



# CliftonStrengths® Top 5 for ريناد فرحان حوضان المطرفي ريناد المطرفي

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. Responsibility®

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

## 2. Strategic®

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

## 3. Deliberative®

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

## 4. Discipline®

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

## 5. Focus®

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

**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. Responsibility
- 2. Strategic
- 3. Deliberative
- 4. Discipline
- 5. Focus

## 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. 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.*

### Responsibility

### Strategic

### Deliberative

### Discipline

### Focus

Driven by your talents, you sometimes open yourself to diverse types of people. You are comfortable living a more structured life than most people.

Instinctively, you might find it difficult to extinguish your impulse to work hard. Your feelings of personal accountability might impel you to set few limits for yourself. Instead of watching the clock, you might lose track of time if immersed in simple or complex projects. Disregarding your official work schedule, you may stay late or arrive early to finish assignments. Perhaps you sense that you will somehow accomplish whatever you said you would do.

Because of your strengths, you genuinely feel pleased with yourself and life in general when you do tasks correctly and behave in accordance with your core values.

By nature, you may do your fair share of mental and physical labor when working as part of a team. You believe that a team usually reaches its goals when individual members perform well.

It's very likely that you sometimes feel comfortable being open and honest about who you are. Maybe you avoid people who are less than truthful. You may prefer to spend time with individuals who speak as candidly as you do about their strengths, shortcomings, hopes, failures, or successes.



## 1. Responsibility

- 2. Strategic
- 3. Deliberative
- 4. Discipline
- 5. Focus

## How Responsibility Blends With Your Other Top Five Strengths

### RESPONSIBILITY + STRATEGIC

Creatively conscientious, you are often aware of the multiplicity of ways in which you can provide service or help.

### RESPONSIBILITY + DELIBERATIVE

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

### RESPONSIBILITY + DISCIPLINE

You love to use calendars and spreadsheets to make sure that you carry out your plans and meet your commitments to others.

### RESPONSIBILITY + FOCUS

Your goal orientation is tempered by your service orientation. Responding to the needs of others is your primary priority.

## 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.



## STRATEGIC THINKING

# 2. 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.*

Responsibility

**Strategic**

Deliberative

Discipline

Focus

Chances are good that you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources.

It's very likely that you always prepare for the worst — not because you think the worst will happen, but because you believe that preparing for the worst prevents it from happening.

By nature, 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.

Because of your strengths, you know it is extremely important to think about what happens next. Preparation is the best way to avoid being overwhelmed.

Driven by your talents, 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.



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## How Strategic Blends With Your Other Top Five Strengths

### STRATEGIC + RESPONSIBILITY

Creatively conscientious, you are often aware of the multiplicity of ways in which you can provide service or help.

### STRATEGIC + DELIBERATIVE

As you move toward a destination, you consider every possible route and anticipate every potential obstacle.

### STRATEGIC + DISCIPLINE

When you consider future possibilities and options, your approach is always orderly, precise, and efficient.

### STRATEGIC + FOCUS

Your mind is open to considering multiple options. But once you have chosen an option, those you have not chosen become invisible to you.

## 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.



## EXECUTING

# 3. 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.*

Responsibility

Strategic

**Deliberative**

Discipline

Focus

Driven by your talents, you consider yourself a no-nonsense, practical thinker. Others have called your approach businesslike. You are apt to have a reputation for pointing out things others fail to notice.

Instinctively, you approach your studies or work with dignity and in a businesslike manner. It makes perfect sense, therefore, that you possess a vocabulary rich in complicated, technical, or subject-specific words. You habitually take time to carefully think through whatever you are going to say or write before you begin. Once you have identified your main theories or concepts, you can express them with clarity and precision.

Chances are good that you may remain silent rather than join conversations that involve the sharing of intimate or personal information. Occasionally you try to change the topic altogether. If your attempts are unsuccessful, you might excuse yourself from discussions about the upbringing, finances, problems, physical conditions, or mental health of yourself or others.

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

It's very likely that you are regarded as a businesslike person. You feel confident about yourself and life in general when others tell you how much they value your no-nonsense approach.



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- 5. Focus

## How Deliberative Blends With Your Other Top Five Strengths

### DELIBERATIVE + RESPONSIBILITY

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

### DELIBERATIVE + STRATEGIC

As you move toward a destination, you consider every possible route and anticipate every potential obstacle.

### DELIBERATIVE + DISCIPLINE

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

### DELIBERATIVE + FOCUS

While you are intent on reaching the goals you have set, you approach them with care and caution because doing things quickly can lead to poor results.

## 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

# 4. 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.*

Responsibility

Strategic

Deliberative

**Discipline**

Focus

Instinctively, you sometimes like to work on your own. Being an independent contributor may permit you to keep your work or study area immaculate, orderly, and presentable.

