93%	86%	93%
Strategic	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Ideation	86%	100%	100%	100%	93%	93%	93%	100%
Strategic	Includer	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Individualization	79%	79%	86%	86%	71%	86%	86%	79%
Strategic	Input	93%	100%	100%	100%	100%	100%	100%	100%
Strategic	Intellection	100%	100%	100%	100%	100%	94%	100%	100%
Strategic	Learner	93%	93%	93%	93%	93%	93%	93%	93%
Strategic	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Positivity	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Strategic	Responsibility	95%	84%	95%	95%	95%	95%	89%	95%
Strategic	Restorative	100%	89%	83%	89%	100%	94%	94%	100%
Strategic	Self-Assurance	80%	80%	80%	80%	80%	80%	80%	80%
Strategic	Significance	100%	94%	100%	100%	100%	100%	100%	94%
Strategic	Woo	93%	93%	93%	93%	93%	93%	93%	93%

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Pairwise Cluster Analyses for Woo, by Age

n = total: 53,848 | <= 24: 5,231 | 25-30: 7,776 | 31-40: 12,215 | 41-50: 8,641
51-60: 5,539 | 61+: 2,024 | Missing: 12,422

Theme 1	Theme 2	Total	<= 24	25-30	31-40	41-50	51-60	61+	Missing
Woo	Achiever	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Activator	88%	88%	81%	88%	94%	94%	94%	88%
Woo	Adaptability	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Analytical	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Arranger	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Belief	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Command	100%	94%	94%	94%	100%	100%	100%	100%
Woo	Communication	92%	77%	85%	85%	85%	92%	92%	77%
Woo	Competition	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Connectedness	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Consistency	100%	92%	92%	100%	100%	100%	100%	100%
Woo	Context	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Deliberative	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Developer	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Discipline	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Empathy	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Focus	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Futuristic	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Harmony	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Ideation	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Includer	81%	81%	81%	94%	94%	88%	94%	81%
Woo	Individualization	100%	93%	93%	100%	100%	100%	100%	100%
Woo	Input	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Intellection	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Learner	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Maximizer	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Positivity	100%	94%	100%	100%	100%	100%	100%	100%
Woo	Relator	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Responsibility	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Restorative	100%	100%	100%	100%	100%	100%	100%	100%
Woo	Self-Assurance	85%	100%	100%	95%	95%	100%	100%	100%
Woo	Significance	100%	100%	100%	100%	100%	89%	89%	100%
Woo	Strategic	93%	93%	93%	93%	93%	93%	93%	93%

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Pairwise Cluster Analyses for Achiever, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Achiever	Activator	85%	86%	92%	100%	100%
Achiever	Adaptability	93%	100%	100%	100%	100%
Achiever	Analytical	71%	76%	100%	100%	100%
Achiever	Arranger	89%	79%	95%	95%	95%
Achiever	Belief	94%	94%	100%	100%	100%
Achiever	Command	93%	87%	93%	100%	93%
Achiever	Communication	93%	100%	100%	100%	100%
Achiever	Competition	92%	83%	92%	92%	92%
Achiever	Connectedness	86%	86%	100%	100%	100%
Achiever	Consistency	100%	100%	100%	100%	100%
Achiever	Context	100%	80%	100%	100%	100%
Achiever	Deliberative	100%	100%	100%	100%	100%
Achiever	Developer	88%	100%	100%	100%	100%
Achiever	Discipline	95%	90%	80%	95%	100%
Achiever	Empathy	83%	83%	100%	100%	100%
Achiever	Focus	76%	88%	88%	88%	88%
Achiever	Futuristic	93%	86%	100%	100%	100%
Achiever	Harmony	100%	100%	100%	100%	100%
Achiever	Ideation	92%	92%	100%	100%	100%
Achiever	Includer	100%	92%	100%	100%	100%
Achiever	Individualization	92%	92%	100%	100%	100%
Achiever	Input	100%	91%	100%	100%	100%
Achiever	Intellection	100%	94%	81%	100%	100%
Achiever	Learner	69%	77%	85%	85%	85%
Achiever	Maximizer	92%	85%	100%	92%	92%
Achiever	Positivity	100%	100%	94%	100%	100%
Achiever	Relator	93%	79%	93%	86%	86%
Achiever	Responsibility	82%	82%	94%	94%	88%
Achiever	Restorative	100%	100%	100%	100%	100%
Achiever	Self-Assurance	95%	74%	79%	95%	89%
Achiever	Significance	83%	89%	89%	89%	83%
Achiever	Strategic	100%	80%	90%	100%	100%
Achiever	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Activator, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Activator	Achiever	85%	86%	92%	100%	100%
Activator	Adaptability	100%	93%	100%	100%	100%
Activator	Analytical	100%	100%	100%	100%	100%
Activator	Arranger	75%	70%	80%	80%	90%
Activator	Belief	93%	93%	100%	100%	100%
Activator	Command	71%	79%	86%	86%	86%
Activator	Communication	85%	85%	73%	92%	92%
Activator	Competition	92%	85%	92%	92%	92%
Activator	Connectedness	80%	87%	100%	100%	100%
Activator	Consistency	100%	100%	100%	100%	100%
Activator	Context	100%	91%	100%	100%	100%
Activator	Deliberative	100%	100%	100%	100%	100%
Activator	Developer	82%	94%	100%	100%	100%
Activator	Discipline	86%	95%	95%	100%	100%
Activator	Empathy	83%	83%	100%	100%	100%
Activator	Focus	84%	74%	100%	95%	100%
Activator	Futuristic	73%	73%	93%	93%	93%
Activator	Harmony	100%	92%	100%	100%	100%
Activator	Ideation	86%	71%	86%	93%	93%
Activator	Includer	93%	86%	100%	93%	93%
Activator	Individualization	77%	85%	92%	100%	100%
Activator	Input	100%	100%	100%	100%	100%
Activator	Intellection	100%	100%	100%	100%	100%
Activator	Learner	86%	93%	100%	100%	100%
Activator	Maximizer	79%	79%	86%	93%	93%
Activator	Positivity	84%	84%	74%	84%	89%
Activator	Relator	93%	87%	87%	93%	93%
Activator	Responsibility	89%	89%	94%	94%	94%
Activator	Restorative	100%	100%	100%	100%	100%
Activator	Self-Assurance	75%	85%	70%	90%	85%
Activator	Significance	74%	79%	79%	89%	100%
Activator	Strategic	91%	82%	91%	91%	91%
Activator	Woo	88%	88%	69%	81%	88%

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Pairwise Cluster Analyses for Adaptability, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Adaptability	Achiever	93%	100%	100%	100%	100%
Adaptability	Activator	100%	93%	100%	100%	100%
Adaptability	Analytical	100%	100%	100%	100%	100%
Adaptability	Arranger	95%	90%	95%	100%	100%
Adaptability	Belief	89%	95%	74%	95%	89%
Adaptability	Command	100%	100%	100%	100%	100%
Adaptability	Communication	94%	88%	100%	100%	100%
Adaptability	Competition	93%	100%	100%	100%	100%
Adaptability	Connectedness	88%	94%	94%	94%	94%
Adaptability	Consistency	100%	100%	100%	100%	100%
Adaptability	Context	100%	100%	100%	100%	100%
Adaptability	Deliberative	100%	100%	100%	100%	100%
Adaptability	Developer	94%	100%	94%	94%	94%
Adaptability	Discipline	86%	95%	100%	100%	100%
Adaptability	Empathy	83%	83%	100%	100%	100%
Adaptability	Focus	95%	100%	100%	100%	100%
Adaptability	Futuristic	94%	100%	100%	100%	100%
Adaptability	Harmony	92%	100%	100%	100%	100%
Adaptability	Ideation	87%	100%	87%	100%	100%
Adaptability	Includer	93%	87%	100%	100%	100%
Adaptability	Individualization	100%	100%	100%	100%	100%
Adaptability	Input	100%	100%	92%	92%	92%
Adaptability	Intellection	100%	100%	94%	100%	100%
Adaptability	Learner	100%	100%	100%	100%	100%
Adaptability	Maximizer	93%	93%	87%	93%	87%
Adaptability	Positivity	95%	90%	95%	95%	100%
Adaptability	Relator	81%	88%	100%	100%	100%
Adaptability	Responsibility	95%	100%	100%	100%	100%
Adaptability	Restorative	100%	100%	100%	100%	100%
Adaptability	Self-Assurance	95%	95%	95%	100%	100%
Adaptability	Significance	95%	95%	100%	100%	100%
Adaptability	Strategic	92%	100%	100%	100%	100%
Adaptability	Woo	94%	100%	100%	94%	100%

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Pairwise Cluster Analyses for Analytical, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Analytical	Achiever	71%	76%	100%	100%	100%
Analytical	Activator	100%	100%	100%	100%	100%
Analytical	Adaptability	100%	100%	100%	100%	100%
Analytical	Arranger	83%	100%	100%	100%	100%
Analytical	Belief	95%	86%	100%	100%	100%
Analytical	Command	100%	100%	100%	100%	100%
Analytical	Communication	100%	100%	100%	100%	100%
Analytical	Competition	100%	100%	94%	94%	94%
Analytical	Connectedness	89%	95%	100%	100%	100%
Analytical	Consistency	100%	100%	100%	100%	100%
Analytical	Context	75%	75%	100%	100%	100%
Analytical	Deliberative	95%	95%	79%	89%	89%
Analytical	Developer	100%	100%	100%	100%	100%
Analytical	Discipline	71%	75%	88%	96%	92%
Analytical	Empathy	83%	83%	100%	100%	100%
Analytical	Focus	73%	95%	91%	86%	91%
Analytical	Futuristic	100%	100%	100%	100%	100%
Analytical	Harmony	100%	100%	100%	100%	100%
Analytical	Ideation	94%	94%	94%	94%	94%
Analytical	Includer	100%	100%	100%	100%	100%
Analytical	Individualization	100%	100%	100%	100%	100%
Analytical	Input	100%	100%	100%	100%	100%
Analytical	Intellection	95%	95%	90%	86%	86%
Analytical	Learner	100%	100%	100%	100%	100%
Analytical	Maximizer	100%	100%	100%	100%	100%
Analytical	Positivity	100%	100%	100%	100%	100%
Analytical	Relator	79%	79%	95%	100%	100%
Analytical	Responsibility	82%	82%	86%	91%	95%
Analytical	Restorative	94%	94%	100%	94%	94%
Analytical	Self-Assurance	100%	100%	96%	100%	100%
Analytical	Significance	91%	91%	100%	91%	91%
Analytical	Strategic	100%	100%	100%	100%	100%
Analytical	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Arranger, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Arranger	Achiever	89%	79%	95%	95%	95%
Arranger	Activator	75%	70%	80%	80%	90%
Arranger	Adaptability	95%	90%	95%	100%	100%
Arranger	Analytical	83%	100%	100%	100%	100%
Arranger	Belief	88%	79%	92%	88%	75%
Arranger	Command	95%	100%	84%	89%	95%
Arranger	Communication	95%	81%	90%	86%	90%
Arranger	Competition	89%	95%	95%	95%	95%
Arranger	Connectedness	90%	81%	86%	95%	90%
Arranger	Consistency	100%	100%	100%	100%	100%
Arranger	Context	100%	94%	100%	100%	100%
Arranger	Deliberative	100%	100%	100%	100%	100%
Arranger	Developer	74%	70%	83%	87%	87%
Arranger	Discipline	85%	92%	96%	96%	100%
Arranger	Empathy	83%	83%	100%	100%	100%
Arranger	Focus	88%	84%	100%	88%	84%
Arranger	Futuristic	86%	86%	100%	90%	100%
Arranger	Harmony	100%	94%	100%	94%	94%
Arranger	Ideation	95%	95%	95%	100%	95%
Arranger	Includer	90%	85%	75%	80%	85%
Arranger	Individualization	94%	82%	82%	88%	76%
Arranger	Input	100%	89%	89%	100%	94%
Arranger	Intellection	96%	96%	91%	100%	100%
Arranger	Learner	100%	84%	100%	100%	100%
Arranger	Maximizer	95%	79%	89%	95%	95%
Arranger	Positivity	92%	88%	88%	100%	100%
Arranger	Relator	81%	76%	76%	76%	76%
Arranger	Responsibility	77%	77%	86%	86%	82%
Arranger	Restorative	100%	100%	100%	100%	100%
Arranger	Self-Assurance	84%	76%	72%	72%	76%
Arranger	Significance	88%	76%	88%	88%	96%
Arranger	Strategic	94%	94%	94%	94%	88%
Arranger	Woo	82%	86%	100%	91%	95%

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Pairwise Cluster Analyses for Belief, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Belief	Achiever	94%	94%	100%	100%	100%
Belief	Activator	93%	93%	100%	100%	100%
Belief	Adaptability	89%	95%	74%	95%	89%
Belief	Analytical	95%	86%	100%	100%	100%
Belief	Arranger	88%	79%	92%	88%	75%
Belief	Command	82%	82%	100%	100%	100%
Belief	Communication	95%	89%	95%	100%	95%
Belief	Competition	76%	82%	100%	100%	100%
Belief	Connectedness	72%	83%	83%	78%	78%
Belief	Consistency	100%	100%	100%	100%	100%
Belief	Context	100%	80%	87%	100%	87%
Belief	Deliberative	89%	84%	95%	100%	89%
Belief	Developer	84%	89%	89%	89%	84%
Belief	Discipline	83%	92%	92%	100%	88%
Belief	Empathy	83%	83%	100%	100%	100%
Belief	Focus	87%	83%	100%	100%	100%
Belief	Futuristic	74%	74%	95%	100%	95%
Belief	Harmony	100%	88%	100%	100%	94%
Belief	Ideation	89%	83%	94%	100%	100%
Belief	Includer	83%	89%	89%	94%	89%
Belief	Individualization	87%	87%	100%	100%	100%
Belief	Input	88%	81%	94%	94%	94%
Belief	Intellection	86%	81%	81%	100%	100%
Belief	Learner	88%	88%	88%	94%	94%
Belief	Maximizer	88%	76%	94%	94%	94%
Belief	Positivity	91%	91%	91%	96%	91%
Belief	Relator	89%	89%	89%	95%	84%
Belief	Responsibility	89%	78%	78%	89%	72%
Belief	Restorative	100%	100%	94%	100%	100%
Belief	Self-Assurance	74%	78%	83%	87%	87%
Belief	Significance	74%	78%	78%	96%	96%
Belief	Strategic	93%	80%	93%	100%	100%
Belief	Woo	95%	95%	95%	95%	95%

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Pairwise Cluster Analyses for Command, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Command	Achiever	93%	87%	93%	100%	93%
Command	Activator	71%	79%	86%	86%	86%
Command	Adaptability	100%	100%	100%	100%	100%
Command	Analytical	100%	100%	100%	100%	100%
Command	Arranger	95%	100%	84%	89%	95%
Command	Belief	82%	82%	100%	100%	100%
Command	Communication	89%	94%	100%	94%	100%
Command	Competition	81%	81%	81%	94%	94%
Command	Connectedness	82%	94%	100%	100%	100%
Command	Consistency	100%	100%	100%	100%	100%
Command	Context	100%	92%	100%	100%	100%
Command	Deliberative	94%	94%	94%	94%	94%
Command	Developer	95%	100%	100%	100%	100%
Command	Discipline	91%	100%	91%	100%	100%
Command	Empathy	93%	93%	100%	93%	93%
Command	Focus	89%	95%	95%	95%	95%
Command	Futuristic	82%	88%	88%	94%	94%
Command	Harmony	100%	100%	100%	100%	100%
Command	Ideation	93%	93%	93%	93%	87%
Command	Includer	100%	100%	100%	100%	100%
Command	Individualization	87%	100%	93%	100%	93%
Command	Input	100%	93%	100%	100%	100%
Command	Intellection	100%	100%	100%	95%	100%
Command	Learner	88%	100%	100%	100%	100%
Command	Maximizer	100%	81%	94%	94%	94%
Command	Positivity	95%	95%	100%	95%	95%
Command	Relator	82%	94%	94%	94%	100%
Command	Responsibility	90%	95%	100%	100%	100%
Command	Restorative	100%	100%	100%	100%	100%
Command	Self-Assurance	84%	79%	79%	84%	79%
Command	Significance	74%	74%	79%	84%	68%
Command	Strategic	92%	85%	92%	92%	85%
Command	Woo	89%	94%	100%	94%	94%

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Pairwise Cluster Analyses for Communication, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Communication	Achiever	93%	100%	100%	100%	100%
Communication	Activator	85%	85%	73%	92%	92%
Communication	Adaptability	94%	88%	100%	100%	100%
Communication	Analytical	100%	100%	100%	100%	100%
Communication	Arranger	95%	81%	90%	86%	90%
Communication	Belief	95%	89%	95%	100%	95%
Communication	Command	89%	94%	100%	94%	100%
Communication	Competition	94%	94%	100%	100%	100%
Communication	Connectedness	88%	82%	100%	94%	100%
Communication	Consistency	100%	100%	100%	100%	100%
Communication	Context	100%	100%	100%	100%	100%
Communication	Deliberative	100%	100%	100%	100%	100%
Communication	Developer	89%	84%	100%	95%	95%
Communication	Discipline	96%	96%	96%	100%	100%
Communication	Empathy	87%	80%	100%	100%	93%
Communication	Focus	95%	100%	100%	100%	100%
Communication	Futuristic	100%	100%	100%	100%	100%
Communication	Harmony	100%	93%	100%	100%	100%
Communication	Ideation	75%	81%	94%	94%	94%
Communication	Includer	93%	80%	93%	93%	93%
Communication	Individualization	100%	100%	100%	100%	100%
Communication	Input	100%	100%	100%	93%	100%
Communication	Intellection	100%	100%	100%	95%	95%
Communication	Learner	100%	100%	100%	100%	100%
Communication	Maximizer	100%	81%	94%	94%	94%
Communication	Positivity	71%	81%	86%	81%	86%
Communication	Relator	94%	65%	94%	94%	82%
Communication	Responsibility	95%	80%	95%	95%	95%
Communication	Restorative	100%	100%	100%	100%	100%
Communication	Self-Assurance	91%	82%	100%	86%	86%
Communication	Significance	95%	95%	95%	95%	95%
Communication	Strategic	100%	100%	100%	100%	100%
Communication	Woo	67%	67%	60%	80%	67%

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Pairwise Cluster Analyses for Competition, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Competition	Achiever	92%	83%	92%	92%	92%
Competition	Activator	92%	85%	92%	92%	92%
Competition	Adaptability	93%	100%	100%	100%	100%
Competition	Analytical	100%	100%	94%	94%	94%
Competition	Arranger	89%	95%	95%	95%	95%
Competition	Belief	76%	82%	100%	100%	100%
Competition	Command	81%	81%	81%	94%	94%
Competition	Communication	94%	94%	100%	100%	100%
Competition	Connectedness	87%	93%	100%	100%	100%
Competition	Consistency	100%	100%	100%	100%	100%
Competition	Context	100%	91%	100%	100%	100%
Competition	Deliberative	100%	100%	100%	100%	100%
Competition	Developer	100%	100%	100%	100%	100%
Competition	Discipline	81%	95%	95%	100%	100%
Competition	Empathy	100%	92%	100%	100%	100%
Competition	Focus	100%	100%	100%	100%	100%
Competition	Futuristic	80%	93%	100%	100%	93%
Competition	Harmony	100%	100%	100%	100%	100%
Competition	Ideation	86%	93%	100%	100%	100%
Competition	Includer	100%	100%	100%	100%	100%
Competition	Individualization	92%	92%	100%	100%	100%
Competition	Input	100%	100%	100%	100%	100%
Competition	Intellection	100%	94%	100%	100%	100%
Competition	Learner	93%	93%	100%	100%	100%
Competition	Maximizer	100%	100%	100%	100%	100%
Competition	Positivity	100%	100%	100%	100%	100%
Competition	Relator	100%	93%	87%	87%	87%
Competition	Responsibility	94%	94%	94%	100%	94%
Competition	Restorative	100%	100%	100%	100%	100%
Competition	Self-Assurance	85%	90%	90%	100%	100%
Competition	Significance	72%	72%	89%	89%	83%
Competition	Strategic	91%	73%	100%	100%	100%
Competition	Woo	94%	94%	100%	100%	100%

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Pairwise Cluster Analyses for Connectedness, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Connectedness	Achiever	86%	86%	100%	100%	100%
Connectedness	Activator	80%	87%	100%	100%	100%
Connectedness	Adaptability	88%	94%	94%	94%	94%
Connectedness	Analytical	89%	95%	100%	100%	100%
Connectedness	Arranger	90%	81%	86%	95%	90%
Connectedness	Belief	72%	83%	83%	78%	78%
Connectedness	Command	82%	94%	100%	100%	100%
Connectedness	Communication	88%	82%	100%	94%	100%
Connectedness	Competition	87%	93%	100%	100%	100%
Connectedness	Consistency	94%	100%	100%	100%	100%
Connectedness	Context	100%	92%	100%	100%	100%
Connectedness	Deliberative	94%	100%	100%	100%	100%
Connectedness	Developer	78%	78%	89%	78%	94%
Connectedness	Discipline	82%	86%	95%	100%	100%
Connectedness	Empathy	86%	79%	86%	100%	79%
Connectedness	Focus	90%	85%	100%	100%	100%
Connectedness	Futuristic	81%	94%	100%	100%	100%
Connectedness	Harmony	92%	92%	100%	100%	100%
Connectedness	Ideation	87%	73%	87%	93%	93%
Connectedness	Includer	80%	73%	93%	100%	93%
Connectedness	Individualization	79%	71%	93%	100%	100%
Connectedness	Input	77%	85%	77%	77%	77%
Connectedness	Intellection	72%	78%	83%	89%	89%
Connectedness	Learner	94%	94%	100%	88%	100%
Connectedness	Maximizer	87%	93%	93%	93%	93%
Connectedness	Positivity	90%	85%	95%	100%	100%
Connectedness	Relator	75%	81%	94%	100%	100%
Connectedness	Responsibility	84%	84%	95%	89%	95%
Connectedness	Restorative	100%	71%	100%	100%	100%
Connectedness	Self-Assurance	81%	90%	100%	90%	100%
Connectedness	Significance	90%	95%	100%	95%	95%
Connectedness	Strategic	92%	92%	100%	100%	100%
Connectedness	Woo	94%	82%	100%	100%	100%

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Pairwise Cluster Analyses for Consistency, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Consistency	Achiever	100%	100%	100%	100%	100%
Consistency	Activator	100%	100%	100%	100%	100%
Consistency	Adaptability	100%	100%	100%	100%	100%
Consistency	Analytical	100%	100%	100%	100%	100%
Consistency	Arranger	100%	100%	100%	100%	100%
Consistency	Belief	100%	100%	100%	100%	100%
Consistency	Command	100%	100%	100%	100%	100%
Consistency	Communication	100%	100%	100%	100%	100%
Consistency	Competition	100%	100%	100%	100%	100%
Consistency	Connectedness	94%	100%	100%	100%	100%
Consistency	Context	100%	100%	100%	100%	100%
Consistency	Deliberative	100%	94%	100%	100%	100%
Consistency	Developer	100%	100%	100%	100%	100%
Consistency	Discipline	85%	95%	75%	85%	85%
Consistency	Empathy	93%	100%	100%	100%	100%
Consistency	Focus	100%	95%	100%	100%	100%
Consistency	Futuristic	100%	100%	100%	100%	100%
Consistency	Harmony	73%	73%	64%	82%	82%
Consistency	Ideation	93%	100%	93%	100%	100%
Consistency	Includer	100%	87%	87%	87%	100%
Consistency	Individualization	100%	100%	100%	100%	100%
Consistency	Input	100%	100%	100%	100%	100%
Consistency	Intellection	100%	100%	100%	100%	100%
Consistency	Learner	100%	100%	100%	100%	100%
Consistency	Maximizer	100%	100%	100%	100%	100%
Consistency	Positivity	100%	100%	100%	100%	100%
Consistency	Relator	94%	88%	88%	88%	88%
Consistency	Responsibility	95%	95%	84%	100%	100%
Consistency	Restorative	100%	100%	100%	100%	100%
Consistency	Self-Assurance	100%	100%	100%	100%	100%
Consistency	Significance	100%	90%	100%	100%	100%
Consistency	Strategic	100%	100%	100%	100%	100%
Consistency	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Context, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Context	Achiever	100%	80%	100%	100%	100%
Context	Activator	100%	91%	100%	100%	100%
Context	Adaptability	100%	100%	100%	100%	100%
Context	Analytical	75%	75%	100%	100%	100%
Context	Arranger	100%	94%	100%	100%	100%
Context	Belief	100%	80%	87%	100%	87%
Context	Command	100%	92%	100%	100%	100%
Context	Communication	100%	100%	100%	100%	100%
Context	Competition	100%	91%	100%	100%	100%
Context	Connectedness	100%	92%	100%	100%	100%
Context	Consistency	100%	100%	100%	100%	100%
Context	Deliberative	100%	100%	100%	100%	100%
Context	Developer	100%	86%	100%	100%	100%
Context	Discipline	100%	94%	100%	100%	100%
Context	Empathy	100%	80%	100%	100%	100%
Context	Focus	100%	94%	100%	100%	100%
Context	Futuristic	100%	92%	100%	100%	100%
Context	Harmony	100%	100%	100%	100%	100%
Context	Ideation	91%	100%	91%	100%	100%
Context	Includer	100%	91%	100%	100%	100%
Context	Individualization	90%	90%	100%	100%	100%
Context	Input	100%	100%	100%	100%	100%
Context	Intellection	93%	86%	100%	100%	100%
Context	Learner	92%	92%	92%	100%	100%
Context	Maximizer	100%	100%	100%	100%	100%
Context	Positivity	100%	100%	100%	100%	100%
Context	Relator	83%	92%	100%	100%	100%
Context	Responsibility	93%	93%	100%	100%	100%
Context	Restorative	100%	100%	100%	100%	100%
Context	Self-Assurance	94%	88%	100%	100%	100%
Context	Significance	81%	94%	100%	100%	100%
Context	Strategic	100%	88%	100%	100%	100%
Context	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Deliberative, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Deliberative	Achiever	100%	100%	100%	100%	100%
Deliberative	Activator	100%	100%	100%	100%	100%
Deliberative	Adaptability	100%	100%	100%	100%	100%
Deliberative	Analytical	95%	95%	79%	89%	89%
Deliberative	Arranger	100%	100%	100%	100%	100%
Deliberative	Belief	89%	84%	95%	100%	89%
Deliberative	Command	94%	94%	94%	94%	94%
Deliberative	Communication	100%	100%	100%	100%	100%
Deliberative	Competition	100%	100%	100%	100%	100%
Deliberative	Connectedness	94%	100%	100%	100%	100%
Deliberative	Consistency	100%	94%	100%	100%	100%
Deliberative	Context	100%	100%	100%	100%	100%
Deliberative	Developer	100%	100%	100%	100%	100%
Deliberative	Discipline	86%	95%	86%	91%	95%
Deliberative	Empathy	100%	100%	100%	100%	100%
Deliberative	Focus	95%	95%	95%	95%	95%
Deliberative	Futuristic	100%	100%	100%	100%	100%
Deliberative	Harmony	100%	100%	100%	100%	100%
Deliberative	Ideation	93%	100%	93%	100%	100%
Deliberative	Includer	100%	100%	100%	100%	100%
Deliberative	Individualization	100%	100%	93%	100%	100%
Deliberative	Input	100%	100%	100%	100%	100%
Deliberative	Intellection	94%	100%	94%	94%	83%
Deliberative	Learner	94%	100%	94%	100%	100%
Deliberative	Maximizer	100%	100%	100%	100%	100%
Deliberative	Positivity	100%	100%	100%	100%	100%
Deliberative	Relator	88%	88%	88%	88%	88%
Deliberative	Responsibility	95%	100%	84%	89%	95%
Deliberative	Restorative	100%	100%	100%	100%	100%
Deliberative	Self-Assurance	90%	95%	95%	95%	100%
Deliberative	Significance	85%	100%	100%	100%	100%
Deliberative	Strategic	100%	100%	100%	100%	100%
Deliberative	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Developer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Developer	Achiever	88%	100%	100%	100%	100%
Developer	Activator	82%	94%	100%	100%	100%
Developer	Adaptability	94%	100%	94%	94%	94%
Developer	Analytical	100%	100%	100%	100%	100%
Developer	Arranger	74%	70%	83%	87%	87%
Developer	Belief	84%	89%	89%	89%	84%
Developer	Command	95%	100%	100%	100%	100%
Developer	Communication	89%	84%	100%	95%	95%
Developer	Competition	100%	100%	100%	100%	100%
Developer	Connectedness	78%	78%	89%	78%	94%
Developer	Consistency	100%	100%	100%	100%	100%
Developer	Context	100%	86%	100%	100%	100%
Developer	Deliberative	100%	100%	100%	100%	100%
Developer	Discipline	83%	96%	96%	100%	100%
Developer	Empathy	86%	86%	64%	71%	71%
Developer	Focus	100%	100%	100%	100%	100%
Developer	Futuristic	100%	100%	100%	100%	100%
Developer	Harmony	100%	93%	93%	93%	100%
Developer	Ideation	94%	94%	100%	100%	100%
Developer	Includer	65%	71%	71%	76%	71%
Developer	Individualization	75%	75%	94%	100%	100%
Developer	Input	93%	93%	87%	93%	93%
Developer	Intellection	95%	100%	100%	100%	100%
Developer	Learner	89%	78%	94%	94%	94%
Developer	Maximizer	94%	94%	94%	94%	94%
Developer	Positivity	75%	75%	75%	85%	80%
Developer	Relator	78%	100%	78%	89%	100%
Developer	Responsibility	76%	86%	81%	86%	86%
Developer	Restorative	100%	100%	94%	100%	100%
Developer	Self-Assurance	87%	100%	100%	96%	96%
Developer	Significance	86%	95%	100%	100%	100%
Developer	Strategic	93%	93%	100%	100%	100%
Developer	Woo	95%	89%	100%	95%	95%

