

ⓘ **A NOTE OF CAUTION:**

Because many of your CliftonStrengths® responses were neutral, the themes listed are based only on the pairs of descriptors to which you did respond with something other than a neutral response.

Some people do not choose one descriptor from any given pair because they feel that neither — or both — descriptors fit them well. While this is acceptable, it does mean that any feedback you might receive that is based on these results may not be as personalized as it would be if your results were stronger.

Please keep this in mind when you consider how well you feel your top five themes describe you.



CliftonStrengths® Top 5 for ريان العنزي



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. Significance®

You want to make a big impact. You are independent and prioritize projects based on how much influence they will have on your organization or people around you.

2. Includer®

You accept others. You show awareness of those who feel left out and make an effort to include them.

3. Learner®

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

4. Deliberative®

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

5. Discipline®

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

■ **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. Significance**
- 2. Includer**
- 3. Learner**
- 4. Deliberative**
- 5. Discipline**

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



INFLUENCING

1. Significance®

What Is Significance?

People with strong Significance talents want others to see their worth. They want people to recognize, hear and value them. Particularly, they want others to know and appreciate them for their unique strengths. They want people to view their contributions as substantial, powerful and significant. Their intense yearning for others to recognize them motivates them away from the mediocre and toward the exceptional.

Why Your Significance Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance

Includer

Learner

Deliberative

Discipline

It's very likely that you gravitate to people whose work ethic is rock solid. You like to associate with individuals who are driven to excel and highly productive.

Instinctively, you derive much satisfaction from doing whatever you can to help people prosper and flourish. You probably boost their spirits each time you acknowledge their accomplishments, talents, knowledge, and/or skills.

Because of your strengths, you inspire people to believe in themselves by believing in them. Your attentiveness allows numerous individuals to blossom and flourish personally as well as professionally.

By nature, you may be a solo performer who wants to do important work. Perhaps you engage in activities that set you apart from the vast majority of people. You sometimes dedicate your time, effort, and energy to these pursuits.

Driven by your talents, you might exhibit a strong work ethic. Perhaps work gives your life a sense of purpose it would otherwise lack.



1. Significance

- 2. Includer
- 3. Learner
- 4. Deliberative
- 5. Discipline

How Significance Blends With Your Other Top Five Strengths

SIGNIFICANCE + INCLUDER

Comfortable and effective in the spotlight, you want everyone to join you there.

SIGNIFICANCE + LEARNER

You are motivated as a student when you are expected to show off your learning. An audience brings out your best education.

SIGNIFICANCE + DELIBERATIVE

Sometimes you do well when you are public and visible. Sometimes you are at your best when you work alone without drawing attention to yourself.

SIGNIFICANCE + DISCIPLINE

You strive to bring order to your world because you prefer it and because you care about the image you project to others.

Apply Your Significance to Succeed

Make a list of goals that will inspire you.

- Think about your strengths as you write down your goals. Use this list to think about how your goals and strengths can make the world a better place and how you want others to acknowledge them.
- Keep in mind your desire to influence people, groups and society in a substantial way. This understanding will guide you in identifying goals that align with your aspirations.



RELATIONSHIP BUILDING

2. Includer®

What Is Includer?

“Stretch the circle wider.” People with strong Includer talents center their lives on this philosophy. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated, and they reach out to bring them in. They instinctively accept others. Regardless of race, gender, nationality, personality or faith, Includers cast few judgments. Their accepting nature doesn’t necessarily rest on the belief that we are all different and that one should respect those differences — rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

Why Your Includer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance

Includer

Learner

Deliberative

Discipline

It’s very likely that you may reject the idea of exclusive groups or cliques. You are likely to question how and why some people are included and some people are not.

Because of your strengths, you might be particularly willing to accept all individuals regardless of their appearance, education, social class, native language, religious preference, or political persuasion. Perhaps this explains why your circle of friends or acquaintances is diverse and interesting. Maybe your openness encourages individuals to seek your counsel.

