



CliftonStrengths® Top 5 for أنور الشمري



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. Relator®

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

2. Harmony®

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

3. Deliberative®

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

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. 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.

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. Relator
- 2. Harmony
- 3. Deliberative
- 4. Responsibility
- 5. Significance

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. Relator®

What Is Relator?

Relator talents describe a person's attitude toward their relationships. People with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. A person with strong Relator talents forms close relationships with people.

Why Your Relator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Harmony

Deliberative

Responsibility

Significance

Chances are good that you are a well-read individual. People whom you have befriended turn to you for guidance. Often you help them see a situation or problem from a different perspective because of something you discovered while surveying a book, article, letter, or Internet site. For you, reading is the key that opens the door to a world of fresh ideas. You collect them, never knowing when something you read will benefit someone else.

Instinctively, you typically do your best work when you can bring your expertise to an enterprise. You prefer activities that keep you busy from start to finish.

Driven by your talents, you ask to be partnered with your friends when teams are being formed. You are likely to labor longer and be more productive each time you collaborate — that is, work jointly — with people whose company you really enjoy.

It's very likely that you treasure your closest friendships, and you work hard to make time for those relationships.

By nature, you thrive in settings where you can accomplish things. Of course, you have your own step-by-step way of performing repetitious tasks. As long as you can stick to your preferred plan of action, you usually enjoy handling the details and deadlines related to jobs, chores, projects, hobbies, assignments, or errands.



- 1. Relator
- 2. Harmony
- 3. Deliberative
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- 5. Significance

How Relator Blends With Your Other Top Five Strengths

RELATOR + HARMONY

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

RELATOR + DELIBERATIVE

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

RELATOR + RESPONSIBILITY

The longer you serve customers, colleagues, or friends, the more you are likely to appreciate them, and the more they are likely to appreciate you.

RELATOR + SIGNIFICANCE

The people who know you best and love you most give you your most meaningful recognition and your most powerful motivation.

Apply Your Relator to Succeed

Make time for one-on-one interactions with your friends.

- Make sure you get enough one-on-one time with the important people in your life. Periodic opportunities to interact with them will energize you.
- Take time to tell others how your relationship with them creates happiness in your life. Ask them how it enhances their happiness. Doing this with each person will show you care about them.



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.

Relator	Harmony	Deliberative	Responsibility	Significance
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Because of your strengths, you welcome opportunities to acquire additional knowledge and new skills. From a practical perspective, ongoing education allows you to take advantage of experiences or engage in activities for the first time. You are comfortable knowing that others are informed about these training sessions. Not making this news available to everyone probably strikes you as unjust or elitist — that is, snobbish.

Instinctively, you regularly point out what is wrong. You spend far less time dreaming up projects that have little chance of happening. You zero in on difficulties, glitches, or obstacles as early as possible so individuals can deal with them easily. When issues are allowed to expand out of proportion, you probably notice that people become short-tempered, easily annoyed, or disagreeable. As a realist, you are determined to keep the peace by helping others see things as they actually are.

Chances are good that you may value certain historians' expertise. Perhaps you assess some of the factors contributing to past events or the behavior of influential individuals. This might occur when you are expected to establish the causes of historic events or determine the roles played by people.

It's very likely that you rely on the collective intelligence and wisdom of experts to guide you toward the best solutions or answers.

By nature, you seek objective advice when situations are unclear, confusing, or tainted by political undercurrents. Being a realist, you know that others often have access to specific facts, see things from an insider's perspective, or possess expertise you lack. You tend to put off adopting any suggestion until you have had sufficient time to give every idea equal consideration.



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How Harmony Blends With Your Other Top Five Strengths

HARMONY + RELATOR

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

HARMONY + DELIBERATIVE

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

HARMONY + RESPONSIBILITY

Others can count on you to build emotional environments that encourage cooperation and facilitate practical productivity.

HARMONY + SIGNIFICANCE

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

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. 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.

Relator

Harmony

Deliberative

Responsibility

Significance

It's very likely that you may exercise good judgment or demonstrate common sense when congratulating someone. Your comments might be sparing. However, some of them might carry weight. Certain people might value your compliments. Perhaps particular individuals grow personally or professionally because you call attention to their specific moments of excellence. To some extent, they understand that any recognition you give them is hard won.

