



CliftonStrengths® Top 5 for Rakan Aleanzi

This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

1. Relator®

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

2. Harmony®

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

3. Belief®

You have certain core values that are unchanging. Out of these values emerges a defined purpose for your life.

4. Deliberative®

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

5. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

■ **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. Harmony
- 3. Belief
- 4. Deliberative
- 5. Restorative

You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

INFLUENCING

- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



RELATIONSHIP BUILDING

1. Relator®

What Is Relator?

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

Why Your Relator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Harmony

Belief

Deliberative

Restorative

Because of your strengths, you have a small group of friends who remain constant even when you haven't seen or talked to them for a while. Whether a week, a month or a year goes by, your relationships are rekindled the moment you reconnect with those special friends.

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

It's very likely that you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.

By nature, you bond with and work well with people who tell you what they want to accomplish in life.

Chances are good that you have people you know, and then you have people you feel like you have always known. Your connections to your closest friends are not optional for your overall wellbeing — they are required.



- 1. Relator**
- 2. Harmony
- 3. Belief
- 4. Deliberative
- 5. Restorative

How Relator Blends With Your Other Top Five Strengths

RELATOR + HARMONY

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

RELATOR + BELIEF

Authenticity is important to you, so you are open about who you are and what you believe, especially with those who are closest to you.

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 + RESTORATIVE

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

Apply Your Relator to Succeed

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

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



RELATIONSHIP BUILDING

2. Harmony®

What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

Why Your Harmony Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Harmony

Belief

Deliberative

Restorative

Because of your strengths, you may strive to be a dependable person. Maybe you please people by being reliable. You might enjoy assuming accountability for certain tasks, projects, assignments, or commitments. Perhaps you accept these additional duties without making a fuss.

Instinctively, you sometimes use reason, not emotion, to examine interesting events or people from history. Perhaps you gravitate to historians when they appreciate or share your practical outlook on the past.

By nature, you might realize you interact with certain people better when you maintain a healthy equilibrium — that is, an intellectual or emotional poise — in all areas of your life. Perhaps you intentionally avoid dedicating every waking moment to one thing, whether it is your job, studies, volunteering, or community service. You might notice that conflicts or disagreements are less intense when you finish the assignments that key individuals give to you each day.

Chances are good that you may be good-natured and even-tempered in your dealings with individuals. Perhaps your friendly disposition causes people to feel comfortable in your presence. You might accept the differences and commonalities you find between yourself and others.

It's very likely that you occasionally infuse a spirit of friendliness into your work or study groups. Your personal warmth and congenial disposition may cause others to be a bit kinder or more generous. Some people find it is easier to collaborate with their teammates or classmates if you are involved. In your absence, however, they might notice a difference in people's willingness to cooperate.



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

HARMONY + RELATOR

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

HARMONY + BELIEF

Your core values are solid and unchanging. When you work with people who have different beliefs than you do, you strive for peaceful productivity.

HARMONY + DELIBERATIVE

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

HARMONY + RESTORATIVE

Problems are normal in life, so they don't upset you. Your practical, even-keeled approach calms others and promotes peace.

Apply Your Harmony to Succeed

Help others manage conflict.

- Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.



EXECUTING

3. Belief®

What Is Belief?

People with strong Belief talents have enduring principles that they live by. These values vary from one person to another, but those with powerful Belief talents have deeply held ideals and a strong sense of purpose in their lives. These core values affect their behavior in many ways. Their sense of mission gives their lives meaning and direction; in their view, success is more than money and prestige. Their Belief talents guide them through temptations and distractions toward a consistent set of priorities. This consistency is the foundation for their relationships. Others view them as dependable and trustworthy.

Why Your Belief Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Harmony

Belief

Deliberative

Restorative

Because of your strengths, you may choose to live your life in a way that benefits individuals or groups. Perhaps you are motivated to make the world a better place than you found it. To some extent, your ideals and core values influence how you spend your time or use your talents. You might have a deep and abiding concern for individuals who are struggling in some way.

Instinctively, you might refuse to live a meaningless existence. Perhaps you seek a vocation that allows you to express certain values every day. Work or school may provide you with the opportunity to enrich or deepen the quality of your life. Sometimes you want to do what you love doing. This partially explains why your job or studies need to be much more than a means to an end — that is, a paycheck or a diploma.

Driven by your talents, you occasionally inconvenience yourself to help someone else. Maybe the person's appreciation, smile, or words of thanks make you feel good about yourself and life in general. Perhaps you have a bit more energy for your own job or studies after you have done a good deed.

Chances are good that you associate false praise with dishonesty. This is one reason why you are cautious when giving individuals feedback. Your integrity demands that you say what you mean and mean what you say. Your compliments are hard-won and genuine. As a result, people really value them.

