



CliftonStrengths® Top 5 for bandar 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. Developer®

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

2. Harmony®

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

3. Empathy®

You can sense other people's feelings by imagining yourself in others' lives or situations.

4. Relator®

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

5. Deliberative®

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

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. Developer
- 2. Harmony
- 3. Empathy
- 4. Relator
- 5. Deliberative

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. 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.

Developer

Harmony

Empathy

Relator

Deliberative

Instinctively, you are sincere in your efforts to build confidence in others. You tell people that they are important to you and that they make a difference. Your words give them a feeling of worth and importance.

By nature, you lavish compliments on others. You make them feel good about themselves, how they look, or what they have contributed. You probably describe things individuals have done well. You usually point out evidence of professional progress or personal growth.

It's very likely that you intentionally show your approval of an individual by referring to interesting points the person made during a conversation or presentation. You frequently convince people you value them by paying very close attention when they speak.

Because of your strengths, you realize life is good after you have shared your knowledge and skills with novice players, students, teammates, or associates. You probably are most gratified by individuals who want to improve personally or professionally.

Chances are good that you occasionally pinpoint the unique qualities, motivations, strengths, limitations, preferences, or attitudes of certain people. Perhaps you look for one or two good things in each person. Maybe this information permits you to set up opportunities for particular individuals to cooperate. You automatically compliment those who freely share their knowledge, skills, or talents with their teammates, classmates, colleagues, coworkers, friends, or family members.



- 1. Developer
- 2. Harmony
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- 5. Deliberative

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 + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

DEVELOPER + RELATOR

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

DEVELOPER + DELIBERATIVE

Before you invest in developing a person's potential, you carefully consider the potential risks and obstacles that could occur.

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.



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.

Developer

Harmony

Empathy

Relator

Deliberative

Chances are good that you often feel energized when your work flows smoothly from beginning to end.

By nature, you consider yourself a no-nonsense, practical thinker. Others have called your approach businesslike. You are apt to have a reputation for pointing out things others fail to notice.

Because of your strengths, you feel a sense of accomplishment when you hear others say that they notice and appreciate your efforts to produce excellent outcomes. You often find security in a job well done.

It's very likely that you bring an objective voice to goal-setting meetings. You emphasize facts to clarify key points. You notice how information becomes distorted when personal agendas or emotions cloud people's judgment. You enter these sessions with one intention — to give equal consideration to the objectives each person proposes.

Instinctively, you are inclined to be attentive to what people tell you. This explains why you are surprisingly knowledgeable about the thoughts or feelings of others. You place a priority on giving equal attention to every speaker, not just the people you like or those who share your interests. For that reason, your understanding of individuals and situations is undoubtedly much greater than that of nonstop talkers.



- 1. Developer
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- 5. Deliberative

How Harmony Blends With Your Other Top Five Strengths

HARMONY + DEVELOPER

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

HARMONY + EMPATHY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

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.

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.



RELATIONSHIP BUILDING

3. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others' eyes and share their perspectives. They perceive people's pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

Why Your Empathy Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer

Harmony

Empathy

Relator

Deliberative

It's very likely that you pay attention to what others think. You make them feel valued. You validate their ideas by talking about them. Typically people sense that you appreciate what they say. This probably explains why many people enjoy spending time with you.

Driven by your talents, you may be a bit happier with your own life when you can convince certain individuals they are valuable. Perhaps you express appreciation for their upbeat attitudes or their special talents. When you realize someone feels glum, you might make an effort to boost that person's spirits.

By nature, you are determined to discover each person's uniqueness. A compassionate individual, you tune in to the emotions of your coworkers, teammates, classmates, friends, or family members. You probably dare to name people's feelings. This is one way you help them talk through their disappointment, anger, sadness, joy, success, or satisfaction.

Instinctively, you may enjoy acknowledging people's good traits or applauding their fine accomplishments. Perhaps you make new friends when you notice things they do well. Maybe you maintain current relationships when you express an interest in whatever intrigues each person. To some extent, you are motivated to say and do things that might cause others to befriend you.

