**Includer**

People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

I am (being) ➔ aware of exclusion and understand its repercussions
I will (doing) ➔ shrink the gap between the haves and have-nots
I bring (contribution) ➔ a high level of tolerance with and acceptance of diversity
I need (requirement) ➔ room for everyone
I love (value) ➔ assimilation and integration
I hate (value) ➔ cliques
Metaphor/Image ➔ cliques are breeding grounds for clichéd thinking
Barrier Label ➔ indiscriminate

**Theme Contrast**

**Includer:** I work for the acceptance of those on the outside
**Harmony:** I work for the agreement of those on the inside
**Includer:** Be indiscriminately accepting of all who are on the bus
**Maximizer:** Be discriminatingly selective about who gets on the bus

---

**Career Development Tips**

- Interview people who are currently in jobs that interest you in an Informational Interview. Shadow them to see what they really do day in and day out. This personal interaction with people in careers you are considering can help you sort out the best option.
- Make the most of your willingness to include outside sources by talking to someone in your college’s Career Services office about your interests and what you are passionate about. Talking things through with a knowledgeable counselor can give you confidence in exploring the possibilities.
- Environments where you can play a welcoming role, such as orienting new employees or recruiting minority staff, can allow your Includer talents to flourish.
- Working with a group that is not always included by others, such as physically or mentally challenged children, will allow you to use your talents to help others feel better about themselves.
- Environments that encourage teamwork and foster social interaction and integration will bring out your best.
- Talk to youth workers, occupational therapists, social workers, special education teachers, and missionaries to learn what they find most rewarding about their work.

---

**General Academic Life Tips**

- In small groups in class, try to get each student to participate. Ask him or her for opinions.
- Ask shy people to walk to class with you.
- Research people of different cultures in your community. Get involved the U’s Multicultural Center for Academic Excellence (MCAE). Invite some of these people to attend a community or university event with you.
- Attend lectures or speeches by guest speakers of different nationalities. Introduce yourself to others attending the sessions, drawing them into a conversation with you.

**Extracurricular Activities**

- Your ability to help others feel like part of the group will make you a valuable member of student organizations and service groups. Look for these groups at the Student Union & Activities webpage.
- Help tutor those who do not have the social or economic privileges you have through the library’s SMART Learning Commons. Develop or participate in programs that promote diversity.
- Volunteer to help with a cause such as Special Olympics.
- Study underprivileged people groups through the Higher Education Consortium for Urban Affairs (HECUA).

---

Adapted from materials from Gallup, Inc. Clifton StrengthsFinder®, StrengthsFinder®, and each of the 34 Clifton StrengthsFinder theme names are trademarks of Gallup, Inc.