



# CliftonStrengths® Top 5 for khalid alenazi



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. Responsibility®

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

## 2. Relator®

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

## 3. Empathy®

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

## 4. Deliberative®

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

## 5. Harmony®

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

**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. Responsibility
- 2. Relator
- 3. Empathy
- 4. Deliberative
- 5. Harmony

## 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. 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.*

### Responsibility

### Relator

### Empathy

### Deliberative

### Harmony

By nature, you might find it difficult to extinguish your impulse to work hard. Your feelings of personal accountability might impel you to set few limits for yourself. Instead of watching the clock, you might lose track of time if immersed in simple or complex projects. Disregarding your official work schedule, you may stay late or arrive early to finish assignments. Perhaps you sense that you will somehow accomplish whatever you said you would do.

Driven by your talents, you sometimes do more than just try to live up to your commitments. Perhaps you continue working until you deliver on promises. This may enhance your reputation for being trustworthy, reliable, or dependable.

Instinctively, 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.

Because of your strengths, you might be happier as a solo performer. Certain people may value the painstaking approach you take when working on assignments or striving toward a goal.

Chances are good that you sometimes ponder what you could do better. You may find some new ways to deliver on the commitments you have made to certain individuals. Perhaps keeping promises is one way you might enhance the quality of your work.

**1. Responsibility**

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

## 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 + EMPATHY**

How you respond to a person's needs is influenced by your understanding of what that person is feeling.

### **RESPONSIBILITY + DELIBERATIVE**

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

### **RESPONSIBILITY + HARMONY**

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

## 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.



## RELATIONSHIP BUILDING

# 2. 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.*



Chances are good that you are not interested in idle chit-chat. When gatherings are small, conversations are real. You want your interactions to matter.

By nature, you sometimes give your team everything you possibly can in terms of your talent, energy, knowledge, skills, and time. As a result, you might have little left to offer people outside the workplace or study group.

Instinctively, you may pride yourself on your capacity to accomplish a great deal. You might be happiest when you are continually busy. You might need to be occupied with tasks. Perhaps completing certain tasks exhilarates you. Why? To some extent, finishing one thing frees you to undertake additional work.

Driven by your talents, you like to partner with the same people over and over again. When you spend more time with your teammates, it probably is easier to pinpoint the unique talents, special interests, work styles, preferred forms of praise, or changing moods of each one.

It's very likely that 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.



- 1. Responsibility
- 2. Relator**
- 3. Empathy
- 4. Deliberative
- 5. Harmony

## How Relator Blends With Your Other Top Five Strengths

### 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 + 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.

### RELATOR + HARMONY

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

## 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

# 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.*

Responsibility	Relator	<b>Empathy</b>	Deliberative	Harmony
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Because of your strengths, you may relate to individuals better when you pay attention as they describe their goals. Because being liked is important to you, you might set out to convince people that you understand their desires, wants, or needs.

It's very likely that you exhibit a willingness to be attentive to someone whenever the need arises. You really hear what the person is telling you. As a result, other people usually feel safe entrusting to you their most private ideas and feelings.

By nature, you encourage people to express their innermost thoughts and feelings, and you refrain from judging them. You like knowing that others depend on you to listen. Moreover, you have noticed that individuals come to you for advice.

Chances are good that you might be aware of the emotions that individuals experience when they participate in activities or contests. Perhaps you sense who is likely to have fun whether they win or lose. Maybe you can predict who will be disappointed by defeat or overjoyed by victory.

Instinctively, you might believe that the best way to understand someone is to know their challenges, joys and suffering.



- 1. Responsibility
- 2. Relator
- 3. Empathy**
- 4. Deliberative
- 5. Harmony

## How Empathy Blends With Your Other Top Five Strengths

### **EMPATHY + RESPONSIBILITY**

How you respond to a person's needs is influenced by your understanding of what that person is feeling.

### **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.

### **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.

## 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.



## EXECUTING

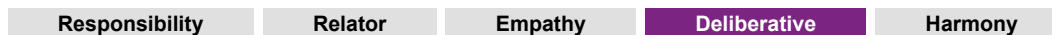
# 4. Deliberative®

### 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.*



Chances are good that you choose your friends with care and caution. Like you, these individuals have a reputation for honoring their commitments. Like you, they do exactly what they say they will do. Your most enduring friendships are built on a foundation of mutual trust.

Instinctively, you may feel rushed by more impulsive people. You find value in pausing for reflection. For you, caution is practical because it gives you the time you need to think things through.

Driven by your talents, you often need to take a second look to be sure that you will have no regrets when you make a decision.

By nature, you may be cautious about sharing your personal life with others. Perhaps you choose not to reveal certain things. Why? Maybe you question whether doing so causes some people to dislike you.

It's very likely that you probably enjoy reading because it gives you so many topics to talk about other than yourself. Characteristically you prefer to discuss ideas rather than delve — that is, make a detailed search for information — into your own or another's personal life.



- 1. Responsibility
- 2. Relator
- 3. Empathy
- 4. Deliberative**
- 5. Harmony

## How Deliberative Blends With Your Other Top Five Strengths

### DELIBERATIVE + RESPONSIBILITY

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

### 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 + EMPATHY

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

### DELIBERATIVE + HARMONY

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

## 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

# 5. 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.*

Responsibility	Relator	Empathy	Deliberative	<b>Harmony</b>
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It's very likely that you might feel a need to evaluate the overall quality of your work by assessing your performance in each step. You may be pleased with yourself when you can figure out how something functions. Perhaps you have the patience to take things apart piece by piece. You might identify the steps of particular processes or plans. Sometimes other people's opinions of your results matter little to you. Your assessment may be the only one you consider.

Chances are good that 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."

Because of your strengths, 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.

Driven by your talents, you occasionally exert physical effort or expend mental energy to attain certain kinds of goals. Finishing assignments by the end of the day may exhilarate you. You might carry your share of the workload as long as the tasks are evenly distributed among people. If you can control the quality or the quantity of your outcomes, you might thrive. Perhaps you perform better, faster, or more efficiently when you are free to work on your own.

Instinctively, you sometimes feel life would be less harried and more simple if specific timelines were abolished. You might admit this idea is unrealistic and impractical. Nonetheless, you attempt to finish certain tasks on schedule. Perhaps you want to avoid being the target of anyone's wrath or anger. Maybe you are motivated to meet your deadlines because it prevents disagreements or arguments.



- 1. Responsibility
- 2. Relator
- 3. Empathy
- 4. Deliberative
- 5. **Harmony**

## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + RESPONSIBILITY

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

### HARMONY + RELATOR

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

### 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 + 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.

## 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.

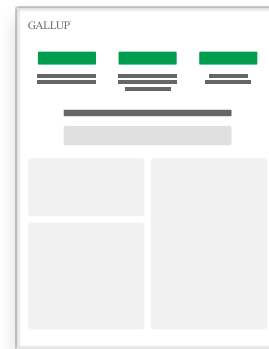
#### Claim It

- 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.

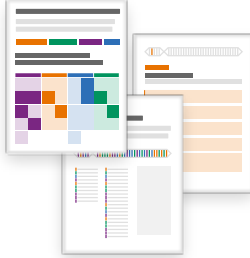
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

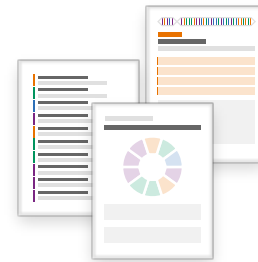


## Apply Your CliftonStrengths® in Specific Roles

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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