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Pairwise Cluster Analyses for Discipline, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Discipline	Achiever	95%	90%	80%	95%	100%
Discipline	Activator	86%	95%	95%	100%	100%
Discipline	Adaptability	86%	95%	100%	100%	100%
Discipline	Analytical	71%	75%	88%	96%	92%
Discipline	Arranger	85%	92%	96%	96%	100%
Discipline	Belief	83%	92%	92%	100%	88%
Discipline	Command	91%	100%	91%	100%	100%
Discipline	Communication	96%	96%	96%	100%	100%
Discipline	Competition	81%	95%	95%	100%	100%
Discipline	Connectedness	82%	86%	95%	100%	100%
Discipline	Consistency	85%	95%	75%	85%	85%
Discipline	Context	100%	94%	100%	100%	100%
Discipline	Deliberative	86%	95%	86%	91%	95%
Discipline	Developer	83%	96%	96%	100%	100%
Discipline	Empathy	85%	85%	95%	100%	100%
Discipline	Focus	75%	83%	92%	92%	79%
Discipline	Futuristic	95%	95%	82%	100%	82%
Discipline	Harmony	84%	89%	95%	95%	89%
Discipline	Ideation	100%	100%	100%	100%	100%
Discipline	Includer	95%	90%	95%	100%	100%
Discipline	Individualization	90%	85%	90%	95%	95%
Discipline	Input	100%	100%	89%	100%	100%
Discipline	Intellection	100%	100%	96%	100%	100%
Discipline	Learner	82%	82%	82%	95%	95%
Discipline	Maximizer	90%	95%	95%	100%	100%
Discipline	Positivity	96%	96%	96%	100%	100%
Discipline	Relator	77%	77%	77%	95%	95%
Discipline	Responsibility	75%	75%	92%	96%	100%
Discipline	Restorative	90%	100%	100%	100%	100%
Discipline	Self-Assurance	93%	96%	96%	100%	100%
Discipline	Significance	85%	88%	85%	100%	100%
Discipline	Strategic	89%	89%	94%	100%	100%
Discipline	Woo	96%	96%	96%	100%	100%

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Pairwise Cluster Analyses for Empathy, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Empathy	Achiever	83%	83%	100%	100%	100%
Empathy	Activator	83%	83%	100%	100%	100%
Empathy	Adaptability	83%	83%	100%	100%	100%
Empathy	Analytical	83%	83%	100%	100%	100%
Empathy	Arranger	83%	83%	100%	100%	100%
Empathy	Belief	83%	83%	100%	100%	100%
Empathy	Command	93%	93%	100%	93%	93%
Empathy	Communication	87%	80%	100%	100%	93%
Empathy	Competition	100%	92%	100%	100%	100%
Empathy	Connectedness	86%	79%	86%	100%	79%
Empathy	Consistency	93%	100%	100%	100%	100%
Empathy	Context	100%	80%	100%	100%	100%
Empathy	Deliberative	100%	100%	100%	100%	100%
Empathy	Developer	86%	86%	64%	71%	71%
Empathy	Discipline	85%	85%	95%	100%	100%
Empathy	Focus	100%	100%	100%	100%	100%
Empathy	Futuristic	100%	93%	100%	100%	100%
Empathy	Harmony	91%	91%	91%	91%	91%
Empathy	Ideation	92%	92%	100%	100%	100%
Empathy	Includer	77%	69%	92%	100%	100%
Empathy	Individualization	75%	92%	92%	100%	100%
Empathy	Input	100%	100%	100%	100%	100%
Empathy	Intellection	88%	88%	100%	100%	100%
Empathy	Learner	93%	93%	100%	100%	100%
Empathy	Maximizer	92%	92%	100%	92%	92%
Empathy	Positivity	83%	72%	89%	72%	67%
Empathy	Relator	86%	86%	86%	86%	100%
Empathy	Responsibility	88%	88%	88%	100%	100%
Empathy	Restorative	100%	83%	100%	100%	100%
Empathy	Self-Assurance	74%	100%	100%	95%	95%
Empathy	Significance	94%	83%	100%	100%	100%
Empathy	Strategic	90%	80%	100%	100%	90%
Empathy	Woo	73%	73%	100%	93%	100%

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Pairwise Cluster Analyses for Focus, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Focus	Achiever	76%	88%	88%	88%	88%
Focus	Activator	84%	74%	100%	95%	100%
Focus	Adaptability	95%	100%	100%	100%	100%
Focus	Analytical	73%	95%	91%	86%	91%
Focus	Arranger	88%	84%	100%	88%	84%
Focus	Belief	87%	83%	100%	100%	100%
Focus	Command	89%	95%	95%	95%	95%
Focus	Communication	95%	100%	100%	100%	100%
Focus	Competition	100%	100%	100%	100%	100%
Focus	Connectedness	90%	85%	100%	100%	100%
Focus	Consistency	100%	95%	100%	100%	100%
Focus	Context	100%	94%	100%	100%	100%
Focus	Deliberative	95%	95%	95%	95%	95%
Focus	Developer	100%	100%	100%	100%	100%
Focus	Discipline	75%	83%	92%	92%	79%
Focus	Empathy	100%	100%	100%	100%	100%
Focus	Futuristic	74%	84%	89%	95%	95%
Focus	Harmony	100%	94%	100%	100%	100%
Focus	Ideation	100%	100%	100%	100%	100%
Focus	Includer	100%	95%	100%	100%	100%
Focus	Individualization	100%	94%	100%	100%	100%
Focus	Input	100%	100%	94%	94%	88%
Focus	Intellection	100%	95%	91%	91%	91%
Focus	Learner	89%	89%	100%	95%	100%
Focus	Maximizer	100%	84%	100%	95%	95%
Focus	Positivity	100%	100%	100%	100%	100%
Focus	Relator	85%	70%	95%	90%	85%
Focus	Responsibility	83%	83%	87%	87%	96%
Focus	Restorative	100%	94%	100%	100%	100%
Focus	Self-Assurance	75%	75%	88%	88%	92%
Focus	Significance	86%	90%	81%	81%	81%
Focus	Strategic	100%	94%	100%	100%	100%
Focus	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Futuristic, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Futuristic	Achiever	93%	86%	100%	100%	100%
Futuristic	Activator	73%	73%	93%	93%	93%
Futuristic	Adaptability	94%	100%	100%	100%	100%
Futuristic	Analytical	100%	100%	100%	100%	100%
Futuristic	Arranger	86%	86%	100%	90%	100%
Futuristic	Belief	74%	74%	95%	100%	95%
Futuristic	Command	82%	88%	88%	94%	94%
Futuristic	Communication	100%	100%	100%	100%	100%
Futuristic	Competition	80%	93%	100%	100%	93%
Futuristic	Connectedness	81%	94%	100%	100%	100%
Futuristic	Consistency	100%	100%	100%	100%	100%
Futuristic	Context	100%	92%	100%	100%	100%
Futuristic	Deliberative	100%	100%	100%	100%	100%
Futuristic	Developer	100%	100%	100%	100%	100%
Futuristic	Discipline	95%	95%	82%	100%	82%
Futuristic	Empathy	100%	93%	100%	100%	100%
Futuristic	Focus	74%	84%	89%	95%	95%
Futuristic	Harmony	100%	100%	100%	100%	100%
Futuristic	Ideation	93%	93%	93%	93%	93%
Futuristic	Includer	100%	100%	100%	100%	100%
Futuristic	Individualization	100%	100%	100%	100%	100%
Futuristic	Input	100%	100%	100%	92%	100%
Futuristic	Intellection	100%	100%	94%	100%	100%
Futuristic	Learner	94%	88%	100%	100%	100%
Futuristic	Maximizer	93%	100%	93%	93%	93%
Futuristic	Positivity	100%	100%	100%	100%	95%
Futuristic	Relator	100%	88%	94%	94%	94%
Futuristic	Responsibility	95%	100%	95%	100%	100%
Futuristic	Restorative	100%	100%	100%	100%	100%
Futuristic	Self-Assurance	81%	81%	86%	90%	95%
Futuristic	Significance	75%	80%	80%	90%	100%
Futuristic	Strategic	100%	100%	100%	100%	100%
Futuristic	Woo	88%	94%	100%	94%	94%

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Pairwise Cluster Analyses for Harmony, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Harmony	Achiever	100%	100%	100%	100%	100%
Harmony	Activator	100%	92%	100%	100%	100%
Harmony	Adaptability	92%	100%	100%	100%	100%
Harmony	Analytical	100%	100%	100%	100%	100%
Harmony	Arranger	100%	94%	100%	94%	94%
Harmony	Belief	100%	88%	100%	100%	94%
Harmony	Command	100%	100%	100%	100%	100%
Harmony	Communication	100%	93%	100%	100%	100%
Harmony	Competition	100%	100%	100%	100%	100%
Harmony	Connectedness	92%	92%	100%	100%	100%
Harmony	Consistency	73%	73%	64%	82%	82%
Harmony	Context	100%	100%	100%	100%	100%
Harmony	Deliberative	100%	100%	100%	100%	100%
Harmony	Developer	100%	93%	93%	93%	100%
Harmony	Discipline	84%	89%	95%	95%	89%
Harmony	Empathy	91%	91%	91%	91%	91%
Harmony	Focus	100%	94%	100%	100%	100%
Harmony	Futuristic	100%	100%	100%	100%	100%
Harmony	Ideation	92%	100%	92%	100%	100%
Harmony	Includer	100%	92%	92%	100%	100%
Harmony	Individualization	91%	91%	100%	100%	100%
Harmony	Input	100%	100%	90%	100%	100%
Harmony	Intellection	93%	93%	100%	100%	100%
Harmony	Learner	100%	100%	100%	100%	100%
Harmony	Maximizer	100%	100%	100%	100%	100%
Harmony	Positivity	100%	94%	88%	100%	100%
Harmony	Relator	92%	100%	85%	85%	85%
Harmony	Responsibility	94%	94%	94%	100%	100%
Harmony	Restorative	100%	100%	100%	100%	100%
Harmony	Self-Assurance	100%	100%	100%	100%	100%
Harmony	Significance	88%	88%	100%	94%	100%
Harmony	Strategic	100%	100%	100%	100%	100%
Harmony	Woo	100%	93%	100%	100%	100%

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Pairwise Cluster Analyses for Ideation, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Ideation	Achiever	92%	92%	100%	100%	100%
Ideation	Activator	86%	71%	86%	93%	93%
Ideation	Adaptability	87%	100%	87%	100%	100%
Ideation	Analytical	94%	94%	94%	94%	94%
Ideation	Arranger	95%	95%	95%	100%	95%
Ideation	Belief	89%	83%	94%	100%	100%
Ideation	Command	93%	93%	93%	93%	87%
Ideation	Communication	75%	81%	94%	94%	94%
Ideation	Competition	86%	93%	100%	100%	100%
Ideation	Connectedness	87%	73%	87%	93%	93%
Ideation	Consistency	93%	100%	93%	100%	100%
Ideation	Context	91%	100%	91%	100%	100%
Ideation	Deliberative	93%	100%	93%	100%	100%
Ideation	Developer	94%	94%	100%	100%	100%
Ideation	Discipline	100%	100%	100%	100%	100%
Ideation	Empathy	92%	92%	100%	100%	100%
Ideation	Focus	100%	100%	100%	100%	100%
Ideation	Futuristic	93%	93%	93%	93%	93%
Ideation	Harmony	92%	100%	92%	100%	100%
Ideation	Includer	100%	100%	100%	100%	100%
Ideation	Individualization	92%	92%	85%	100%	92%
Ideation	Input	92%	83%	83%	92%	92%
Ideation	Intellection	94%	88%	88%	94%	88%
Ideation	Learner	93%	87%	87%	93%	93%
Ideation	Maximizer	93%	79%	86%	93%	93%
Ideation	Positivity	100%	100%	95%	95%	95%
Ideation	Relator	93%	100%	80%	100%	100%
Ideation	Responsibility	94%	100%	100%	100%	100%
Ideation	Restorative	92%	100%	92%	100%	100%
Ideation	Self-Assurance	85%	75%	70%	80%	90%
Ideation	Significance	100%	89%	95%	100%	100%
Ideation	Strategic	82%	82%	82%	91%	82%
Ideation	Woo	94%	81%	94%	94%	94%

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Pairwise Cluster Analyses for Includer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Includer	Achiever	100%	92%	100%	100%	100%
Includer	Activator	93%	86%	100%	93%	93%
Includer	Adaptability	93%	87%	100%	100%	100%
Includer	Analytical	100%	100%	100%	100%	100%
Includer	Arranger	90%	85%	75%	80%	85%
Includer	Belief	83%	89%	89%	94%	89%
Includer	Command	100%	100%	100%	100%	100%
Includer	Communication	93%	80%	93%	93%	93%
Includer	Competition	100%	100%	100%	100%	100%
Includer	Connectedness	80%	73%	93%	100%	93%
Includer	Consistency	100%	87%	87%	87%	100%
Includer	Context	100%	91%	100%	100%	100%
Includer	Deliberative	100%	100%	100%	100%	100%
Includer	Developer	65%	71%	71%	76%	71%
Includer	Discipline	95%	90%	95%	100%	100%
Includer	Empathy	77%	69%	92%	100%	100%
Includer	Focus	100%	95%	100%	100%	100%
Includer	Futuristic	100%	100%	100%	100%	100%
Includer	Harmony	100%	92%	92%	100%	100%
Includer	Ideation	100%	100%	100%	100%	100%
Includer	Individualization	85%	92%	100%	100%	100%
Includer	Input	100%	92%	100%	100%	100%
Includer	Intellection	100%	94%	100%	100%	100%
Includer	Learner	100%	93%	100%	100%	100%
Includer	Maximizer	100%	93%	100%	100%	100%
Includer	Positivity	78%	72%	94%	78%	72%
Includer	Relator	100%	100%	100%	100%	100%
Includer	Responsibility	94%	94%	100%	100%	100%
Includer	Restorative	100%	92%	100%	100%	100%
Includer	Self-Assurance	95%	70%	100%	100%	100%
Includer	Significance	89%	84%	100%	100%	100%
Includer	Strategic	100%	100%	100%	100%	100%
Includer	Woo	87%	80%	80%	87%	87%

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Pairwise Cluster Analyses for Individualization, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Individualization	Achiever	92%	92%	100%	100%	100%
Individualization	Activator	77%	85%	92%	100%	100%
Individualization	Adaptability	100%	100%	100%	100%	100%
Individualization	Analytical	100%	100%	100%	100%	100%
Individualization	Arranger	94%	82%	82%	88%	76%
Individualization	Belief	87%	87%	100%	100%	100%
Individualization	Command	87%	100%	93%	100%	93%
Individualization	Communication	100%	100%	100%	100%	100%
Individualization	Competition	92%	92%	100%	100%	100%
Individualization	Connectedness	79%	71%	93%	100%	100%
Individualization	Consistency	100%	100%	100%	100%	100%
Individualization	Context	90%	90%	100%	100%	100%
Individualization	Deliberative	100%	100%	93%	100%	100%
Individualization	Developer	75%	75%	94%	100%	100%
Individualization	Discipline	90%	85%	90%	95%	95%
Individualization	Empathy	75%	92%	92%	100%	100%
Individualization	Focus	100%	94%	100%	100%	100%
Individualization	Futuristic	100%	100%	100%	100%	100%
Individualization	Harmony	91%	91%	100%	100%	100%
Individualization	Ideation	92%	92%	85%	100%	92%
Individualization	Includer	85%	92%	100%	100%	100%
Individualization	Input	91%	91%	82%	91%	82%
Individualization	Intellection	88%	94%	94%	100%	94%
Individualization	Learner	100%	92%	100%	100%	100%
Individualization	Maximizer	92%	92%	92%	92%	92%
Individualization	Positivity	100%	100%	100%	100%	100%
Individualization	Relator	79%	79%	79%	79%	71%
Individualization	Responsibility	88%	94%	94%	94%	76%
Individualization	Restorative	83%	92%	100%	92%	92%
Individualization	Self-Assurance	89%	95%	89%	74%	74%
Individualization	Significance	72%	72%	89%	94%	100%
Individualization	Strategic	100%	100%	100%	100%	100%
Individualization	Woo	87%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Input, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Input	Achiever	100%	91%	100%	100%	100%
Input	Activator	100%	100%	100%	100%	100%
Input	Adaptability	100%	100%	92%	92%	92%
Input	Analytical	100%	100%	100%	100%	100%
Input	Arranger	100%	89%	89%	100%	94%
Input	Belief	88%	81%	94%	94%	94%
Input	Command	100%	93%	100%	100%	100%
Input	Communication	100%	100%	100%	93%	100%
Input	Competition	100%	100%	100%	100%	100%
Input	Connectedness	77%	85%	77%	77%	77%
Input	Consistency	100%	100%	100%	100%	100%
Input	Context	100%	100%	100%	100%	100%
Input	Deliberative	100%	100%	100%	100%	100%
Input	Developer	93%	93%	87%	93%	93%
Input	Discipline	100%	100%	89%	100%	100%
Input	Empathy	100%	100%	100%	100%	100%
Input	Focus	100%	100%	94%	94%	88%
Input	Futuristic	100%	100%	100%	92%	100%
Input	Harmony	100%	100%	90%	100%	100%
Input	Ideation	92%	83%	83%	92%	92%
Input	Includer	100%	92%	100%	100%	100%
Input	Individualization	91%	91%	82%	91%	82%
Input	Intellection	77%	69%	69%	69%	69%
Input	Learner	83%	83%	92%	83%	83%
Input	Maximizer	100%	92%	100%	92%	92%
Input	Positivity	100%	100%	100%	100%	100%
Input	Relator	100%	100%	85%	85%	85%
Input	Responsibility	94%	94%	88%	100%	94%
Input	Restorative	100%	100%	100%	100%	100%
Input	Self-Assurance	89%	83%	78%	89%	100%
Input	Significance	88%	82%	88%	94%	100%
Input	Strategic	100%	78%	100%	100%	89%
Input	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Intellection, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Intellection	Achiever	100%	94%	81%	100%	100%
Intellection	Activator	100%	100%	100%	100%	100%
Intellection	Adaptability	100%	100%	94%	100%	100%
Intellection	Analytical	95%	95%	90%	86%	86%
Intellection	Arranger	96%	96%	91%	100%	100%
Intellection	Belief	86%	81%	81%	100%	100%
Intellection	Command	100%	100%	100%	95%	100%
Intellection	Communication	100%	100%	100%	95%	95%
Intellection	Competition	100%	94%	100%	100%	100%
Intellection	Connectedness	72%	78%	83%	89%	89%
Intellection	Consistency	100%	100%	100%	100%	100%
Intellection	Context	93%	86%	100%	100%	100%
Intellection	Deliberative	94%	100%	94%	94%	83%
Intellection	Developer	95%	100%	100%	100%	100%
Intellection	Discipline	100%	100%	96%	100%	100%
Intellection	Empathy	88%	88%	100%	100%	100%
Intellection	Focus	100%	95%	91%	91%	91%
Intellection	Futuristic	100%	100%	94%	100%	100%
Intellection	Harmony	93%	93%	100%	100%	100%
Intellection	Ideation	94%	88%	88%	94%	88%
Intellection	Includer	100%	94%	100%	100%	100%
Intellection	Individualization	88%	94%	94%	100%	94%
Intellection	Input	77%	69%	69%	69%	69%
Intellection	Learner	88%	88%	88%	88%	94%
Intellection	Maximizer	100%	94%	100%	94%	100%
Intellection	Positivity	100%	100%	100%	100%	100%
Intellection	Relator	67%	89%	89%	89%	89%
Intellection	Responsibility	95%	95%	95%	95%	100%
Intellection	Restorative	94%	94%	100%	100%	100%
Intellection	Self-Assurance	96%	96%	91%	100%	100%
Intellection	Significance	100%	100%	100%	100%	100%
Intellection	Strategic	100%	93%	93%	100%	100%
Intellection	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Learner, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Learner	Achiever	69%	77%	85%	85%	85%
Learner	Activator	86%	93%	100%	100%	100%
Learner	Adaptability	100%	100%	100%	100%	100%
Learner	Analytical	100%	100%	100%	100%	100%
Learner	Arranger	100%	84%	100%	100%	100%
Learner	Belief	88%	88%	88%	94%	94%
Learner	Command	88%	100%	100%	100%	100%
Learner	Communication	100%	100%	100%	100%	100%
Learner	Competition	93%	93%	100%	100%	100%
Learner	Connectedness	94%	94%	100%	88%	100%
Learner	Consistency	100%	100%	100%	100%	100%
Learner	Context	92%	92%	92%	100%	100%
Learner	Deliberative	94%	100%	94%	100%	100%
Learner	Developer	89%	78%	94%	94%	94%
Learner	Discipline	82%	82%	82%	95%	95%
Learner	Empathy	93%	93%	100%	100%	100%
Learner	Focus	89%	89%	100%	95%	100%
Learner	Futuristic	94%	88%	100%	100%	100%
Learner	Harmony	100%	100%	100%	100%	100%
Learner	Ideation	93%	87%	87%	93%	93%
Learner	Includer	100%	93%	100%	100%	100%
Learner	Individualization	100%	92%	100%	100%	100%
Learner	Input	83%	83%	92%	83%	83%
Learner	Intellection	88%	88%	88%	88%	94%
Learner	Maximizer	93%	93%	93%	93%	93%
Learner	Positivity	100%	100%	100%	100%	100%
Learner	Relator	94%	81%	94%	88%	100%
Learner	Responsibility	95%	84%	100%	95%	95%
Learner	Restorative	93%	93%	93%	93%	93%
Learner	Self-Assurance	80%	80%	100%	100%	100%
Learner	Significance	95%	95%	100%	100%	100%
Learner	Strategic	92%	92%	100%	100%	100%
Learner	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Maximizer, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Maximizer	Achiever	92%	85%	100%	92%	92%
Maximizer	Activator	79%	79%	86%	93%	93%
Maximizer	Adaptability	93%	93%	87%	93%	87%
Maximizer	Analytical	100%	100%	100%	100%	100%
Maximizer	Arranger	95%	79%	89%	95%	95%
Maximizer	Belief	88%	76%	94%	94%	94%
Maximizer	Command	100%	81%	94%	94%	94%
Maximizer	Communication	100%	81%	94%	94%	94%
Maximizer	Competition	100%	100%	100%	100%	100%
Maximizer	Connectedness	87%	93%	93%	93%	93%
Maximizer	Consistency	100%	100%	100%	100%	100%
Maximizer	Context	100%	100%	100%	100%	100%
Maximizer	Deliberative	100%	100%	100%	100%	100%
Maximizer	Developer	94%	94%	94%	94%	94%
Maximizer	Discipline	90%	95%	95%	100%	100%
Maximizer	Empathy	92%	92%	100%	92%	92%
Maximizer	Focus	100%	84%	100%	95%	95%
Maximizer	Futuristic	93%	100%	93%	93%	93%
Maximizer	Harmony	100%	100%	100%	100%	100%
Maximizer	Ideation	93%	79%	86%	93%	93%
Maximizer	Includer	100%	93%	100%	100%	100%
Maximizer	Individualization	92%	92%	92%	92%	92%
Maximizer	Input	100%	92%	100%	92%	92%
Maximizer	Intellection	100%	94%	100%	94%	100%
Maximizer	Learner	93%	93%	93%	93%	93%
Maximizer	Positivity	95%	95%	95%	95%	95%
Maximizer	Relator	93%	87%	80%	93%	93%
Maximizer	Responsibility	94%	94%	100%	94%	94%
Maximizer	Restorative	100%	100%	100%	100%	100%
Maximizer	Self-Assurance	89%	74%	84%	89%	89%
Maximizer	Significance	95%	84%	89%	95%	95%
Maximizer	Strategic	100%	91%	91%	91%	91%
Maximizer	Woo	100%	94%	94%	94%	94%

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Pairwise Cluster Analyses for Positivity, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Positivity	Achiever	100%	100%	94%	100%	100%
Positivity	Activator	84%	84%	74%	84%	89%
Positivity	Adaptability	95%	90%	95%	95%	100%
Positivity	Analytical	100%	100%	100%	100%	100%
Positivity	Arranger	92%	88%	88%	100%	100%
Positivity	Belief	91%	91%	91%	96%	91%
Positivity	Command	95%	95%	100%	95%	95%
Positivity	Communication	71%	81%	86%	81%	86%
Positivity	Competition	100%	100%	100%	100%	100%
Positivity	Connectedness	90%	85%	95%	100%	100%
Positivity	Consistency	100%	100%	100%	100%	100%
Positivity	Context	100%	100%	100%	100%	100%
Positivity	Deliberative	100%	100%	100%	100%	100%
Positivity	Developer	75%	75%	75%	85%	80%
Positivity	Discipline	96%	96%	96%	100%	100%
Positivity	Empathy	83%	72%	89%	72%	67%
Positivity	Focus	100%	100%	100%	100%	100%
Positivity	Futuristic	100%	100%	100%	100%	95%
Positivity	Harmony	100%	94%	88%	100%	100%
Positivity	Ideation	100%	100%	95%	95%	95%
Positivity	Includer	78%	72%	94%	78%	72%
Positivity	Individualization	100%	100%	100%	100%	100%
Positivity	Input	100%	100%	100%	100%	100%
Positivity	Intellection	100%	100%	100%	100%	100%
Positivity	Learner	100%	100%	100%	100%	100%
Positivity	Maximizer	95%	95%	95%	95%	95%
Positivity	Relator	100%	100%	100%	100%	100%
Positivity	Responsibility	100%	100%	91%	100%	100%
Positivity	Restorative	100%	100%	100%	100%	100%
Positivity	Self-Assurance	92%	96%	96%	92%	88%
Positivity	Significance	92%	92%	100%	100%	100%
Positivity	Strategic	100%	100%	94%	100%	100%
Positivity	Woo	83%	83%	87%	100%	78%