Chances are good that you harbor feelings of goodwill toward almost everyone you meet. From the start, you probably pose questions that reveal to you another person’s strengths, interests, or goals. Knowing as much as you do about an individual allows you to appreciate them more than others can. People often turn to you for insights about strangers or newcomers to the group. Your knowledge usually helps them to accept these outsiders sooner rather than later.

Instinctively, you are intrigued by newcomers and outsiders. Unusual individuals capture your attention because they are different. Immediately, your curiosity impels you to ask lots of questions and attentively listen to their responses. You appear to study human beings the way others study for final tests. Your approach is direct. Your gaze is intense. Your interest is sincere. You probably are determined to introduce these people to your acquaintances, family, or friends.

By nature, you are seldom clueless about what to say. You genuinely enjoy everyone's company. Without hesitation, you dive into conversations with old friends, new acquaintances, or even total strangers.



- 1. Significance
- 2. Includer**
- 3. Learner
- 4. Deliberative
- 5. Discipline

How Includer Blends With Your Other Top Five Strengths

INCLUDER + **SIGNIFICANCE**

Comfortable and effective in the spotlight, you want everyone to join you there.

INCLUDER + **LEARNER**

You notice and invite outsiders into your social circle. You notice and assimilate new concepts into your sphere of understanding.

INCLUDER + **DELIBERATIVE**

When working with others, you can predict barriers that have the potential to exclude and limit the involvement of some people.

INCLUDER + **DISCIPLINE**

The best plans you create include input from everyone involved in the execution of the plan.

Apply Your Includer to Succeed

Empower people to see the best in others.

- Help people get to know each other. Your ability to quickly make people feel accepted and involved in a group makes it easier for them to contribute and form relationships.
- Be aware that existing group members might not initially embrace newcomers, so do your best to explain what we all have in common. Help others understand that to respect the differences among us.



STRATEGIC THINKING

3. Learner®

What Is Learner?

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

Why Your Learner Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Significance	Includer	Learner	Deliberative	Discipline
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By nature, you might feel a special bond with people who lived in the past as well as those living in the present. Occasionally you examine historic records, research genealogy, visit prominent sites, or view museum artifacts. Perhaps doing these things in the company of like-minded people delights you.

Driven by your talents, you might absorb specific information from selected books, publications, or other written materials. To some degree, reading satisfies your need to add facts to your mind’s storehouse of ideas.

Because of your strengths, you might yearn to be inspired by your work. You might want experience to be your teacher. You might need to feel enthusiastic about your job or studies. Perhaps the acquisition of knowledge and skills is a lifelong activity for you. You might feel most alive when you study facts, ponder concepts, test theories, or sharpen your skills. You attempt to avoid people and situations that prevent you from expanding your mind.

It’s very likely that you periodically demonstrate a need to figure out how certain things work. Perhaps you dissect plans, processes, or mechanisms to isolate their basic features. Maybe you discover why certain pieces must come into contact with one another. Maybe you determine the order in which each action must occur to produce the desired effect.

Instinctively, you may feel upbeat about life when your desire to acquire knowledge or skills is regularly satisfied. You might grow increasingly unhappy with a job or assignment that fails to challenge your mind. Being forced to do the same thing day after day is sometimes depressing. Even when individuals in positions of authority reward you or tell you how much they value your performance, you may eventually have difficulty disguising your dissatisfaction.



- 1. Significance
- 2. Includer
- 3. Learner**
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- 5. Discipline

How Learner Blends With Your Other Top Five Strengths

LEARNER + SIGNIFICANCE

You are motivated as a student when you are expected to show off your learning. An audience brings out your best education.

LEARNER + INCLUDER

You notice and invite outsiders into your social circle. You notice and assimilate new concepts into your sphere of understanding.

LEARNER + DELIBERATIVE

You are open to new information and experiences, but you want adequate time to study them carefully and thoroughly.

LEARNER + DISCIPLINE

You learn best when you have a detailed and organized learning plan. You are an engaged student when you are an efficient student.

Apply Your Learner to Succeed

Develop expertise in areas that interest you the most.

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



EXECUTING

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.

