



CliftonStrengths® Top 5 for Dina Alzaydan

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. Harmony®

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

2. Discipline®

You enjoy routine and structure. Your world is best described by the order you create.

3. Deliberative®

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

4. Achiever®

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

5. Responsibility®

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

■ **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. Harmony
- 2. Discipline
- 3. Deliberative
- 4. Achiever
- 5. Responsibility

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. 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.

Harmony

Discipline

Deliberative

Achiever

Responsibility

Chances are good that you can provoke laughter with your words and actions. Because you possess a practical temperament, your merriment usually has a purpose. It amuses the famous and the not-so-famous as well as the important and the not-so-important. You treat everyone equally when exercising your flair for comedy. Simply put: No person or group of people becomes the target of your jokes and stories.

Because of your strengths, you tend to be more effective and happier when just about everyone in the group enjoys spending time with you.

It's very likely that you derive pleasure from simply being ranked in the topmost group when objective comparisons are made — that is, when your results and everyone else's are calculated the same way. Being a practical individual, you realize it is not always possible to earn top honors. This is apt to be one reason why you rejoice when you qualify as one of the most outstanding performers.

By nature, you perform today's tasks and meet today's challenges today. Because you refrain from putting things off, your own and others' lives automatically become easier. No time, energy, or brainpower is wasted quarreling, fussing, fuming, or blaming. By doing what is practical and feasible right now, you probably create a sense of calm and a spirit of cooperation within individuals or groups.

Driven by your talents, you characteristically are good-natured and even-tempered in your dealings with individuals. Your friendly disposition causes others to feel comfortable in your presence. You are apt to accept the differences and commonalities you find between yourself and these people.



- 1. **Harmony**
- 2. Discipline
- 3. Deliberative
- 4. Achiever
- 5. Responsibility

How Harmony Blends With Your Other Top Five Strengths

HARMONY + DISCIPLINE

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

HARMONY + DELIBERATIVE

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

HARMONY + ACHIEVER

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

HARMONY + RESPONSIBILITY

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

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

2. Discipline®

What Is Discipline?

People with strong Discipline talents thrive in an organized and orderly environment. They like their days to be predictable and planned, so they instinctively find ways to organize their lives. They set up routines. They focus on timelines and deadlines. They break long-term projects into a series of specific, short-term steps and follow their plan diligently. They are not necessarily neat and tidy, but they do need precision. They create order and structure where needed. Some people may label the highly disciplined as compulsive, meticulous or control freaks, but these attributes make them productive — often more so than their critics.

Why Your Discipline Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Discipline

Deliberative

Achiever

Responsibility

Driven by your talents, you characteristically meet your deadlines even though you check and double check the vast majority of your work. Why? You want to ensure the details are correct. You want to verify that everything is in its proper place. You want to know that every step of the plan has been followed.

Because of your strengths, you start putting things in a sequential order after assessing how all the elements or facts link with one another. By giving of your time and sharing your thoughts, you can help others make good judgments. As a result, projects, processes, or events usually run more smoothly for everyone involved. Using reason and making good judgments, you can make the planning process run smoothly.

Instinctively, you regularly establish rules or processes to handle recurring activities as well as tedious tasks. You continually reinforce the fact that no one is exempt from following standard operating procedures.

Chances are good that you notice you are the team member who arrives most ready to contribute to the group's thinking and participate in its activities.

By nature, you sense that you are already being as productive as you can be. You are meticulous — that is, you carefully and thoroughly consider all the details — when designing methods for managing your commonplace assignments. As a result, you probably can handle recurring tasks quite efficiently. Your well-defined tactics enable you to wisely use your time, energy, effort, and talents.



- 1. Harmony
- 2. Discipline**
- 3. Deliberative
- 4. Achiever
- 5. Responsibility

How Discipline Blends With Your Other Top Five Strengths

DISCIPLINE + **HARMONY**

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

DISCIPLINE + **DELIBERATIVE**

You bring order to resources that are in your control, and you strive to anticipate risks that are beyond your control.

DISCIPLINE + **ACHIEVER**

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

DISCIPLINE + **RESPONSIBILITY**

You love to use calendars and spreadsheets to make sure that you carry out your plans and meet your commitments to others.

Apply Your Discipline to Succeed

Look for places where you can bring structure and efficiency.

- Identify places in your life, workplace or community where you can create an orderly environment. Doing this will bring you joy while supporting those around you.
- Engage in planned conversations with your most trusted friends and partners. Creating a routine with them ensures that your relationships stay strong in a constantly changing world.



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.

Harmony

Discipline

Deliberative

Achiever

Responsibility

By nature, you are quite pleased with life as long as you find enough time for solitude and self-reflection. You place a high value on not telling others about your personal finances, decisions or thoughts. Many of your coworkers, classmates, teammates, family members or friends say you know much more about their lives than they know about yours. These guarded relationships are apt to last longer than those involving individuals who constantly probe for information you prefer to keep to yourself.