Because of your strengths, you can brighten a person's day by accurately describing the emotions he or she feels. Whether it is happiness or sadness, jubilation or disappointment, hope or despair, love or hate, tranquility or anger, you have a gift for honoring the emotions that others are experiencing. Your awareness of their moods and the thoughtful way you respond to them touches their hearts, not just their minds. Even when a person is having a very bad day, you have the ability to transform it into a very good day. Few individuals can bring smiles to others' faces the way you can.



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How Empathy Blends With Your Other Top Five Strengths

EMPATHY + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

EMPATHY + HARMONY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

EMPATHY + RELATOR

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

EMPATHY + DELIBERATIVE

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

- Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.



RELATIONSHIP BUILDING

4. 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.

Developer

Harmony

Empathy

Relator

Deliberative

Because of your strengths, you may be convinced that you are measuring up to your potential. Perhaps you know when you are doing your best work or earning the highest grades you possibly can.

It's very likely that you might be content with your results when you can honestly say you are producing as much as you can. Perhaps you maintain an optimistic outlook on life regardless of the value some people place on your results.

Chances are good that you are drawn to the process of gaining knowledge and skills. You long to build on what you already know. You yearn to improve on what you already can do. When you meet people who value education as much as you do, you are eager to hear about their personal or professional ambitions, intentions, or goals. Understanding what others aim to accomplish in the coming weeks, months, or years can be the beginning of a practical partnership or an enduring friendship.

By nature, you sometimes declare you are as productive as you can be, especially when people allow you to work independently. Having to deal with teammates, classmates, or group members may stymie — that is, hinder — your progress.

Instinctively, you may allow yourself to become emotionally attached to people. You might see the good in individuals and choose to overlook their flaws or mistakes. Perhaps the fondness you show toward others endears you to many of them.



- 1. Developer
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How Relator Blends With Your Other Top Five Strengths

RELATOR + DEVELOPER

You want to contribute most to the development of those you know best, and your best mentors are often those who know you well.

RELATOR + HARMONY

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

RELATOR + EMPATHY

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

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.

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.



EXECUTING

5. 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.

Developer

Harmony

Empathy

Relator

Deliberative

By nature, you will not make reckless choices. While others may need immediate answers, you pause to take the time you need to make the best decisions.

Driven by your talents, you now and then conduct yourself with restraint or speak with caution. Sometimes the situation or the people present dictate what you say or do. You may opt to keep personal matters to yourself. Perhaps you prefer to launch certain types of projects rather than talk about your experiences.

It's very likely that you often are described as a no-nonsense person. You are determined to examine the smallest details of processes, problems, regulations, plans, and contracts. Breaking these into their basic parts helps you better understand them. You are easily annoyed by individuals who fail to give you enough time to methodically investigate, study, or think through things.

Instinctively, you often are regarded as a no-nonsense person. This perception is amplified as you acquire more knowledge and skills in your area of specialization. To perform your job, progress in your studies, pursue your hobbies, or plan your travel, you rely on your natural and acquired abilities. These allow you to perform specific activities without apparent effort.

Chances are good that you reflect on what others say. You carefully consider the information. Then you often draw conclusions. You have a sobering effect on discussions. This intensifies your own and other people's capacity to hear the words spoken and understand their frame of reference.



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How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + DEVELOPER

Before you invest in developing a person's potential, you carefully consider the potential risks and obstacles that could occur.

DELIBERATIVE + HARMONY

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

DELIBERATIVE + EMPATHY

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

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.

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.

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.

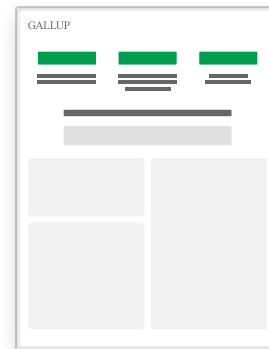
Claim It

- 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.

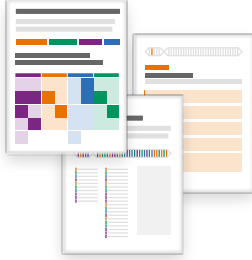
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

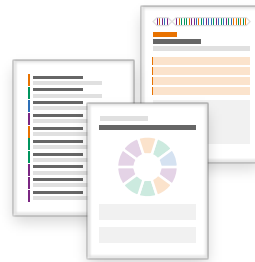


Apply Your CliftonStrengths® in Specific Roles

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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