



CliftonStrengths® Top 5 for RAND Alanzi



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. Analytical®

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

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. Ideation®


You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.


5. Competition®

You measure your progress against the performance of others. You strive to win first place and revel in contests.

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

 **RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

 **INFLUENCING** themes help you take charge, speak up and make sure others are heard.

 **STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- | 1. Relator
- | 2. Analytical
- | 3. Maximizer
- | 4. Ideation
- | 5. Competition

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

Analytical

Maximizer

Ideation

Competition

Chances are good that 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.

Because of your strengths, you experience pure delight when others welcome you into their group and encourage you to join in their activities. Financial security means little when you have no one with whom to share it. Being accepted for who you are and as you are is one of life's true treasures, in your opinion. Because it is priceless, you know it is very precious.

Instinctively, you build deep relationships that last. The friends you have had the longest are your best friends.

Driven by your talents, you probably have to interact with people you don't know very well due to social and work obligations. These interactions often exhaust you, so to recharge, you need to spend time with your close friends.

It's very likely that you might enjoy acquiring certain types of knowledge and/or skills. You might want to build on particular abilities you know you already have. When you meet people who value education like you do, perhaps you are interested in hearing about a few of their personal or professional ambitions, intentions, or goals. Understanding what they aim to accomplish may be the beginning of a practical partnership or an enduring friendship.



1. Relator
2. Analytical
3. Maximizer
4. Ideation
5. Competition

How Relator Blends With Your Other Top Five Strengths

RELATOR + ANALYTICAL

You often bring facts and logic to your close relationships. You believe that intimacy and objectivity can coexist.

RELATOR + MAXIMIZER

You are selective about work and friendships, so you focus more on the quality of your results and relationships than on their quantity.

RELATOR + IDEATION

While you are socially selective and prefer to deepen existing relationships, your mind is open and willing to create new experiences.

RELATOR + COMPETITION

You get better when you compare your performance to that of the people closest to you. Your best competitors are your best friends.

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. Analytical®

What Is Analytical?

People with strong Analytical talents challenge others to prove it. They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another: how they combine, the outcome and if the result fits with the theory or the situation. Others see them as logical and rigorous. Some might feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination to things enabling them to find the causes and effects, and then developing clear thoughts based on facts.

Why Your Analytical Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Analytical

Maximizer

Ideation

Competition

Chances are good that you may like to talk about grand ideas with your coworkers, classmates, or teammates. Perhaps you force them to ask hard questions. How much will this cost? Can we raise the funds? How many people will need to be involved? How do we break down the project into manageable tasks? How much time will this job require? What has to be eliminated from the plan? What has to be changed?

Driven by your talents, you rarely allow your emotions to distract you from the facts. You trust your mind to reason out how things function. You typically reduce tasks, processes, ideas, plans, and/or policies to their simplest parts. By studying the details, you gain a complete understanding of the overall scheme.

It's very likely that you take pains to uncover how and why things happen as they do. You share your discoveries with partners, teammates, and friends. You typically streamline your explanations. You cover only the essential facts. Most individuals can easily grasp what you say. Listeners probably appreciate you giving them less detail so they can understand the main points.

Because of your strengths, you usually want to be held accountable for outcomes, especially when what you are being asked to do sounds reasonable. You are apt to scrutinize your own and others' ideas before you begin a task.

Instinctively, you are rarely pressured into a decision by emotional pleas. You rely on sound reasoning to make informed choices. You are level-headed, calm, and poised when solving problems. You concentrate on the facts to draw clear and understandable conclusions.



- 1. Relator
- 2. Analytical**
- 3. Maximizer
- 4. Ideation
- 5. Competition

How Analytical Blends With Your Other Top Five Strengths

ANALYTICAL + RELATOR

You often bring facts and logic to your close relationships. You believe that intimacy and objectivity can coexist.

ANALYTICAL + MAXIMIZER

For you, quality can't be defined only in emotional terms. For something to be real, it has to be measurable.

