



CliftonStrengths® Top 5 for Dema Tariq



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. Learner®

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

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. Achiever®

You work hard and possess a great deal of stamina. You take immense satisfaction in being busy and productive.

■ **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. Relator**
- 2. Learner**
- 3. Arranger**
- 4. Individualization**
- 5. Achiever**

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

Learner

Arranger

Individualization

Achiever

By nature, 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.

It's very likely that you do not want to take the close connections you have with your best friends for granted. You might schedule events on your calendar with close friends so you don't forget to spend time with them.

Chances are good that you bond with and work well with people who tell you what they want to accomplish in life.

Instinctively, you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.

Because of your strengths, you probably have to interact with people you don't know very well due to social and work obligations. These interactions might drain you, so to recharge, you like to spend time with your close friends.



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

RELATOR + LEARNER

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

RELATOR + ARRANGER

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

RELATOR + INDIVIDUALIZATION

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

RELATOR + ACHIEVER

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

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.



STRATEGIC THINKING

2. Learner®

What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people's confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the "getting there."

Why Your Learner Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Learner

Arranger

Individualization

Achiever

Instinctively, you frequently work without much rest. You typically want to pinpoint useful and intriguing facts. You likely have a need to explain why various events unfolded as they did. This information undoubtedly permits you to produce more and better results.

It's very likely that you prefer having quiet time to mull over ideas as well as read and examine interesting topics. Periods of uninterrupted thinking give you great pleasure. You probably excuse yourself from noisy, active, or distracting situations to thoroughly process your ideas.

By nature, you often join teams to acquire new skills and gain additional information.

Because of your strengths, you enjoy examining books, journals, documents, artifacts, or data. They broaden your knowledge and allow you to acquire new skills. Firsthand experiments and personal experiences contribute mightily to your qualifications and credibility as an expert and specialist.

Chances are good that you are an individual performer. You typically welcome opportunities to acquire knowledge and ponder ideas on your own. You often seek and find solitary places where you can think without being distracted by people or noise.



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How Learner Blends With Your Other Top Five Strengths

LEARNER + RELATOR

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

LEARNER + ARRANGER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

LEARNER + INDIVIDUALIZATION

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

LEARNER + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

Apply Your Learner to Succeed

Develop expertise in areas that interest you the most.

- Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.



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.

Relator

Learner

Arranger

Individualization

Achiever

Instinctively, you strive to be a dependable person. You willingly assume accountability for tasks, projects, assignments, or commitments. You please people by being reliable. You accept additional obligations and perform these duties in a friendly and pleasant manner.

By nature, you can juggle several projects simultaneously. You are apt to be a good partner for individuals who need to concentrate on one activity at a time. While they are finishing one task, you can coordinate the materials and schedules for their next assignment. This partnership is likely to reduce tension within a group and between individuals who have different work styles.

Driven by your talents, you automatically notice what people do well. You pay attention to their individual interests, too. Combining this information, you are likely to understand who should work and should not work together. You probably create partnerships where one person's talents complement those of another person. You tend to match people to tasks they enjoy.

It's very likely that you see yourself as a contributing member of the group. You enjoy partnering with intelligent people. You like to exchange information, share observations, or offer tips for doing things more easily, efficiently, or swiftly. You are happiest collaborating with individuals who are not stingy with what they know. You have an ability to figure out how everyone on the team can benefit from each other's knowledge, skills, experiences, or wisdom.

Because of your strengths, you are known as a reliable and dependable person. You are motivated to work diligently. You cannot rest until you have completed what you told someone you would do.



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How Arranger Blends With Your Other Top Five Strengths

ARRANGER + RELATOR

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

ARRANGER + LEARNER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

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 + ACHIEVER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

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.

Relator

Learner

Arranger

Individualization

Achiever

Driven by your talents, you examine documents, read books, listen to lectures, or research subjects to help people find the information they need. This means you spend hours, days, weeks, or even months expanding your knowledge base. In the process of assisting another person, you generally move closer to your own goals.

Chances are good that you are apt to be the person teammates, classmates, or coworkers pull into brainstorming sessions. Why? You have the assertiveness to speak up when you think of something. You also generate more ideas than most people do. You are creative. You are imaginative. You are not embarrassed to think out loud.

Instinctively, you realize how wonderful your life is when you have been able to assist someone in need.

By nature, you search for plans, ideas, and techniques that have proved to be successful. You are eager to share your practical insights with people who are at odds — that is, opposing or quarreling — with one another. You help them move from a position of confrontation to one of general agreement. You continually look for ways to create calm and peace within groups of people and between individuals.

It's very likely that you watch people and talk with them, and when you see opportunities to help them, you do so. You probably pinpoint each person's unique interests, strengths, and goals. These insights permit you to tailor your response to each individual.



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + RELATOR

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

INDIVIDUALIZATION + LEARNER

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

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 + ACHIEVER

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

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. Achiever®

What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

Why Your Achiever Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Learner

Arranger

Individualization

Achiever

Driven by your talents, you channel your efforts into the task at hand. You persevere until you have gained the knowledge and skills needed to attain a goal. You can toil for many hours to secure your objective. You probably work hardest and most productively at a particular time of day.

Instinctively, you have no difficulty diving into books, journals, files, correspondence, or Internet sites to prepare yourself for new assignments. By nature, you are driven to gather lots of information, facts, data, or insiders' perspectives about an upcoming project. All this newfound knowledge probably prepares you to tackle first-time projects with gusto — that is, vigor and enthusiasm.

Chances are good that you dive into challenging situations because you trust yourself. You know you have the talent to deal with hazards as you encounter them. Launching new ventures thrills you. Tackling impossible goals energizes you. Stepping out of your comfort zone into unfamiliar territory stimulates you.

By nature, you are able to concentrate for hours at a time. You examine new information to deepen your understanding of various subjects. When you explore topics, customarily you generate fresh ideas. Acquiring knowledge and skills each day adds zest to your life.

Because of your strengths, you channel your energy into your work or studies. You seldom count the hours you work. Feeling fully engaged in what you do is a major source of satisfaction. You believe there is always something more challenging you can pursue. Given your ability to withstand hardship, adversity, and stress, it is no surprise you love what you do. You strive to do more and more of it each day.



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How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + RELATOR

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

ACHIEVER + ARRANGER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

ACHIEVER + INDIVIDUALIZATION

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

Apply Your Achiever to Succeed

Use a scoring system to keep track of all achievements.

- Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.

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.

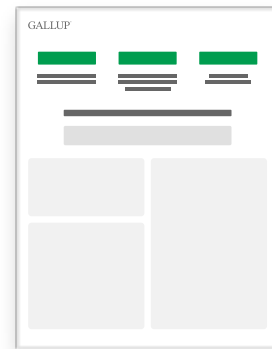
Claim It

- 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.

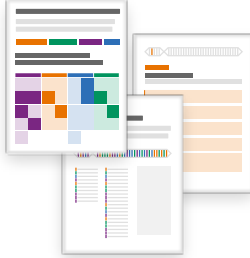
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

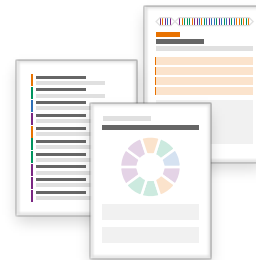


Apply Your CliftonStrengths® in Specific Roles

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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