Chances are good that you are certain that rushing to make a decision is a recipe for failure. You always take time to reflect, assess, consider, and contemplate so you will feel secure that your careful thinking paid off.

Because of your strengths, you may produce the right outcomes when you withdraw from people to think. You might consider what you need to do better or more perfectly in the future.

Driven by your talents, you periodically choose to keep certain facts about your life to yourself. You might avoid some jobs, projects, or titles, especially when they cause you to be regarded as a public figure.

By nature, you are considered a businesslike individual by most of your teammates. Why? You probably avoid activities in the workplace or classroom that make you appear foolish.



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How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + RELATOR

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

DELIBERATIVE + HARMONY

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

DELIBERATIVE + RESPONSIBILITY

Life is serious, so you must be as well. Conscientious and vigilant, you honor your commitments and proceed with caution.

DELIBERATIVE + SIGNIFICANCE

Sometimes you do well when you are public and visible. Sometimes you are at your best when you work alone without drawing attention to yourself.

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.



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.

Relator

Harmony

Deliberative

Responsibility

Significance

Chances are good that you choose to be a solo performer. Working alone frees you to check and double check things before declaring, "Everything is in its proper place."

Because of your strengths, you prefer to work with people who share your concern about doing everything correctly and ethically.

Instinctively, you characteristically rely on your mastery of skills or knowledge, or your expertise to accomplish whatever you need to do.

It's very likely that you are the team member who influences your friends to start tasks and keep working until they are done. You often pressure your pals to reach goals by issuing orders, confronting slackers, or forcing poor performers to meet quality standards. You generate enthusiasm for a project by pulling together all the human or material resources your teammates need to succeed.

Driven by your talents, you may be a person whose work ethic is as much a matter of conscience as it is a matter of completing tasks. Perhaps you need to do what you know is right, true, proper, or accurate.



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How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + RELATOR

The longer you serve customers, colleagues, or friends, the more you are likely to appreciate them, and the more they are likely to appreciate you.

RESPONSIBILITY + HARMONY

Others can count on you to build emotional environments that encourage cooperation and facilitate practical productivity.

RESPONSIBILITY + DELIBERATIVE

Life is serious, so you must be as well. Conscientious and vigilant, you honor your commitments and proceed with caution.

RESPONSIBILITY + SIGNIFICANCE

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

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.



INFLUENCING

5. 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.

Relator

Harmony

Deliberative

Responsibility

Significance

Because of your strengths, 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 regularly think of ways to show your teammates they are productive. You notice that people pay close attention to what you say. You actually like influencing how others feel about themselves. As a result, you intentionally call attention to the progress they are making toward goals. You are apt to present evidence of their accomplishments in the form of scores, profit margins, revenue, grades, customer comments, or student evaluations.

It's very likely that you propel people to higher levels of excellence by assuring and reassuring them that you value their contributions and their capabilities.

Chances are good that 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.

Instinctively, you yearn to get ahead. You strive to acquire many of the status symbols and special privileges that come with rank, title, or position.



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How Significance Blends With Your Other Top Five Strengths

SIGNIFICANCE + **RELATOR**

The people who know you best and love you most give you your most meaningful recognition and your most powerful motivation.

SIGNIFICANCE + **HARMONY**

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

SIGNIFICANCE + **DELIBERATIVE**

Sometimes you do well when you are public and visible. Sometimes you are at your best when you work alone without drawing attention to yourself.

SIGNIFICANCE + **RESPONSIBILITY**

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

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.

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.

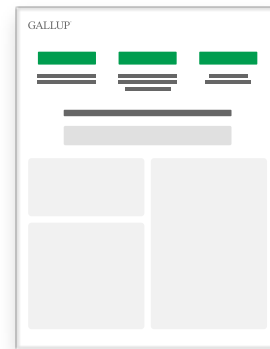
Claim It

- 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.

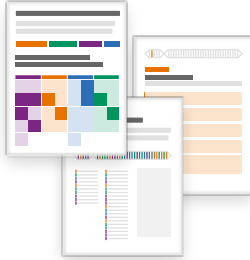
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

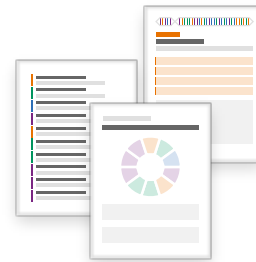


Apply Your CliftonStrengths® in Specific Roles

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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