



CliftonStrengths® Top 5 for Rayanah Salamah

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. Strategic®

You create alternative ways to proceed. Faced with any given scenario, you can quickly spot the relevant patterns and issues.

2. Relator®

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

3. Ideation®


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


4. 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.


5. Arranger®

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

 **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. Strategic**
- 2. Relator**
- 3. Ideation**
- 4. Individualization**
- 5. Arranger**

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



STRATEGIC THINKING

1. Strategic®

What Is Strategic?

People with strong Strategic talents can sort through the clutter to find the best route. You can't teach this skill. It is a distinct way of thinking — a unique perspective on the world at large. This outlook allows them to see patterns where others see complexity. Mindful of these patterns, they envision alternative scenarios, always asking, "What if this happened?" This recurring question helps them see, plan and prepare for future situations. They see a way when others assume there is no way. Armed with this strategy, they move forward.

Why Your Strategic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Relator

Ideation

Individualization

Arranger

Because of your strengths, you think systematically to identify patterns in processes, data, relationships, agendas, timelines, or contracts. You see distinct links between a factor and its consequence, a decision and its result, or an action and its reaction. People trust you to make informed and reasonable choices.

Chances are good that you automatically generate numerous ways to enhance, upgrade, revise, correct, or revamp a process, action plan, or itinerary. Your suggestions often influence how a project will unfold in the coming months, years, or decades. You tend to find fault with your own and even other people's talents, skills, and/or knowledge. Fixing people or things ranks high on your favorite activities.

It's very likely that you focus on uncertainties and develop plausible scenarios based on possible outcomes. You believe that people often overestimate or underestimate the success of a given initiative. You believe that your careful analysis of alternatives is more realistic.

By nature, you demonstrate an ease with language. You effortlessly verbalize your thoughts. You relish the opportunity to share your insights. You derive pleasure from actively participating in conversations when group members propose ideas, seek solutions, or debate issues.

Instinctively, you are comfortable expressing your ideas. As a result, you can vividly describe details of a project, process, regulation, experiment, or trip itinerary. You often use stories or examples to help people see what a job entails. Many individuals rely on you to divide a task into separate activities. They trust you to provide them with a well-thought-out action plan.



- 1. Strategic
- 2. Relator
- 3. Ideation
- 4. Individualization
- 5. Arranger

How Strategic Blends With Your Other Top Five Strengths

STRATEGIC + RELATOR

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

STRATEGIC + IDEATION

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

STRATEGIC + INDIVIDUALIZATION

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

STRATEGIC + ARRANGER

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

Apply Your Strategic to Succeed

Think ahead to gain perspective.

- Take time to fully plan your path forward. While you easily see patterns where others see complexity, it is important to make time to envision these alternative scenarios.
- Practice explaining your decision-making process before talking with others. Doing this ensures people know you have considered different options and opinions to inform your decision.



RELATIONSHIP BUILDING

2. 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.

Strategic

Relator

Ideation

Individualization

Arranger

Chances are good that you know that genuine relationships require loyalty and trust. Your enduring friendships have survived because they are built on loyalty and trust over time, and for you, these traits are essential.

It's very likely that you cherish your long-term friendships because they are deep and genuine, and you instinctively crave close, fulfilling relationships.

Driven by your talents, you are very particular about the groups you join. When given the choice, you are likely to prefer working with a few close and trusted friends rather than partnering with total strangers.

Because of your strengths, you traditionally desire to know a lot about members of your team. When you become more familiar with individuals, it probably is easier for you to collaborate with them.

Instinctively, you have a special place in your heart for the times you spend with good friends. Whether frequent or seldom, those interactions are when you build the memories that reinforce your long-lasting friendships and help them continue to grow.



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How Relator Blends With Your Other Top Five Strengths

RELATOR + STRATEGIC

Conceptually, you love to consider the breadth of multiple options. Socially, you prefer deep connections with a few good friends.

RELATOR + IDEATION

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

RELATOR + INDIVIDUALIZATION

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

RELATOR + ARRANGER

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-being.

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

3. 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.

Strategic

Relator

Ideation

Individualization

Arranger

Because of your strengths, you might be the member of the team who suggests creative ways to do things. Perhaps you propose more innovative ideas than some others in your group.

By nature, you logically think through how to approach your projects. You step back to figure out how things work. You consider why mechanisms, processes, programs, or rules failed in the past. You rely on facts to decide how many people the project needs, how much time they need to complete each phase, and what tools they need to succeed.