By nature, you might have a reputation for performing with precision and care. Your attention to detail may be noticeable in your financial records, personal appearance, study notes, home, and/or workplace. You may want to put things in their proper order or sequence. Perhaps you are impelled to do things right. When you are ultimately held accountable, your need for order and structure intensifies.

Because of your strengths, you spend a great deal of time researching your ideas and doing your assignments. You ponder key points and small details. This clarifies and sharpens your thinking even more. Consequently, your ideas are based on good judgment, sound reasoning, and relevant evidence. When you present your thoughts, you give yourself sufficient time to prepare.

Chances are good that you inspect and re-inspect your work to eliminate avoidable mistakes. You pride yourself in making sure everything is in order. You probably are disappointed with yourself when someone points out an error you failed to detect.

Driven by your talents, you figure out what you need to upgrade, enhance, or do better. You are eager to get started once you have established the importance of each task or activity. You prefer to concentrate your energy and time on one or two areas of opportunity.



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## How Discipline Blends With Your Other Top Five Strengths

### **DISCIPLINE + RESPONSIBILITY**

You love to use calendars and spreadsheets to make sure that you carry out your plans and meet your commitments to others.

### **DISCIPLINE + STRATEGIC**

When you consider future possibilities and options, your approach is always orderly, precise, and efficient.

### **DISCIPLINE + DELIBERATIVE**

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

### **DISCIPLINE + FOCUS**

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

## 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.



## EXECUTING

## 5. Focus®

**What Is Focus?**

People with strong Focus talents prioritize and then take action. They set goals that serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to decide whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

## Why Your Focus Is Unique

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

Responsibility

Strategic

Deliberative

Discipline

Focus

It's very likely that you might have strong powers of concentration. When necessary, you might reduce plans, processes, or mechanisms into their fundamental parts. Perhaps your methodical approach frees you to understand how and why certain things do or do not operate properly.

Because of your strengths, you might direct your mental and physical energy to required tasks, while optional tasks receive less attention. Under these circumstances, your ability to work or study for hours at a time may work to your advantage. Your biological makeup might determine when you are most alert, efficient, or productive.

By nature, you may see particular value in the proverb "Nothing ventured, nothing gained." Instead of choosing the easy and obvious path, you might challenge yourself to surpass your original goals. With courage and perseverance, you attempt to produce good results. Rather than ask for guarantees of success or financial rewards, you might choose to boldly forge ahead toward your desired goals.

Instinctively, you may prefer to work in certain groups. Perhaps you are attracted to teams whose activities or challenges intrigue you. Periodically you choose to give specific matters your undivided attention.

Driven by your talents, you seize opportunities to participate in meetings where objectives are established. You tend to think about people's behavior. You study systems, profits, productivity, quality, or progress. You usually suggest what needs to be done better.



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## How Focus Blends With Your Other Top Five Strengths

### **FOCUS + RESPONSIBILITY**

Your goal orientation is tempered by your service orientation. Responding to the needs of others is your primary priority.

### **FOCUS + STRATEGIC**

Your mind is open to considering multiple options. But once you have chosen an option, those you have not chosen become invisible to you.

### **FOCUS + DELIBERATIVE**

While you are intent on reaching the goals you have set, you approach them with care and caution because doing things quickly can lead to poor results.

### **FOCUS + DISCIPLINE**

You always have a goal that you plan to reach and a plan to reach your goal. Your organization enhances your concentration.

## Apply Your Focus to Succeed

**Decide what you must do, prioritize and then act.**

- Say no to projects or tasks that do not align with your end goal. While you can't always say no, when you can, it will help you concentrate on your most important priorities.
- Trust your internal compass to make necessary adjustments as you work toward a goal. You have an instinct that ensures things will not distract you as you work to achieve the desired outcome.

## 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.

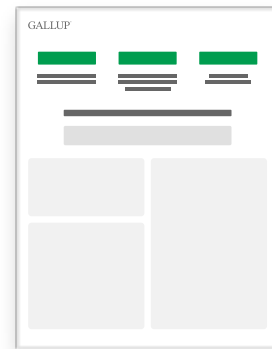
#### Claim It

- 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.

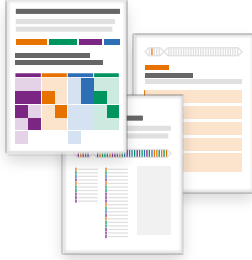
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

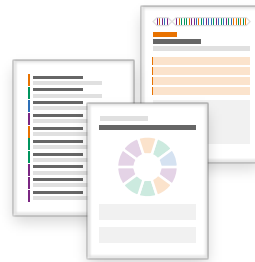


## Apply Your CliftonStrengths® in Specific Roles

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.**

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