



# CliftonStrengths® Top 5 for انوار سلطان



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. Deliberative®

You are best described by the serious care you take in making decisions or choices. You anticipate obstacles.

## 2. Harmony®

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

## 3. Arranger®

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

## 4. Individualization®

You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.

## 5. 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.

**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. Deliberative
- 2. Harmony
- 3. Arranger
- 4. Individualization
- 5. Consistency

## 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. Deliberative®

### What Is Deliberative?

People with strong Deliberative talents are careful and vigilant. Everything may seem in order, but beneath the surface, they sense many risks. Rather than avoiding these hazards, they draw them out into the open so they can identify, assess and ultimately reduce each risk. Thus, those with strong Deliberative talents bring a thorough and conscientious approach to making decisions. They take care to consider options, thinking through the pros and cons of each alternative. To them, making the correct choice is more important than the time it takes to do so. They see life as something of a minefield. Others may run through it recklessly if they so choose, but those with Deliberative talents take a different approach. They identify the dangers, weigh these risks' relative effect and then place their feet deliberately. They walk with care.

## Why Your Deliberative Is Unique

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

### Deliberative

### Harmony

### Arranger

### Individualization

### Consistency

By nature, you ponder your decisions rather than react without thinking through things. You weigh the possible ramifications, consequences, outcomes, and effects. You aim to understand the basic "whys" and "hows" of a situation, problem, or opportunity. People trust you to be cautious. They expect you to raise important issues that require further consideration.

Chances are good that you generally present yourself to others as a no-nonsense person. People soon figure out you prefer to work or study by yourself.

Instinctively, you are a no-nonsense person. People generally notice that you carefully think through things before taking action. Many have watched you break down an idea into its basic parts. Others have seen you dissect a process into its steps. You tend to be quite businesslike. Even so, many individuals appreciate your cheerfulness, liveliness, and optimism about life.

Driven by your talents, you may be somewhat reserved. Perhaps your preference for privacy means you work or study alone. Maybe some people realize you dislike being interrupted when you have to meet a deadline or reach a goal.

It's very likely that you may feel pleased with life when people respect your need to be alone. You might place a high value on not telling others about your personal finances, decisions, or thoughts. Some of your coworkers, classmates, teammates, family members, or friends might say you know more about their lives than they know about yours. Perhaps these relationships last longer than those involving individuals who probe for information you prefer to keep to yourself.



- 1. **Deliberative**
- 2. Harmony
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## How Deliberative Blends With Your Other Top Five Strengths

### **DELIBERATIVE + HARMONY**

You improve collaboration by anticipating and avoiding issues that create unproductive emotional tension and friction.

### **DELIBERATIVE + ARRANGER**

Always on the lookout for potential problems, you are quite careful when you coordinate the efforts of others.

### **DELIBERATIVE + INDIVIDUALIZATION**

As a cautious customizer, you clearly understand the nature of each person and exercise restraint because of possible risk.

### **DELIBERATIVE + CONSISTENCY**

You manage the risks in your life by anticipating potential problems and by adhering to standard operating procedures.

## Apply Your Deliberative to Succeed

**Take time to assess each situation — then act.**

- Set aside time each day for yourself. Your thoughtful approach when considering options gives you the foresight to make wise decisions
- Think through the advantages and disadvantages when making important choices. To you, making the correct choice is more important than the time it takes to analyze the alternatives.



## RELATIONSHIP BUILDING

# 2. 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.*

Deliberative

Harmony

Arranger

Individualization

Consistency

Instinctively, you may be attracted to situations where you can work on certain types of projects and produce quality results. Nonetheless, you may be a realist. When there are standard operating procedures, policies, deadlines, or rules to be followed by everyone, you try to adhere to them. Perhaps you are unwilling to ask that an exception be made just for you. Actually, you might become irritated with people who demand special treatment.

By nature, you can be very attentive to what people tell you. Maybe this explains why you are sometimes particularly knowledgeable about the thoughts or feelings of others. You are sometimes intent on giving equal attention to every speaker, not just those you like or those who share your interests. Perhaps your understanding of particular individuals or situations is greater than that of nonstop talkers.

