



# CliftonStrengths® Top 5 for Raghad Khaled Al-Baqawi

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. Achiever®

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

## 2. 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.

## 3. Maximizer®

You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

## 4. Responsibility®

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

## 5. Deliberative®

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

■ **EXECUTING** themes help you make things happen.

■ **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. Achiever
- 2. Individualization
- 3. Maximizer
- 4. Responsibility
- 5. Deliberative

## You Are Uniquely Powerful

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

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

### What do the colors mean?

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

#### EXECUTING

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

#### INFLUENCING

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

#### RELATIONSHIP BUILDING

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

#### STRATEGIC THINKING

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



## EXECUTING

# 1. 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.*

**Achiever**

**Individualization**

**Maximizer**

**Responsibility**

**Deliberative**

Because of your strengths, you invest a lot of time, energy, and effort figuring out how things operate. You undoubtedly dismantle mechanisms, programs, processes, or plans to identify their key components. Then you reassemble them. The in-depth knowledge you gain allows you to reach your goals and produce quality results. This is apt to be the kind of hard work you like to do.

Chances are good that you excel at launching new projects, assignments, jobs, and other activities. Many times, you are the person who motivates people to begin tasks. You prefer difficult-to-reach goals. You prefer to take charge. You forge ahead rather than wait for someone in authority to give you permission to start.

By nature, you frequently sign up for activities that involve physical exertion or long hours. You probably notice that your work ethic is much stronger than most people's.

Instinctively, you exhibit the physical and mental endurance needed to continuously toil long after others have stopped working. You are hardwired to pursue goals until they are reached. When obstacles arise, you become even more determined to succeed.

It's very likely that you naturally resist being held back, restrained, or controlled by people or events. You much prefer to be in charge of situations, materials, schedules, budgets, human resources, processes, or decisions. Waiting for someone else to issue orders or level judgments certainly is not your forte — that is, strength.



- 1. Achiever
- 2. Individualization
- 3. Maximizer
- 4. Responsibility
- 5. Deliberative

## How Achiever Blends With Your Other Top Five Strengths

### 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.

### ACHIEVER + MAXIMIZER

You have high expectations for quality and quantity for yourself and others. You must always do more and do better.

### ACHIEVER + RESPONSIBILITY

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

### 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.

## 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.



## RELATIONSHIP BUILDING

# 2. 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.*

Achiever

**Individualization**

Maximizer

Responsibility

Deliberative

By nature, you are a good ally for people who are uncomfortable or overwhelmed at the prospect of interpreting numerical information. Numbers are your language. They speak to you. They tell you stories. They allow you to make sense of things. You can take them apart and reconfigure them. You understand and appreciate the logic embedded in data.

Driven by your talents, you often help visionaries discover ways they can work with people who concentrate on the past or the present. Rather than let differences separate them, you point out areas where they share similar backgrounds, work styles, talents, or interests. You understand the loneliness that forward-looking people can experience when listeners call their ideas "far-fetched," "impractical," or "ridiculous." You are quick to show people how their unique traits complement each other.

Instinctively, you enjoy informing others about the direction you are headed. This is one reason why you usually document the steps, timelines, or deadlines you need to honor in the coming weeks, months, years, or decades.

Because of your strengths, you sense that every person is one of a kind. You can quickly discover what makes someone distinct from everyone else.

Chances are good that you spontaneously tune in to what others think of you as a person and as a professional. As a result, you intentionally commit to memory complicated and intricate words as well as specialized terminology. You use language to your advantage in situations when you desire to influence, confront, make demands of, or issue orders to people. Your vocabulary allows you to speak with authority.



- 1. Achiever
- 2. Individualization**
- 3. Maximizer
- 4. Responsibility
- 5. Deliberative

## How Individualization Blends With Your Other Top Five Strengths

### 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.

### INDIVIDUALIZATION + MAXIMIZER

You are at your best when others accept you for who you are and encourage you to do more of and get better at what you already do well.

