



# CliftonStrengths® Top 5 for اثير سالم محمد العنزي

This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

## 1. Consistency®

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

## 2. Significance®

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

## 3. Activator®

You can make things happen by turning thoughts into action. You want to do things now, rather than simply talk about them.

## 4. Responsibility®

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

## 5. Discipline®

You enjoy routine and structure. Your world is best described by the order you create.

■ **EXECUTING** themes help you make things happen.

■ **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

■ **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

■ **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Consistency
- 2. Significance
- 3. Activator
- 4. Responsibility
- 5. Discipline

## You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

### What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

#### EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

#### INFLUENCING

- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

#### RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

#### STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



## EXECUTING

# 1. Consistency®

### What Is Consistency?

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter their situation, so the scales do not tip too far in any person's favor. People with strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. In this setting, people have a fair chance to show their worth.

## Why Your Consistency Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

### Consistency

### Significance

### Activator

### Responsibility

### Discipline

Instinctively, you like systems or rules because they produce uniform, consistent, and predictable results every time. This is especially useful when individuals must perform the same task in the same way over and over again. Being an organized thinker, you are apt to lead others through step-by-step presentations about processes or regulations.

Because of your strengths, you may be thrilled when people acknowledge your practical, realistic, and straightforward thinking style. They might rely on you to deal evenhandedly with everyone involved in a project. Maybe they realize you can keep misunderstandings to a minimum. Perhaps you feel good when you help your teammates, coworkers, classmates, friends, or family members behave respectfully and work cooperatively.

Chances are good that you make a special point of telling individuals about your systems for planning, working, studying, organizing, or shopping. You probably have found it is helpful to let others know about your habits. Then they can understand why you insist on doing things the same way. In addition, people are less likely to "step on your toes" — that is, interfere with or offend you.

By nature, you sense that you are already being as productive as you can be. You are meticulous — that is, you carefully and thoroughly consider all the details — when designing methods for managing your commonplace assignments. As a result, you probably can handle recurring tasks quite efficiently. Your well-defined tactics enable you to wisely use your time, energy, effort, and talents.

It's very likely that you feel excited about life once you have established and fine-tuned various procedures. These processes permit you to easily handle repetitious professional duties, academic assignments, or everyday chores.



**1. Consistency**

2. Significance

3. Activator

4. Responsibility

5. Discipline

## How Consistency Blends With Your Other Top Five Strengths

### CONSISTENCY + SIGNIFICANCE

You follow the appropriate rules and regulations, and that has a positive impact on your public image.

### CONSISTENCY + ACTIVATOR

Your initiative gets a group started. Your process orientation keeps it functioning at a high level of efficiency.

### CONSISTENCY + RESPONSIBILITY

You want to do things right and do the right things. This is more likely to happen when you have clear rules to follow.

### CONSISTENCY + DISCIPLINE

You personally need routine and structure to help you be efficient, and your groups need rules and systems to be efficient.

## Apply Your Consistency to Succeed

### Clarify rules or procedures that everyone can follow to get more done.

- Look for things that others might ignore. Create a standard way to ensure that these things are not lost in the shuffle and become something predictable and fair.
- Establish a routine to get things done. Your ability to create a standard approach to getting things done can help alleviate the stress of things that could otherwise become frustrating for you or others.



## INFLUENCING

# 2. Significance®

### What Is Significance?

People with strong Significance talents want others to see their worth. They want people to recognize, hear and value them. Particularly, they want others to know and appreciate them for their unique strengths. They want people to view their contributions as substantial, powerful and significant. Their intense yearning for others to recognize them motivates them away from the mediocre and toward the exceptional.

## Why Your Significance Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Consistency

**Significance**

Activator

Responsibility

Discipline

Instinctively, you crave positions in which you can channel your energy and creativity into activities that distinguish you from others. Because you trust your judgment and your abilities, it is imperative that your work be both invigorating and challenging. You want it to be a vital expression of who you are.

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

Chances are good that you routinely choose the company of people who exhibit a sound work ethic and produce excellent results. You likely intervene before they discount their accomplishments. You probably realize you can influence individuals to think much better of themselves.

Because of your strengths, you urge and prod people to settle for nothing less than great accomplishments. You have a reputation for drawing out individuals' finest work. When timid or risk-adverse people rise to your standards of excellence, you know they would not have performed as brilliantly if you had not been there to influence them.

It's very likely that you periodically surprise yourself and others by referring to a relatively obscure fact or insight you found in a book. Maybe you are delighted when something you filed in your memory or documented expands your own as well as your colleagues' thinking. You might bring to conversations the major thoughts of writers, researchers, historians, policymakers, common folks, or prestigious leaders. Possibly reading is your ticket of admission to some interesting discussions.



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## How Significance Blends With Your Other Top Five Strengths

### **SIGNIFICANCE + CONSISTENCY**

You follow the appropriate rules and regulations, and that has a positive impact on your public image.

### **SIGNIFICANCE + ACTIVATOR**

No one has ever succeeded without taking the first step. That is why you are always pushing others to get started.