Chances are good that you sometimes recognize that certain individuals appreciate your practical, straightforward, or realistic way of thinking. Perhaps you enjoy coming to the aid of people who value the fact that you treat them evenhandedly — that is, the same.

Because of your strengths, you occasionally make individuals feel valued, accomplished, or appreciated. You may be objective. Certain people know you have an awareness of things as they actually are. You might remind them about what they have in common. By supporting your ideas with facts, perhaps you help some people discover areas of agreement. Maybe the climate of cooperation you create transforms specific conflicts or differences into topics that can be discussed reasonably, or at least unemotionally.

It's very likely that you accomplish more when you set realistic expectations based on your experience. You treasure the security you get when things run smoothly.



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## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + DELIBERATIVE

You improve collaboration by anticipating and avoiding issues that create unproductive emotional tension and friction.

### HARMONY + ARRANGER

You can manage multiple things, and you can get people on the same page emotionally. Your teams are productive and peaceful.

### HARMONY + INDIVIDUALIZATION

You try to reduce the tension on a team, and you don't let conflicts get to the point where anyone is compromised or devalued.

### HARMONY + CONSISTENCY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

## 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

# 3. Arranger®

### What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

## Why Your Arranger Is Unique

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

Deliberative

Harmony

**Arranger**

Individualization

Consistency

Because of your strengths, you might draw on your reserve of personal accountability if pressed to complete tasks. A deadline or a commitment to teammates may spur you to do whatever it takes to complete a project.

Chances are good that you may approach work and life in a practical manner. Once in a while, your realistic and commonsensical style allows you to make progress. You might leave little room for fanciful thinking. To some degree, you recognize that the unrestrained imagination of others can slow you down.

By nature, you are the team member who streamlines processes, rules, or procedures. You outline steps so all group members perform the same task the same way every time they do it.

Driven by your talents, you may realize that you work hard to get ready for certain types of group discussions, practices, meetings, or rehearsals. Maybe you are more serious than some people are about studying concepts, reading materials, completing assignments, or putting your ideas in writing. Your advance planning might free you to contribute quite a bit to the team.

Instinctively, you are inclined to join teams, especially when you are asked to determine what makes each person special and unique. You have a knack for showing diverse individuals ways they can cooperate and collaborate with one another.



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## How Arranger Blends With Your Other Top Five Strengths

### ARRANGER + DELIBERATIVE

Always on the lookout for potential problems, you are quite careful when you coordinate the efforts of others.

### ARRANGER + HARMONY

You can manage multiple things, and you can get people on the same page emotionally. Your teams are productive and peaceful.

### ARRANGER + INDIVIDUALIZATION

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

### ARRANGER + CONSISTENCY

You want people on your team positioned appropriately, and you demand standard operating systems that ensure efficiency.

## Apply Your Arranger to Succeed

**Help people figure out better ways of working together.**

- Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.



## RELATIONSHIP BUILDING

# 4. Individualization®

### What Is Individualization?

People with strong Individualization talents understand and are intrigued by others' unique qualities. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how each thinks, and how each builds relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them build productive teams. While some search for the perfect team "structure" or "process," these employees know instinctively that the secret to great teams is casting by individual strengths — so that everyone can do a lot of what they already do well.

## Why Your Individualization Is Unique

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

Deliberative

Harmony

Arranger

**Individualization**

Consistency

Because of your strengths, you spend some of your time examining problems, malfunctions, or glitches. If you experience a personal or professional loss, make a mistake, or suffer a defeat, you might investigate. Perhaps you feel restless until you have answers to your basic questions: What? How? When? Where? Who? Why?

By nature, you occasionally credit yourself with having a gift for seeing the unique talents that make people different from one another. You may have little patience for placing people into broadly-defined categories. Perhaps you describe individuals in specific and vivid detail.

Chances are good that you may identify the specific traits or experiences that distinguish one person from the next. When you familiarize yourself with someone, you might be able to predict how the person will react in different situations.

It's very likely that you might like to partner with the same people over and over again. When you spend more time with certain teammates, maybe it is easier to pinpoint the unique strengths, interests, work styles, preferred forms of praise, or changing moods of each one.