### INDIVIDUALIZATION + RESPONSIBILITY

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

### INDIVIDUALIZATION + DELIBERATIVE

As a cautious customizer, you clearly understand the nature of each person and exercise restraint because of possible risk.

## 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.



## INFLUENCING

# 3. Maximizer®

### What Is Maximizer?

Maximizers see talents and strengths in others, usually before anyone else does. Strengths — whether their own or someone else's — fascinate them. Maximizers love to help others get excited about their potential. They see what people do best and which jobs they will be good at. They can see how people's talents match the tasks they must complete. Excellence, not average, is their measure and pursuit. They have a quality orientation that leads them to focus on areas of strength for themselves and others and manage weaknesses.

## Why Your Maximizer Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Achiever

Individualization

**Maximizer**

Responsibility

Deliberative

It's very likely that you see yourself as an inventor of unusual and innovative ways to do things. You grow weary and bored with activities when you are forced to perform them in a prescribed and traditional manner. Your frustration increases when you know there is a better method but no one is willing to consider the changes you suggest.

Because of your strengths, you intentionally build your vocabulary to include theoretical, intricate, technical, or difficult-to-understand words. For you, this is an ongoing process. Understandably, you prefer to spend time with people who recognize and appreciate your mastery of language. These individuals value the sophisticated terminology you use with ease. They are likely to ask you what a word or phrase means. These inquiries spotlight your specialized or extensive vocabulary.

Instinctively, you arrive at practices, meetings, discussions, or rehearsals having done what is expected. You study, read, complete tasks, meet with key people, prepare reports, generate ideas, obtain needed resources, or practice whatever is assigned. You do not want to be a liability to the group. This explains why you thoroughly prepare each time the team meets. Few members of the group can match your diligence.

Driven by your talents, you have dedicated yourself to acquiring knowledge and skills that make you an expert in various fields. Intentionally, you expand on your natural abilities. You avoid struggling to overcome your weaknesses. You wisely credit many of your past successes to doing what you know you do very well.

Chances are good that you often accommodate the unique talents of people. Characteristically you accept human beings just as they are. You argue that excellent outcomes are produced by people who have ample opportunities each day to do what they do well.



- 1. Achiever
- 2. Individualization
- 3. Maximizer**
- 4. Responsibility
- 5. Deliberative

## How Maximizer Blends With Your Other Top Five Strengths

### MAXIMIZER + ACHIEVER

You have high expectations for quality and quantity for yourself and others. You must always do more and do better.

### MAXIMIZER + INDIVIDUALIZATION

You are at your best when others accept you for who you are and encourage you to do more of and get better at what you already do well.

### MAXIMIZER + RESPONSIBILITY

You feel compelled to honor the commitments you make to others and to meet the standards of excellence you set for yourself.

### MAXIMIZER + DELIBERATIVE

You proceed cautiously and thoroughly when quality absolutely cannot be compromised. Doing things quickly can lead to poor results.

## Apply Your Maximizer to Succeed

### Focus on long-term relationships for maximum success.

- Meet regularly with mentors and role models for insight, advice and inspiration. This mentorship will lead to a new standard of excellence and success.
- Support others in areas where they don't excel. Build their strengths and confidence by helping them do what they naturally do best and finding complementary partners.



## EXECUTING

# 4. 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.*

Achiever

Individualization

Maximizer

**Responsibility**

Deliberative

Because of your strengths, you usually are the team member who finishes the assignments given to you each day. Measuring up to the high standards people set for you is very fulfilling.

Driven by your talents, 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.

Instinctively, you are happier with your own life when acquaintances or friends acknowledge your constructive behavior. They probably count on you to handle important as well as mundane tasks. Some automatically trust you. Why? They realize you are serious about meeting deadlines, keeping promises, and paying attention to details.