It's very likely that you typically appear businesslike. Even so, you routinely go out of your way to become better acquainted with people one by one.

Because of your strengths, you believe that most people need to be more careful — that caution is one of the hallmarks of maturity. In your mind, being a responsible adult means paying attention to the right things and appreciating the risks of failing to do so.

Driven by your talents, you are a reserved individual. You choose to keep personal matters to yourself. This may partially explain why you launch projects that require little conversation about your experiences or successes.

Instinctively, you embody the proverb “Still waters run deep.” Quiet by nature, you give deep thought to many matters. Often you appear earnest and dignified to others. People benefit from your clear-sightedness as well as your sympathetic understanding and insights.



- 1. Harmony
- 2. Discipline
- 3. Deliberative**
- 4. Achiever
- 5. Responsibility

How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + HARMONY

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

DELIBERATIVE + DISCIPLINE

You bring order to resources that are in your control, and you strive to anticipate risks that are beyond your control.

DELIBERATIVE + ACHIEVER

While you work with intensity and stamina, you don't want your work to be hurried. Doing things quickly can lead to poor results.

DELIBERATIVE + RESPONSIBILITY

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

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. 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.

Harmony

Discipline

Deliberative

Achiever

Responsibility

Because of your strengths, 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.

It’s very likely that you may be inclined to pay close attention to what individuals say. Perhaps your attentiveness reassures them that you comprehend what they are thinking or feeling. You might be delighted to hear, “Finally, someone really understands me. Thank you for taking the time.”

Driven by your talents, you periodically set aside time to examine past events or the lives of key figures. You may construct timelines when you need a framework within which to sort through historic evidence. You might research topics intensely before you draw any final conclusions.

Instinctively, you sometimes work intensely at your job or your studies. Perhaps you find it easier to befriend individuals whose work ethic resembles your own.

Chances are good that you might put forth considerable effort whenever you work or study. Even so, you occasionally question whether you could accomplish a little more than you currently are. Perhaps this restlessness to excel contributes to your daily productivity.



- 1. Harmony
- 2. Discipline
- 3. Deliberative
- 4. Achiever**
- 5. Responsibility

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + HARMONY

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

ACHIEVER + DISCIPLINE

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

ACHIEVER + DELIBERATIVE

While you work with intensity and stamina, you don't want your work to be hurried. Doing things quickly can lead to poor results.

ACHIEVER + RESPONSIBILITY

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

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.



EXECUTING

5. 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.

Harmony

Discipline

Deliberative

Achiever

Responsibility

Driven by your talents, you may feel pleased with yourself and life in general when you do certain tasks correctly or behave in accordance with your core values.

Chances are good that you volunteer for additional duties. You really enjoy being given authority over projects, individuals, or groups. You expect to be held accountable for the results you produce as well as your words and deeds.

It's very likely that you are hardwired to check and double check what you do and what you are accountable for doing. You probably want to make sure everything is done right. You automatically identify areas where you need to upgrade your skills for creating structure or putting things in order.

Instinctively, you might ensure that you do the right thing simply to avoid feeling you have done something wrong. Maybe you regret making a mistake, violating a rule, breaking a trust, or producing poor results. Perhaps this explains why you set especially high standards for yourself.

By nature, you often stand out as notably mature. You are reasonable in your thinking. These two qualities usually distinguish you from many of your peers and friends.



- 1. Harmony
- 2. Discipline
- 3. Deliberative
- 4. Achiever
- 5. Responsibility**

How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + HARMONY

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

RESPONSIBILITY + DISCIPLINE

You love to use calendars and spreadsheets to make sure that you carry out your plans and meet your commitments to others.

RESPONSIBILITY + DELIBERATIVE

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

RESPONSIBILITY + ACHIEVER

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

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.

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.

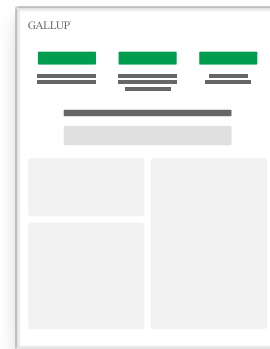
Claim It

- 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.

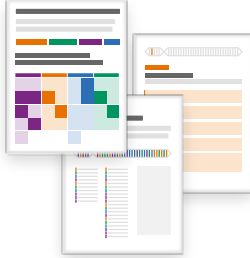
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

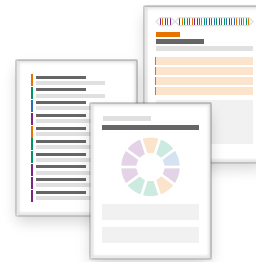


Apply Your CliftonStrengths® in Specific Roles

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.

COPYRIGHT STANDARDS

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Gallup®, CliftonStrengths®, Clifton StrengthsFinder®, StrengthsFinder® and each of the 34 strengths theme names are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are the property of their respective owners.