Driven by your talents, you may have more innovative concepts to suggest to the group than some of your teammates. Perhaps you use methodical reasoning to explain your proposals and present your ideas. Maybe people take seriously what you say if your forethought and preparation are apparent. Now and then, your ideas have such importance that they can influence or impress particular individuals.

Instinctively, 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.

Chances are good that you tune in to people and figure out what they are saying and thinking about you. You are acutely aware of how individuals regard you. You probably curry — that is, try to win — the favor of some and seek to impress others.



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How Ideation Blends With Your Other Top Five Strengths

IDEATION + STRATEGIC

When you need to do something or get somewhere, you consider all possibilities. If none seem right, you create a new one.

IDEATION + RELATOR

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

IDEATION + INDIVIDUALIZATION

Your creativity is never general. Your best creativity is customized for someone in particular.

IDEATION + ARRANGER

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

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.



RELATIONSHIP BUILDING

4. 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.

Strategic

Relator

Ideation

Individualization

Arranger

Instinctively, you thoroughly examine the idiosyncrasies, interests, talents, successes, fears, or dreams of each person you encounter. You contend that no two people are the same. You argue that the same individual reacts quite differently depending on the circumstances and the human beings present. People simply fascinate you.

By nature, you might enjoy working by yourself for hours, days, weeks, or even months on tasks that benefit others. Occasionally you prefer solitude when you have a job to finish.

Because of your strengths, you may contribute to the accomplishments of individuals by offering words of encouragement. Sometimes, however, you keep prodding them until they produce exceptional results.

It's very likely that you ordinarily recruit different kinds of people to participate in activities. Your pool of potential candidates probably includes an interesting assortment of personalities, talents, backgrounds, ages, nationalities, and interests.

Chances are good that you might like to partner with the same people over and over again. When you spend more time with certain teammates, maybe it is easier to pinpoint the unique strengths, interests, work styles, preferred forms of praise, or changing moods of each one.



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + STRATEGIC

You appreciate the rich diversity of humanity, and you can see and consider a broad range of possible options.

INDIVIDUALIZATION + RELATOR

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

INDIVIDUALIZATION + IDEATION

Your creativity is never general. Your best creativity is customized for someone in particular.

INDIVIDUALIZATION + ARRANGER

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

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.



EXECUTING

5. Arranger®

What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

Why Your Arranger Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Strategic

Relator

Ideation

Individualization

Arranger

Because of your strengths, you are the team member who streamlines processes, rules, or procedures. You outline steps so all group members perform the same task the same way every time they do it.

It's very likely that you easily readjust and rearrange when necessary. You are confident that your modifications will result in progress.

Chances are good that you typically do your finest work when you have several things going on simultaneously. The challenge of coordinating activities, schedules, and resources probably engages your mind as well as your body.

Driven by your talents, you produce good results when you have to juggle many activities at the same time. You probably have more energy for your studies, job, or life in general when you are given a variety of assignments. Working on just one task day after day ordinarily leaves you feeling mentally and physically exhausted.

Instinctively, you may step back and sort through competing demands. With your ability to see what needs attention and what can wait, you strive to find the best configuration of resources.



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How Arranger Blends With Your Other Top Five Strengths

ARRANGER + STRATEGIC

Before you seek to manage multiple realities, you consider and evaluate multiple possibilities. Before you juggle, you sort.

ARRANGER + RELATOR

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

ARRANGER + IDEATION

Your success often involves your willingness to consider new ways to get things done as well as your ability to create those new ways.

ARRANGER + INDIVIDUALIZATION

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

Apply Your Arranger to Succeed

Help people figure out better ways of working together.

- Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.

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.

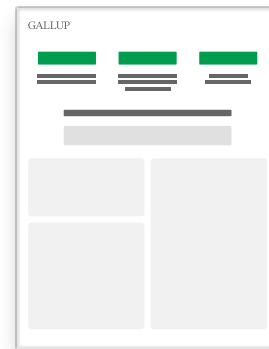
Claim It

- 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.

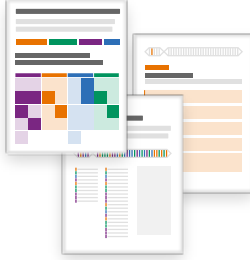
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

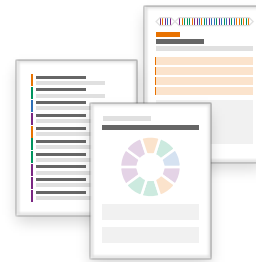


Apply Your CliftonStrengths® in Specific Roles

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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