



CliftonStrengths® Top 5 for Asseel Alanazi

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. Harmony®

You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.

2. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

3. Intellection®

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

4. 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.

5. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and derive satisfaction from evidence of progress.

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

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

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

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



- 1. Harmony
- 2. Restorative
- 3. Intellection
- 4. Significance
- 5. Developer

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



RELATIONSHIP BUILDING

1. Harmony®

What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

Why Your Harmony Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Restorative

Intellection

Significance

Developer

It's very likely that you are uncomfortable with errors, and you are determined to avoid the discord that can result from mistakes. You will check and recheck projects or processes to make sure they are flawless.

Chances are good that you are relieved and calm when teamwork progresses without obstacles. You love the feeling of camaraderie between you and your partners when your results feel effortless.

Driven by your talents, you periodically reject impractical rules, processes, schedules, itineraries, or agendas. To some degree, you see yourself as a realist. Thus, you might opt to do what works and avoid razzle-dazzle action plans — that is, showy, complex, or confusing maneuvers. Perhaps your straightforward and easy-to-follow steps, requirements, or due dates provide individuals who perform certain types of tasks with an equal opportunity to succeed.

Instinctively, you periodically go out of your way to generate laughter and merriment by amusing specific people with stories, jokes, or comical actions. When individuals' spirits are lifted, perhaps they have an easier time getting along or cooperating with one another. Having a little bit of fun may not strike you as silly at all. Although you are practical and realistic, you sometimes understand that human beings need to experience moments of exuberance — that is, unrestrained happiness and delight.

By nature, you have acquired the qualifications to work and practice in distinctive fields. Being an expert, you understand the importance of calling on other specialists. You recognize when you need their help to pinpoint the proper course of action and the correct response.



- 1. Harmony
- 2. Restorative
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- 4. Significance
- 5. Developer

How Harmony Blends With Your Other Top Five Strengths

HARMONY + RESTORATIVE

Problems are normal in life, so they don't upset you. Your practical, even-keeled approach calms others and promotes peace.

HARMONY + INTELLECTION

When you're alone, you think deeply and philosophically. When you're with others, your actions and interactions promote peace and practicality.

HARMONY + SIGNIFICANCE

You are willing to play a visible and vocal role in a group to reduce tensions and facilitate cooperation.

HARMONY + DEVELOPER

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

Apply Your Harmony to Succeed

Help others manage conflict.

- Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.



EXECUTING

2. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Restorative

Intellection

Significance

Developer

By nature, you see yourself as a fine trainer and instructor. You naturally seek new and better ways to broaden the knowledge base and skills of those you educate. You tend to help your students — the young and the not-so-young — conquer their weaknesses and overcome their failures.

Because of your strengths, you are the team member who reflects on what you could or should have done better. Assessing what you did wrong, what you might have done differently, or what resources you needed to succeed often prevents you from making the same mistakes in the future.

Driven by your talents, you traditionally figure out what you need to do better by evaluating data, evidence, or facts.

Chances are good that you generally express your dissatisfaction when you see there is an opportunity to make someone or something better. You are not inclined to ignore these matters and hope they fix themselves.

Instinctively, you usually have more innovative ideas or original suggestions than others in the group. You are delighted to participate in forums where you can present your creative concepts. Others are likely to share your desire to improve things. This explains why many individuals welcome your suggestions.



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- 2. Restorative**
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How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + HARMONY

Problems are normal in life, so they don't upset you. Your practical, even-keeled approach calms others and promotes peace.

RESTORATIVE + INTELLECTION

Your first response to a problem is to retreat and reflect. Silence and solitude are your breeding ground for solutions.

RESTORATIVE + SIGNIFICANCE

You love to solve public problems because they have an audience. You perform better when someone is watching you.

RESTORATIVE + DEVELOPER

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.



STRATEGIC THINKING

3. Intellection®

What Is Intellection?

People with strong Intellection talents like to think. They like mental activity. They like to exercise the “muscles” of their brain, stretching them in multiple directions. This need for mental activity may be focused; for example, they may be trying to solve a problem, develop an idea or understand another person’s feelings. The exact focus will depend on their other strengths. The theme of Intellection does not dictate what these people are thinking about; it simply describes that they like to think. They like to let their thoughts go in many directions. People with strong Intellection talents are introspective. This introspection gives them time to reflect and ponder. Wherever it leads them, their mental hum is a constant in their lives.

Why Your Intellection Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Restorative

Intellection

Significance

Developer

By nature, you frequently challenge your own thinking. You enjoy having time to yourself to process ideas and identify areas where you can make things better. Often you consider upgrading your environment and the people with whom you associate. You are just as likely to consider things you need to perfect. These may include, but not be limited to, your talents, personal characteristics, studies, career, productivity, progress, or projects.

Because of your strengths, you tend to feel content with yourself and life in general when you are encouraged to reflect on your experiences, examine intriguing ideas, or scrutinize new theories.

Chances are good that you may select unusual words to describe your ideas or feelings. Perhaps your extensive vocabulary allows you to capture people’s interest.

It’s very likely that you may enjoy reading, as it gives you some topics to talk about other than yourself. You might prefer to discuss specific kinds of ideas rather than delve — that is, make a detailed search for information — into your own or another’s personal life.

Instinctively, you derive much pleasure from conversing with people who value history. You are intrigued by the varied philosophical views these experts have concerning the causes of events and the behavior of historic figures.