ANALYTICAL + IDEATION

Your mind can toggle back and forth between the expansion and reduction of possibilities. You have a calculated imagination.

ANALYTICAL + COMPETITION

For you, victory can't be confirmed by emotions. The proof of a real victory is found in scores or metrics.

Apply Your Analytical to Succeed

Find ways to express and put your thoughts into action.

- Find credible data and facts to help support your thinking. Use these sources of information to reinforce your thought process when talking with others.
- Provide simple, logical and objective advice to the people that matter most to you. Your ability to uncover the essential facts can transform complex situations into understandable 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.

Relator

Analytical

Maximizer

Ideation

Competition

It's very likely that you may realize that you work hard to get ready for certain types of group discussions, practices, meetings, or rehearsals. Maybe you are more serious than some people are about studying concepts, reading materials, completing assignments, or putting your ideas in writing. Your advance planning might free you to contribute quite a bit to the team.

Driven by your talents, you might be exceptionally aware of the things you do and do not do well. You occasionally choose to concentrate your energy on areas in which you excel. Perhaps you do your best work when you are engaged in familiar tasks or studies. Venturing into unfamiliar territory might create unwanted stress in your life.

Because of your strengths, you may realize you have a soothing and quieting effect on certain kinds of people. As a result, some of them may think more clearly or be more sure of themselves in your presence.

By nature, you now and then rely on your ability to help certain people find reasons to link up with one another. Perhaps areas of common ground or mutual understanding are discovered only when you are present.

Instinctively, you occasionally choose to pursue goals on your own. Perhaps this approach allows you to take advantage of your talents. Maybe it permits you to avoid activities you find confusing, difficult, or unpleasant.



- 1. Relator
- 2. Analytical
- 3. Maximizer**
- 4. Ideation
- 5. Competition

How Maximizer Blends With Your Other Top Five Strengths

MAXIMIZER + RELATOR

You are selective about work and friendships, so you focus more on the quality of your results and relationships than on their quantity.

MAXIMIZER + ANALYTICAL

For you, quality can't be defined only in emotional terms. For something to be real, it has to be measurable.

MAXIMIZER + IDEATION

Your intense commitment to higher levels of excellence often takes you down the creative and risky path of innovation.

MAXIMIZER + COMPETITION

When you win, you want to do it well. Winning without doing your best is not enough. Your victory must have quality.

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.



STRATEGIC THINKING

4. Ideation®

What Is Ideation?

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all of these reasons, they derive a jolt of energy whenever a new idea occurs to them.

Why Your Ideation Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Analytical

Maximizer

Ideation

Competition

Driven by your talents, you usually find novel and fresh ways to do things. People turn to you when they find themselves struggling to generate ideas.

Chances are good that you are highly knowledgeable about special topics and activities. This explains your natural inclination to invent innovative and unusual ways of performing tasks. You grow bored when forced to follow the same series of steps day after day. Your boredom is likely to become frustration when your suggestions for change are dismissed without further consideration.

Because of your strengths, you usually take a creative route to your desired objective. Rather than have just one goal to consider, you explore alternatives. You value innovation. You dare to think differently. Timelines and other restrictions probably stifle your creativity. You prefer to let the thinking process pace itself in terms of time.

Instinctively, you scrutinize yourself from the perspective of an outsider looking in. Aware of your public persona — that is, the person you present yourself as — you strive to appear confident and polished. Being perceived as knowledgeable, trustworthy, and accomplished is an intentional undertaking for you.

It's very likely that you occasionally contrive innovative ideas. Perhaps the art of invention stimulates your mind. You may spring from one original thought to an entirely different one. Now and then, you find ways to link two or more unique concepts.



- 1. Relator
- 2. Analytical
- 3. Maximizer
- 4. Ideation**
- 5. Competition

How Ideation Blends With Your Other Top Five Strengths

IDEATION + RELATOR

While you are socially selective and prefer to deepen existing relationships, your mind is open and willing to create new experiences.