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Pairwise Cluster Analyses for Relator, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Relator	Achiever	93%	79%	93%	86%	86%
Relator	Activator	93%	87%	87%	93%	93%
Relator	Adaptability	81%	88%	100%	100%	100%
Relator	Analytical	79%	79%	95%	100%	100%
Relator	Arranger	81%	76%	76%	76%	76%
Relator	Belief	89%	89%	89%	95%	84%
Relator	Command	82%	94%	94%	94%	100%
Relator	Communication	94%	65%	94%	94%	82%
Relator	Competition	100%	93%	87%	87%	87%
Relator	Connectedness	75%	81%	94%	100%	100%
Relator	Consistency	94%	88%	88%	88%	88%
Relator	Context	83%	92%	100%	100%	100%
Relator	Deliberative	88%	88%	88%	88%	88%
Relator	Developer	78%	100%	78%	89%	100%
Relator	Discipline	77%	77%	77%	95%	95%
Relator	Empathy	86%	86%	86%	86%	100%
Relator	Focus	85%	70%	95%	90%	85%
Relator	Futuristic	100%	88%	94%	94%	94%
Relator	Harmony	92%	100%	85%	85%	85%
Relator	Ideation	93%	100%	80%	100%	100%
Relator	Includer	100%	100%	100%	100%	100%
Relator	Individualization	79%	79%	79%	79%	71%
Relator	Input	100%	100%	85%	85%	85%
Relator	Intellection	67%	89%	89%	89%	89%
Relator	Learner	94%	81%	94%	88%	100%
Relator	Maximizer	93%	87%	80%	93%	93%
Relator	Positivity	100%	100%	100%	100%	100%
Relator	Responsibility	78%	78%	72%	83%	94%
Relator	Restorative	79%	86%	86%	86%	86%
Relator	Self-Assurance	70%	70%	90%	75%	75%
Relator	Significance	85%	80%	90%	90%	100%
Relator	Strategic	92%	83%	92%	92%	92%
Relator	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Responsibility, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Responsibility	Achiever	82%	82%	94%	94%	88%
Responsibility	Activator	89%	89%	94%	94%	94%
Responsibility	Adaptability	95%	100%	100%	100%	100%
Responsibility	Analytical	82%	82%	86%	91%	95%
Responsibility	Arranger	77%	77%	86%	86%	82%
Responsibility	Belief	89%	78%	78%	89%	72%
Responsibility	Command	90%	95%	100%	100%	100%
Responsibility	Communication	95%	80%	95%	95%	95%
Responsibility	Competition	94%	94%	94%	100%	94%
Responsibility	Connectedness	84%	84%	95%	89%	95%
Responsibility	Consistency	95%	95%	84%	100%	100%
Responsibility	Context	93%	93%	100%	100%	100%
Responsibility	Deliberative	95%	100%	84%	89%	95%
Responsibility	Developer	76%	86%	81%	86%	86%
Responsibility	Discipline	75%	75%	92%	96%	100%
Responsibility	Empathy	88%	88%	88%	100%	100%
Responsibility	Focus	83%	83%	87%	87%	96%
Responsibility	Futuristic	95%	100%	95%	100%	100%
Responsibility	Harmony	94%	94%	94%	100%	100%
Responsibility	Ideation	94%	100%	100%	100%	100%
Responsibility	Includer	94%	94%	100%	100%	100%
Responsibility	Individualization	88%	94%	94%	94%	76%
Responsibility	Input	94%	94%	88%	100%	94%
Responsibility	Intellection	95%	95%	95%	95%	100%
Responsibility	Learner	95%	84%	100%	95%	95%
Responsibility	Maximizer	94%	94%	100%	94%	94%
Responsibility	Positivity	100%	100%	91%	100%	100%
Responsibility	Relator	78%	78%	72%	83%	94%
Responsibility	Restorative	100%	100%	100%	100%	100%
Responsibility	Self-Assurance	83%	71%	88%	96%	96%
Responsibility	Significance	87%	87%	74%	87%	96%
Responsibility	Strategic	93%	87%	93%	93%	93%
Responsibility	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Restorative, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Restorative	Achiever	100%	100%	100%	100%	100%
Restorative	Activator	100%	100%	100%	100%	100%
Restorative	Adaptability	100%	100%	100%	100%	100%
Restorative	Analytical	94%	94%	100%	94%	94%
Restorative	Arranger	100%	100%	100%	100%	100%
Restorative	Belief	100%	100%	94%	100%	100%
Restorative	Command	100%	100%	100%	100%	100%
Restorative	Communication	100%	100%	100%	100%	100%
Restorative	Competition	100%	100%	100%	100%	100%
Restorative	Connectedness	100%	71%	100%	100%	100%
Restorative	Consistency	100%	100%	100%	100%	100%
Restorative	Context	100%	100%	100%	100%	100%
Restorative	Deliberative	100%	100%	100%	100%	100%
Restorative	Developer	100%	100%	94%	100%	100%
Restorative	Discipline	90%	100%	100%	100%	100%
Restorative	Empathy	100%	83%	100%	100%	100%
Restorative	Focus	100%	94%	100%	100%	100%
Restorative	Futuristic	100%	100%	100%	100%	100%
Restorative	Harmony	100%	100%	100%	100%	100%
Restorative	Ideation	92%	100%	92%	100%	100%
Restorative	Includer	100%	92%	100%	100%	100%
Restorative	Individualization	83%	92%	100%	92%	92%
Restorative	Input	100%	100%	100%	100%	100%
Restorative	Intellection	94%	94%	100%	100%	100%
Restorative	Learner	93%	93%	93%	93%	93%
Restorative	Maximizer	100%	100%	100%	100%	100%
Restorative	Positivity	100%	100%	100%	100%	100%
Restorative	Relator	79%	86%	86%	86%	86%
Restorative	Responsibility	100%	100%	100%	100%	100%
Restorative	Self-Assurance	100%	100%	100%	100%	100%
Restorative	Significance	100%	100%	100%	100%	100%
Restorative	Strategic	100%	100%	100%	100%	100%
Restorative	Woo	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Self-Assurance, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Self-Assurance	Achiever	95%	74%	79%	95%	89%
Self-Assurance	Activator	75%	85%	70%	90%	85%
Self-Assurance	Adaptability	95%	95%	95%	100%	100%
Self-Assurance	Analytical	100%	100%	96%	100%	100%
Self-Assurance	Arranger	84%	76%	72%	72%	76%
Self-Assurance	Belief	74%	78%	83%	87%	87%
Self-Assurance	Command	84%	79%	79%	84%	79%
Self-Assurance	Communication	91%	82%	100%	86%	86%
Self-Assurance	Competition	85%	90%	90%	100%	100%
Self-Assurance	Connectedness	81%	90%	100%	90%	100%
Self-Assurance	Consistency	100%	100%	100%	100%	100%
Self-Assurance	Context	94%	88%	100%	100%	100%
Self-Assurance	Deliberative	90%	95%	95%	95%	100%
Self-Assurance	Developer	87%	100%	100%	96%	96%
Self-Assurance	Discipline	93%	96%	96%	100%	100%
Self-Assurance	Empathy	74%	100%	100%	95%	95%
Self-Assurance	Focus	75%	75%	88%	88%	92%
Self-Assurance	Futuristic	81%	81%	86%	90%	95%
Self-Assurance	Harmony	100%	100%	100%	100%	100%
Self-Assurance	Ideation	85%	75%	70%	80%	90%
Self-Assurance	Includer	95%	70%	100%	100%	100%
Self-Assurance	Individualization	89%	95%	89%	74%	74%
Self-Assurance	Input	89%	83%	78%	89%	100%
Self-Assurance	Intellection	96%	96%	91%	100%	100%
Self-Assurance	Learner	80%	80%	100%	100%	100%
Self-Assurance	Maximizer	89%	74%	84%	89%	89%
Self-Assurance	Positivity	92%	96%	96%	92%	88%
Self-Assurance	Relator	70%	70%	90%	75%	75%
Self-Assurance	Responsibility	83%	71%	88%	96%	96%
Self-Assurance	Restorative	100%	100%	100%	100%	100%
Self-Assurance	Significance	71%	63%	75%	75%	75%
Self-Assurance	Strategic	94%	88%	94%	94%	94%
Self-Assurance	Woo	95%	100%	91%	95%	95%

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Pairwise Cluster Analyses for Significance, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Significance	Achiever	83%	89%	89%	89%	83%
Significance	Activator	74%	79%	79%	89%	100%
Significance	Adaptability	95%	95%	100%	100%	100%
Significance	Analytical	91%	91%	100%	91%	91%
Significance	Arranger	88%	76%	88%	88%	96%
Significance	Belief	74%	78%	78%	96%	96%
Significance	Command	74%	74%	79%	84%	68%
Significance	Communication	95%	95%	95%	95%	95%
Significance	Competition	72%	72%	89%	89%	83%
Significance	Connectedness	90%	95%	100%	95%	95%
Significance	Consistency	100%	90%	100%	100%	100%
Significance	Context	81%	94%	100%	100%	100%
Significance	Deliberative	85%	100%	100%	100%	100%
Significance	Developer	86%	95%	100%	100%	100%
Significance	Discipline	85%	88%	85%	100%	100%
Significance	Empathy	94%	83%	100%	100%	100%
Significance	Focus	86%	90%	81%	81%	81%
Significance	Futuristic	75%	80%	80%	90%	100%
Significance	Harmony	88%	88%	100%	94%	100%
Significance	Ideation	100%	89%	95%	100%	100%
Significance	Includer	89%	84%	100%	100%	100%
Significance	Individualization	72%	72%	89%	94%	100%
Significance	Input	88%	82%	88%	94%	100%
Significance	Intellection	100%	100%	100%	100%	100%
Significance	Learner	95%	95%	100%	100%	100%
Significance	Maximizer	95%	84%	89%	95%	95%
Significance	Positivity	92%	92%	100%	100%	100%
Significance	Relator	85%	80%	90%	90%	100%
Significance	Responsibility	87%	87%	74%	87%	96%
Significance	Restorative	100%	100%	100%	100%	100%
Significance	Self-Assurance	71%	63%	75%	75%	75%
Significance	Strategic	100%	94%	100%	100%	100%
Significance	Woo	100%	95%	100%	95%	100%

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Pairwise Cluster Analyses for Strategic, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Strategic	Achiever	100%	80%	90%	100%	100%
Strategic	Activator	91%	82%	91%	91%	91%
Strategic	Adaptability	92%	100%	100%	100%	100%
Strategic	Analytical	100%	100%	100%	100%	100%
Strategic	Arranger	94%	94%	94%	94%	88%
Strategic	Belief	93%	80%	93%	100%	100%
Strategic	Command	92%	85%	92%	92%	85%
Strategic	Communication	100%	100%	100%	100%	100%
Strategic	Competition	91%	73%	100%	100%	100%
Strategic	Connectedness	92%	92%	100%	100%	100%
Strategic	Consistency	100%	100%	100%	100%	100%
Strategic	Context	100%	88%	100%	100%	100%
Strategic	Deliberative	100%	100%	100%	100%	100%
Strategic	Developer	93%	93%	100%	100%	100%
Strategic	Discipline	89%	89%	94%	100%	100%
Strategic	Empathy	90%	80%	100%	100%	90%
Strategic	Focus	100%	94%	100%	100%	100%
Strategic	Futuristic	100%	100%	100%	100%	100%
Strategic	Harmony	100%	100%	100%	100%	100%
Strategic	Ideation	82%	82%	82%	91%	82%
Strategic	Includer	100%	100%	100%	100%	100%
Strategic	Individualization	100%	100%	100%	100%	100%
Strategic	Input	100%	78%	100%	100%	89%
Strategic	Intellection	100%	93%	93%	100%	100%
Strategic	Learner	92%	92%	100%	100%	100%
Strategic	Maximizer	100%	91%	91%	91%	91%
Strategic	Positivity	100%	100%	94%	100%	100%
Strategic	Relator	92%	83%	92%	92%	92%
Strategic	Responsibility	93%	87%	93%	93%	93%
Strategic	Restorative	100%	100%	100%	100%	100%
Strategic	Self-Assurance	94%	88%	94%	94%	94%
Strategic	Significance	100%	94%	100%	100%	100%
Strategic	Woo	92%	92%	85%	85%	100%

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Pairwise Cluster Analyses for Woo, by Language

n = Chinese-Simplified: 8,993 | Chinese-Traditional: 1,041 | Dutch: 5,226
English: 472,155 | English-UK: 22,317

Theme 1	Theme 2	Chinese-Simplified	Chinese-Traditional	Dutch	English	English-UK
Woo	Achiever	100%	100%	100%	100%	100%
Woo	Activator	88%	88%	69%	81%	88%
Woo	Adaptability	94%	100%	100%	94%	100%
Woo	Analytical	100%	100%	100%	100%	100%
Woo	Arranger	82%	86%	100%	91%	95%
Woo	Belief	95%	95%	95%	95%	95%
Woo	Command	89%	94%	100%	94%	94%
Woo	Communication	67%	67%	60%	80%	67%
Woo	Competition	94%	94%	100%	100%	100%
Woo	Connectedness	94%	82%	100%	100%	100%
Woo	Consistency	100%	100%	100%	100%	100%
Woo	Context	100%	100%	100%	100%	100%
Woo	Deliberative	100%	100%	100%	100%	100%
Woo	Developer	95%	89%	100%	95%	95%
Woo	Discipline	96%	96%	96%	100%	100%
Woo	Empathy	73%	73%	100%	93%	100%
Woo	Focus	100%	100%	100%	100%	100%
Woo	Futuristic	88%	94%	100%	94%	94%
Woo	Harmony	100%	93%	100%	100%	100%
Woo	Ideation	94%	81%	94%	94%	94%
Woo	Includer	87%	80%	80%	87%	87%
Woo	Individualization	87%	100%	100%	100%	100%
Woo	Input	100%	100%	100%	100%	100%
Woo	Intellection	100%	100%	100%	100%	100%
Woo	Learner	100%	100%	100%	100%	100%
Woo	Maximizer	100%	94%	94%	94%	94%
Woo	Positivity	83%	83%	87%	100%	78%
Woo	Relator	100%	100%	100%	100%	100%
Woo	Responsibility	100%	100%	100%	100%	100%
Woo	Restorative	100%	100%	100%	100%	100%
Woo	Self-Assurance	95%	100%	91%	95%	95%
Woo	Significance	100%	95%	100%	95%	100%
Woo	Strategic	92%	92%	85%	85%	100%

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Pairwise Cluster Analyses for Achiever, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Achiever	Activator	92%	85%	100%	100%	92%	85%
Achiever	Adaptability	100%	100%	100%	100%	100%	100%
Achiever	Analytical	100%	100%	94%	100%	94%	88%
Achiever	Arranger	95%	89%	95%	84%	89%	79%
Achiever	Belief	100%	100%	100%	76%	100%	100%
Achiever	Command	100%	93%	80%	93%	87%	87%
Achiever	Communication	93%	100%	100%	100%	93%	93%
Achiever	Competition	92%	92%	100%	92%	92%	83%
Achiever	Connectedness	86%	100%	100%	93%	93%	93%
Achiever	Consistency	100%	100%	100%	100%	100%	100%
Achiever	Context	100%	100%	100%	100%	100%	100%
Achiever	Deliberative	100%	100%	100%	100%	100%	100%
Achiever	Developer	100%	100%	100%	100%	100%	100%
Achiever	Discipline	90%	85%	85%	85%	85%	95%
Achiever	Empathy	92%	100%	100%	100%	100%	100%
Achiever	Focus	94%	88%	71%	88%	94%	82%
Achiever	Futuristic	100%	100%	79%	79%	93%	86%
Achiever	Harmony	100%	100%	100%	100%	100%	100%
Achiever	Ideation	100%	100%	100%	100%	92%	100%
Achiever	Includer	92%	100%	100%	100%	100%	85%
Achiever	Individualization	100%	92%	100%	100%	100%	83%
Achiever	Input	100%	100%	100%	100%	100%	100%
Achiever	Intellection	100%	88%	100%	100%	100%	100%
Achiever	Learner	85%	77%	85%	77%	85%	85%
Achiever	Maximizer	100%	100%	100%	92%	92%	100%
Achiever	Positivity	94%	100%	94%	100%	100%	94%
Achiever	Relator	79%	79%	100%	93%	93%	79%
Achiever	Responsibility	88%	88%	88%	88%	76%	88%
Achiever	Restorative	100%	100%	100%	100%	100%	100%
Achiever	Self-Assurance	84%	84%	79%	89%	84%	84%
Achiever	Significance	89%	94%	100%	83%	89%	89%
Achiever	Strategic	90%	90%	90%	90%	70%	70%
Achiever	Woo	93%	93%	93%	100%	93%	93%

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Pairwise Cluster Analyses for Activator, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Activator	Achiever	92%	85%	100%	100%	92%	85%
Activator	Adaptability	100%	100%	100%	100%	100%	93%
Activator	Analytical	100%	100%	94%	100%	94%	100%
Activator	Arranger	80%	65%	80%	80%	85%	75%
Activator	Belief	93%	100%	100%	100%	100%	93%
Activator	Command	86%	71%	71%	79%	79%	79%
Activator	Communication	92%	92%	92%	92%	100%	87%
Activator	Competition	77%	92%	92%	85%	100%	85%
Activator	Connectedness	80%	80%	87%	93%	80%	100%
Activator	Consistency	100%	100%	100%	100%	100%	100%
Activator	Context	100%	100%	100%	100%	100%	100%
Activator	Deliberative	100%	100%	100%	100%	100%	100%
Activator	Developer	94%	100%	100%	100%	100%	100%
Activator	Discipline	95%	100%	95%	95%	82%	100%
Activator	Empathy	92%	100%	100%	100%	100%	100%
Activator	Focus	100%	100%	100%	95%	95%	100%
Activator	Futuristic	93%	87%	100%	93%	87%	93%
Activator	Harmony	100%	100%	100%	100%	100%	92%
Activator	Ideation	93%	93%	86%	86%	93%	79%
Activator	Includer	100%	93%	100%	100%	100%	86%
Activator	Individualization	77%	85%	85%	85%	92%	77%
Activator	Input	92%	92%	92%	92%	92%	92%
Activator	Intellection	100%	100%	100%	100%	100%	100%
Activator	Learner	100%	100%	100%	100%	100%	93%
Activator	Maximizer	93%	93%	93%	93%	79%	93%
Activator	Positivity	95%	95%	89%	84%	84%	84%
Activator	Relator	93%	87%	87%	80%	87%	93%
Activator	Responsibility	89%	79%	89%	89%	89%	94%
Activator	Restorative	100%	100%	100%	100%	100%	100%
Activator	Self-Assurance	65%	65%	70%	65%	70%	70%
Activator	Significance	79%	89%	89%	79%	84%	74%
Activator	Strategic	91%	91%	91%	91%	91%	91%
Activator	Woo	94%	88%	88%	88%	81%	88%

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Pairwise Cluster Analyses for Adaptability, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Adaptability	Achiever	100%	100%	100%	100%	100%	100%
Adaptability	Activator	100%	100%	100%	100%	100%	93%
Adaptability	Analytical	100%	100%	100%	100%	100%	100%
Adaptability	Arranger	95%	100%	95%	95%	100%	90%
Adaptability	Belief	74%	74%	95%	95%	84%	84%
Adaptability	Command	100%	100%	100%	100%	100%	93%
Adaptability	Communication	100%	100%	100%	100%	100%	100%
Adaptability	Competition	100%	100%	100%	100%	100%	100%
Adaptability	Connectedness	94%	94%	94%	94%	81%	88%
Adaptability	Consistency	100%	100%	100%	100%	100%	100%
Adaptability	Context	92%	100%	100%	100%	100%	100%
Adaptability	Deliberative	100%	100%	100%	100%	100%	100%
Adaptability	Developer	100%	83%	94%	83%	100%	100%
Adaptability	Discipline	100%	100%	95%	95%	100%	100%
Adaptability	Empathy	92%	100%	100%	100%	100%	100%
Adaptability	Focus	100%	100%	100%	100%	100%	100%
Adaptability	Futuristic	100%	100%	100%	100%	100%	94%
Adaptability	Harmony	100%	100%	100%	100%	100%	100%
Adaptability	Ideation	93%	93%	100%	87%	100%	100%
Adaptability	Includer	100%	100%	87%	100%	100%	100%
Adaptability	Individualization	100%	100%	100%	100%	100%	100%
Adaptability	Input	92%	92%	100%	92%	92%	92%
Adaptability	Intellection	100%	94%	100%	100%	94%	100%
Adaptability	Learner	100%	100%	100%	100%	100%	100%
Adaptability	Maximizer	93%	87%	93%	93%	93%	87%
Adaptability	Positivity	100%	100%	100%	100%	100%	100%
Adaptability	Relator	100%	100%	100%	100%	88%	88%
Adaptability	Responsibility	100%	100%	100%	100%	100%	100%
Adaptability	Restorative	100%	100%	100%	100%	100%	100%
Adaptability	Self-Assurance	100%	100%	100%	100%	100%	90%
Adaptability	Significance	100%	100%	100%	100%	100%	95%
Adaptability	Strategic	100%	100%	100%	100%	100%	100%
Adaptability	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Analytical, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Analytical	Achiever	100%	100%	94%	100%	94%	88%
Analytical	Activator	100%	100%	94%	100%	94%	100%
Analytical	Adaptability	100%	100%	100%	100%	100%	100%
Analytical	Arranger	96%	96%	96%	100%	83%	96%
Analytical	Belief	100%	100%	82%	95%	91%	86%
Analytical	Command	100%	100%	100%	100%	100%	100%
Analytical	Communication	100%	100%	94%	100%	94%	100%
Analytical	Competition	94%	94%	94%	94%	94%	94%
Analytical	Connectedness	100%	100%	100%	100%	95%	95%
Analytical	Consistency	100%	100%	100%	100%	100%	100%
Analytical	Context	100%	100%	100%	100%	100%	100%
Analytical	Deliberative	84%	89%	95%	89%	95%	89%
Analytical	Developer	100%	100%	100%	100%	100%	100%
Analytical	Discipline	92%	92%	96%	79%	83%	79%
Analytical	Empathy	92%	100%	100%	100%	100%	100%
Analytical	Focus	86%	95%	100%	95%	95%	82%
Analytical	Futuristic	100%	100%	100%	100%	100%	100%
Analytical	Harmony	100%	100%	100%	100%	100%	100%
Analytical	Ideation	94%	89%	94%	94%	94%	89%
Analytical	Includer	100%	100%	100%	100%	100%	100%
Analytical	Individualization	100%	100%	100%	100%	100%	100%
Analytical	Input	100%	100%	94%	100%	88%	88%
Analytical	Intellection	95%	100%	86%	86%	86%	90%
Analytical	Learner	100%	94%	100%	100%	94%	94%
Analytical	Maximizer	100%	100%	100%	100%	100%	100%
Analytical	Positivity	100%	100%	100%	100%	100%	100%
Analytical	Relator	95%	95%	95%	79%	95%	79%
Analytical	Responsibility	95%	86%	95%	95%	95%	91%
Analytical	Restorative	100%	94%	94%	100%	88%	94%
Analytical	Self-Assurance	91%	87%	96%	91%	91%	91%
Analytical	Significance	96%	91%	96%	96%	96%	100%
Analytical	Strategic	100%	100%	100%	100%	100%	93%
Analytical	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Arranger, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Arranger	Achiever	95%	89%	95%	84%	89%	79%
Arranger	Activator	80%	65%	80%	80%	85%	75%
Arranger	Adaptability	95%	100%	95%	95%	100%	90%
Arranger	Analytical	96%	96%	96%	100%	83%	96%
Arranger	Belief	92%	92%	88%	75%	88%	75%
Arranger	Command	89%	95%	89%	84%	84%	89%
Arranger	Communication	95%	76%	81%	86%	81%	76%
Arranger	Competition	95%	95%	100%	95%	100%	89%
Arranger	Connectedness	86%	90%	90%	90%	86%	86%
Arranger	Consistency	100%	100%	100%	100%	100%	100%
Arranger	Context	100%	100%	100%	100%	100%	100%
Arranger	Deliberative	100%	100%	100%	100%	90%	90%
Arranger	Developer	74%	87%	87%	74%	70%	74%
Arranger	Discipline	96%	96%	96%	92%	92%	96%
Arranger	Empathy	92%	100%	100%	100%	100%	100%
Arranger	Focus	96%	84%	92%	80%	96%	88%
Arranger	Futuristic	100%	95%	100%	86%	95%	95%
Arranger	Harmony	100%	100%	100%	94%	100%	89%
Arranger	Ideation	95%	95%	80%	75%	80%	100%
Arranger	Includer	95%	85%	85%	80%	65%	85%
Arranger	Individualization	88%	76%	94%	88%	88%	76%
Arranger	Input	83%	89%	83%	83%	89%	94%
Arranger	Intellection	100%	96%	100%	91%	96%	100%
Arranger	Learner	100%	100%	100%	89%	100%	95%
Arranger	Maximizer	95%	95%	95%	95%	100%	89%
Arranger	Positivity	96%	100%	92%	88%	92%	76%
Arranger	Relator	86%	76%	71%	67%	81%	67%
Arranger	Responsibility	82%	73%	86%	86%	95%	86%
Arranger	Restorative	95%	100%	100%	89%	89%	100%
Arranger	Self-Assurance	84%	80%	76%	84%	92%	80%
Arranger	Significance	84%	92%	92%	80%	88%	88%
Arranger	Strategic	94%	94%	94%	94%	94%	94%
Arranger	Woo	91%	91%	73%	100%	86%	77%

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Pairwise Cluster Analyses for Belief, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Belief	Achiever	100%	100%	100%	76%	100%	100%
Belief	Activator	93%	100%	100%	100%	100%	93%
Belief	Adaptability	74%	74%	95%	95%	84%	84%
Belief	Analytical	100%	100%	82%	95%	91%	86%
Belief	Arranger	92%	92%	88%	75%	88%	75%
Belief	Command	76%	82%	94%	88%	88%	94%
Belief	Communication	95%	100%	95%	100%	95%	95%
Belief	Competition	100%	94%	100%	100%	94%	94%
Belief	Connectedness	89%	89%	78%	78%	78%	78%
Belief	Consistency	100%	100%	100%	100%	100%	100%
Belief	Context	100%	100%	93%	87%	100%	100%
Belief	Deliberative	100%	95%	95%	100%	89%	89%
Belief	Developer	79%	74%	89%	79%	89%	95%
Belief	Discipline	83%	100%	88%	92%	92%	96%
Belief	Empathy	92%	100%	100%	100%	100%	100%
Belief	Focus	100%	100%	87%	91%	96%	96%
Belief	Futuristic	95%	84%	89%	89%	95%	89%
Belief	Harmony	100%	100%	100%	94%	100%	94%
Belief	Ideation	94%	89%	89%	89%	94%	94%
Belief	Includer	100%	89%	94%	100%	94%	89%
Belief	Individualization	100%	100%	100%	100%	100%	100%
Belief	Input	88%	75%	75%	94%	88%	88%
Belief	Intellection	100%	100%	86%	86%	95%	95%
Belief	Learner	100%	94%	100%	100%	94%	94%
Belief	Maximizer	94%	94%	94%	94%	100%	88%
Belief	Positivity	96%	96%	96%	91%	100%	96%
Belief	Relator	84%	100%	89%	95%	84%	84%
Belief	Responsibility	94%	89%	78%	89%	78%	83%
Belief	Restorative	88%	100%	100%	100%	100%	100%
Belief	Self-Assurance	74%	78%	83%	87%	83%	87%
Belief	Significance	78%	78%	78%	87%	70%	91%
Belief	Strategic	93%	87%	93%	100%	100%	87%
Belief	Woo	95%	100%	95%	100%	100%	90%

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Pairwise Cluster Analyses for Command, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Command	Achiever	100%	93%	80%	93%	87%	87%
Command	Activator	86%	71%	71%	79%	79%	79%
Command	Adaptability	100%	100%	100%	100%	100%	93%
Command	Analytical	100%	100%	100%	100%	100%	100%
Command	Arranger	89%	95%	89%	84%	84%	89%
Command	Belief	76%	82%	94%	88%	88%	94%
Command	Communication	100%	100%	100%	100%	94%	94%
Command	Competition	81%	81%	81%	88%	88%	81%
Command	Connectedness	100%	100%	100%	94%	94%	94%
Command	Consistency	100%	100%	100%	100%	100%	100%
Command	Context	100%	100%	100%	100%	100%	100%
Command	Deliberative	82%	100%	94%	100%	88%	100%
Command	Developer	100%	100%	100%	100%	100%	100%
Command	Discipline	100%	100%	83%	96%	83%	87%
Command	Empathy	87%	93%	93%	100%	100%	100%
Command	Focus	95%	89%	95%	79%	84%	79%
Command	Futuristic	88%	88%	88%	94%	94%	88%
Command	Harmony	100%	100%	100%	100%	100%	100%
Command	Ideation	87%	87%	93%	80%	80%	80%
Command	Includer	100%	100%	100%	100%	100%	94%
Command	Individualization	100%	100%	93%	93%	87%	80%
Command	Input	100%	93%	86%	100%	100%	100%
Command	Intellection	100%	100%	95%	100%	95%	100%
Command	Learner	100%	100%	100%	94%	100%	94%
Command	Maximizer	100%	100%	100%	94%	94%	100%
Command	Positivity	100%	100%	95%	100%	100%	95%
Command	Relator	88%	94%	88%	88%	100%	94%
Command	Responsibility	100%	100%	95%	100%	85%	90%
Command	Restorative	100%	100%	100%	100%	100%	100%
Command	Self-Assurance	79%	84%	63%	68%	79%	79%
Command	Significance	68%	74%	79%	84%	84%	63%
Command	Strategic	85%	77%	92%	85%	85%	77%
Command	Woo	100%	100%	94%	100%	100%	94%