### **SIGNIFICANCE + RESPONSIBILITY**

You are driven to earn respect through your dependable service and admiration through your outstanding performance.

### **SIGNIFICANCE + DISCIPLINE**

You strive to bring order to your world because you prefer it and because you care about the image you project to others.

## Apply Your Significance to Succeed

### **Make a list of goals that will inspire you.**

- Think about your strengths as you write down your goals. Use this list to think about how your goals and strengths can make the world a better place and how you want others to acknowledge them.
- Keep in mind your desire to influence people, groups and society in a substantial way. This understanding will guide you in identifying goals that align with your aspirations.



## INFLUENCING

# 3. Activator®

### What Is Activator?

“When can we start?” This is a recurring question for Activators. People with strong Activator talents are impatient for action. They may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down they know that only action is real. Once a decision is made, they must act. Others may worry that “there are still some things we don’t know,” but this doesn’t seem to slow Activators down. They make a decision, take action, look at the result and learn. The bottom line is this: Activators know they will be judged not by what they say or what they think, but by what they get done. This does not frighten them. It energizes them.

## Why Your Activator Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Consistency

Significance

**Activator**

Responsibility

Discipline

Because of your strengths, you openly admit that you participate in friendly rivalries for fun. Perhaps you are comfortable letting people know what you do and do not value.

Driven by your talents, you may need to identify every part or step of tasks, plans, processes, mechanisms, or tactics to understand them. When you grasp the basics, you might quickly move into action.

Chances are good that you purposely interject highly technical language into your conversations — language that may be understood by a limited number of people. Your vocabulary, in and of itself, tends to alert listeners that your ideas and opinions carry extra weight. Simply put: Your air of authority causes individuals to take quite seriously whatever you tell them.

By nature, you quiet outspoken people with your quick and clever thinking. You rely on facts and reason to support your ideas. Many individuals choose to submit to whatever you tell them to do. Few dare to resist and ignore your orders. Frequently your mental agility overpowers people who traditionally like to take charge.

It’s very likely that you generate enthusiasm so people become as eager as you are to transform an idea into something tangible. You are energized, not paralyzed, by opportunities and possibilities.



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## How Activator Blends With Your Other Top Five Strengths

### ACTIVATOR + CONSISTENCY

Your initiative gets a group started. Your process orientation keeps it functioning at a high level of efficiency.

### ACTIVATOR + SIGNIFICANCE

No one has ever succeeded without taking the first step. That is why you are always pushing others to get started.

### ACTIVATOR + RESPONSIBILITY

You often make a commitment before anyone asks for it, and you strive to honor your commitments as quickly as possible.

### ACTIVATOR + DISCIPLINE

You act quickly, but your actions are never haphazard or disorganized. Your initiative is predictable and precise.

## Apply Your Activator to Succeed

**Be the person who helps others take action to succeed.**

- When you see someone do something excellent, tell them right away. This positive reinforcement of their actions can help motivate them to repeat what they did.
- Remember that not everyone is as ready as you are to jump into action. Make sure those around you are prepared to act so they can meet your energy with excitement instead of fear.



## EXECUTING

## 4. Responsibility®

### What Is Responsibility?

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

### Why Your Responsibility Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Consistency

Significance

Activator

Responsibility

Discipline

Instinctively, you sometimes feel twinges of guilt when certain tasks are done carelessly. Perhaps you want to be associated with quality. You might be disappointed in yourself when you compromise some of your beliefs about right and wrong.

It's very likely that you are hardwired to check and double check what you do and what you are accountable for doing. You probably want to make sure everything is done right. You automatically identify areas where you need to upgrade your skills for creating structure or putting things in order.

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

By nature, you are an individual performer who wants to be held accountable for your results. Why? You generally accomplish more when high expectations are established. You probably set these high expectations for yourself when no one else does.

Because of your strengths, you may strive to be a dependable person. Maybe you please people by being reliable. You might enjoy assuming accountability for certain tasks, projects, assignments, or commitments. Perhaps you accept these additional duties without making a fuss.



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## How Responsibility Blends With Your Other Top Five Strengths

### RESPONSIBILITY + CONSISTENCY

You want to do things right and do the right things. This is more likely to happen when you have clear rules to follow.

### RESPONSIBILITY + SIGNIFICANCE

You are driven to earn respect through your dependable service and admiration through your outstanding performance.

### RESPONSIBILITY + ACTIVATOR

You often make a commitment before anyone asks for it, and you strive to honor your commitments as quickly as possible.

### RESPONSIBILITY + DISCIPLINE

You love to use calendars and spreadsheets to make sure that you carry out your plans and meet your commitments to others.

## Apply Your Responsibility to Succeed

### Be selective about what you agree to take on.

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



## EXECUTING

# 5. Discipline®

### What Is Discipline?

People with strong Discipline talents thrive in an organized and orderly environment. They like their days to be predictable and planned, so they instinctively find ways to organize their lives. They set up routines. They focus on timelines and deadlines. They break long-term projects into a series of specific, short-term steps and follow their plan diligently. They are not necessarily neat and tidy, but they do need precision. They create order and structure where needed. Some people may label the highly disciplined as compulsive, meticulous or control freaks, but these attributes make them productive — often more so than their critics.