IDEATION + ANALYTICAL

Your mind can toggle back and forth between the expansion and reduction of possibilities. You have a calculated imagination.

IDEATION + MAXIMIZER

Your intense commitment to higher levels of excellence often takes you down the creative and risky path of innovation.

IDEATION + COMPETITION

To continue winning, you come up with new ways to stay ahead of the competition. Continuous winning demands innovation.

Apply Your Ideation to Succeed

Look for areas that would benefit from an innovative approach.

- Spend time with imaginative people discussing and refining your ideas. Together, you can think up new possibilities.
- Look for different connections and generate new insights when things don't make sense in a certain area. Whereas others might be unsure or unclear about what to do next, you can quickly brainstorm multiple options for consideration.



INFLUENCING

5. Competition®

What Is Competition?

Competition is rooted in comparison. For people with strong Competition talents, their performance is their ultimate yardstick. When they look at the world, they are instinctively aware of other people's performance. They aspire to be the best and will work hard to excel — especially when compared with others. It's not about the effort; it's about the win. Regardless of effort or intention, even if they reach their goal, their achievement will feel hollow if they did not outperform their peers. They need to compare. If they can compare, they can compete, and if they can compete, they can win.

Why Your Competition Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Analytical

Maximizer

Ideation

Competition

Driven by your talents, you may feel optimistic about yourself and life in general when you are declared the victor or the best.

Instinctively, you approach most win-lose situations in a practical and realistic manner. When you are intent on being victorious, you automatically extinguish any sentimental feelings you have toward your rivals.

Because of your strengths, you usually choose to work with a group rather than by yourself. You probably are motivated to help your team be the best and win the top prize.

Chances are good that you occasionally set out to be "number one" when comparisons are being made or scores are being kept. Perhaps you derive very little satisfaction from finishing in second or third place. Simply ranking among the top performers may actually be a source of displeasure.

It's very likely that you may feel the need to continuously upgrade yourself to stay on top. You are not likely to rest on your past accomplishments. Instead, you stay hungry by focusing on things you need to improve.



- 1. Relator
- 2. Analytical
- 3. Maximizer
- 4. Ideation
- 5. Competition**

How Competition Blends With Your Other Top Five Strengths

COMPETITION + RELATOR

You get better when you compare your performance to that of the people closest to you. Your best competitors are your best friends.

COMPETITION + ANALYTICAL

For you, victory can't be confirmed by emotions. The proof of a real victory is found in scores or metrics.

COMPETITION + MAXIMIZER

When you win, you want to do it well. Winning without doing your best is not enough. Your victory must have quality.

COMPETITION + IDEATION

To continue winning, you come up with new ways to stay ahead of the competition. Continuous winning demands innovation.

Apply Your Competition to Succeed

Identify scores against which you can measure your achievements.

- Measure your success in your most important tasks. Ask those around you for feedback to ensure you are not sacrificing relationships for the sake of winning.
- Find someone you admire to use as a standard for success. Comparing your progress against theirs will give you a measurement for winning you can be proud of.

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.

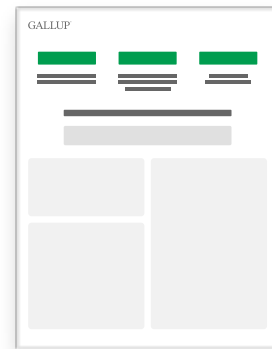
Claim It

- 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.

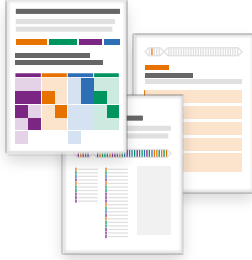
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

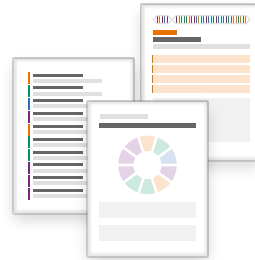


Apply Your CliftonStrengths® in Specific Roles

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.