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Pairwise Cluster Analyses for Communication, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Communication	Achiever	93%	100%	100%	100%	93%	93%
Communication	Activator	92%	92%	92%	92%	100%	87%
Communication	Adaptability	100%	100%	100%	100%	100%	100%
Communication	Analytical	100%	100%	94%	100%	94%	100%
Communication	Arranger	95%	76%	81%	86%	81%	76%
Communication	Belief	95%	100%	95%	100%	95%	95%
Communication	Command	100%	100%	100%	100%	94%	94%
Communication	Competition	100%	100%	100%	100%	100%	100%
Communication	Connectedness	88%	100%	100%	94%	88%	100%
Communication	Consistency	100%	100%	100%	100%	100%	100%
Communication	Context	100%	100%	100%	100%	100%	100%
Communication	Deliberative	100%	100%	100%	100%	100%	100%
Communication	Developer	100%	95%	100%	100%	89%	89%
Communication	Discipline	96%	96%	96%	96%	100%	100%
Communication	Empathy	93%	100%	100%	100%	80%	100%
Communication	Focus	100%	100%	100%	100%	95%	95%
Communication	Futuristic	100%	100%	100%	100%	100%	100%
Communication	Harmony	100%	100%	100%	100%	100%	93%
Communication	Ideation	75%	75%	100%	100%	81%	100%
Communication	Includer	93%	93%	93%	93%	87%	80%
Communication	Individualization	100%	93%	93%	100%	93%	93%
Communication	Input	93%	93%	100%	86%	100%	93%
Communication	Intellection	100%	95%	100%	100%	100%	100%
Communication	Learner	100%	100%	100%	100%	100%	100%
Communication	Maximizer	94%	100%	100%	94%	100%	100%
Communication	Positivity	86%	71%	90%	71%	76%	76%
Communication	Relator	94%	94%	94%	94%	94%	82%
Communication	Responsibility	95%	95%	95%	90%	95%	95%
Communication	Restorative	100%	100%	100%	100%	100%	100%
Communication	Self-Assurance	82%	100%	95%	95%	91%	77%
Communication	Significance	95%	95%	95%	95%	95%	95%
Communication	Strategic	100%	92%	100%	100%	100%	100%
Communication	Woo	73%	80%	67%	67%	73%	73%

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Pairwise Cluster Analyses for Competition, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Competition	Achiever	92%	92%	100%	92%	92%	83%
Competition	Activator	77%	92%	92%	85%	100%	85%
Competition	Adaptability	100%	100%	100%	100%	100%	100%
Competition	Analytical	94%	94%	94%	94%	94%	94%
Competition	Arranger	95%	95%	100%	95%	100%	89%
Competition	Belief	100%	94%	100%	100%	94%	94%
Competition	Command	81%	81%	81%	88%	88%	81%
Competition	Communication	100%	100%	100%	100%	100%	100%
Competition	Connectedness	100%	100%	100%	100%	93%	100%
Competition	Consistency	100%	100%	100%	100%	100%	100%
Competition	Context	100%	100%	100%	100%	100%	100%
Competition	Deliberative	100%	100%	100%	100%	100%	100%
Competition	Developer	100%	100%	100%	100%	100%	100%
Competition	Discipline	95%	100%	86%	90%	86%	95%
Competition	Empathy	92%	100%	100%	100%	100%	100%
Competition	Focus	100%	100%	100%	100%	100%	100%
Competition	Futuristic	100%	100%	80%	100%	100%	93%
Competition	Harmony	100%	100%	100%	100%	100%	100%
Competition	Ideation	100%	100%	100%	100%	100%	93%
Competition	Includer	100%	100%	100%	100%	100%	100%
Competition	Individualization	100%	100%	100%	100%	100%	92%
Competition	Input	100%	100%	100%	100%	100%	100%
Competition	Intellection	100%	100%	100%	100%	100%	100%
Competition	Learner	100%	100%	100%	100%	100%	93%
Competition	Maximizer	100%	100%	100%	100%	100%	93%
Competition	Positivity	100%	100%	100%	100%	100%	100%
Competition	Relator	100%	87%	87%	100%	80%	80%
Competition	Responsibility	94%	100%	94%	100%	94%	94%
Competition	Restorative	100%	100%	100%	100%	100%	100%
Competition	Self-Assurance	90%	90%	90%	95%	95%	90%
Competition	Significance	78%	83%	78%	89%	83%	61%
Competition	Strategic	100%	82%	100%	100%	100%	91%
Competition	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Connectedness, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Connectedness	Achiever	86%	100%	100%	93%	93%	93%
Connectedness	Activator	80%	80%	87%	93%	80%	100%
Connectedness	Adaptability	94%	94%	94%	94%	81%	88%
Connectedness	Analytical	100%	100%	100%	100%	95%	95%
Connectedness	Arranger	86%	90%	90%	90%	86%	86%
Connectedness	Belief	89%	89%	78%	78%	78%	78%
Connectedness	Command	100%	100%	100%	94%	94%	94%
Connectedness	Communication	88%	100%	100%	94%	88%	100%
Connectedness	Competition	100%	100%	100%	100%	93%	100%
Connectedness	Consistency	100%	100%	100%	100%	88%	94%
Connectedness	Context	83%	100%	100%	83%	100%	100%
Connectedness	Deliberative	100%	100%	100%	100%	94%	100%
Connectedness	Developer	78%	83%	89%	83%	78%	89%
Connectedness	Discipline	91%	95%	100%	100%	95%	95%
Connectedness	Empathy	86%	86%	93%	64%	71%	93%
Connectedness	Focus	100%	95%	95%	95%	95%	95%
Connectedness	Futuristic	81%	88%	94%	88%	94%	88%
Connectedness	Harmony	92%	100%	100%	100%	85%	92%
Connectedness	Ideation	87%	87%	87%	87%	93%	93%
Connectedness	Includer	87%	100%	100%	100%	87%	87%
Connectedness	Individualization	86%	93%	100%	93%	79%	93%
Connectedness	Input	85%	54%	77%	62%	69%	77%
Connectedness	Intellection	72%	83%	78%	67%	78%	83%
Connectedness	Learner	100%	94%	94%	94%	94%	94%
Connectedness	Maximizer	93%	93%	93%	93%	73%	100%
Connectedness	Positivity	90%	95%	100%	90%	85%	95%
Connectedness	Relator	88%	94%	100%	94%	94%	81%
Connectedness	Responsibility	89%	95%	100%	95%	95%	89%
Connectedness	Restorative	100%	100%	100%	100%	100%	100%
Connectedness	Self-Assurance	90%	90%	100%	95%	95%	95%
Connectedness	Significance	90%	95%	95%	100%	95%	95%
Connectedness	Strategic	100%	100%	100%	100%	100%	92%
Connectedness	Woo	88%	94%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Consistency, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Consistency	Achiever	100%	100%	100%	100%	100%	100%
Consistency	Activator	100%	100%	100%	100%	100%	100%
Consistency	Adaptability	100%	100%	100%	100%	100%	100%
Consistency	Analytical	100%	100%	100%	100%	100%	100%
Consistency	Arranger	100%	100%	100%	100%	100%	100%
Consistency	Belief	100%	100%	100%	100%	100%	100%
Consistency	Command	100%	100%	100%	100%	100%	100%
Consistency	Communication	100%	100%	100%	100%	100%	100%
Consistency	Competition	100%	100%	100%	100%	100%	100%
Consistency	Connectedness	100%	100%	100%	100%	88%	94%
Consistency	Context	100%	100%	100%	100%	100%	100%
Consistency	Deliberative	100%	100%	100%	88%	69%	100%
Consistency	Developer	100%	100%	100%	94%	83%	100%
Consistency	Discipline	90%	85%	85%	85%	80%	85%
Consistency	Empathy	100%	100%	100%	100%	71%	100%
Consistency	Focus	100%	100%	100%	100%	100%	100%
Consistency	Futuristic	100%	100%	100%	100%	100%	100%
Consistency	Harmony	82%	73%	73%	82%	64%	73%
Consistency	Ideation	93%	100%	100%	100%	100%	100%
Consistency	Includer	100%	100%	80%	80%	87%	100%
Consistency	Individualization	100%	100%	100%	100%	100%	100%
Consistency	Input	100%	100%	100%	100%	100%	100%
Consistency	Intellection	100%	100%	100%	100%	100%	100%
Consistency	Learner	100%	100%	100%	100%	100%	100%
Consistency	Maximizer	100%	100%	100%	100%	100%	100%
Consistency	Positivity	100%	100%	100%	100%	90%	100%
Consistency	Relator	88%	88%	88%	88%	88%	88%
Consistency	Responsibility	100%	89%	89%	95%	100%	100%
Consistency	Restorative	100%	100%	100%	100%	86%	100%
Consistency	Self-Assurance	100%	100%	100%	100%	100%	100%
Consistency	Significance	95%	100%	100%	100%	95%	95%
Consistency	Strategic	100%	100%	100%	100%	100%	100%
Consistency	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Context, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Context	Achiever	100%	100%	100%	100%	100%	100%
Context	Activator	100%	100%	100%	100%	100%	100%
Context	Adaptability	92%	100%	100%	100%	100%	100%
Context	Analytical	100%	100%	100%	100%	100%	100%
Context	Arranger	100%	100%	100%	100%	100%	100%
Context	Belief	100%	100%	93%	87%	100%	100%
Context	Command	100%	100%	100%	100%	100%	100%
Context	Communication	100%	100%	100%	100%	100%	100%
Context	Competition	100%	100%	100%	100%	100%	100%
Context	Connectedness	83%	100%	100%	83%	100%	100%
Context	Consistency	100%	100%	100%	100%	100%	100%
Context	Deliberative	100%	100%	100%	100%	100%	100%
Context	Developer	100%	100%	100%	100%	100%	100%
Context	Discipline	100%	100%	100%	100%	100%	100%
Context	Empathy	90%	100%	100%	100%	100%	100%
Context	Focus	100%	100%	100%	100%	100%	100%
Context	Futuristic	100%	100%	100%	100%	100%	100%
Context	Harmony	100%	100%	100%	100%	100%	100%
Context	Ideation	91%	100%	100%	91%	100%	100%
Context	Includer	100%	100%	100%	100%	100%	100%
Context	Individualization	100%	100%	100%	100%	100%	100%
Context	Input	100%	100%	100%	100%	89%	100%
Context	Intellection	100%	100%	100%	100%	100%	100%
Context	Learner	100%	100%	100%	100%	100%	100%
Context	Maximizer	100%	100%	100%	100%	100%	100%
Context	Positivity	100%	100%	100%	100%	100%	100%
Context	Relator	100%	100%	100%	83%	83%	83%
Context	Responsibility	100%	100%	100%	100%	100%	100%
Context	Restorative	100%	100%	100%	100%	100%	100%
Context	Self-Assurance	100%	100%	100%	100%	100%	100%
Context	Significance	100%	100%	100%	100%	100%	100%
Context	Strategic	100%	100%	100%	100%	100%	100%
Context	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Deliberative, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Deliberative	Achiever	100%	100%	100%	100%	100%	100%
Deliberative	Activator	100%	100%	100%	100%	100%	100%
Deliberative	Adaptability	100%	100%	100%	100%	100%	100%
Deliberative	Analytical	84%	89%	95%	89%	95%	89%
Deliberative	Arranger	100%	100%	100%	100%	90%	90%
Deliberative	Belief	100%	95%	95%	100%	89%	89%
Deliberative	Command	82%	100%	94%	100%	88%	100%
Deliberative	Communication	100%	100%	100%	100%	100%	100%
Deliberative	Competition	100%	100%	100%	100%	100%	100%
Deliberative	Connectedness	100%	100%	100%	100%	94%	100%
Deliberative	Consistency	100%	100%	100%	88%	69%	100%
Deliberative	Context	100%	100%	100%	100%	100%	100%
Deliberative	Developer	100%	100%	100%	100%	100%	100%
Deliberative	Discipline	91%	91%	95%	86%	77%	95%
Deliberative	Empathy	100%	100%	100%	100%	100%	100%
Deliberative	Focus	95%	100%	100%	100%	100%	100%
Deliberative	Futuristic	100%	100%	100%	100%	100%	100%
Deliberative	Harmony	100%	100%	100%	100%	100%	100%
Deliberative	Ideation	93%	100%	100%	93%	100%	100%
Deliberative	Includer	100%	100%	100%	100%	100%	100%
Deliberative	Individualization	100%	100%	100%	100%	100%	100%
Deliberative	Input	100%	100%	100%	100%	100%	100%
Deliberative	Intellection	83%	100%	89%	83%	83%	61%
Deliberative	Learner	100%	100%	100%	100%	100%	100%
Deliberative	Maximizer	100%	100%	100%	100%	100%	100%
Deliberative	Positivity	100%	100%	100%	100%	100%	100%
Deliberative	Relator	88%	88%	88%	88%	88%	88%
Deliberative	Responsibility	95%	89%	95%	79%	84%	95%
Deliberative	Restorative	100%	100%	100%	100%	79%	100%
Deliberative	Self-Assurance	90%	95%	100%	100%	86%	95%
Deliberative	Significance	100%	100%	100%	100%	85%	100%
Deliberative	Strategic	100%	100%	100%	100%	100%	100%
Deliberative	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Developer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Developer	Achiever	100%	100%	100%	100%	100%	100%
Developer	Activator	94%	100%	100%	100%	100%	100%
Developer	Adaptability	100%	83%	94%	83%	100%	100%
Developer	Analytical	100%	100%	100%	100%	100%	100%
Developer	Arranger	74%	87%	87%	74%	70%	74%
Developer	Belief	79%	74%	89%	79%	89%	95%
Developer	Command	100%	100%	100%	100%	100%	100%
Developer	Communication	100%	95%	100%	100%	89%	89%
Developer	Competition	100%	100%	100%	100%	100%	100%
Developer	Connectedness	78%	83%	89%	83%	78%	89%
Developer	Consistency	100%	100%	100%	94%	83%	100%
Developer	Context	100%	100%	100%	100%	100%	100%
Developer	Deliberative	100%	100%	100%	100%	100%	100%
Developer	Discipline	92%	96%	96%	96%	100%	100%
Developer	Empathy	79%	71%	79%	79%	86%	79%
Developer	Focus	100%	100%	100%	100%	100%	100%
Developer	Futuristic	94%	100%	100%	100%	100%	100%
Developer	Harmony	93%	93%	100%	93%	93%	93%
Developer	Ideation	94%	100%	100%	94%	100%	100%
Developer	Includer	76%	82%	71%	94%	88%	88%
Developer	Individualization	88%	94%	81%	94%	100%	88%
Developer	Input	93%	93%	87%	93%	93%	93%
Developer	Intellection	100%	100%	100%	100%	100%	100%
Developer	Learner	94%	94%	100%	100%	94%	100%
Developer	Maximizer	94%	94%	94%	100%	100%	100%
Developer	Positivity	85%	70%	70%	90%	75%	80%
Developer	Relator	94%	100%	83%	72%	100%	100%
Developer	Responsibility	76%	95%	76%	71%	81%	90%
Developer	Restorative	94%	100%	100%	100%	100%	100%
Developer	Self-Assurance	96%	100%	100%	100%	100%	87%
Developer	Significance	100%	100%	100%	95%	91%	95%
Developer	Strategic	93%	100%	100%	100%	100%	86%
Developer	Woo	100%	95%	100%	100%	95%	79%

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Pairwise Cluster Analyses for Discipline, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Discipline	Achiever	90%	85%	85%	85%	85%	95%
Discipline	Activator	95%	100%	95%	95%	82%	100%
Discipline	Adaptability	100%	100%	95%	95%	100%	100%
Discipline	Analytical	92%	92%	96%	79%	83%	79%
Discipline	Arranger	96%	96%	96%	92%	92%	96%
Discipline	Belief	83%	100%	88%	92%	92%	96%
Discipline	Command	100%	100%	83%	96%	83%	87%
Discipline	Communication	96%	96%	96%	96%	100%	100%
Discipline	Competition	95%	100%	86%	90%	86%	95%
Discipline	Connectedness	91%	95%	100%	100%	95%	95%
Discipline	Consistency	90%	85%	85%	85%	80%	85%
Discipline	Context	100%	100%	100%	100%	100%	100%
Discipline	Deliberative	91%	91%	95%	86%	77%	95%
Discipline	Developer	92%	96%	96%	96%	100%	100%
Discipline	Empathy	90%	100%	100%	100%	100%	100%
Discipline	Focus	83%	88%	92%	79%	88%	71%
Discipline	Futuristic	95%	95%	82%	100%	82%	91%
Discipline	Harmony	84%	89%	89%	89%	89%	84%
Discipline	Ideation	95%	100%	100%	100%	100%	95%
Discipline	Includer	100%	100%	100%	100%	100%	100%
Discipline	Individualization	90%	95%	80%	90%	85%	90%
Discipline	Input	95%	100%	89%	100%	100%	95%
Discipline	Intellection	92%	100%	96%	100%	100%	96%
Discipline	Learner	86%	86%	82%	95%	86%	95%
Discipline	Maximizer	100%	100%	95%	95%	100%	100%
Discipline	Positivity	96%	100%	96%	96%	100%	100%
Discipline	Relator	82%	82%	82%	95%	95%	95%
Discipline	Responsibility	88%	83%	92%	92%	83%	100%
Discipline	Restorative	100%	100%	100%	100%	80%	100%
Discipline	Self-Assurance	93%	100%	96%	96%	85%	89%
Discipline	Significance	92%	92%	85%	85%	85%	96%
Discipline	Strategic	100%	100%	100%	100%	83%	94%
Discipline	Woo	96%	100%	96%	96%	100%	100%

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Pairwise Cluster Analyses for Empathy, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Empathy	Achiever	92%	100%	100%	100%	100%	100%
Empathy	Activator	92%	100%	100%	100%	100%	100%
Empathy	Adaptability	92%	100%	100%	100%	100%	100%
Empathy	Analytical	92%	100%	100%	100%	100%	100%
Empathy	Arranger	92%	100%	100%	100%	100%	100%
Empathy	Belief	92%	100%	100%	100%	100%	100%
Empathy	Command	87%	93%	93%	100%	100%	100%
Empathy	Communication	93%	100%	100%	100%	80%	100%
Empathy	Competition	92%	100%	100%	100%	100%	100%
Empathy	Connectedness	86%	86%	93%	64%	71%	93%
Empathy	Consistency	100%	100%	100%	100%	71%	100%
Empathy	Context	90%	100%	100%	100%	100%	100%
Empathy	Deliberative	100%	100%	100%	100%	100%	100%
Empathy	Developer	79%	71%	79%	79%	86%	79%
Empathy	Discipline	90%	100%	100%	100%	100%	100%
Empathy	Focus	100%	100%	100%	100%	100%	100%
Empathy	Futuristic	86%	93%	100%	100%	79%	100%
Empathy	Harmony	91%	91%	91%	91%	91%	91%
Empathy	Ideation	92%	100%	100%	92%	77%	100%
Empathy	Includer	92%	100%	100%	100%	77%	77%
Empathy	Individualization	83%	100%	83%	100%	100%	100%
Empathy	Input	100%	100%	91%	100%	100%	100%
Empathy	Intellection	94%	100%	100%	100%	94%	100%
Empathy	Learner	93%	100%	100%	100%	100%	100%
Empathy	Maximizer	92%	92%	92%	92%	77%	85%
Empathy	Positivity	100%	100%	67%	100%	78%	83%
Empathy	Relator	93%	100%	86%	100%	86%	86%
Empathy	Responsibility	94%	100%	100%	100%	100%	94%
Empathy	Restorative	100%	100%	100%	100%	100%	100%
Empathy	Self-Assurance	89%	100%	100%	100%	100%	100%
Empathy	Significance	89%	94%	100%	100%	100%	100%
Empathy	Strategic	80%	90%	90%	90%	70%	100%
Empathy	Woo	67%	100%	100%	100%	80%	93%

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Pairwise Cluster Analyses for Focus, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Focus	Achiever	94%	88%	71%	88%	94%	82%
Focus	Activator	100%	100%	100%	95%	95%	100%
Focus	Adaptability	100%	100%	100%	100%	100%	100%
Focus	Analytical	86%	95%	100%	95%	95%	82%
Focus	Arranger	96%	84%	92%	80%	96%	88%
Focus	Belief	100%	100%	87%	91%	96%	96%
Focus	Command	95%	89%	95%	79%	84%	79%
Focus	Communication	100%	100%	100%	100%	95%	95%
Focus	Competition	100%	100%	100%	100%	100%	100%
Focus	Connectedness	100%	95%	95%	95%	95%	95%
Focus	Consistency	100%	100%	100%	100%	100%	100%
Focus	Context	100%	100%	100%	100%	100%	100%
Focus	Deliberative	95%	100%	100%	100%	100%	100%
Focus	Developer	100%	100%	100%	100%	100%	100%
Focus	Discipline	83%	88%	92%	79%	88%	71%
Focus	Empathy	100%	100%	100%	100%	100%	100%
Focus	Futuristic	100%	95%	95%	84%	95%	95%
Focus	Harmony	100%	100%	100%	100%	100%	100%
Focus	Ideation	89%	95%	100%	100%	89%	95%
Focus	Includer	100%	100%	100%	100%	100%	100%
Focus	Individualization	94%	94%	100%	94%	100%	89%
Focus	Input	88%	88%	100%	88%	100%	100%
Focus	Intellection	91%	91%	91%	91%	100%	100%
Focus	Learner	95%	95%	100%	89%	89%	84%
Focus	Maximizer	100%	95%	100%	95%	95%	95%
Focus	Positivity	100%	100%	100%	100%	100%	100%
Focus	Relator	95%	90%	80%	80%	95%	90%
Focus	Responsibility	100%	96%	87%	83%	91%	91%
Focus	Restorative	100%	100%	100%	100%	100%	100%
Focus	Self-Assurance	79%	92%	88%	92%	75%	92%
Focus	Significance	81%	81%	81%	76%	76%	86%
Focus	Strategic	94%	94%	94%	88%	100%	94%
Focus	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Futuristic, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Futuristic	Achiever	100%	100%	79%	79%	93%	86%
Futuristic	Activator	93%	87%	100%	93%	87%	93%
Futuristic	Adaptability	100%	100%	100%	100%	100%	94%
Futuristic	Analytical	100%	100%	100%	100%	100%	100%
Futuristic	Arranger	100%	95%	100%	86%	95%	95%
Futuristic	Belief	95%	84%	89%	89%	95%	89%
Futuristic	Command	88%	88%	88%	94%	94%	88%
Futuristic	Communication	100%	100%	100%	100%	100%	100%
Futuristic	Competition	100%	100%	80%	100%	100%	93%
Futuristic	Connectedness	81%	88%	94%	88%	94%	88%
Futuristic	Consistency	100%	100%	100%	100%	100%	100%
Futuristic	Context	100%	100%	100%	100%	100%	100%
Futuristic	Deliberative	100%	100%	100%	100%	100%	100%
Futuristic	Developer	94%	100%	100%	100%	100%	100%
Futuristic	Discipline	95%	95%	82%	100%	82%	91%
Futuristic	Empathy	86%	93%	100%	100%	79%	100%
Futuristic	Focus	100%	95%	95%	84%	95%	95%
Futuristic	Harmony	100%	100%	100%	100%	100%	100%
Futuristic	Ideation	87%	87%	93%	93%	93%	93%
Futuristic	Includer	100%	100%	100%	100%	100%	100%
Futuristic	Individualization	100%	100%	100%	100%	100%	93%
Futuristic	Input	100%	100%	100%	92%	92%	92%
Futuristic	Intellection	100%	100%	100%	94%	100%	100%
Futuristic	Learner	100%	100%	100%	100%	100%	94%
Futuristic	Maximizer	93%	93%	93%	93%	93%	93%
Futuristic	Positivity	100%	100%	95%	100%	100%	95%
Futuristic	Relator	81%	81%	81%	94%	94%	100%
Futuristic	Responsibility	100%	100%	74%	100%	95%	95%
Futuristic	Restorative	100%	100%	100%	100%	100%	100%
Futuristic	Self-Assurance	81%	90%	81%	81%	95%	86%
Futuristic	Significance	95%	90%	80%	85%	100%	90%
Futuristic	Strategic	100%	82%	100%	100%	100%	100%
Futuristic	Woo	100%	94%	100%	100%	100%	94%

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Pairwise Cluster Analyses for Harmony, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Harmony	Achiever	100%	100%	100%	100%	100%	100%
Harmony	Activator	100%	100%	100%	100%	100%	92%
Harmony	Adaptability	100%	100%	100%	100%	100%	100%
Harmony	Analytical	100%	100%	100%	100%	100%	100%
Harmony	Arranger	100%	100%	100%	94%	100%	89%
Harmony	Belief	100%	100%	100%	94%	100%	94%
Harmony	Command	100%	100%	100%	100%	100%	100%
Harmony	Communication	100%	100%	100%	100%	100%	93%
Harmony	Competition	100%	100%	100%	100%	100%	100%
Harmony	Connectedness	92%	100%	100%	100%	85%	92%
Harmony	Consistency	82%	73%	73%	82%	64%	73%
Harmony	Context	100%	100%	100%	100%	100%	100%
Harmony	Deliberative	100%	100%	100%	100%	100%	100%
Harmony	Developer	93%	93%	100%	93%	93%	93%
Harmony	Discipline	84%	89%	89%	89%	89%	84%
Harmony	Empathy	91%	91%	91%	91%	91%	91%
Harmony	Focus	100%	100%	100%	100%	100%	100%
Harmony	Futuristic	100%	100%	100%	100%	100%	100%
Harmony	Ideation	92%	100%	100%	100%	100%	100%
Harmony	Includer	92%	92%	100%	100%	92%	92%
Harmony	Individualization	100%	100%	100%	100%	100%	91%
Harmony	Input	100%	100%	100%	100%	100%	100%
Harmony	Intellection	100%	100%	100%	100%	100%	100%
Harmony	Learner	100%	100%	100%	100%	100%	100%
Harmony	Maximizer	100%	100%	100%	100%	100%	100%
Harmony	Positivity	94%	94%	100%	94%	94%	94%
Harmony	Relator	100%	85%	85%	85%	85%	77%
Harmony	Responsibility	94%	88%	94%	100%	100%	94%
Harmony	Restorative	100%	100%	100%	100%	100%	100%
Harmony	Self-Assurance	100%	100%	100%	100%	100%	94%
Harmony	Significance	94%	100%	100%	100%	100%	94%
Harmony	Strategic	100%	100%	100%	100%	100%	100%
Harmony	Woo	93%	100%	100%	100%	100%	93%