Driven by your talents, you now and then pause to recognize how people are alike and how they are different. Maybe you know a lot about each person's talents, interests, background, dreams, or limitations.



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## How Individualization Blends With Your Other Top Five Strengths

### INDIVIDUALIZATION + DELIBERATIVE

As a cautious customizer, you clearly understand the nature of each person and exercise restraint because of possible risk.

### INDIVIDUALIZATION + HARMONY

You try to reduce the tension on a team, and you don't let conflicts get to the point where anyone is compromised or devalued.

### INDIVIDUALIZATION + ARRANGER

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

### INDIVIDUALIZATION + CONSISTENCY

Both customization and standardization have value. You can balance individual relevance with group efficiency.

## Apply Your Individualization to Succeed

**Explain how different people can do their best work together.**

- Support others in discovering and appreciating what they do best, and then encourage them to work on projects and tasks that let them be successful.
- Help people become more aware of others' unique needs. Because you naturally notice how an individual thinks and builds relationships, people will come to you for insights into other people's motivations and actions.



## EXECUTING

# 5. 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.*

Deliberative

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**Consistency**

Driven by your talents, you occasionally separate into parts certain types of techniques, programs, or mechanisms. Then you might map the steps needed to perform a task. You also might pinpoint how each part fits or fails to fit perfectly with the one preceding it and the one following it. Having completed your investigation, you may expect specific people to abide by the established guidelines, rules, policies, or procedures. To some degree, you resist making exceptions for individuals.

It's very likely that you may spell out things — that is, make plain or intelligible what is not immediately obvious or entirely known. Because you are somewhat of a realist, certain listeners might appreciate your insights as well as your matter-of-fact responses to their questions. Providing truthful and accurate information occasionally calms people who fear the unknown. Periodically you even dispel rumors. Perhaps individuals begin to trust or get along with one another better when you can clarify things.

Chances are good that you might notice your job or studies become easier when you follow a set formula for accomplishing things. Perhaps patterned behaviors or procedures allow you to be a bit more productive. You may value having control over how you do some things.

Because of your strengths, you might concentrate on having fun when playing games and want others to do the same. Perhaps you stress the importance of getting along — that is, working together in a friendly way. Maybe you can sense the instant when one or more people start feeling angry, frustrated, or upset. Occasionally you say, “Remember, this is only a game. If we cannot cooperate, we ought to stop playing right now.”

By nature, you periodically concentrate intently on the task at hand. Perhaps you streamline your day by regularly adhering to well-established courses of action. You might rely on these familiar patterns for the sake of efficiency. This partially explains why you waste less time and devote more energy to specific people or particular activities that deserve your undivided attention.



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## How Consistency Blends With Your Other Top Five Strengths

### **CONSISTENCY + DELIBERATIVE**

You manage the risks in your life by anticipating potential problems and by adhering to standard operating procedures.

### **CONSISTENCY + HARMONY**

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

### **CONSISTENCY + ARRANGER**

You want people on your team positioned appropriately, and you demand standard operating systems that ensure efficiency.

### **CONSISTENCY + INDIVIDUALIZATION**

Both customization and standardization have value. You can balance individual relevance with group efficiency.

## 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.

## 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.

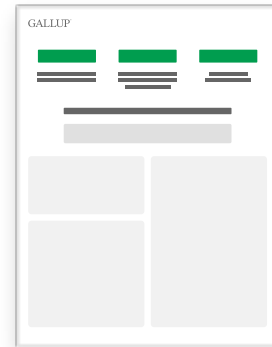
#### Claim It

- 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.

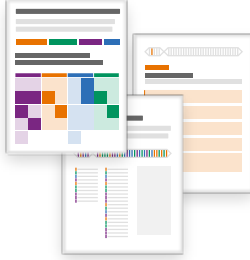
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

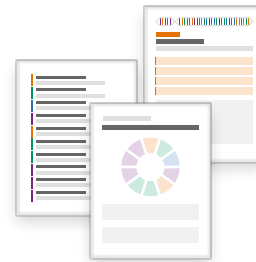


## Apply Your CliftonStrengths® in Specific Roles

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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