Significance

Includer

Learner

Deliberative

Discipline

By nature, you understand the need for progress, but not at the expense of contemplation. You typically see yourself as the safeguard against poor choices that result in failed outcomes.

Chances are good that you might be known for weighing the pros and cons rather than rushing recklessly to conclusions. You often refrain from acting impulsively or making rash decisions.

Instinctively, you may approach your job or your studies with a no-nonsense, businesslike attitude. This partially explains why people think you have a strong work ethic.

It's very likely that you may prefer to have a small circle of close friends with whom you feel safe sharing just about anything.

Because of your strengths, you may ponder options rather than react without thinking through things. Sometimes you weigh the ramifications, consequences, outcomes, or effects. Sometimes you aim to understand the basic "whys" and "hows" of a situation, problem, or opportunity. Individuals might trust you to be cautious. They might expect you to raise important issues that require further consideration.



- 1. Significance
- 2. Includer
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- 4. Deliberative**
- 5. Discipline

How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + SIGNIFICANCE

Sometimes you do well when you are public and visible. Sometimes you are at your best when you work alone without drawing attention to yourself.

DELIBERATIVE + INCLUDER

When working with others, you can predict barriers that have the potential to exclude and limit the involvement of some people.

DELIBERATIVE + LEARNER

You are open to new information and experiences, but you want adequate time to study them carefully and thoroughly.

DELIBERATIVE + DISCIPLINE

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

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. 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.

Significance

Includer

Learner

Deliberative

Discipline

Instinctively, you now and then expend extra energy to keep materials or workspaces neat, orderly, and shipshape. Perhaps you deplore — that is, regard as unfortunate or wretched — the messes other people leave. This partially explains why you might scurry about to clean up things left in disarray.

It's very likely that you might adhere to your orderly plan for the coming months, years, or decades. Maybe you document the steps leading to the future you desire. Perhaps measuring your progress on a regular basis is a priority.

Chances are good that you periodically acknowledge that you can accomplish more than you currently do. Because established patterns of behavior sometimes allow you to be more productive, perhaps you invent procedures for handling certain types of ordinary but, nonetheless, essential tasks. If your processes work, you might be able to carry a greater share of the burden. This may strike you as right, just, and proper.

By nature, you are sometimes adept — that is, masterful — at identifying your tasks, putting them in order of importance, then executing them one by one.

Because of your strengths, you sometimes exhibit particular patterns of behavior over and over. Perhaps you appreciate certain individuals because they help you follow your daily regimen. To some degree, these people contribute to your productivity or success.



- 1. Significance
- 2. Includer
- 3. Learner
- 4. Deliberative
- 5. Discipline

How Discipline Blends With Your Other Top Five Strengths

DISCIPLINE + SIGNIFICANCE

You strive to bring order to your world because you prefer it and because you care about the image you project to others.

DISCIPLINE + INCLUDER

The best plans you create include input from everyone involved in the execution of the plan.

DISCIPLINE + LEARNER

You learn best when you have a detailed and organized learning plan. You are an engaged student when you are an efficient student.

DISCIPLINE + DELIBERATIVE

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

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.

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.

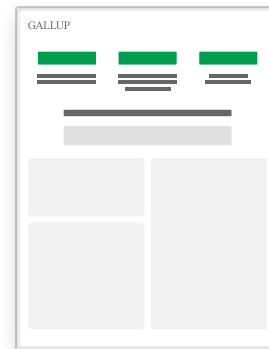
Claim It

- 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.

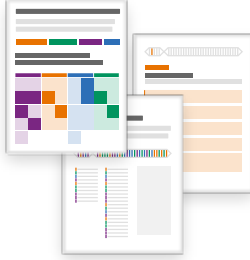
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

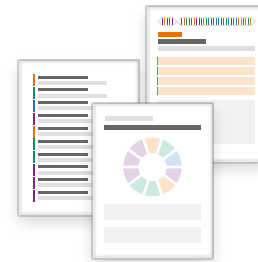


Apply Your CliftonStrengths® in Specific Roles

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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