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Pairwise Cluster Analyses for Ideation, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Ideation	Achiever	100%	100%	100%	100%	92%	100%
Ideation	Activator	93%	93%	86%	86%	93%	79%
Ideation	Adaptability	93%	93%	100%	87%	100%	100%
Ideation	Analytical	94%	89%	94%	94%	94%	89%
Ideation	Arranger	95%	95%	80%	75%	80%	100%
Ideation	Belief	94%	89%	89%	89%	94%	94%
Ideation	Command	87%	87%	93%	80%	80%	80%
Ideation	Communication	75%	75%	100%	100%	81%	100%
Ideation	Competition	100%	100%	100%	100%	100%	93%
Ideation	Connectedness	87%	87%	87%	87%	93%	93%
Ideation	Consistency	93%	100%	100%	100%	100%	100%
Ideation	Context	91%	100%	100%	91%	100%	100%
Ideation	Deliberative	93%	100%	100%	93%	100%	100%
Ideation	Developer	94%	100%	100%	94%	100%	100%
Ideation	Discipline	95%	100%	100%	100%	100%	95%
Ideation	Empathy	92%	100%	100%	92%	77%	100%
Ideation	Focus	89%	95%	100%	100%	89%	95%
Ideation	Futuristic	87%	87%	93%	93%	93%	93%
Ideation	Harmony	92%	100%	100%	100%	100%	100%
Ideation	Includer	100%	100%	100%	100%	100%	100%
Ideation	Individualization	92%	85%	77%	100%	92%	85%
Ideation	Input	92%	92%	75%	92%	85%	92%
Ideation	Intellection	88%	88%	64%	94%	94%	94%
Ideation	Learner	100%	93%	93%	100%	93%	87%
Ideation	Maximizer	93%	93%	93%	93%	86%	93%
Ideation	Positivity	100%	95%	100%	68%	100%	95%
Ideation	Relator	87%	100%	100%	93%	100%	100%
Ideation	Responsibility	94%	94%	100%	89%	94%	94%
Ideation	Restorative	100%	100%	100%	92%	100%	100%
Ideation	Self-Assurance	90%	80%	80%	90%	90%	90%
Ideation	Significance	100%	100%	95%	89%	95%	95%
Ideation	Strategic	82%	82%	91%	82%	82%	82%
Ideation	Woo	94%	94%	100%	75%	100%	94%

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Pairwise Cluster Analyses for Includer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Includer	Achiever	92%	100%	100%	100%	100%	85%
Includer	Activator	100%	93%	100%	100%	100%	86%
Includer	Adaptability	100%	100%	87%	100%	100%	100%
Includer	Analytical	100%	100%	100%	100%	100%	100%
Includer	Arranger	95%	85%	85%	80%	65%	85%
Includer	Belief	100%	89%	94%	100%	94%	89%
Includer	Command	100%	100%	100%	100%	100%	94%
Includer	Communication	93%	93%	93%	93%	87%	80%
Includer	Competition	100%	100%	100%	100%	100%	100%
Includer	Connectedness	87%	100%	100%	100%	87%	87%
Includer	Consistency	100%	100%	80%	80%	87%	100%
Includer	Context	100%	100%	100%	100%	100%	100%
Includer	Deliberative	100%	100%	100%	100%	100%	100%
Includer	Developer	76%	82%	71%	94%	88%	88%
Includer	Discipline	100%	100%	100%	100%	100%	100%
Includer	Empathy	92%	100%	100%	100%	77%	77%
Includer	Focus	100%	100%	100%	100%	100%	100%
Includer	Futuristic	100%	100%	100%	100%	100%	100%
Includer	Harmony	92%	92%	100%	100%	92%	92%
Includer	Ideation	100%	100%	100%	100%	100%	100%
Includer	Individualization	100%	100%	100%	100%	100%	100%
Includer	Input	100%	100%	100%	100%	100%	100%
Includer	Intellection	100%	100%	100%	100%	100%	100%
Includer	Learner	100%	100%	100%	100%	100%	100%
Includer	Maximizer	100%	100%	100%	100%	100%	100%
Includer	Positivity	89%	78%	72%	78%	67%	72%
Includer	Relator	100%	87%	100%	93%	100%	93%
Includer	Responsibility	100%	100%	100%	100%	100%	100%
Includer	Restorative	100%	100%	100%	100%	92%	100%
Includer	Self-Assurance	100%	100%	100%	100%	100%	75%
Includer	Significance	95%	100%	100%	100%	100%	95%
Includer	Strategic	100%	100%	100%	100%	100%	100%
Includer	Woo	80%	87%	80%	93%	73%	73%

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Pairwise Cluster Analyses for Individualization, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Individualization	Achiever	100%	92%	100%	100%	100%	83%
Individualization	Activator	77%	85%	85%	85%	92%	77%
Individualization	Adaptability	100%	100%	100%	100%	100%	100%
Individualization	Analytical	100%	100%	100%	100%	100%	100%
Individualization	Arranger	88%	76%	94%	88%	88%	76%
Individualization	Belief	100%	100%	100%	100%	100%	100%
Individualization	Command	100%	100%	93%	93%	87%	80%
Individualization	Communication	100%	93%	93%	100%	93%	93%
Individualization	Competition	100%	100%	100%	100%	100%	92%
Individualization	Connectedness	86%	93%	100%	93%	79%	93%
Individualization	Consistency	100%	100%	100%	100%	100%	100%
Individualization	Context	100%	100%	100%	100%	100%	100%
Individualization	Deliberative	100%	100%	100%	100%	100%	100%
Individualization	Developer	88%	94%	81%	94%	100%	88%
Individualization	Discipline	90%	95%	80%	90%	85%	90%
Individualization	Empathy	83%	100%	83%	100%	100%	100%
Individualization	Focus	94%	94%	100%	94%	100%	89%
Individualization	Futuristic	100%	100%	100%	100%	100%	93%
Individualization	Harmony	100%	100%	100%	100%	100%	91%
Individualization	Ideation	92%	85%	77%	100%	92%	85%
Individualization	Includer	100%	100%	100%	100%	100%	100%
Individualization	Input	91%	91%	73%	91%	73%	91%
Individualization	Intellection	100%	100%	94%	100%	88%	100%
Individualization	Learner	92%	92%	92%	100%	92%	92%
Individualization	Maximizer	92%	92%	92%	92%	100%	92%
Individualization	Positivity	100%	94%	94%	100%	100%	94%
Individualization	Relator	86%	71%	86%	79%	79%	79%
Individualization	Responsibility	94%	76%	76%	76%	88%	88%
Individualization	Restorative	100%	92%	92%	100%	92%	92%
Individualization	Self-Assurance	89%	89%	84%	95%	95%	84%
Individualization	Significance	100%	94%	94%	72%	100%	94%
Individualization	Strategic	100%	90%	100%	100%	100%	90%
Individualization	Woo	100%	93%	93%	93%	100%	93%

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Pairwise Cluster Analyses for Input, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Input	Achiever	100%	100%	100%	100%	100%	100%
Input	Activator	92%	92%	92%	92%	92%	92%
Input	Adaptability	92%	92%	100%	92%	92%	92%
Input	Analytical	100%	100%	94%	100%	88%	88%
Input	Arranger	83%	89%	83%	83%	89%	94%
Input	Belief	88%	75%	75%	94%	88%	88%
Input	Command	100%	93%	86%	100%	100%	100%
Input	Communication	93%	93%	100%	86%	100%	93%
Input	Competition	100%	100%	100%	100%	100%	100%
Input	Connectedness	85%	54%	77%	62%	69%	77%
Input	Consistency	100%	100%	100%	100%	100%	100%
Input	Context	100%	100%	100%	100%	89%	100%
Input	Deliberative	100%	100%	100%	100%	100%	100%
Input	Developer	93%	93%	87%	93%	93%	93%
Input	Discipline	95%	100%	89%	100%	100%	95%
Input	Empathy	100%	100%	91%	100%	100%	100%
Input	Focus	88%	88%	100%	88%	100%	100%
Input	Futuristic	100%	100%	100%	92%	92%	92%
Input	Harmony	100%	100%	100%	100%	100%	100%
Input	Ideation	92%	92%	75%	92%	85%	92%
Input	Includer	100%	100%	100%	100%	100%	100%
Input	Individualization	91%	91%	73%	91%	73%	91%
Input	Intellection	62%	62%	62%	62%	85%	62%
Input	Learner	92%	83%	83%	83%	83%	83%
Input	Maximizer	100%	100%	92%	92%	100%	100%
Input	Positivity	100%	100%	100%	100%	100%	100%
Input	Relator	92%	100%	100%	100%	85%	85%
Input	Responsibility	94%	94%	81%	94%	100%	100%
Input	Restorative	100%	100%	100%	100%	91%	100%
Input	Self-Assurance	89%	100%	100%	94%	89%	72%
Input	Significance	94%	94%	94%	94%	82%	88%
Input	Strategic	100%	78%	89%	78%	100%	100%
Input	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Intellection, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Intellection	Achiever	100%	88%	100%	100%	100%	100%
Intellection	Activator	100%	100%	100%	100%	100%	100%
Intellection	Adaptability	100%	94%	100%	100%	94%	100%
Intellection	Analytical	95%	100%	86%	86%	86%	90%
Intellection	Arranger	100%	96%	100%	91%	96%	100%
Intellection	Belief	100%	100%	86%	86%	95%	95%
Intellection	Command	100%	100%	95%	100%	95%	100%
Intellection	Communication	100%	95%	100%	100%	100%	100%
Intellection	Competition	100%	100%	100%	100%	100%	100%
Intellection	Connectedness	72%	83%	78%	67%	78%	83%
Intellection	Consistency	100%	100%	100%	100%	100%	100%
Intellection	Context	100%	100%	100%	100%	100%	100%
Intellection	Deliberative	83%	100%	89%	83%	83%	61%
Intellection	Developer	100%	100%	100%	100%	100%	100%
Intellection	Discipline	92%	100%	96%	100%	100%	96%
Intellection	Empathy	94%	100%	100%	100%	94%	100%
Intellection	Focus	91%	91%	91%	91%	100%	100%
Intellection	Futuristic	100%	100%	100%	94%	100%	100%
Intellection	Harmony	100%	100%	100%	100%	100%	100%
Intellection	Ideation	88%	88%	64%	94%	94%	94%
Intellection	Includer	100%	100%	100%	100%	100%	100%
Intellection	Individualization	100%	100%	94%	100%	88%	100%
Intellection	Input	62%	62%	62%	62%	85%	62%
Intellection	Learner	88%	94%	94%	88%	88%	100%
Intellection	Maximizer	100%	100%	94%	94%	100%	100%
Intellection	Positivity	100%	100%	100%	100%	100%	100%
Intellection	Relator	89%	89%	89%	89%	89%	89%
Intellection	Responsibility	100%	100%	100%	100%	95%	95%
Intellection	Restorative	100%	100%	100%	100%	94%	100%
Intellection	Self-Assurance	100%	100%	100%	100%	96%	100%
Intellection	Significance	100%	100%	95%	100%	91%	100%
Intellection	Strategic	100%	100%	93%	100%	93%	100%
Intellection	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Learner, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Learner	Achiever	85%	77%	85%	77%	85%	85%
Learner	Activator	100%	100%	100%	100%	100%	93%
Learner	Adaptability	100%	100%	100%	100%	100%	100%
Learner	Analytical	100%	94%	100%	100%	94%	94%
Learner	Arranger	100%	100%	100%	89%	100%	95%
Learner	Belief	100%	94%	100%	100%	94%	94%
Learner	Command	100%	100%	100%	94%	100%	94%
Learner	Communication	100%	100%	100%	100%	100%	100%
Learner	Competition	100%	100%	100%	100%	100%	93%
Learner	Connectedness	100%	94%	94%	94%	94%	94%
Learner	Consistency	100%	100%	100%	100%	100%	100%
Learner	Context	100%	100%	100%	100%	100%	100%
Learner	Deliberative	100%	100%	100%	100%	100%	100%
Learner	Developer	94%	94%	100%	100%	94%	100%
Learner	Discipline	86%	86%	82%	95%	86%	95%
Learner	Empathy	93%	100%	100%	100%	100%	100%
Learner	Focus	95%	95%	100%	89%	89%	84%
Learner	Futuristic	100%	100%	100%	100%	100%	94%
Learner	Harmony	100%	100%	100%	100%	100%	100%
Learner	Ideation	100%	93%	93%	100%	93%	87%
Learner	Includer	100%	100%	100%	100%	100%	100%
Learner	Individualization	92%	92%	92%	100%	92%	92%
Learner	Input	92%	83%	83%	83%	83%	83%
Learner	Intellection	88%	94%	94%	88%	88%	100%
Learner	Maximizer	93%	93%	93%	93%	93%	93%
Learner	Positivity	100%	100%	100%	100%	100%	100%
Learner	Relator	100%	94%	100%	94%	88%	88%
Learner	Responsibility	100%	95%	100%	95%	95%	95%
Learner	Restorative	100%	93%	93%	100%	93%	93%
Learner	Self-Assurance	100%	95%	100%	95%	90%	90%
Learner	Significance	100%	95%	100%	80%	95%	95%
Learner	Strategic	100%	100%	92%	100%	92%	92%
Learner	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Maximizer, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Maximizer	Achiever	100%	100%	100%	92%	92%	100%
Maximizer	Activator	93%	93%	93%	93%	79%	93%
Maximizer	Adaptability	93%	87%	93%	93%	93%	87%
Maximizer	Analytical	100%	100%	100%	100%	100%	100%
Maximizer	Arranger	95%	95%	95%	95%	100%	89%
Maximizer	Belief	94%	94%	94%	94%	100%	88%
Maximizer	Command	100%	100%	100%	94%	94%	100%
Maximizer	Communication	94%	100%	100%	94%	100%	100%
Maximizer	Competition	100%	100%	100%	100%	100%	93%
Maximizer	Connectedness	93%	93%	93%	93%	73%	100%
Maximizer	Consistency	100%	100%	100%	100%	100%	100%
Maximizer	Context	100%	100%	100%	100%	100%	100%
Maximizer	Deliberative	100%	100%	100%	100%	100%	100%
Maximizer	Developer	94%	94%	94%	100%	100%	100%
Maximizer	Discipline	100%	100%	95%	95%	100%	100%
Maximizer	Empathy	92%	92%	92%	92%	77%	85%
Maximizer	Focus	100%	95%	100%	95%	95%	95%
Maximizer	Futuristic	93%	93%	93%	93%	93%	93%
Maximizer	Harmony	100%	100%	100%	100%	100%	100%
Maximizer	Ideation	93%	93%	93%	93%	86%	93%
Maximizer	Includer	100%	100%	100%	100%	100%	100%
Maximizer	Individualization	92%	92%	92%	92%	100%	92%
Maximizer	Input	100%	100%	92%	92%	100%	100%
Maximizer	Intellection	100%	100%	94%	94%	100%	100%
Maximizer	Learner	93%	93%	93%	93%	93%	93%
Maximizer	Positivity	95%	95%	95%	95%	100%	100%
Maximizer	Relator	87%	93%	93%	93%	93%	93%
Maximizer	Responsibility	94%	94%	94%	94%	94%	100%
Maximizer	Restorative	100%	100%	100%	100%	100%	100%
Maximizer	Self-Assurance	89%	84%	89%	89%	84%	89%
Maximizer	Significance	95%	95%	89%	95%	95%	89%
Maximizer	Strategic	100%	91%	91%	91%	91%	91%
Maximizer	Woo	94%	94%	94%	94%	100%	100%

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Pairwise Cluster Analyses for Positivity, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Positivity	Achiever	94%	100%	94%	100%	100%	94%
Positivity	Activator	95%	95%	89%	84%	84%	84%
Positivity	Adaptability	100%	100%	100%	100%	100%	100%
Positivity	Analytical	100%	100%	100%	100%	100%	100%
Positivity	Arranger	96%	100%	92%	88%	92%	76%
Positivity	Belief	96%	96%	96%	91%	100%	96%
Positivity	Command	100%	100%	95%	100%	100%	95%
Positivity	Communication	86%	71%	90%	71%	76%	76%
Positivity	Competition	100%	100%	100%	100%	100%	100%
Positivity	Connectedness	90%	95%	100%	90%	85%	95%
Positivity	Consistency	100%	100%	100%	100%	90%	100%
Positivity	Context	100%	100%	100%	100%	100%	100%
Positivity	Deliberative	100%	100%	100%	100%	100%	100%
Positivity	Developer	85%	70%	70%	90%	75%	80%
Positivity	Discipline	96%	100%	96%	96%	100%	100%
Positivity	Empathy	100%	100%	67%	100%	78%	83%
Positivity	Focus	100%	100%	100%	100%	100%	100%
Positivity	Futuristic	100%	100%	95%	100%	100%	95%
Positivity	Harmony	94%	94%	100%	94%	94%	94%
Positivity	Ideation	100%	95%	100%	68%	100%	95%
Positivity	Includer	89%	78%	72%	78%	67%	72%
Positivity	Individualization	100%	94%	94%	100%	100%	94%
Positivity	Input	100%	100%	100%	100%	100%	100%
Positivity	Intellection	100%	100%	100%	100%	100%	100%
Positivity	Learner	100%	100%	100%	100%	100%	100%
Positivity	Maximizer	95%	95%	95%	95%	100%	100%
Positivity	Relator	100%	100%	100%	95%	95%	85%
Positivity	Responsibility	100%	100%	100%	91%	96%	100%
Positivity	Restorative	100%	100%	100%	100%	100%	100%
Positivity	Self-Assurance	92%	92%	76%	96%	92%	92%
Positivity	Significance	96%	96%	100%	100%	100%	96%
Positivity	Strategic	100%	100%	94%	100%	100%	88%
Positivity	Woo	78%	78%	78%	78%	72%	73%

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Pairwise Cluster Analyses for Relator, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Relator	Achiever	79%	79%	100%	93%	93%	79%
Relator	Activator	93%	87%	87%	80%	87%	93%
Relator	Adaptability	100%	100%	100%	100%	88%	88%
Relator	Analytical	95%	95%	95%	79%	95%	79%
Relator	Arranger	86%	76%	71%	67%	81%	67%
Relator	Belief	84%	100%	89%	95%	84%	84%
Relator	Command	88%	94%	88%	88%	100%	94%
Relator	Communication	94%	94%	94%	94%	94%	82%
Relator	Competition	100%	87%	87%	100%	80%	80%
Relator	Connectedness	88%	94%	100%	94%	94%	81%
Relator	Consistency	88%	88%	88%	88%	88%	88%
Relator	Context	100%	100%	100%	83%	83%	83%
Relator	Deliberative	88%	88%	88%	88%	88%	88%
Relator	Developer	94%	100%	83%	72%	100%	100%
Relator	Discipline	82%	82%	82%	95%	95%	95%
Relator	Empathy	93%	100%	86%	100%	86%	86%
Relator	Focus	95%	90%	80%	80%	95%	90%
Relator	Futuristic	81%	81%	81%	94%	94%	100%
Relator	Harmony	100%	85%	85%	85%	85%	77%
Relator	Ideation	87%	100%	100%	93%	100%	100%
Relator	Includer	100%	87%	100%	93%	100%	93%
Relator	Individualization	86%	71%	86%	79%	79%	79%
Relator	Input	92%	100%	100%	100%	85%	85%
Relator	Intellection	89%	89%	89%	89%	89%	89%
Relator	Learner	100%	94%	100%	94%	88%	88%
Relator	Maximizer	87%	93%	93%	93%	93%	93%
Relator	Positivity	100%	100%	100%	95%	95%	85%
Relator	Responsibility	72%	67%	78%	72%	94%	89%
Relator	Restorative	100%	86%	86%	100%	86%	86%
Relator	Self-Assurance	85%	70%	80%	85%	75%	85%
Relator	Significance	100%	80%	95%	90%	95%	90%
Relator	Strategic	92%	92%	92%	92%	92%	92%
Relator	Woo	100%	100%	94%	100%	100%	94%

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Pairwise Cluster Analyses for Responsibility, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Responsibility	Achiever	88%	88%	88%	88%	76%	88%
Responsibility	Activator	89%	79%	89%	89%	89%	94%
Responsibility	Adaptability	100%	100%	100%	100%	100%	100%
Responsibility	Analytical	95%	86%	95%	95%	95%	91%
Responsibility	Arranger	82%	73%	86%	86%	95%	86%
Responsibility	Belief	94%	89%	78%	89%	78%	83%
Responsibility	Command	100%	100%	95%	100%	85%	90%
Responsibility	Communication	95%	95%	95%	90%	95%	95%
Responsibility	Competition	94%	100%	94%	100%	94%	94%
Responsibility	Connectedness	89%	95%	100%	95%	95%	89%
Responsibility	Consistency	100%	89%	89%	95%	100%	100%
Responsibility	Context	100%	100%	100%	100%	100%	100%
Responsibility	Deliberative	95%	89%	95%	79%	84%	95%
Responsibility	Developer	76%	95%	76%	71%	81%	90%
Responsibility	Discipline	88%	83%	92%	92%	83%	100%
Responsibility	Empathy	94%	100%	100%	100%	100%	94%
Responsibility	Focus	100%	96%	87%	83%	91%	91%
Responsibility	Futuristic	100%	100%	74%	100%	95%	95%
Responsibility	Harmony	94%	88%	94%	100%	100%	94%
Responsibility	Ideation	94%	94%	100%	89%	94%	94%
Responsibility	Includer	100%	100%	100%	100%	100%	100%
Responsibility	Individualization	94%	76%	76%	76%	88%	88%
Responsibility	Input	94%	94%	81%	94%	100%	100%
Responsibility	Intellection	100%	100%	100%	100%	95%	95%
Responsibility	Learner	100%	95%	100%	95%	95%	95%
Responsibility	Maximizer	94%	94%	94%	94%	94%	100%
Responsibility	Positivity	100%	100%	100%	91%	96%	100%
Responsibility	Relator	72%	67%	78%	72%	94%	89%
Responsibility	Restorative	100%	100%	100%	100%	100%	100%
Responsibility	Self-Assurance	88%	76%	76%	88%	88%	88%
Responsibility	Significance	96%	74%	74%	78%	78%	91%
Responsibility	Strategic	93%	93%	93%	87%	87%	80%
Responsibility	Woo	100%	100%	100%	90%	95%	100%

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Pairwise Cluster Analyses for Restorative, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Restorative	Achiever	100%	100%	100%	100%	100%	100%
Restorative	Activator	100%	100%	100%	100%	100%	100%
Restorative	Adaptability	100%	100%	100%	100%	100%	100%
Restorative	Analytical	100%	94%	94%	100%	88%	94%
Restorative	Arranger	95%	100%	100%	89%	89%	100%
Restorative	Belief	88%	100%	100%	100%	100%	100%
Restorative	Command	100%	100%	100%	100%	100%	100%
Restorative	Communication	100%	100%	100%	100%	100%	100%
Restorative	Competition	100%	100%	100%	100%	100%	100%
Restorative	Connectedness	100%	100%	100%	100%	100%	100%
Restorative	Consistency	100%	100%	100%	100%	86%	100%
Restorative	Context	100%	100%	100%	100%	100%	100%
Restorative	Deliberative	100%	100%	100%	100%	79%	100%
Restorative	Developer	94%	100%	100%	100%	100%	100%
Restorative	Discipline	100%	100%	100%	100%	80%	100%
Restorative	Empathy	100%	100%	100%	100%	100%	100%
Restorative	Focus	100%	100%	100%	100%	100%	100%
Restorative	Futuristic	100%	100%	100%	100%	100%	100%
Restorative	Harmony	100%	100%	100%	100%	100%	100%
Restorative	Ideation	100%	100%	100%	92%	100%	100%
Restorative	Includer	100%	100%	100%	100%	92%	100%
Restorative	Individualization	100%	92%	92%	100%	92%	92%
Restorative	Input	100%	100%	100%	100%	91%	100%
Restorative	Intellection	100%	100%	100%	100%	94%	100%
Restorative	Learner	100%	93%	93%	100%	93%	93%
Restorative	Maximizer	100%	100%	100%	100%	100%	100%
Restorative	Positivity	100%	100%	100%	100%	100%	100%
Restorative	Relator	100%	86%	86%	100%	86%	86%
Restorative	Responsibility	100%	100%	100%	100%	100%	100%
Restorative	Self-Assurance	100%	100%	100%	100%	100%	100%
Restorative	Significance	94%	100%	100%	100%	100%	100%
Restorative	Strategic	100%	100%	100%	100%	100%	100%
Restorative	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Self-Assurance, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Self-Assurance	Achiever	84%	84%	79%	89%	84%	84%
Self-Assurance	Activator	65%	65%	70%	65%	70%	70%
Self-Assurance	Adaptability	100%	100%	100%	100%	100%	90%
Self-Assurance	Analytical	91%	87%	96%	91%	91%	91%
Self-Assurance	Arranger	84%	80%	76%	84%	92%	80%
Self-Assurance	Belief	74%	78%	83%	87%	83%	87%
Self-Assurance	Command	79%	84%	63%	68%	79%	79%
Self-Assurance	Communication	82%	100%	95%	95%	91%	77%
Self-Assurance	Competition	90%	90%	90%	95%	95%	90%
Self-Assurance	Connectedness	90%	90%	100%	95%	95%	95%
Self-Assurance	Consistency	100%	100%	100%	100%	100%	100%
Self-Assurance	Context	100%	100%	100%	100%	100%	100%
Self-Assurance	Deliberative	90%	95%	100%	100%	86%	95%
Self-Assurance	Developer	96%	100%	100%	100%	100%	87%
Self-Assurance	Discipline	93%	100%	96%	96%	85%	89%
Self-Assurance	Empathy	89%	100%	100%	100%	100%	100%
Self-Assurance	Focus	79%	92%	88%	92%	75%	92%
Self-Assurance	Futuristic	81%	90%	81%	81%	95%	86%
Self-Assurance	Harmony	100%	100%	100%	100%	100%	94%
Self-Assurance	Ideation	90%	80%	80%	90%	90%	90%
Self-Assurance	Includer	100%	100%	100%	100%	100%	75%
Self-Assurance	Individualization	89%	89%	84%	95%	95%	84%
Self-Assurance	Input	89%	100%	100%	94%	89%	72%
Self-Assurance	Intellection	100%	100%	100%	100%	96%	100%
Self-Assurance	Learner	100%	95%	100%	95%	90%	90%
Self-Assurance	Maximizer	89%	84%	89%	89%	84%	89%
Self-Assurance	Positivity	92%	92%	76%	96%	92%	92%
Self-Assurance	Relator	85%	70%	80%	85%	75%	85%
Self-Assurance	Responsibility	88%	76%	76%	88%	88%	88%
Self-Assurance	Restorative	100%	100%	100%	100%	100%	100%
Self-Assurance	Significance	58%	58%	88%	67%	83%	67%
Self-Assurance	Strategic	94%	94%	94%	88%	82%	88%
Self-Assurance	Woo	91%	95%	73%	95%	91%	91%

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Pairwise Cluster Analyses for Significance, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Significance	Achiever	89%	94%	100%	83%	89%	89%
Significance	Activator	79%	89%	89%	79%	84%	74%
Significance	Adaptability	100%	100%	100%	100%	100%	95%
Significance	Analytical	96%	91%	96%	96%	96%	100%
Significance	Arranger	84%	92%	92%	80%	88%	88%
Significance	Belief	78%	78%	78%	87%	70%	91%
Significance	Command	68%	74%	79%	84%	84%	63%
Significance	Communication	95%	95%	95%	95%	95%	95%
Significance	Competition	78%	83%	78%	89%	83%	61%
Significance	Connectedness	90%	95%	95%	100%	95%	95%
Significance	Consistency	95%	100%	100%	100%	95%	95%
Significance	Context	100%	100%	100%	100%	100%	100%
Significance	Deliberative	100%	100%	100%	100%	85%	100%
Significance	Developer	100%	100%	100%	95%	91%	95%
Significance	Discipline	92%	92%	85%	85%	85%	96%
Significance	Empathy	89%	94%	100%	100%	100%	100%
Significance	Focus	81%	81%	81%	76%	76%	86%
Significance	Futuristic	95%	90%	80%	85%	100%	90%
Significance	Harmony	94%	100%	100%	100%	100%	94%
Significance	Ideation	100%	100%	95%	89%	95%	95%
Significance	Includer	95%	100%	100%	100%	100%	95%
Significance	Individualization	100%	94%	94%	72%	100%	94%
Significance	Input	94%	94%	94%	94%	82%	88%
Significance	Intellection	100%	100%	95%	100%	91%	100%
Significance	Learner	100%	95%	100%	80%	95%	95%
Significance	Maximizer	95%	95%	89%	95%	95%	89%
Significance	Positivity	96%	96%	100%	100%	100%	96%
Significance	Relator	100%	80%	95%	90%	95%	90%
Significance	Responsibility	96%	74%	74%	78%	78%	91%
Significance	Restorative	94%	100%	100%	100%	100%	100%
Significance	Self-Assurance	58%	58%	88%	67%	83%	67%
Significance	Strategic	100%	94%	88%	88%	100%	94%
Significance	Woo	100%	95%	95%	100%	95%	95%