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How Intellection Blends With Your Other Top Five Strengths

INTELLECTION + HARMONY

When you're alone, you think deeply and philosophically. When you're with others, your actions and interactions promote peace and practicality.

INTELLECTION + RESTORATIVE

Your first response to a problem is to retreat and reflect. Silence and solitude are your breeding ground for solutions.

INTELLECTION + SIGNIFICANCE

Your thoughts get clearer when you think privately and also when you express them publicly so they can be scrutinized.

INTELLECTION + DEVELOPER

Solitude and deep reflection often help prepare you to invest in another's growth.

Apply Your Intellection to Succeed

Make time to think by yourself and with others.

- Set aside a few minutes every day just to think. Doing this refines your ideas and sharpens your thinking.
- Identify topics that fascinate you and find a like-minded person to explore them with. Spend time delving into these topics with this person to stimulate your thinking even further.



INFLUENCING

4. 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.

Harmony

Restorative

Intellection

Significance

Developer

By nature, you intend to govern events and manage activities. You want to be in charge of your life. You frequently pause to think about what you need to upgrade or perfect. You consistently generate good ideas for doing things better.

Instinctively, you may easily approve of people who are quite unusual or different from the majority of people. They, like you, might be driven to distinguish themselves from the crowd. Perhaps you want specific individuals to notice your work ethic and reward your productivity. This partially explains why you avoid teaming with people who may be lazy or unmotivated.

Driven by your talents, you make a point of reading books, articles, or Internet sites to win the approval of others. When you acquire knowledge about topics and issues that interest people, they often welcome you into their circle of friends, family, associates, or acquaintances.

Because of your strengths, 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.

Chances are good that you sometimes delight in helping your teammates experience victory. Maybe you challenge them to think and behave like winners. Perhaps you insist that they expect the best of themselves and one another. These are a few ways you contribute to your group's overall accomplishments or mental well-being.



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- 5. Developer

How Significance Blends With Your Other Top Five Strengths

SIGNIFICANCE + **HARMONY**

You are willing to play a visible and vocal role in a group to reduce tensions and facilitate cooperation.

SIGNIFICANCE + **RESTORATIVE**

You love to solve public problems because they have an audience. You perform better when someone is watching you.

SIGNIFICANCE + **INTELLECTION**

Your thoughts get clearer when you think privately and also when you express them publicly so they can be scrutinized.

SIGNIFICANCE + **DEVELOPER**

You have a strong desire to help those in critical and visible roles achieve greater success and impact.

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.



RELATIONSHIP BUILDING

5. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others' capacity to change for the better, and they are drawn to people for this reason. Being part of another person's development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

Why Your Developer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Restorative

Intellection

Significance

Developer

It's very likely that you introduce individuals to highly technical or specialized fields by instructing them in the language used by experts. You help people add intricate, elaborate, or hard-to-understand words to their vocabularies. Once trainees have mastered key terms and phrases, they are prepared to delve into the subject. As you share your knowledge with others, you probably gain new insights and make unexpected discoveries. This aspect of training delights you.

Instinctively, you may raise the spirits of people by putting aside what you are doing and giving them your undivided attention. Perhaps you repeat some of the key ideas or questions they voiced, even when it takes some work.

Because of your strengths, you have little need to draw attention to yourself and your accomplishments. Instead, you lavish compliments on your associates. You support them and their projects with your words and deeds. You are more likely to acknowledge the talents and contributions of easygoing individuals who refuse to take themselves too seriously.

Chances are good that you desire to leave behind a legacy of great value and worth. In the end, you want your life to have mattered. For this reason, you are impelled to make a meaningful and lasting impact on the planet or people's lives. Often you urge individuals to do their part in making the world, or at least their little corner of it, a better place for all living things.

By nature, you are very fond of and devoted to the people in your life. You thrive when individuals reciprocate — that is, return — your feelings of warmth and affection.



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How Developer Blends With Your Other Top Five Strengths

DEVELOPER + HARMONY

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

DEVELOPER + RESTORATIVE

When others have a problem that hinders their growth, you enjoy helping them solve it so they can resume their progress.

DEVELOPER + INTELLECTION

Solitude and deep reflection often help prepare you to invest in another's growth.

DEVELOPER + SIGNIFICANCE

You have a strong desire to help those in critical and visible roles achieve greater success and impact.

Apply Your Developer to Succeed

Support others' progress by sharing with them what you notice.

- Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.

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.

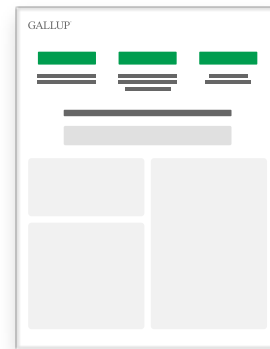
Claim It

- 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 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.

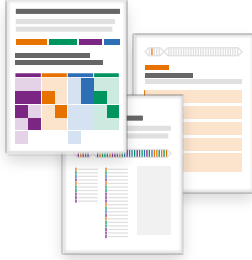
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

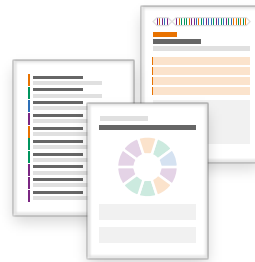


Apply Your CliftonStrengths® in Specific Roles

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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