By nature, you have no doubts about being linked in some way with everything in the universe. This includes all creation and all humankind.



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How Belief Blends With Your Other Top Five Strengths

BELIEF + **RELATOR**

Authenticity is important to you, so you are open about who you are and what you believe, especially with those who are closest to you.

BELIEF + **HARMONY**

Your core values are solid and unchanging. When you work with people who have different beliefs than you do, you strive for peaceful productivity.

BELIEF + **DELIBERATIVE**

While you are passionate about what is most important to you, you consider your personal values to be a private matter.

BELIEF + **RESTORATIVE**

Wrong choices lead to bad consequences, but that never keeps you from seeking remedies or solutions that work.

Apply Your Belief to Succeed

Reflect on your values and how they play a part in your everyday life.

- Think about your best day to better understand what you like the most about what you do daily. How did your values contribute to the satisfaction you felt that day? What can you do to have more days like your best?
- Find a cause that matters to you and actively support it. Not just believing in something, but also getting involved, helps to fuel your passion even more.



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.

Relator

Harmony

Belief

Deliberative

Restorative

Instinctively, 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.

Because of your strengths, you occasionally divulge your innermost thoughts and feelings to a small, carefully chosen, and close-knit circle of confidantes. You might cautiously expose snippets of your beliefs, fears, hopes, desires, failures, worries, dreams, or history. This partially explains why you carefully consider who is listening and weigh the potential consequences of revealing this information.

Driven by your talents, you typically appear businesslike. Even so, you routinely go out of your way to become better acquainted with people one by one.

It's very likely that you may choose not to reveal too much about yourself, your thoughts, or your feelings. Perhaps you weigh the possible risks of being too forthcoming. Sometimes you refrain from acknowledging the talents, contributions, and accomplishments of people or groups until you have ample evidence they merit special acclaim.

By nature, you divulge your innermost thoughts and feelings to a small, close-knit circle of confidants. With great caution, you expose your beliefs, fears, hopes, desires, failures, worries, dreams, or personal history. Understandably, you are careful to consider all circumstances and possible consequences about what you reveal.



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How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + RELATOR

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

DELIBERATIVE + HARMONY

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

DELIBERATIVE + BELIEF

While you are passionate about what is most important to you, you consider your personal values to be a private matter.

DELIBERATIVE + RESTORATIVE

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

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

5. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Harmony

Belief

Deliberative

Restorative

Instinctively, you regularly think about ways to correct or revamp what needs to be addressed at the moment. Today offers you plenty of opportunities to do things better. This explains why you avoid being distracted by what is likely to happen in the coming months, years, or decades.

Chances are good that you yearn to advance in your organization, studies, or career. To qualify for more important positions, you usually concentrate on perfecting key behaviors, techniques, knowledge, or skills.

It's very likely that you may enjoy working apart from other people. Perhaps being an individual performer gives you a certain amount of freedom. Soloing might allow you to isolate why you fell short of certain goals. To some extent, these insights can prevent you from making the same mistakes in the future.

By nature, you constantly search for ways to better yourself by making changes or corrections.

Driven by your talents, you routinely acquire knowledge or skills when your aim is to deliver better outcomes. You have an abiding interest in fixing things that are broken. This probably inspires you to enroll in subjects that relate to your job or area of study. You usually are eager to apply your classroom experiences to real life situations.



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How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + RELATOR

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

RESTORATIVE + HARMONY

Problems are normal in life, so they don't upset you. Your practical, even-keeled approach calms others and promotes peace.

RESTORATIVE + BELIEF

Wrong choices lead to bad consequences, but that never keeps you from seeking remedies or solutions that work.

RESTORATIVE + DELIBERATIVE

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.

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.

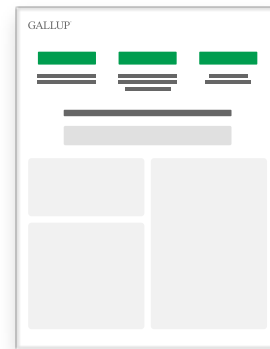
Claim It

- 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.

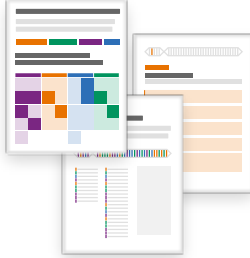
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

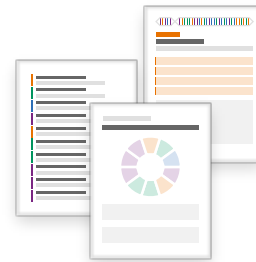


Apply Your CliftonStrengths® in Specific Roles

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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