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Pairwise Cluster Analyses for Strategic, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Strategic	Achiever	90%	90%	90%	90%	70%	70%
Strategic	Activator	91%	91%	91%	91%	91%	91%
Strategic	Adaptability	100%	100%	100%	100%	100%	100%
Strategic	Analytical	100%	100%	100%	100%	100%	93%
Strategic	Arranger	94%	94%	94%	94%	94%	94%
Strategic	Belief	93%	87%	93%	100%	100%	87%
Strategic	Command	85%	77%	92%	85%	85%	77%
Strategic	Communication	100%	92%	100%	100%	100%	100%
Strategic	Competition	100%	82%	100%	100%	100%	91%
Strategic	Connectedness	100%	100%	100%	100%	100%	92%
Strategic	Consistency	100%	100%	100%	100%	100%	100%
Strategic	Context	100%	100%	100%	100%	100%	100%
Strategic	Deliberative	100%	100%	100%	100%	100%	100%
Strategic	Developer	93%	100%	100%	100%	100%	86%
Strategic	Discipline	100%	100%	100%	100%	83%	94%
Strategic	Empathy	80%	90%	90%	90%	70%	100%
Strategic	Focus	94%	94%	94%	88%	100%	94%
Strategic	Futuristic	100%	82%	100%	100%	100%	100%
Strategic	Harmony	100%	100%	100%	100%	100%	100%
Strategic	Ideation	82%	82%	91%	82%	82%	82%
Strategic	Includer	100%	100%	100%	100%	100%	100%
Strategic	Individualization	100%	90%	100%	100%	100%	90%
Strategic	Input	100%	78%	89%	78%	100%	100%
Strategic	Intellection	100%	100%	93%	100%	93%	100%
Strategic	Learner	100%	100%	92%	100%	92%	92%
Strategic	Maximizer	100%	91%	91%	91%	91%	91%
Strategic	Positivity	100%	100%	94%	100%	100%	88%
Strategic	Relator	92%	92%	92%	92%	92%	92%
Strategic	Responsibility	93%	93%	93%	87%	87%	80%
Strategic	Restorative	100%	100%	100%	100%	100%	100%
Strategic	Self-Assurance	94%	94%	94%	88%	82%	88%
Strategic	Significance	100%	94%	88%	88%	100%	94%
Strategic	Woo	92%	92%	92%	92%	92%	85%

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Pairwise Cluster Analyses for Woo, by Language

n = French-CA: 1,291 | French-EU: 3,685 | German: 12,909 | Italian: 1,082
Japanese: 28,803 | Korean: 5,567

Theme 1	Theme 2	French-CA	French-EU	German	Italian	Japanese	Korean
Woo	Achiever	93%	93%	93%	100%	93%	93%
Woo	Activator	94%	88%	88%	88%	81%	88%
Woo	Adaptability	100%	100%	100%	100%	100%	100%
Woo	Analytical	100%	100%	100%	100%	100%	100%
Woo	Arranger	91%	91%	73%	100%	86%	77%
Woo	Belief	95%	100%	95%	100%	100%	90%
Woo	Command	100%	100%	94%	100%	100%	94%
Woo	Communication	73%	80%	67%	67%	73%	73%
Woo	Competition	100%	100%	100%	100%	100%	100%
Woo	Connectedness	88%	94%	100%	100%	100%	100%
Woo	Consistency	100%	100%	100%	100%	100%	100%
Woo	Context	100%	100%	100%	100%	100%	100%
Woo	Deliberative	100%	100%	100%	100%	100%	100%
Woo	Developer	100%	95%	100%	100%	95%	79%
Woo	Discipline	96%	100%	96%	96%	100%	100%
Woo	Empathy	67%	100%	100%	100%	80%	93%
Woo	Focus	100%	100%	100%	100%	100%	100%
Woo	Futuristic	100%	94%	100%	100%	100%	94%
Woo	Harmony	93%	100%	100%	100%	100%	93%
Woo	Ideation	94%	94%	100%	75%	100%	94%
Woo	Includer	80%	87%	80%	93%	73%	73%
Woo	Individualization	100%	93%	93%	93%	100%	93%
Woo	Input	100%	100%	100%	100%	100%	100%
Woo	Intellection	100%	100%	100%	100%	100%	100%
Woo	Learner	100%	100%	100%	100%	100%	100%
Woo	Maximizer	94%	94%	94%	94%	100%	100%
Woo	Positivity	78%	78%	78%	78%	72%	73%
Woo	Relator	100%	100%	94%	100%	100%	94%
Woo	Responsibility	100%	100%	100%	90%	95%	100%
Woo	Restorative	100%	100%	100%	100%	100%	100%
Woo	Self-Assurance	91%	95%	73%	95%	91%	91%
Woo	Significance	100%	95%	95%	100%	95%	95%
Woo	Strategic	92%	92%	92%	92%	92%	85%

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Pairwise Cluster Analyses for Achiever, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Achiever	Activator	100%	92%	92%	92%	100%	77%
Achiever	Adaptability	100%	100%	100%	100%	100%	100%
Achiever	Analytical	100%	100%	82%	94%	94%	**65%**
Achiever	Arranger	95%	89%	79%	84%	74%	79%
Achiever	Belief	100%	94%	76%	82%	100%	76%
Achiever	Command	87%	87%	80%	93%	87%	67%
Achiever	Communication	100%	100%	93%	93%	100%	80%
Achiever	Competition	100%	92%	75%	83%	92%	83%
Achiever	Connectedness	93%	100%	86%	93%	93%	93%
Achiever	Consistency	93%	100%	86%	100%	100%	100%
Achiever	Context	100%	100%	100%	100%	100%	100%
Achiever	Deliberative	100%	100%	100%	100%	100%	87%
Achiever	Developer	100%	100%	100%	100%	100%	100%
Achiever	Discipline	100%	100%	85%	85%	85%	80%
Achiever	Empathy	100%	100%	100%	100%	100%	100%
Achiever	Focus	94%	71%	88%	82%	76%	65%
Achiever	Futuristic	71%	93%	93%	71%	93%	86%
Achiever	Harmony	100%	100%	100%	100%	100%	100%
Achiever	Ideation	100%	92%	92%	100%	92%	92%
Achiever	Includer	100%	100%	100%	100%	100%	92%
Achiever	Individualization	100%	92%	83%	92%	100%	67%
Achiever	Input	100%	100%	100%	91%	91%	91%
Achiever	Intellection	100%	75%	75%	88%	100%	88%
Achiever	Learner	85%	77%	77%	77%	85%	85%
Achiever	Maximizer	100%	100%	92%	85%	100%	100%
Achiever	Positivity	100%	100%	100%	100%	100%	94%
Achiever	Relator	86%	86%	71%	86%	93%	79%
Achiever	Responsibility	94%	88%	76%	82%	76%	71%
Achiever	Restorative	100%	100%	100%	100%	100%	100%
Achiever	Self-Assurance	79%	89%	74%	89%	74%	74%
Achiever	Significance	94%	89%	94%	94%	78%	83%
Achiever	Strategic	90%	90%	90%	90%	80%	80%
Achiever	Woo	100%	100%	100%	100%	100%	87%

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Pairwise Cluster Analyses for Activator, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Activator	Achiever	100%	92%	92%	92%	100%	77%
Activator	Adaptability	100%	93%	93%	100%	100%	100%
Activator	Analytical	100%	100%	100%	100%	94%	94%
Activator	Arranger	85%	85%	90%	70%	70%	75%
Activator	Belief	100%	93%	93%	100%	100%	100%
Activator	Command	71%	79%	86%	79%	64%	71%
Activator	Communication	92%	92%	69%	92%	92%	92%
Activator	Competition	92%	92%	85%	92%	92%	92%
Activator	Connectedness	93%	100%	87%	93%	93%	93%
Activator	Consistency	93%	100%	86%	100%	100%	100%
Activator	Context	100%	100%	100%	100%	100%	100%
Activator	Deliberative	100%	100%	100%	100%	94%	100%
Activator	Developer	100%	100%	100%	100%	100%	94%
Activator	Discipline	95%	100%	100%	95%	100%	100%
Activator	Empathy	100%	100%	100%	100%	100%	100%
Activator	Focus	100%	95%	79%	100%	89%	84%
Activator	Futuristic	87%	93%	87%	73%	93%	87%
Activator	Harmony	100%	100%	100%	100%	100%	100%
Activator	Ideation	79%	86%	86%	86%	79%	79%
Activator	Includer	100%	93%	86%	93%	86%	93%
Activator	Individualization	92%	92%	85%	77%	93%	77%
Activator	Input	100%	100%	92%	100%	100%	100%
Activator	Intellection	100%	82%	100%	100%	100%	82%
Activator	Learner	100%	100%	100%	100%	100%	100%
Activator	Maximizer	93%	93%	93%	93%	93%	100%
Activator	Positivity	79%	89%	79%	79%	84%	84%
Activator	Relator	80%	87%	87%	87%	80%	73%
Activator	Responsibility	94%	94%	89%	94%	94%	89%
Activator	Restorative	100%	100%	100%	100%	100%	100%
Activator	Self-Assurance	75%	90%	80%	70%	65%	90%
Activator	Significance	79%	79%	84%	89%	89%	79%
Activator	Strategic	91%	82%	91%	82%	91%	82%
Activator	Woo	69%	88%	94%	69%	88%	88%

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Pairwise Cluster Analyses for Adaptability, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Adaptability	Achiever	100%	100%	100%	100%	100%	100%
Adaptability	Activator	100%	93%	93%	100%	100%	100%
Adaptability	Analytical	100%	100%	100%	100%	100%	95%
Adaptability	Arranger	100%	95%	100%	100%	100%	100%
Adaptability	Belief	74%	79%	84%	84%	84%	84%
Adaptability	Command	100%	100%	100%	100%	100%	100%
Adaptability	Communication	100%	100%	100%	100%	100%	100%
Adaptability	Competition	100%	100%	100%	100%	100%	100%
Adaptability	Connectedness	88%	100%	94%	94%	94%	100%
Adaptability	Consistency	93%	100%	86%	100%	100%	100%
Adaptability	Context	100%	100%	100%	100%	100%	100%
Adaptability	Deliberative	100%	100%	100%	100%	100%	100%
Adaptability	Developer	94%	100%	67%	100%	83%	100%
Adaptability	Discipline	95%	100%	100%	100%	95%	86%
Adaptability	Empathy	100%	100%	100%	100%	100%	100%
Adaptability	Focus	100%	100%	100%	100%	100%	100%
Adaptability	Futuristic	94%	100%	100%	100%	100%	100%
Adaptability	Harmony	100%	100%	100%	100%	100%	100%
Adaptability	Ideation	100%	100%	100%	100%	93%	93%
Adaptability	Includer	100%	100%	100%	100%	100%	93%
Adaptability	Individualization	100%	100%	100%	100%	100%	100%
Adaptability	Input	92%	100%	100%	100%	92%	100%
Adaptability	Intellection	100%	100%	94%	94%	94%	94%
Adaptability	Learner	100%	100%	100%	100%	100%	100%
Adaptability	Maximizer	93%	100%	100%	100%	100%	93%
Adaptability	Positivity	100%	100%	100%	100%	95%	100%
Adaptability	Relator	100%	88%	100%	100%	100%	88%
Adaptability	Responsibility	100%	100%	100%	100%	95%	95%
Adaptability	Restorative	100%	100%	100%	100%	100%	100%
Adaptability	Self-Assurance	100%	100%	100%	100%	100%	100%
Adaptability	Significance	100%	100%	100%	100%	100%	95%
Adaptability	Strategic	100%	100%	100%	100%	100%	100%
Adaptability	Woo	100%	100%	100%	100%	94%	100%

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Pairwise Cluster Analyses for Analytical, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Analytical	Achiever	100%	100%	82%	94%	94%	65%
Analytical	Activator	100%	100%	100%	100%	94%	94%
Analytical	Adaptability	100%	100%	100%	100%	100%	95%
Analytical	Arranger	100%	100%	88%	100%	100%	79%
Analytical	Belief	100%	95%	86%	95%	100%	91%
Analytical	Command	100%	100%	95%	100%	95%	84%
Analytical	Communication	100%	100%	94%	94%	94%	94%
Analytical	Competition	94%	100%	82%	94%	88%	100%
Analytical	Connectedness	95%	100%	89%	95%	95%	79%
Analytical	Consistency	93%	100%	86%	100%	100%	100%
Analytical	Context	75%	100%	100%	100%	100%	75%
Analytical	Deliberative	74%	89%	89%	89%	95%	89%
Analytical	Developer	100%	100%	100%	100%	100%	100%
Analytical	Discipline	79%	83%	71%	71%	88%	79%
Analytical	Empathy	100%	100%	100%	100%	100%	100%
Analytical	Focus	95%	73%	73%	73%	91%	77%
Analytical	Futuristic	100%	100%	84%	100%	100%	89%
Analytical	Harmony	100%	100%	100%	100%	100%	100%
Analytical	Ideation	94%	94%	94%	94%	94%	83%
Analytical	Includer	100%	100%	100%	100%	100%	94%
Analytical	Individualization	100%	94%	94%	100%	100%	88%
Analytical	Input	100%	100%	100%	100%	94%	88%
Analytical	Intellection	90%	86%	95%	86%	90%	86%
Analytical	Learner	100%	94%	94%	94%	100%	88%
Analytical	Maximizer	100%	100%	100%	100%	100%	94%
Analytical	Positivity	100%	100%	100%	100%	100%	96%
Analytical	Relator	79%	84%	84%	84%	89%	89%
Analytical	Responsibility	95%	95%	86%	91%	91%	73%
Analytical	Restorative	82%	100%	100%	94%	100%	100%
Analytical	Self-Assurance	96%	96%	74%	91%	91%	87%
Analytical	Significance	100%	100%	74%	100%	95%	83%
Analytical	Strategic	100%	100%	93%	93%	80%	87%
Analytical	Woo	100%	100%	100%	100%	100%	90%

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Pairwise Cluster Analyses for Arranger, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Arranger	Achiever	95%	89%	79%	84%	74%	79%
Arranger	Activator	85%	85%	90%	70%	70%	75%
Arranger	Adaptability	100%	95%	100%	100%	100%	100%
Arranger	Analytical	100%	100%	88%	100%	100%	79%
Arranger	Belief	92%	83%	83%	83%	92%	88%
Arranger	Command	84%	84%	89%	84%	95%	84%
Arranger	Communication	100%	81%	81%	90%	90%	81%
Arranger	Competition	100%	95%	89%	95%	95%	95%
Arranger	Connectedness	86%	100%	86%	76%	90%	81%
Arranger	Consistency	93%	100%	86%	100%	100%	100%
Arranger	Context	100%	94%	100%	100%	100%	100%
Arranger	Deliberative	100%	100%	100%	100%	100%	95%
Arranger	Developer	83%	87%	87%	87%	91%	87%
Arranger	Discipline	96%	96%	76%	96%	96%	85%
Arranger	Empathy	100%	100%	100%	100%	100%	100%
Arranger	Focus	100%	88%	84%	92%	92%	80%
Arranger	Futuristic	81%	90%	81%	76%	95%	90%
Arranger	Harmony	100%	100%	94%	94%	94%	100%
Arranger	Ideation	95%	85%	95%	90%	95%	85%
Arranger	Includer	90%	90%	80%	80%	85%	80%
Arranger	Individualization	82%	76%	82%	71%	94%	65%
Arranger	Input	89%	83%	94%	89%	78%	89%
Arranger	Intellection	100%	100%	100%	100%	100%	96%
Arranger	Learner	100%	100%	95%	100%	95%	89%
Arranger	Maximizer	89%	95%	95%	95%	95%	84%
Arranger	Positivity	92%	100%	92%	92%	88%	88%
Arranger	Relator	71%	86%	81%	71%	71%	71%
Arranger	Responsibility	86%	86%	73%	91%	82%	86%
Arranger	Restorative	95%	100%	95%	100%	100%	100%
Arranger	Self-Assurance	56%	68%	76%	72%	76%	72%
Arranger	Significance	72%	92%	76%	84%	96%	92%
Arranger	Strategic	88%	94%	88%	100%	88%	82%
Arranger	Woo	100%	95%	100%	95%	95%	91%

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Pairwise Cluster Analyses for Belief, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Belief	Achiever	100%	94%	76%	82%	100%	76%
Belief	Activator	100%	93%	93%	100%	100%	100%
Belief	Adaptability	74%	79%	84%	84%	84%	84%
Belief	Analytical	100%	95%	86%	95%	100%	91%
Belief	Arranger	92%	83%	83%	83%	92%	88%
Belief	Command	94%	88%	94%	76%	88%	88%
Belief	Communication	95%	100%	100%	100%	100%	100%
Belief	Competition	100%	94%	100%	94%	100%	100%
Belief	Connectedness	72%	89%	72%	72%	78%	83%
Belief	Consistency	100%	100%	86%	100%	100%	100%
Belief	Context	100%	93%	100%	100%	100%	73%
Belief	Deliberative	100%	95%	100%	100%	100%	95%
Belief	Developer	89%	79%	89%	84%	84%	89%
Belief	Discipline	92%	96%	79%	92%	79%	83%
Belief	Empathy	100%	100%	100%	100%	100%	100%
Belief	Focus	100%	96%	87%	96%	100%	96%
Belief	Futuristic	89%	89%	79%	79%	95%	89%
Belief	Harmony	100%	94%	94%	100%	94%	100%
Belief	Ideation	94%	89%	89%	94%	94%	100%
Belief	Includer	89%	89%	83%	94%	83%	83%
Belief	Individualization	100%	93%	93%	93%	93%	93%
Belief	Input	94%	94%	94%	94%	88%	81%
Belief	Intellection	100%	86%	81%	100%	81%	90%
Belief	Learner	94%	94%	94%	100%	88%	94%
Belief	Maximizer	88%	94%	94%	94%	94%	94%
Belief	Positivity	96%	91%	83%	87%	91%	87%
Belief	Relator	84%	84%	89%	84%	89%	94%
Belief	Responsibility	83%	83%	72%	72%	72%	72%
Belief	Restorative	100%	100%	100%	100%	100%	94%
Belief	Self-Assurance	87%	96%	83%	87%	96%	91%
Belief	Significance	91%	91%	87%	96%	83%	96%
Belief	Strategic	93%	93%	87%	93%	100%	87%
Belief	Woo	80%	100%	100%	95%	95%	100%

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Pairwise Cluster Analyses for Command, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Command	Achiever	87%	87%	80%	93%	87%	67%
Command	Activator	71%	79%	86%	79%	64%	71%
Command	Adaptability	100%	100%	100%	100%	100%	100%
Command	Analytical	100%	100%	95%	100%	95%	84%
Command	Arranger	84%	84%	89%	84%	95%	84%
Command	Belief	94%	88%	94%	76%	88%	88%
Command	Communication	94%	94%	89%	94%	89%	100%
Command	Competition	88%	75%	69%	75%	94%	88%
Command	Connectedness	94%	100%	100%	94%	94%	94%
Command	Consistency	100%	100%	100%	100%	100%	100%
Command	Context	100%	100%	100%	100%	100%	100%
Command	Deliberative	94%	100%	100%	100%	100%	94%
Command	Developer	100%	100%	100%	100%	100%	100%
Command	Discipline	96%	100%	91%	100%	96%	100%
Command	Empathy	100%	100%	100%	100%	93%	93%
Command	Focus	84%	79%	79%	74%	79%	74%
Command	Futuristic	76%	94%	94%	94%	88%	88%
Command	Harmony	100%	100%	100%	100%	100%	100%
Command	Ideation	94%	87%	87%	87%	87%	60%
Command	Includer	100%	100%	100%	100%	100%	100%
Command	Individualization	93%	93%	87%	93%	87%	73%
Command	Input	93%	100%	100%	100%	93%	86%
Command	Intellection	100%	100%	100%	100%	100%	84%
Command	Learner	100%	94%	88%	100%	94%	100%
Command	Maximizer	94%	94%	94%	88%	94%	100%
Command	Positivity	95%	95%	95%	100%	95%	95%
Command	Relator	82%	88%	88%	82%	82%	82%
Command	Responsibility	100%	95%	80%	90%	90%	90%
Command	Restorative	100%	100%	100%	100%	100%	100%
Command	Self-Assurance	79%	79%	68%	74%	74%	79%
Command	Significance	74%	68%	84%	68%	74%	74%
Command	Strategic	85%	85%	85%	92%	92%	85%
Command	Woo	94%	94%	94%	94%	89%	89%

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Pairwise Cluster Analyses for Communication, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Communication	Achiever	100%	100%	93%	93%	100%	80%
Communication	Activator	92%	92%	69%	92%	92%	92%
Communication	Adaptability	100%	100%	100%	100%	100%	100%
Communication	Analytical	100%	100%	94%	94%	94%	94%
Communication	Arranger	100%	81%	81%	90%	90%	81%
Communication	Belief	95%	100%	100%	100%	100%	100%
Communication	Command	94%	94%	89%	94%	89%	100%
Communication	Competition	100%	100%	94%	100%	100%	100%
Communication	Connectedness	100%	100%	94%	100%	100%	100%
Communication	Consistency	100%	100%	88%	100%	100%	100%
Communication	Context	100%	100%	100%	100%	100%	100%
Communication	Deliberative	100%	100%	100%	100%	100%	100%
Communication	Developer	100%	100%	100%	95%	95%	100%
Communication	Discipline	96%	100%	96%	96%	100%	100%
Communication	Empathy	100%	100%	100%	100%	100%	100%
Communication	Focus	100%	100%	100%	100%	100%	86%
Communication	Futuristic	100%	100%	94%	100%	100%	94%
Communication	Harmony	100%	100%	93%	100%	100%	100%
Communication	Ideation	100%	100%	100%	75%	94%	100%
Communication	Includer	93%	93%	80%	87%	93%	73%
Communication	Individualization	100%	87%	93%	100%	93%	100%
Communication	Input	100%	93%	93%	93%	86%	100%
Communication	Intellection	100%	93%	100%	100%	100%	100%
Communication	Learner	100%	100%	100%	100%	100%	100%
Communication	Maximizer	94%	100%	100%	94%	100%	94%
Communication	Positivity	86%	76%	71%	76%	86%	67%
Communication	Relator	100%	94%	76%	88%	94%	82%
Communication	Responsibility	100%	95%	95%	95%	95%	90%
Communication	Restorative	100%	100%	100%	100%	100%	100%
Communication	Self-Assurance	95%	77%	95%	100%	95%	95%
Communication	Significance	95%	95%	95%	95%	100%	86%
Communication	Strategic	100%	100%	100%	100%	100%	100%
Communication	Woo	87%	73%	80%	80%	73%	73%

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Pairwise Cluster Analyses for Competition, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Competition	Achiever	100%	92%	75%	83%	92%	83%
Competition	Activator	92%	92%	85%	92%	92%	92%
Competition	Adaptability	100%	100%	100%	100%	100%	100%
Competition	Analytical	94%	100%	82%	94%	88%	100%
Competition	Arranger	100%	95%	89%	95%	95%	95%
Competition	Belief	100%	94%	100%	94%	100%	100%
Competition	Command	88%	75%	69%	75%	94%	88%
Competition	Communication	100%	100%	94%	100%	100%	100%
Competition	Connectedness	93%	100%	100%	93%	93%	100%
Competition	Consistency	100%	100%	100%	100%	100%	100%
Competition	Context	100%	100%	100%	100%	100%	100%
Competition	Deliberative	93%	100%	100%	100%	100%	100%
Competition	Developer	100%	100%	100%	100%	100%	100%
Competition	Discipline	100%	90%	100%	90%	90%	100%
Competition	Empathy	100%	100%	100%	100%	100%	100%
Competition	Focus	100%	100%	100%	100%	100%	100%
Competition	Futuristic	73%	93%	93%	87%	80%	93%
Competition	Harmony	100%	100%	100%	100%	100%	100%
Competition	Ideation	93%	93%	86%	93%	100%	93%
Competition	Includer	100%	100%	100%	100%	100%	100%
Competition	Individualization	100%	100%	100%	92%	100%	92%
Competition	Input	100%	100%	100%	100%	100%	83%
Competition	Intellection	100%	100%	100%	94%	100%	88%
Competition	Learner	100%	100%	100%	100%	100%	100%
Competition	Maximizer	100%	100%	93%	86%	100%	93%
Competition	Positivity	100%	100%	100%	100%	100%	100%
Competition	Relator	100%	87%	100%	87%	87%	93%
Competition	Responsibility	100%	94%	94%	100%	89%	94%
Competition	Restorative	100%	100%	100%	100%	100%	100%
Competition	Self-Assurance	90%	90%	75%	85%	90%	95%
Competition	Significance	83%	83%	83%	78%	89%	94%
Competition	Strategic	100%	82%	82%	91%	91%	100%
Competition	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Connectedness, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Connectedness	Achiever	93%	100%	86%	93%	93%	93%
Connectedness	Activator	93%	100%	87%	93%	93%	93%
Connectedness	Adaptability	88%	100%	94%	94%	94%	100%
Connectedness	Analytical	95%	100%	89%	95%	95%	79%
Connectedness	Arranger	86%	100%	86%	76%	90%	81%
Connectedness	Belief	72%	89%	72%	72%	78%	83%
Connectedness	Command	94%	100%	100%	94%	94%	94%
Connectedness	Communication	100%	100%	94%	100%	100%	100%
Connectedness	Competition	93%	100%	100%	93%	93%	100%
Connectedness	Consistency	100%	100%	94%	94%	100%	100%
Connectedness	Context	92%	100%	100%	75%	100%	92%
Connectedness	Deliberative	94%	100%	100%	94%	94%	100%
Connectedness	Developer	89%	94%	78%	78%	89%	72%
Connectedness	Discipline	95%	100%	91%	95%	95%	95%
Connectedness	Empathy	64%	100%	86%	71%	86%	86%
Connectedness	Focus	95%	100%	95%	95%	95%	95%
Connectedness	Futuristic	88%	100%	88%	88%	94%	94%
Connectedness	Harmony	100%	100%	92%	100%	92%	100%
Connectedness	Ideation	87%	100%	93%	93%	93%	80%
Connectedness	Includer	93%	100%	93%	93%	93%	80%
Connectedness	Individualization	93%	100%	93%	93%	93%	71%
Connectedness	Input	77%	100%	69%	77%	77%	77%
Connectedness	Intellection	83%	100%	78%	89%	67%	83%
Connectedness	Learner	94%	100%	88%	88%	94%	94%
Connectedness	Maximizer	87%	100%	93%	93%	93%	100%
Connectedness	Positivity	90%	100%	90%	90%	95%	85%
Connectedness	Relator	94%	100%	94%	94%	94%	94%
Connectedness	Responsibility	89%	100%	84%	79%	95%	89%
Connectedness	Restorative	100%	100%	93%	93%	100%	100%
Connectedness	Self-Assurance	95%	100%	95%	95%	95%	95%
Connectedness	Significance	95%	100%	95%	90%	95%	95%
Connectedness	Strategic	100%	100%	83%	83%	75%	92%
Connectedness	Woo	94%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Consistency, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Consistency	Achiever	93%	100%	86%	100%	100%	100%
Consistency	Activator	93%	100%	86%	100%	100%	100%
Consistency	Adaptability	93%	100%	86%	100%	100%	100%
Consistency	Analytical	93%	100%	86%	100%	100%	100%
Consistency	Arranger	93%	100%	86%	100%	100%	100%
Consistency	Belief	100%	100%	86%	100%	100%	100%
Consistency	Command	100%	100%	100%	100%	100%	100%
Consistency	Communication	100%	100%	88%	100%	100%	100%
Consistency	Competition	100%	100%	100%	100%	100%	100%
Consistency	Connectedness	100%	100%	94%	94%	100%	100%
Consistency	Context	100%	100%	100%	100%	100%	100%
Consistency	Deliberative	81%	100%	100%	81%	100%	100%
Consistency	Developer	100%	100%	89%	100%	100%	89%
Consistency	Discipline	80%	85%	90%	85%	85%	80%
Consistency	Empathy	100%	79%	100%	100%	100%	93%
Consistency	Focus	95%	100%	100%	100%	100%	100%
Consistency	Futuristic	100%	100%	100%	100%	100%	100%
Consistency	Harmony	64%	64%	64%	64%	82%	82%
Consistency	Ideation	93%	100%	100%	100%	100%	100%
Consistency	Includer	80%	80%	87%	87%	100%	100%
Consistency	Individualization	100%	100%	100%	100%	100%	100%
Consistency	Input	100%	100%	100%	100%	100%	100%
Consistency	Intellection	100%	89%	100%	100%	100%	94%
Consistency	Learner	100%	100%	100%	100%	100%	100%
Consistency	Maximizer	100%	100%	100%	100%	100%	100%
Consistency	Positivity	100%	100%	90%	85%	100%	100%
Consistency	Relator	88%	88%	81%	88%	88%	88%
Consistency	Responsibility	95%	100%	89%	84%	95%	79%
Consistency	Restorative	100%	79%	100%	79%	100%	100%
Consistency	Self-Assurance	100%	100%	90%	100%	100%	100%
Consistency	Significance	100%	100%	100%	100%	100%	100%
Consistency	Strategic	100%	100%	100%	100%	100%	100%
Consistency	Woo	100%	100%	88%	100%	100%	100%