## Why Your Discipline Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Consistency

Significance

Activator

Responsibility

**Discipline**

Instinctively, you accomplish more as an individual when you establish weekly production and/or performance targets. These near-term goals force you to concentrate on your priorities. They prevent you from wasting time on unrelated projects. They even give you a reason to excuse yourself from conversations or activities with coworkers, friends, family members, teammates, or classmates. You often tell people you need to be alone when you work or study.

It's very likely that you target weekly performance goals for yourself. You probably list everything you must do to reach each objective by week's end. Whenever you take time to break down assignments, they become less difficult and more manageable.

Because of your strengths, you establish a plan with specific and measurable performance targets for yourself each week.

By nature, you feel in control of your final scores, outcomes, and overall performance when you first outline a detailed action plan. Timelines and deadlines probably are very important to you. Your attention to the little things tells people you are quite serious about being "number one."

Driven by your talents, you automatically feel much better about life when you can outline all the steps of a task, procedure, or event. Many people are apt to appreciate your highly organized and methodical work style.



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## How Discipline Blends With Your Other Top Five Strengths

### **DISCIPLINE + CONSISTENCY**

You personally need routine and structure to help you be efficient, and your groups need rules and systems to be efficient.

### **DISCIPLINE + SIGNIFICANCE**

You strive to bring order to your world because you prefer it and because you care about the image you project to others.

### **DISCIPLINE + ACTIVATOR**

You act quickly, but your actions are never haphazard or disorganized. Your initiative is predictable and precise.

### **DISCIPLINE + RESPONSIBILITY**

You love to use calendars and spreadsheets to make sure that you carry out your plans and meet your commitments to others.

## Apply Your Discipline to Succeed

**Look for places where you can bring structure and efficiency.**

- Identify places in your life, workplace or community where you can create an orderly environment. Doing this will bring you joy while supporting those around you.
- Engage in planned conversations with your most trusted friends and partners. Creating a routine with them ensures that your relationships stay strong in a constantly changing world.

## What's Next?

Take these steps to start unlocking your full potential using your CliftonStrengths.



### Learn to Use Your Dominant Strengths

Read about each of your top five CliftonStrengths in this report and reflect:

- What did you read that **inspires** you?
- What did you read that **surprises** you?
- What did you read that **excites** you?
- What did you read that **challenges** you?

**Click [here](#) or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:**

#### Name It

- Pick one of your top CliftonStrengths.
- List the words or phrases you read about this strength that resonate strongly with you.

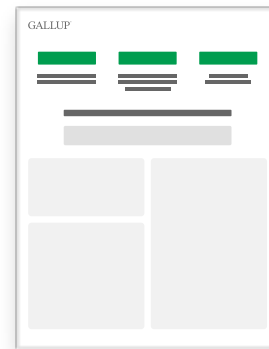
#### Claim It

- When has this strength helped you be successful in the past?
- How does this strength help you be successful in your role?

#### Aim It

- In what two ways could you start using this strength more intentionally right away?

Hint: Read the action items in this report and on your [my.gallup.com](https://my.gallup.com) dashboard for ideas.



[Click to View Activity](#)



### Use Your Resources in Gallup® Access



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

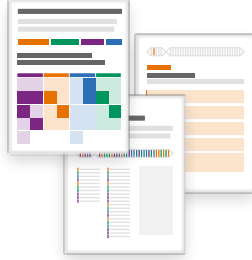
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.



## Explore All 34 of Your CliftonStrengths®

Already have your CliftonStrengths 34 report? Great! Take some time to explore your full results.



**If you don't have it yet, [click here](#) or scan the QR code to learn how your CliftonStrengths 34 report can help you:**

- reveal your complete talent profile of 34 CliftonStrengths
- learn how to use your top 10 CliftonStrengths to set and achieve goals
- navigate your 11-34 CliftonStrengths, including understanding and managing weaknesses

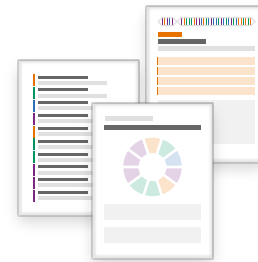


## Apply Your CliftonStrengths® in Specific Roles

Take time to explore any role-based CliftonStrengths reports you already have.

**If you don't have any, [click here](#) or scan the QR code to browse a range of reports tailored to specific roles and responsibilities.**

We offer a suite of reports designed to help you use your CliftonStrengths to excel in various areas, whether it's in management, leadership or even as a student.



## Engage in a Conversation About Your CliftonStrengths®



Share your CliftonStrengths results with the people closest to you, including your family, friends, coworkers and teammates.

Spend time talking about your CliftonStrengths with a coach, manager, mentor or adviser — someone invested in your personal and professional development.

**[Click here](#) or scan the QR code for helpful ways to share and discuss your CliftonStrengths with others.**

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