By nature, you are consistent in your core values and predictable in your actions. People are likely to know that you go to great lengths to do things right and to behave in an ethical manner.

Chances are good that you willingly undertake additional tasks. Because you are tireless, you want to keep busy. You delight in taking full ownership of your work. You continually discover more things you can do, should do, or must do. You willingly accept the consequences of your words, actions, and lack of action.



- 1. Achiever
- 2. Individualization
- 3. Maximizer
- 4. Responsibility**
- 5. Deliberative

## How Responsibility Blends With Your Other Top Five Strengths

### RESPONSIBILITY + ACHIEVER

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

### RESPONSIBILITY + INDIVIDUALIZATION

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

### RESPONSIBILITY + MAXIMIZER

You feel compelled to honor the commitments you make to others and to meet the standards of excellence you set for yourself.

### RESPONSIBILITY + DELIBERATIVE

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

## 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.



## EXECUTING

# 5. Deliberative®

### What Is Deliberative?

People with strong Deliberative talents are careful and vigilant. Everything may seem in order, but beneath the surface, they sense many risks. Rather than avoiding these hazards, they draw them out into the open so they can identify, assess and ultimately reduce each risk. Thus, those with strong Deliberative talents bring a thorough and conscientious approach to making decisions. They take care to consider options, thinking through the pros and cons of each alternative. To them, making the correct choice is more important than the time it takes to do so. They see life as something of a minefield. Others may run through it recklessly if they so choose, but those with Deliberative talents take a different approach. They identify the dangers, weigh these risks' relative effect and then place their feet deliberately. They walk with care.

## Why Your Deliberative Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Achiever

Individualization

Maximizer

Responsibility

**Deliberative**

Chances are good that you are certain that rushing to make a decision is a recipe for failure. You always take time to reflect, assess, consider, and contemplate so you will feel secure that your careful thinking paid off.

It's very likely that you are rather reserved. Your preference for privacy means you work or study alone. Observant individuals soon realize you dislike being interrupted when you have to meet a deadline to reach a goal.

By nature, 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.

Driven by your talents, you are a no-nonsense person. People generally notice that you carefully think through things before taking action. Many have watched you break down an idea into its basic parts. Others have seen you dissect a process into its steps. You tend to be quite businesslike. Even so, many individuals appreciate your cheerfulness, liveliness, and optimism about life.

Because of your strengths, you are uncomfortable making quick decisions. When others reach an outcome too fast, you feel unsettled by what you perceive as a lack of concern and reckless behavior.



- 1. Achiever
- 2. Individualization
- 3. Maximizer
- 4. Responsibility
- 5. Deliberative**

## How Deliberative Blends With Your Other Top Five Strengths

### 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 + INDIVIDUALIZATION

As a cautious customizer, you clearly understand the nature of each person and exercise restraint because of possible risk.

### DELIBERATIVE + MAXIMIZER

You proceed cautiously and thoroughly when quality absolutely cannot be compromised. 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.

## 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.

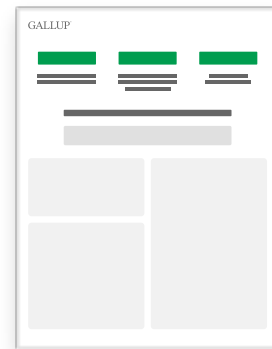
#### Claim It

- 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.

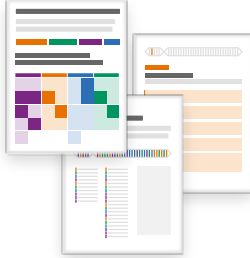
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

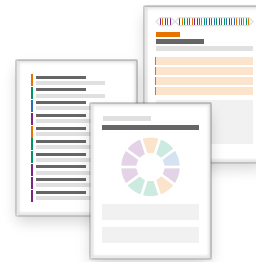


## Apply Your CliftonStrengths® in Specific Roles

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.**

**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.