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Pairwise Cluster Analyses for Context, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Context	Achiever	100%	100%	100%	100%	100%	100%
Context	Activator	100%	100%	100%	100%	100%	100%
Context	Adaptability	100%	100%	100%	100%	100%	100%
Context	Analytical	75%	100%	100%	100%	100%	75%
Context	Arranger	100%	94%	100%	100%	100%	100%
Context	Belief	100%	93%	100%	100%	100%	73%
Context	Command	100%	100%	100%	100%	100%	100%
Context	Communication	100%	100%	100%	100%	100%	100%
Context	Competition	100%	100%	100%	100%	100%	100%
Context	Connectedness	92%	100%	100%	75%	100%	92%
Context	Consistency	100%	100%	100%	100%	100%	100%
Context	Deliberative	100%	100%	100%	100%	100%	100%
Context	Developer	100%	100%	100%	100%	100%	100%
Context	Discipline	94%	100%	100%	100%	100%	94%
Context	Empathy	100%	100%	100%	100%	100%	100%
Context	Focus	100%	100%	100%	100%	100%	100%
Context	Futuristic	100%	100%	100%	100%	100%	100%
Context	Harmony	100%	100%	100%	100%	100%	100%
Context	Ideation	91%	91%	100%	91%	100%	100%
Context	Includer	100%	100%	100%	100%	100%	100%
Context	Individualization	80%	100%	100%	100%	100%	90%
Context	Input	100%	100%	89%	78%	100%	78%
Context	Intellection	100%	79%	100%	100%	93%	93%
Context	Learner	100%	100%	100%	100%	92%	83%
Context	Maximizer	100%	100%	100%	100%	100%	100%
Context	Positivity	100%	100%	100%	100%	100%	100%
Context	Relator	100%	100%	100%	100%	100%	100%
Context	Responsibility	100%	100%	93%	100%	93%	93%
Context	Restorative	90%	100%	100%	90%	90%	90%
Context	Self-Assurance	100%	100%	100%	100%	100%	100%
Context	Significance	100%	100%	100%	100%	100%	94%
Context	Strategic	100%	100%	100%	100%	100%	100%
Context	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Deliberative, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Deliberative	Achiever	100%	100%	100%	100%	100%	87%
Deliberative	Activator	100%	100%	100%	100%	94%	100%
Deliberative	Adaptability	100%	100%	100%	100%	100%	100%
Deliberative	Analytical	74%	89%	89%	89%	95%	89%
Deliberative	Arranger	100%	100%	100%	100%	100%	95%
Deliberative	Belief	100%	95%	100%	100%	100%	95%
Deliberative	Command	94%	100%	100%	100%	100%	94%
Deliberative	Communication	100%	100%	100%	100%	100%	100%
Deliberative	Competition	93%	100%	100%	100%	100%	100%
Deliberative	Connectedness	94%	100%	100%	94%	94%	100%
Deliberative	Consistency	81%	100%	100%	81%	100%	100%
Deliberative	Context	100%	100%	100%	100%	100%	100%
Deliberative	Developer	100%	100%	100%	100%	100%	100%
Deliberative	Discipline	86%	91%	100%	95%	73%	86%
Deliberative	Empathy	100%	100%	100%	100%	100%	100%
Deliberative	Focus	95%	95%	100%	100%	100%	90%
Deliberative	Futuristic	100%	100%	100%	100%	100%	100%
Deliberative	Harmony	100%	100%	100%	100%	100%	100%
Deliberative	Ideation	93%	100%	100%	100%	100%	100%
Deliberative	Includer	100%	100%	100%	100%	100%	100%
Deliberative	Individualization	100%	100%	100%	100%	100%	100%
Deliberative	Input	100%	100%	100%	100%	100%	92%
Deliberative	Intellection	89%	83%	89%	83%	94%	78%
Deliberative	Learner	100%	100%	100%	100%	100%	100%
Deliberative	Maximizer	100%	100%	100%	100%	100%	100%
Deliberative	Positivity	100%	100%	100%	100%	100%	100%
Deliberative	Relator	88%	88%	88%	88%	88%	88%
Deliberative	Responsibility	95%	84%	89%	89%	95%	95%
Deliberative	Restorative	100%	100%	100%	100%	100%	100%
Deliberative	Self-Assurance	90%	100%	100%	100%	95%	100%
Deliberative	Significance	100%	100%	100%	100%	100%	85%
Deliberative	Strategic	100%	100%	100%	100%	100%	100%
Deliberative	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Developer, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Developer	Achiever	100%	100%	100%	100%	100%	100%
Developer	Activator	100%	100%	100%	100%	100%	94%
Developer	Adaptability	94%	100%	67%	100%	83%	100%
Developer	Analytical	100%	100%	100%	100%	100%	100%
Developer	Arranger	83%	87%	87%	87%	91%	87%
Developer	Belief	89%	79%	89%	84%	84%	89%
Developer	Command	100%	100%	100%	100%	100%	100%
Developer	Communication	100%	100%	100%	95%	95%	100%
Developer	Competition	100%	100%	100%	100%	100%	100%
Developer	Connectedness	89%	94%	78%	78%	89%	72%
Developer	Consistency	100%	100%	89%	100%	100%	89%
Developer	Context	100%	100%	100%	100%	100%	100%
Developer	Deliberative	100%	100%	100%	100%	100%	100%
Developer	Discipline	96%	100%	71%	96%	96%	92%
Developer	Empathy	71%	86%	79%	86%	57%	86%
Developer	Focus	100%	100%	100%	100%	100%	100%
Developer	Futuristic	100%	100%	100%	100%	100%	100%
Developer	Harmony	93%	93%	93%	93%	87%	87%
Developer	Ideation	100%	100%	100%	88%	100%	100%
Developer	Includer	76%	82%	88%	94%	76%	82%
Developer	Individualization	88%	100%	94%	88%	94%	94%
Developer	Input	93%	93%	93%	87%	87%	93%
Developer	Intellection	100%	100%	100%	100%	100%	100%
Developer	Learner	94%	94%	78%	89%	100%	94%
Developer	Maximizer	94%	100%	94%	100%	100%	100%
Developer	Positivity	90%	100%	80%	95%	75%	70%
Developer	Relator	89%	89%	89%	83%	89%	89%
Developer	Responsibility	86%	95%	90%	86%	71%	86%
Developer	Restorative	100%	100%	100%	88%	100%	100%
Developer	Self-Assurance	96%	100%	96%	96%	96%	96%
Developer	Significance	100%	100%	82%	100%	100%	100%
Developer	Strategic	100%	100%	100%	86%	100%	100%
Developer	Woo	95%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Discipline, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Discipline	Achiever	100%	100%	85%	85%	85%	80%
Discipline	Activator	95%	100%	100%	95%	100%	100%
Discipline	Adaptability	95%	100%	100%	100%	95%	86%
Discipline	Analytical	79%	83%	71%	71%	88%	79%
Discipline	Arranger	96%	96%	76%	96%	96%	85%
Discipline	Belief	92%	96%	79%	92%	79%	83%
Discipline	Command	96%	100%	91%	100%	96%	100%
Discipline	Communication	96%	100%	96%	96%	100%	100%
Discipline	Competition	100%	90%	100%	90%	90%	100%
Discipline	Connectedness	95%	100%	91%	95%	95%	95%
Discipline	Consistency	80%	85%	90%	85%	85%	80%
Discipline	Context	94%	100%	100%	100%	100%	94%
Discipline	Deliberative	86%	91%	100%	95%	73%	86%
Discipline	Developer	96%	100%	71%	96%	96%	92%
Discipline	Empathy	100%	100%	100%	95%	90%	95%
Discipline	Focus	100%	71%	79%	79%	88%	83%
Discipline	Futuristic	95%	95%	82%	95%	86%	95%
Discipline	Harmony	84%	79%	89%	84%	89%	84%
Discipline	Ideation	90%	95%	95%	100%	95%	100%
Discipline	Includer	95%	100%	100%	100%	100%	95%
Discipline	Individualization	95%	95%	95%	95%	90%	100%
Discipline	Input	95%	100%	100%	100%	89%	84%
Discipline	Intellection	100%	100%	100%	100%	96%	96%
Discipline	Learner	100%	91%	95%	95%	95%	100%
Discipline	Maximizer	95%	100%	95%	100%	100%	100%
Discipline	Positivity	92%	100%	96%	96%	96%	96%
Discipline	Relator	82%	91%	77%	91%	77%	86%
Discipline	Responsibility	92%	88%	88%	92%	75%	79%
Discipline	Restorative	100%	100%	100%	100%	100%	95%
Discipline	Self-Assurance	89%	93%	85%	89%	100%	96%
Discipline	Significance	96%	88%	85%	92%	85%	88%
Discipline	Strategic	94%	100%	94%	100%	100%	100%
Discipline	Woo	96%	100%	96%	96%	100%	91%

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Pairwise Cluster Analyses for Empathy, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Empathy	Achiever	100%	100%	100%	100%	100%	100%
Empathy	Activator	100%	100%	100%	100%	100%	100%
Empathy	Adaptability	100%	100%	100%	100%	100%	100%
Empathy	Analytical	100%	100%	100%	100%	100%	100%
Empathy	Arranger	100%	100%	100%	100%	100%	100%
Empathy	Belief	100%	100%	100%	100%	100%	100%
Empathy	Command	100%	100%	100%	100%	93%	93%
Empathy	Communication	100%	100%	100%	100%	100%	100%
Empathy	Competition	100%	100%	100%	100%	100%	100%
Empathy	Connectedness	64%	100%	86%	71%	86%	86%
Empathy	Consistency	100%	79%	100%	100%	100%	93%
Empathy	Context	100%	100%	100%	100%	100%	100%
Empathy	Deliberative	100%	100%	100%	100%	100%	100%
Empathy	Developer	71%	86%	79%	86%	57%	86%
Empathy	Discipline	100%	100%	100%	95%	90%	95%
Empathy	Focus	100%	100%	100%	100%	100%	100%
Empathy	Futuristic	100%	93%	100%	100%	93%	100%
Empathy	Harmony	91%	91%	91%	91%	91%	91%
Empathy	Ideation	92%	100%	100%	100%	92%	100%
Empathy	Includer	100%	100%	92%	100%	100%	92%
Empathy	Individualization	92%	100%	100%	92%	83%	83%
Empathy	Input	100%	100%	100%	100%	100%	91%
Empathy	Intellection	100%	100%	100%	100%	100%	94%
Empathy	Learner	100%	100%	100%	100%	100%	100%
Empathy	Maximizer	100%	100%	100%	100%	92%	100%
Empathy	Positivity	83%	94%	94%	89%	78%	83%
Empathy	Relator	100%	86%	100%	100%	86%	86%
Empathy	Responsibility	94%	100%	100%	89%	94%	94%
Empathy	Restorative	100%	100%	100%	100%	100%	100%
Empathy	Self-Assurance	100%	100%	100%	100%	95%	100%
Empathy	Significance	100%	100%	100%	100%	94%	100%
Empathy	Strategic	90%	100%	100%	100%	90%	100%
Empathy	Woo	100%	100%	100%	100%	87%	100%

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Pairwise Cluster Analyses for Focus, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Focus	Achiever	94%	71%	88%	82%	76%	65%
Focus	Activator	100%	95%	79%	100%	89%	84%
Focus	Adaptability	100%	100%	100%	100%	100%	100%
Focus	Analytical	95%	73%	73%	73%	91%	77%
Focus	Arranger	100%	88%	84%	92%	92%	80%
Focus	Belief	100%	96%	87%	96%	100%	96%
Focus	Command	84%	79%	79%	74%	79%	74%
Focus	Communication	100%	100%	100%	100%	100%	86%
Focus	Competition	100%	100%	100%	100%	100%	100%
Focus	Connectedness	95%	100%	95%	95%	95%	95%
Focus	Consistency	95%	100%	100%	100%	100%	100%
Focus	Context	100%	100%	100%	100%	100%	100%
Focus	Deliberative	95%	95%	100%	100%	100%	90%
Focus	Developer	100%	100%	100%	100%	100%	100%
Focus	Discipline	100%	71%	79%	79%	88%	83%
Focus	Empathy	100%	100%	100%	100%	100%	100%
Focus	Futuristic	89%	84%	74%	84%	84%	89%
Focus	Harmony	100%	100%	100%	100%	100%	100%
Focus	Ideation	100%	100%	100%	100%	100%	95%
Focus	Includer	100%	100%	100%	100%	100%	100%
Focus	Individualization	100%	100%	83%	94%	94%	89%
Focus	Input	88%	88%	88%	100%	88%	88%
Focus	Intellection	91%	91%	100%	100%	100%	86%
Focus	Learner	95%	89%	95%	89%	95%	89%
Focus	Maximizer	95%	100%	100%	100%	100%	100%
Focus	Positivity	100%	100%	100%	100%	100%	96%
Focus	Relator	70%	85%	70%	90%	85%	85%
Focus	Responsibility	91%	91%	74%	96%	100%	78%
Focus	Restorative	100%	100%	100%	100%	100%	100%
Focus	Self-Assurance	83%	79%	75%	92%	92%	79%
Focus	Significance	81%	76%	86%	86%	90%	81%
Focus	Strategic	94%	94%	94%	100%	94%	94%
Focus	Woo	100%	100%	100%	100%	100%	90%

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Pairwise Cluster Analyses for Futuristic, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Futuristic	Achiever	71%	93%	93%	71%	93%	86%
Futuristic	Activator	87%	93%	87%	73%	93%	87%
Futuristic	Adaptability	94%	100%	100%	100%	100%	100%
Futuristic	Analytical	100%	100%	84%	100%	100%	89%
Futuristic	Arranger	81%	90%	81%	76%	95%	90%
Futuristic	Belief	89%	89%	79%	79%	95%	89%
Futuristic	Command	76%	94%	94%	94%	88%	88%
Futuristic	Communication	100%	100%	94%	100%	100%	94%
Futuristic	Competition	73%	93%	93%	87%	80%	93%
Futuristic	Connectedness	88%	100%	88%	88%	94%	94%
Futuristic	Consistency	100%	100%	100%	100%	100%	100%
Futuristic	Context	100%	100%	100%	100%	100%	100%
Futuristic	Deliberative	100%	100%	100%	100%	100%	100%
Futuristic	Developer	100%	100%	100%	100%	100%	100%
Futuristic	Discipline	95%	95%	82%	95%	86%	95%
Futuristic	Empathy	100%	93%	100%	100%	93%	100%
Futuristic	Focus	89%	84%	74%	84%	84%	89%
Futuristic	Harmony	100%	100%	100%	100%	100%	100%
Futuristic	Ideation	93%	93%	93%	93%	93%	93%
Futuristic	Includer	100%	100%	93%	100%	100%	93%
Futuristic	Individualization	100%	100%	93%	100%	93%	86%
Futuristic	Input	77%	92%	100%	100%	100%	85%
Futuristic	Intellection	100%	100%	78%	100%	100%	94%
Futuristic	Learner	94%	88%	100%	94%	94%	94%
Futuristic	Maximizer	80%	93%	93%	80%	93%	93%
Futuristic	Positivity	100%	95%	75%	100%	100%	90%
Futuristic	Relator	81%	88%	75%	94%	94%	81%
Futuristic	Responsibility	89%	100%	74%	95%	95%	95%
Futuristic	Restorative	100%	100%	100%	100%	100%	100%
Futuristic	Self-Assurance	81%	81%	86%	81%	81%	90%
Futuristic	Significance	80%	80%	75%	75%	95%	95%
Futuristic	Strategic	100%	100%	100%	100%	91%	91%
Futuristic	Woo	100%	94%	94%	76%	100%	88%

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Pairwise Cluster Analyses for Harmony, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Harmony	Achiever	100%	100%	100%	100%	100%	100%
Harmony	Activator	100%	100%	100%	100%	100%	100%
Harmony	Adaptability	100%	100%	100%	100%	100%	100%
Harmony	Analytical	100%	100%	100%	100%	100%	100%
Harmony	Arranger	100%	100%	94%	94%	94%	100%
Harmony	Belief	100%	94%	94%	100%	94%	100%
Harmony	Command	100%	100%	100%	100%	100%	100%
Harmony	Communication	100%	100%	93%	100%	100%	100%
Harmony	Competition	100%	100%	100%	100%	100%	100%
Harmony	Connectedness	100%	100%	92%	100%	92%	100%
Harmony	Consistency	64%	64%	64%	64%	82%	82%
Harmony	Context	100%	100%	100%	100%	100%	100%
Harmony	Deliberative	100%	100%	100%	100%	100%	100%
Harmony	Developer	93%	93%	93%	93%	87%	87%
Harmony	Discipline	84%	79%	89%	84%	89%	84%
Harmony	Empathy	91%	91%	91%	91%	91%	91%
Harmony	Focus	100%	100%	100%	100%	100%	100%
Harmony	Futuristic	100%	100%	100%	100%	100%	100%
Harmony	Ideation	92%	100%	100%	100%	100%	100%
Harmony	Includer	100%	100%	92%	100%	92%	100%
Harmony	Individualization	100%	100%	100%	100%	91%	100%
Harmony	Input	100%	100%	100%	100%	90%	100%
Harmony	Intellection	100%	100%	100%	100%	100%	100%
Harmony	Learner	100%	100%	100%	100%	100%	100%
Harmony	Maximizer	100%	100%	100%	100%	100%	100%
Harmony	Positivity	88%	100%	94%	100%	94%	100%
Harmony	Relator	85%	85%	85%	85%	85%	85%
Harmony	Responsibility	94%	94%	88%	100%	88%	94%
Harmony	Restorative	100%	100%	100%	100%	100%	100%
Harmony	Self-Assurance	100%	100%	100%	100%	100%	100%
Harmony	Significance	100%	100%	100%	100%	100%	100%
Harmony	Strategic	100%	100%	100%	100%	100%	100%
Harmony	Woo	100%	100%	93%	100%	100%	100%

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Pairwise Cluster Analyses for Ideation, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Ideation	Achiever	100%	92%	92%	100%	92%	92%
Ideation	Activator	79%	86%	86%	86%	79%	79%
Ideation	Adaptability	100%	100%	100%	100%	93%	93%
Ideation	Analytical	94%	94%	94%	94%	94%	83%
Ideation	Arranger	95%	85%	95%	90%	95%	85%
Ideation	Belief	94%	89%	89%	94%	94%	100%
Ideation	Command	94%	87%	87%	87%	87%	60%
Ideation	Communication	100%	100%	100%	75%	94%	100%
Ideation	Competition	93%	93%	86%	93%	100%	93%
Ideation	Connectedness	87%	100%	93%	93%	93%	80%
Ideation	Consistency	93%	100%	100%	100%	100%	100%
Ideation	Context	91%	91%	100%	91%	100%	100%
Ideation	Deliberative	93%	100%	100%	100%	100%	100%
Ideation	Developer	100%	100%	100%	88%	100%	100%
Ideation	Discipline	90%	95%	95%	100%	95%	100%
Ideation	Empathy	92%	100%	100%	100%	92%	100%
Ideation	Focus	100%	100%	100%	100%	100%	95%
Ideation	Futuristic	93%	93%	93%	93%	93%	93%
Ideation	Harmony	92%	100%	100%	100%	100%	100%
Ideation	Includer	100%	100%	93%	100%	100%	100%
Ideation	Individualization	92%	92%	92%	92%	92%	92%
Ideation	Input	85%	92%	92%	92%	85%	92%
Ideation	Intellection	94%	100%	88%	88%	94%	64%
Ideation	Learner	87%	87%	100%	93%	93%	93%
Ideation	Maximizer	93%	93%	93%	93%	93%	93%
Ideation	Positivity	89%	95%	95%	84%	95%	100%
Ideation	Relator	93%	100%	87%	93%	87%	100%
Ideation	Responsibility	89%	94%	89%	89%	89%	83%
Ideation	Restorative	92%	100%	100%	100%	100%	100%
Ideation	Self-Assurance	70%	70%	75%	90%	90%	85%
Ideation	Significance	95%	95%	89%	100%	100%	100%
Ideation	Strategic	82%	82%	82%	82%	91%	82%
Ideation	Woo	94%	94%	94%	94%	94%	100%

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Pairwise Cluster Analyses for Includer, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Includer	Achiever	100%	100%	100%	100%	100%	92%
Includer	Activator	100%	93%	86%	93%	86%	93%
Includer	Adaptability	100%	100%	100%	100%	100%	93%
Includer	Analytical	100%	100%	100%	100%	100%	94%
Includer	Arranger	90%	90%	80%	80%	85%	80%
Includer	Belief	89%	89%	83%	94%	83%	83%
Includer	Command	100%	100%	100%	100%	100%	100%
Includer	Communication	93%	93%	80%	87%	93%	73%
Includer	Competition	100%	100%	100%	100%	100%	100%
Includer	Connectedness	93%	100%	93%	93%	93%	80%
Includer	Consistency	80%	80%	87%	87%	100%	100%
Includer	Context	100%	100%	100%	100%	100%	100%
Includer	Deliberative	100%	100%	100%	100%	100%	100%
Includer	Developer	76%	82%	88%	94%	76%	82%
Includer	Discipline	95%	100%	100%	100%	100%	95%
Includer	Empathy	100%	100%	92%	100%	100%	92%
Includer	Focus	100%	100%	100%	100%	100%	100%
Includer	Futuristic	100%	100%	93%	100%	100%	93%
Includer	Harmony	100%	100%	92%	100%	92%	100%
Includer	Ideation	100%	100%	93%	100%	100%	100%
Includer	Individualization	100%	100%	92%	100%	100%	92%
Includer	Input	100%	100%	100%	100%	100%	100%
Includer	Intellection	100%	100%	100%	100%	100%	94%
Includer	Learner	100%	100%	100%	100%	100%	100%
Includer	Maximizer	100%	100%	93%	93%	100%	100%
Includer	Positivity	72%	78%	72%	67%	78%	72%
Includer	Relator	100%	87%	100%	100%	100%	87%
Includer	Responsibility	94%	100%	94%	100%	89%	94%
Includer	Restorative	100%	100%	100%	100%	100%	100%
Includer	Self-Assurance	100%	100%	100%	100%	100%	70%
Includer	Significance	100%	95%	100%	100%	100%	95%
Includer	Strategic	100%	100%	100%	100%	100%	91%
Includer	Woo	87%	87%	87%	87%	80%	80%

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Pairwise Cluster Analyses for Individualization, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Individualization	Achiever	100%	92%	83%	92%	100%	67%
Individualization	Activator	92%	92%	85%	77%	93%	77%
Individualization	Adaptability	100%	100%	100%	100%	100%	100%
Individualization	Analytical	100%	94%	94%	100%	100%	88%
Individualization	Arranger	82%	76%	82%	71%	94%	65%
Individualization	Belief	100%	93%	93%	93%	93%	93%
Individualization	Command	93%	93%	87%	93%	87%	73%
Individualization	Communication	100%	87%	93%	100%	93%	100%
Individualization	Competition	100%	100%	100%	92%	100%	92%
Individualization	Connectedness	93%	100%	93%	93%	93%	71%
Individualization	Consistency	100%	100%	100%	100%	100%	100%
Individualization	Context	80%	100%	100%	100%	100%	90%
Individualization	Deliberative	100%	100%	100%	100%	100%	100%
Individualization	Developer	88%	100%	94%	88%	94%	94%
Individualization	Discipline	95%	95%	95%	95%	90%	100%
Individualization	Empathy	92%	100%	100%	92%	83%	83%
Individualization	Focus	100%	100%	83%	94%	94%	89%
Individualization	Futuristic	100%	100%	93%	100%	93%	86%
Individualization	Harmony	100%	100%	100%	100%	91%	100%
Individualization	Ideation	92%	92%	92%	92%	92%	92%
Individualization	Includer	100%	100%	92%	100%	100%	92%
Individualization	Input	82%	91%	82%	100%	73%	82%
Individualization	Intellection	94%	81%	75%	94%	75%	75%
Individualization	Learner	100%	92%	100%	92%	100%	92%
Individualization	Maximizer	92%	92%	92%	92%	92%	92%
Individualization	Positivity	94%	89%	94%	100%	100%	100%
Individualization	Relator	79%	86%	79%	86%	93%	79%
Individualization	Responsibility	82%	76%	82%	88%	88%	76%
Individualization	Restorative	67%	100%	100%	92%	100%	100%
Individualization	Self-Assurance	84%	74%	74%	74%	84%	84%
Individualization	Significance	94%	83%	72%	72%	94%	94%
Individualization	Strategic	100%	90%	90%	100%	90%	90%
Individualization	Woo	100%	87%	93%	100%	100%	87%

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Pairwise Cluster Analyses for Input, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Input	Achiever	100%	100%	100%	91%	91%	91%
Input	Activator	100%	100%	92%	100%	100%	100%
Input	Adaptability	92%	100%	100%	100%	92%	100%
Input	Analytical	100%	100%	100%	100%	94%	88%
Input	Arranger	89%	83%	94%	89%	78%	89%
Input	Belief	94%	94%	94%	94%	88%	81%
Input	Command	93%	100%	100%	100%	93%	86%
Input	Communication	100%	93%	93%	93%	86%	100%
Input	Competition	100%	100%	100%	100%	100%	83%
Input	Connectedness	77%	100%	69%	77%	77%	77%
Input	Consistency	100%	100%	100%	100%	100%	100%
Input	Context	100%	100%	89%	78%	100%	78%
Input	Deliberative	100%	100%	100%	100%	100%	92%
Input	Developer	93%	93%	93%	87%	87%	93%
Input	Discipline	95%	100%	100%	100%	89%	84%
Input	Empathy	100%	100%	100%	100%	100%	91%
Input	Focus	88%	88%	88%	100%	88%	88%
Input	Futuristic	77%	92%	100%	100%	100%	85%
Input	Harmony	100%	100%	100%	100%	90%	100%
Input	Ideation	85%	92%	92%	92%	85%	92%
Input	Includer	100%	100%	100%	100%	100%	100%
Input	Individualization	82%	91%	82%	100%	73%	82%
Input	Intellection	62%	62%	69%	62%	85%	69%
Input	Learner	83%	83%	92%	83%	83%	83%
Input	Maximizer	92%	100%	92%	100%	92%	100%
Input	Positivity	94%	100%	100%	100%	100%	100%
Input	Relator	100%	85%	92%	85%	69%	69%
Input	Responsibility	94%	94%	94%	94%	75%	81%
Input	Restorative	100%	100%	100%	100%	100%	100%
Input	Self-Assurance	72%	100%	94%	89%	78%	100%
Input	Significance	94%	88%	100%	100%	100%	94%
Input	Strategic	78%	100%	100%	100%	89%	78%
Input	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Intellection, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Intellection	Achiever	100%	75%	75%	88%	100%	88%
Intellection	Activator	100%	82%	100%	100%	100%	82%
Intellection	Adaptability	100%	100%	94%	94%	94%	94%
Intellection	Analytical	90%	86%	95%	86%	90%	86%
Intellection	Arranger	100%	100%	100%	100%	100%	96%
Intellection	Belief	100%	86%	81%	100%	81%	90%
Intellection	Command	100%	100%	100%	100%	100%	84%
Intellection	Communication	100%	93%	100%	100%	100%	100%
Intellection	Competition	100%	100%	100%	94%	100%	88%
Intellection	Connectedness	83%	100%	78%	89%	67%	83%
Intellection	Consistency	100%	89%	100%	100%	100%	94%
Intellection	Context	100%	79%	100%	100%	93%	93%
Intellection	Deliberative	89%	83%	89%	83%	94%	78%
Intellection	Developer	100%	100%	100%	100%	100%	100%
Intellection	Discipline	100%	100%	100%	100%	96%	96%
Intellection	Empathy	100%	100%	100%	100%	100%	94%
Intellection	Focus	91%	91%	100%	100%	100%	86%
Intellection	Futuristic	100%	100%	78%	100%	100%	94%
Intellection	Harmony	100%	100%	100%	100%	100%	100%
Intellection	Ideation	94%	100%	88%	88%	94%	64%
Intellection	Includer	100%	100%	100%	100%	100%	94%
Intellection	Individualization	94%	81%	75%	94%	75%	75%
Intellection	Input	62%	62%	69%	62%	85%	69%
Intellection	Learner	94%	82%	88%	94%	88%	88%
Intellection	Maximizer	94%	100%	100%	100%	100%	100%
Intellection	Positivity	100%	100%	100%	100%	100%	100%
Intellection	Relator	89%	89%	83%	89%	83%	94%
Intellection	Responsibility	100%	95%	90%	90%	90%	90%
Intellection	Restorative	100%	100%	100%	100%	94%	100%
Intellection	Self-Assurance	100%	100%	100%	100%	96%	100%
Intellection	Significance	100%	91%	100%	100%	100%	95%
Intellection	Strategic	100%	93%	93%	93%	93%	100%
Intellection	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Learner, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Learner	Achiever	85%	77%	77%	77%	85%	85%
Learner	Activator	100%	100%	100%	100%	100%	100%
Learner	Adaptability	100%	100%	100%	100%	100%	100%
Learner	Analytical	100%	94%	94%	94%	100%	88%
Learner	Arranger	100%	100%	95%	100%	95%	89%
Learner	Belief	94%	94%	94%	100%	88%	94%
Learner	Command	100%	94%	88%	100%	94%	100%
Learner	Communication	100%	100%	100%	100%	100%	100%
Learner	Competition	100%	100%	100%	100%	100%	100%
Learner	Connectedness	94%	100%	88%	88%	94%	94%
Learner	Consistency	100%	100%	100%	100%	100%	100%
Learner	Context	100%	100%	100%	100%	92%	83%
Learner	Deliberative	100%	100%	100%	100%	100%	100%
Learner	Developer	94%	94%	78%	89%	100%	94%
Learner	Discipline	100%	91%	95%	95%	95%	100%
Learner	Empathy	100%	100%	100%	100%	100%	100%
Learner	Focus	95%	89%	95%	89%	95%	89%
Learner	Futuristic	94%	88%	100%	94%	94%	94%
Learner	Harmony	100%	100%	100%	100%	100%	100%
Learner	Ideation	87%	87%	100%	93%	93%	93%
Learner	Includer	100%	100%	100%	100%	100%	100%
Learner	Individualization	100%	92%	100%	92%	100%	92%
Learner	Input	83%	83%	92%	83%	83%	83%
Learner	Intellection	94%	82%	88%	94%	88%	88%
Learner	Maximizer	93%	93%	93%	93%	100%	100%
Learner	Positivity	100%	100%	100%	90%	100%	95%
Learner	Relator	81%	88%	94%	94%	94%	94%
Learner	Responsibility	95%	95%	95%	100%	100%	89%
Learner	Restorative	93%	100%	100%	93%	100%	100%
Learner	Self-Assurance	100%	90%	100%	95%	85%	100%
Learner	Significance	95%	95%	100%	95%	95%	100%
Learner	Strategic	100%	92%	92%	100%	92%	92%
Learner	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Maximizer, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Maximizer	Achiever	100%	100%	92%	85%	100%	100%
Maximizer	Activator	93%	93%	93%	93%	93%	100%
Maximizer	Adaptability	93%	100%	100%	100%	100%	93%
Maximizer	Analytical	100%	100%	100%	100%	100%	94%
Maximizer	Arranger	89%	95%	95%	95%	95%	84%
Maximizer	Belief	88%	94%	94%	94%	94%	94%
Maximizer	Command	94%	94%	94%	88%	94%	100%
Maximizer	Communication	94%	100%	100%	94%	100%	94%
Maximizer	Competition	100%	100%	93%	86%	100%	93%
Maximizer	Connectedness	87%	100%	93%	93%	93%	100%
Maximizer	Consistency	100%	100%	100%	100%	100%	100%
Maximizer	Context	100%	100%	100%	100%	100%	100%
Maximizer	Deliberative	100%	100%	100%	100%	100%	100%
Maximizer	Developer	94%	100%	94%	100%	100%	100%
Maximizer	Discipline	95%	100%	95%	100%	100%	100%
Maximizer	Empathy	100%	100%	100%	100%	92%	100%
Maximizer	Focus	95%	100%	100%	100%	100%	100%
Maximizer	Futuristic	80%	93%	93%	80%	93%	93%
Maximizer	Harmony	100%	100%	100%	100%	100%	100%
Maximizer	Ideation	93%	93%	93%	93%	93%	93%
Maximizer	Includer	100%	100%	93%	93%	100%	100%
Maximizer	Individualization	92%	92%	92%	92%	92%	92%
Maximizer	Input	92%	100%	92%	100%	92%	100%
Maximizer	Intellection	94%	100%	100%	100%	100%	100%
Maximizer	Learner	93%	93%	93%	93%	100%	100%
Maximizer	Positivity	95%	95%	95%	100%	95%	100%
Maximizer	Relator	71%	93%	93%	79%	86%	93%
Maximizer	Responsibility	94%	100%	94%	94%	94%	94%
Maximizer	Restorative	100%	100%	100%	100%	100%	100%
Maximizer	Self-Assurance	84%	84%	89%	89%	84%	89%
Maximizer	Significance	89%	95%	95%	95%	95%	100%
Maximizer	Strategic	82%	91%	91%	91%	91%	82%
Maximizer	Woo	94%	94%	100%	94%	94%	100%

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Pairwise Cluster Analyses for Positivity, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Positivity	Achiever	100%	100%	100%	100%	100%	94%
Positivity	Activator	79%	89%	79%	79%	84%	84%
Positivity	Adaptability	100%	100%	100%	100%	95%	100%
Positivity	Analytical	100%	100%	100%	100%	100%	96%
Positivity	Arranger	92%	100%	92%	92%	88%	88%
Positivity	Belief	96%	91%	83%	87%	91%	87%
Positivity	Command	95%	95%	95%	100%	95%	95%
Positivity	Communication	86%	76%	71%	76%	86%	67%
Positivity	Competition	100%	100%	100%	100%	100%	100%
Positivity	Connectedness	90%	100%	90%	90%	95%	85%
Positivity	Consistency	100%	100%	90%	85%	100%	100%
Positivity	Context	100%	100%	100%	100%	100%	100%
Positivity	Deliberative	100%	100%	100%	100%	100%	100%
Positivity	Developer	90%	100%	80%	95%	75%	70%
Positivity	Discipline	92%	100%	96%	96%	96%	96%
Positivity	Empathy	83%	94%	94%	89%	78%	83%
Positivity	Focus	100%	100%	100%	100%	100%	96%
Positivity	Futuristic	100%	95%	75%	100%	100%	90%
Positivity	Harmony	88%	100%	94%	100%	94%	100%
Positivity	Ideation	89%	95%	95%	84%	95%	100%
Positivity	Includer	72%	78%	72%	67%	78%	72%
Positivity	Individualization	94%	89%	94%	100%	100%	100%
Positivity	Input	94%	100%	100%	100%	100%	100%
Positivity	Intellection	100%	100%	100%	100%	100%	100%
Positivity	Learner	100%	100%	100%	90%	100%	95%
Positivity	Maximizer	95%	95%	95%	100%	95%	100%
Positivity	Relator	100%	100%	100%	90%	95%	95%
Positivity	Responsibility	91%	100%	100%	96%	96%	96%
Positivity	Restorative	100%	100%	100%	100%	100%	100%
Positivity	Self-Assurance	96%	96%	92%	92%	92%	92%
Positivity	Significance	96%	100%	100%	100%	100%	100%
Positivity	Strategic	94%	94%	94%	100%	88%	94%
Positivity	Woo	78%	83%	87%	83%	72%	83%

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Pairwise Cluster Analyses for Relator, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Relator	Achiever	86%	86%	71%	86%	93%	79%
Relator	Activator	80%	87%	87%	87%	80%	73%
Relator	Adaptability	100%	88%	100%	100%	100%	88%
Relator	Analytical	79%	84%	84%	84%	89%	89%
Relator	Arranger	71%	86%	81%	71%	71%	71%
Relator	Belief	84%	84%	89%	84%	89%	94%
Relator	Command	82%	88%	88%	82%	82%	82%
Relator	Communication	100%	94%	76%	88%	94%	82%
Relator	Competition	100%	87%	100%	87%	87%	93%
Relator	Connectedness	94%	100%	94%	94%	94%	94%
Relator	Consistency	88%	88%	81%	88%	88%	88%
Relator	Context	100%	100%	100%	100%	100%	100%
Relator	Deliberative	88%	88%	88%	88%	88%	88%
Relator	Developer	89%	89%	89%	83%	89%	89%
Relator	Discipline	82%	91%	77%	91%	77%	86%
Relator	Empathy	100%	86%	100%	100%	86%	86%
Relator	Focus	70%	85%	70%	90%	85%	85%
Relator	Futuristic	81%	88%	75%	94%	94%	81%
Relator	Harmony	85%	85%	85%	85%	85%	85%
Relator	Ideation	93%	100%	87%	93%	87%	100%
Relator	Includer	100%	87%	100%	100%	100%	87%
Relator	Individualization	79%	86%	79%	86%	93%	79%
Relator	Input	100%	85%	92%	85%	69%	69%
Relator	Intellection	89%	89%	83%	89%	83%	94%
Relator	Learner	81%	88%	94%	94%	94%	94%
Relator	Maximizer	71%	93%	93%	79%	86%	93%
Relator	Positivity	100%	100%	100%	90%	95%	95%
Relator	Responsibility	89%	89%	67%	83%	83%	83%
Relator	Restorative	86%	86%	86%	86%	79%	100%
Relator	Self-Assurance	75%	65%	65%	85%	65%	85%
Relator	Significance	90%	85%	70%	75%	80%	85%
Relator	Strategic	92%	83%	75%	92%	83%	83%
Relator	Woo	100%	100%	100%	100%	94%	94%

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Pairwise Cluster Analyses for Responsibility, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Responsibility	Achiever	94%	88%	76%	82%	76%	71%
Responsibility	Activator	94%	94%	89%	94%	94%	89%
Responsibility	Adaptability	100%	100%	100%	100%	95%	95%
Responsibility	Analytical	95%	95%	86%	91%	91%	73%
Responsibility	Arranger	86%	86%	73%	91%	82%	86%
Responsibility	Belief	83%	83%	72%	72%	72%	72%
Responsibility	Command	100%	95%	80%	90%	90%	90%
Responsibility	Communication	100%	95%	95%	95%	95%	90%
Responsibility	Competition	100%	94%	94%	100%	89%	94%
Responsibility	Connectedness	89%	100%	84%	79%	95%	89%
Responsibility	Consistency	95%	100%	89%	84%	95%	79%
Responsibility	Context	100%	100%	93%	100%	93%	93%
Responsibility	Deliberative	95%	84%	89%	89%	95%	95%
Responsibility	Developer	86%	95%	90%	86%	71%	86%
Responsibility	Discipline	92%	88%	88%	92%	75%	79%
Responsibility	Empathy	94%	100%	100%	89%	94%	94%
Responsibility	Focus	91%	91%	74%	96%	100%	78%
Responsibility	Futuristic	89%	100%	74%	95%	95%	95%
Responsibility	Harmony	94%	94%	88%	100%	88%	94%
Responsibility	Ideation	89%	94%	89%	89%	89%	83%
Responsibility	Includer	94%	100%	94%	100%	89%	94%
Responsibility	Individualization	82%	76%	82%	88%	88%	76%
Responsibility	Input	94%	94%	94%	94%	75%	81%
Responsibility	Intellection	100%	95%	90%	90%	90%	90%
Responsibility	Learner	95%	95%	95%	100%	100%	89%
Responsibility	Maximizer	94%	100%	94%	94%	94%	94%
Responsibility	Positivity	91%	100%	100%	96%	96%	96%
Responsibility	Relator	89%	89%	67%	83%	83%	83%
Responsibility	Restorative	94%	100%	100%	100%	88%	94%
Responsibility	Self-Assurance	83%	92%	75%	83%	80%	88%
Responsibility	Significance	91%	91%	70%	96%	74%	96%
Responsibility	Strategic	93%	93%	93%	87%	87%	93%
Responsibility	Woo	100%	100%	100%	90%	95%	95%

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Pairwise Cluster Analyses for Restorative, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Restorative	Achiever	100%	100%	100%	100%	100%	100%
Restorative	Activator	100%	100%	100%	100%	100%	100%
Restorative	Adaptability	100%	100%	100%	100%	100%	100%
Restorative	Analytical	82%	100%	100%	94%	100%	100%
Restorative	Arranger	95%	100%	95%	100%	100%	100%
Restorative	Belief	100%	100%	100%	100%	100%	94%
Restorative	Command	100%	100%	100%	100%	100%	100%
Restorative	Communication	100%	100%	100%	100%	100%	100%
Restorative	Competition	100%	100%	100%	100%	100%	100%
Restorative	Connectedness	100%	100%	93%	93%	100%	100%
Restorative	Consistency	100%	79%	100%	79%	100%	100%
Restorative	Context	90%	100%	100%	90%	90%	90%
Restorative	Deliberative	100%	100%	100%	100%	100%	100%
Restorative	Developer	100%	100%	100%	88%	100%	100%
Restorative	Discipline	100%	100%	100%	100%	100%	95%
Restorative	Empathy	100%	100%	100%	100%	100%	100%
Restorative	Focus	100%	100%	100%	100%	100%	100%
Restorative	Futuristic	100%	100%	100%	100%	100%	100%
Restorative	Harmony	100%	100%	100%	100%	100%	100%
Restorative	Ideation	92%	100%	100%	100%	100%	100%
Restorative	Includer	100%	100%	100%	100%	100%	100%
Restorative	Individualization	67%	100%	100%	92%	100%	100%
Restorative	Input	100%	100%	100%	100%	100%	100%
Restorative	Intellection	100%	100%	100%	100%	94%	100%
Restorative	Learner	93%	100%	100%	93%	100%	100%
Restorative	Maximizer	100%	100%	100%	100%	100%	100%
Restorative	Positivity	100%	100%	100%	100%	100%	100%
Restorative	Relator	86%	86%	86%	86%	79%	100%
Restorative	Responsibility	94%	100%	100%	100%	88%	94%
Restorative	Self-Assurance	100%	100%	100%	100%	100%	100%
Restorative	Significance	100%	100%	100%	100%	100%	100%
Restorative	Strategic	100%	100%	100%	100%	100%	100%
Restorative	Woo	100%	100%	100%	100%	100%	100%

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Pairwise Cluster Analyses for Self-Assurance, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Self-Assurance	Achiever	79%	89%	74%	89%	74%	74%
Self-Assurance	Activator	75%	90%	80%	70%	65%	90%
Self-Assurance	Adaptability	100%	100%	100%	100%	100%	100%
Self-Assurance	Analytical	96%	96%	74%	91%	91%	87%
Self-Assurance	Arranger	56%	68%	76%	72%	76%	72%
Self-Assurance	Belief	87%	96%	83%	87%	96%	91%
Self-Assurance	Command	79%	79%	68%	74%	74%	79%
Self-Assurance	Communication	95%	77%	95%	100%	95%	95%
Self-Assurance	Competition	90%	90%	75%	85%	90%	95%
Self-Assurance	Connectedness	95%	100%	95%	95%	95%	95%
Self-Assurance	Consistency	100%	100%	90%	100%	100%	100%
Self-Assurance	Context	100%	100%	100%	100%	100%	100%
Self-Assurance	Deliberative	90%	100%	100%	100%	95%	100%
Self-Assurance	Developer	96%	100%	96%	96%	96%	96%
Self-Assurance	Discipline	89%	93%	85%	89%	100%	96%
Self-Assurance	Empathy	100%	100%	100%	100%	95%	100%
Self-Assurance	Focus	83%	79%	75%	92%	92%	79%
Self-Assurance	Futuristic	81%	81%	86%	81%	81%	90%
Self-Assurance	Harmony	100%	100%	100%	100%	100%	100%
Self-Assurance	Ideation	70%	70%	75%	90%	90%	85%
Self-Assurance	Includer	100%	100%	100%	100%	100%	70%
Self-Assurance	Individualization	84%	74%	74%	74%	84%	84%
Self-Assurance	Input	72%	100%	94%	89%	78%	100%
Self-Assurance	Intellection	100%	100%	100%	100%	96%	100%
Self-Assurance	Learner	100%	90%	100%	95%	85%	100%
Self-Assurance	Maximizer	84%	84%	89%	89%	84%	89%
Self-Assurance	Positivity	96%	96%	92%	92%	92%	92%
Self-Assurance	Relator	75%	65%	65%	85%	65%	85%
Self-Assurance	Responsibility	83%	92%	75%	83%	80%	88%
Self-Assurance	Restorative	100%	100%	100%	100%	100%	100%
Self-Assurance	Significance	67%	79%	75%	75%	71%	83%
Self-Assurance	Strategic	82%	71%	94%	88%	94%	88%
Self-Assurance	Woo	91%	91%	95%	95%	100%	86%

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Pairwise Cluster Analyses for Significance, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Significance	Achiever	94%	89%	94%	94%	78%	83%
Significance	Activator	79%	79%	84%	89%	89%	79%
Significance	Adaptability	100%	100%	100%	100%	100%	95%
Significance	Analytical	100%	100%	74%	100%	95%	83%
Significance	Arranger	72%	92%	76%	84%	96%	92%
Significance	Belief	91%	91%	87%	96%	83%	96%
Significance	Command	74%	68%	84%	68%	74%	74%
Significance	Communication	95%	95%	95%	95%	100%	86%
Significance	Competition	83%	83%	83%	78%	89%	94%
Significance	Connectedness	95%	100%	95%	90%	95%	95%
Significance	Consistency	100%	100%	100%	100%	100%	100%
Significance	Context	100%	100%	100%	100%	100%	94%
Significance	Deliberative	100%	100%	100%	100%	100%	85%
Significance	Developer	100%	100%	82%	100%	100%	100%
Significance	Discipline	96%	88%	85%	92%	85%	88%
Significance	Empathy	100%	100%	100%	100%	94%	100%
Significance	Focus	81%	76%	86%	86%	90%	81%
Significance	Futuristic	80%	80%	75%	75%	95%	95%
Significance	Harmony	100%	100%	100%	100%	100%	100%
Significance	Ideation	95%	95%	89%	100%	100%	100%
Significance	Includer	100%	95%	100%	100%	100%	95%
Significance	Individualization	94%	83%	72%	72%	94%	94%
Significance	Input	94%	88%	100%	100%	100%	94%
Significance	Intellection	100%	91%	100%	100%	100%	95%
Significance	Learner	95%	95%	100%	95%	95%	100%
Significance	Maximizer	89%	95%	95%	95%	95%	100%
Significance	Positivity	96%	100%	100%	100%	100%	100%
Significance	Relator	90%	85%	70%	75%	80%	85%
Significance	Responsibility	91%	91%	70%	96%	74%	96%
Significance	Restorative	100%	100%	100%	100%	100%	100%
Significance	Self-Assurance	67%	79%	75%	75%	71%	83%
Significance	Strategic	100%	94%	100%	100%	94%	94%
Significance	Woo	100%	95%	100%	100%	100%	95%

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Pairwise Cluster Analyses for Strategic, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Strategic	Achiever	90%	90%	90%	90%	80%	80%
Strategic	Activator	91%	82%	91%	82%	91%	82%
Strategic	Adaptability	100%	100%	100%	100%	100%	100%
Strategic	Analytical	100%	100%	93%	93%	80%	87%
Strategic	Arranger	88%	94%	88%	100%	88%	82%
Strategic	Belief	93%	93%	87%	93%	100%	87%
Strategic	Command	85%	85%	85%	92%	92%	85%
Strategic	Communication	100%	100%	100%	100%	100%	100%
Strategic	Competition	100%	82%	82%	91%	91%	100%
Strategic	Connectedness	100%	100%	83%	83%	75%	92%
Strategic	Consistency	100%	100%	100%	100%	100%	100%
Strategic	Context	100%	100%	100%	100%	100%	100%
Strategic	Deliberative	100%	100%	100%	100%	100%	100%
Strategic	Developer	100%	100%	100%	86%	100%	100%
Strategic	Discipline	94%	100%	94%	100%	100%	100%
Strategic	Empathy	90%	100%	100%	100%	90%	100%
Strategic	Focus	94%	94%	94%	100%	94%	94%
Strategic	Futuristic	100%	100%	100%	100%	91%	91%
Strategic	Harmony	100%	100%	100%	100%	100%	100%
Strategic	Ideation	82%	82%	82%	82%	91%	82%
Strategic	Includer	100%	100%	100%	100%	100%	91%
Strategic	Individualization	100%	90%	90%	100%	90%	90%
Strategic	Input	78%	100%	100%	100%	89%	78%
Strategic	Intellection	100%	93%	93%	93%	93%	100%
Strategic	Learner	100%	92%	92%	100%	92%	92%
Strategic	Maximizer	82%	91%	91%	91%	91%	82%
Strategic	Positivity	94%	94%	94%	100%	88%	94%
Strategic	Relator	92%	83%	75%	92%	83%	83%
Strategic	Responsibility	93%	93%	93%	87%	87%	93%
Strategic	Restorative	100%	100%	100%	100%	100%	100%
Strategic	Self-Assurance	82%	71%	94%	88%	94%	88%
Strategic	Significance	100%	94%	100%	100%	94%	94%
Strategic	Woo	85%	85%	85%	100%	92%	77%

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Pairwise Cluster Analyses for Woo, by Language

n = Polish: 3,599 | Portuguese-BR: 5,471 | Spanish-LA: 6,483 | Spanish-EU: 1,635
Swedish: 1,248 | Thai: 4,466

Theme 1	Theme 2	Polish	Portuguese-BR	Spanish-LA	Spanish-EU	Swedish	Thai
Woo	Achiever	100%	100%	100%	100%	100%	87%
Woo	Activator	69%	88%	94%	69%	88%	88%
Woo	Adaptability	100%	100%	100%	100%	94%	100%
Woo	Analytical	100%	100%	100%	100%	100%	90%
Woo	Arranger	100%	95%	100%	95%	95%	91%
Woo	Belief	80%	100%	100%	95%	95%	100%
Woo	Command	94%	94%	94%	94%	89%	89%
Woo	Communication	87%	73%	80%	80%	73%	73%
Woo	Competition	100%	100%	100%	100%	100%	100%
Woo	Connectedness	94%	100%	100%	100%	100%	100%
Woo	Consistency	100%	100%	88%	100%	100%	100%
Woo	Context	100%	100%	100%	100%	100%	100%
Woo	Deliberative	100%	100%	100%	100%	100%	100%
Woo	Developer	95%	100%	100%	100%	100%	100%
Woo	Discipline	96%	100%	96%	96%	100%	91%
Woo	Empathy	100%	100%	100%	100%	87%	100%
Woo	Focus	100%	100%	100%	100%	100%	90%
Woo	Futuristic	100%	94%	94%	76%	100%	88%
Woo	Harmony	100%	100%	93%	100%	100%	100%
Woo	Ideation	94%	94%	94%	94%	94%	100%
Woo	Includer	87%	87%	87%	87%	80%	80%
Woo	Individualization	100%	87%	93%	100%	100%	87%
Woo	Input	100%	100%	100%	100%	100%	100%
Woo	Intellection	100%	100%	100%	100%	100%	100%
Woo	Learner	100%	100%	100%	100%	100%	100%
Woo	Maximizer	94%	94%	100%	94%	94%	100%
Woo	Positivity	78%	83%	87%	83%	72%	83%
Woo	Relator	100%	100%	100%	100%	94%	94%
Woo	Responsibility	100%	100%	100%	90%	95%	95%
Woo	Restorative	100%	100%	100%	100%	100%	100%
Woo	Self-Assurance	91%	91%	95%	95%	100%	86%
Woo	Significance	100%	95%	100%	100%	100%	95%
Woo	Strategic	85%	85%	85%	100%	92%	77%

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Appendix E: Cybersecurity and Data Privacy

Gallup maintains comprehensive and privacy-focused data policies governing the collection, storage, use, and retention of CliftonStrengths® assessment data. New privacy legislation is introduced every year and Gallup is responsible for evaluating all new laws for applicability to CliftonStrengths®. From GDPR to CCPA, Gallup has taken steps to properly ensure that data are protected and data subjects to whom the laws are applicable are properly covered. Gallup's commitment to its users and their data rights is clearly stated in Gallup's Privacy Policy and linked at the bottom of each Gallup web page.

How Gallup Protects Your Data

CliftonStrengths data belong to the individual respondent. Gallup centrally manages its global IT infrastructure from a secure facility located in Omaha, Nebraska, U.S., using both automated and manual processes and monitors it 24 hours a day, 7 days a week. For granular segregation of its network, Gallup maintains multiple layers of firewalls and security groups. Gallup also uses stateful inspection firewall technology that only allows necessary traffic into and out of its system. Preventative, detective, and administrative security controls are in place to ensure the confidentiality, integrity and availability of client data. Gallup's security team comprises professionals with decades of combined experience in cybersecurity and privacy. Personnel hold multiple certifications, including Certified Information Systems Security Professional (CISSP), Certified Information Systems Auditor (CISA), Certified Information Security Manager (CISM) and various GIAC certifications.

Gallup undergoes annual audits (ISO 27001, ISO 27701 and SOC 2) of its information security management system (ISMS) and privacy information management system (PIMS) to ensure all information security and data privacy protections are in place and functioning as described.

- ISO 27001:2013 is an internationally recognized information security standard for the establishment and certification of an information security management system (ISMS). The standard specifies the requirements for implementing a continuous monitoring program with adequate security controls.
- The SOC 2, Type 2 audit report provides detailed information and assurance about Gallup's security and confidentiality controls based on its compliance with the American Institute of Certified Public Accountants (AICPA) Trust Services Criteria (TSC).
- ISO 27701:2019, the first globally recognized privacy certification, is the privacy extension to ISO 27001. ISO 27701 builds on the same information security controls and objectives associated with the collection and processing of personally identifiable information (PII) and other types of personal data consistent with the General Data Protection Regulation (GDPR), California Consumer Privacy Act (CCPA) and other data privacy requirements.

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Preventive and Detective Controls

- Gallup encrypts all data at rest using industry-standard encryption algorithms.
- Gallup stores all sensitive data, encrypted using FIPS 140-2-compliant algorithms.
- Web services include a redundant boundary, DMZ firewalls and load balancers to protect all information assets.
- Rigorous compliance with international privacy and AI ethics standards.
- A default "deny-all" firewall policy controls inbound and outbound traffic, with only required IP addresses and ports open.
- Multifactor authentication is required internally for interactive administrator logins to critical servers hosting sensitive data.
- Multifactor authentication is required for all external logins.
- Gallup web services and applications enforce HTTPS using TLS 1.2 and 1.3.
- All Gallup web applications include input validation, output encoding and other OWASP Top 10 best practices to protect against vulnerabilities.
- An AWS Web Application Firewall is deployed in front of all web applications and APIs to protect against core application layer vulnerabilities. In addition, IP reputation and threat intelligence services are used to prevent known attacks.
- There is 24/7, third-party live monitoring of attempted intrusions on all Gallup servers and workstations.

Data Retention

- Client users remain in the system as long as the client relationship is active.
- Consumer data are typically retained for 3 years following their last engagement.
- Anonymized datasets are maintained indefinitely for research and validation purposes

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