



CliftonStrengths® Top 5 for زيد 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. Harmony®

You look for consensus. You don't enjoy conflict; rather, you seek areas of agreement.

2. Achiever®

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

3. Relator®

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

4. 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.

5. Activator®

You can make things happen by turning thoughts into action. You want to do things now, rather than simply talk about them.

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

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

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

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



- 1. Harmony
- 2. Achiever
- 3. Relator
- 4. Significance
- 5. Activator

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. Harmony®

What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

Why Your Harmony Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Achiever

Relator

Significance

Activator

Instinctively, you exhibit a yearning to collect information about topics of special interest and/or entirely unrelated subjects. Whatever your ultimate goal, you usually locate specialists to help you ask the right questions so you obtain the right answers. Rather than leap into action unprepared, you prefer to uncover facts, data, itineraries, costs, or product specifications.

It's very likely that you are viewed as a practical thinker. You frequently seek out specialists who have the best information on a particular topic. You trust their answers and insights are correct.

Because of your strengths, you have acquired the qualifications to work and practice in distinctive fields. Being an expert, you understand the importance of calling on other specialists. You recognize when you need their help to pinpoint the proper course of action and the correct response.

Chances are good that you get a boost of energy when your work flows smoothly from beginning to end.

Driven by your talents, you know that your need for things to work perfectly is connected to your need to be in harmony with those around you.



- 1. Harmony
- 2. Achiever
- 3. Relator
- 4. Significance
- 5. Activator

How Harmony Blends With Your Other Top Five Strengths

HARMONY + ACHIEVER

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

HARMONY + RELATOR

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

HARMONY + SIGNIFICANCE

You are willing to play a visible and vocal role in a group to reduce tensions and facilitate cooperation.

HARMONY + ACTIVATOR

Your initiative creates momentum that gets others moving. Your peacemaking reduces friction so you can keep that momentum.

Apply Your Harmony to Succeed

Help others manage conflict.

- Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.



EXECUTING

2. Achiever®

What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

Why Your Achiever Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Achiever

Relator

Significance

Activator

By nature, you frequently take a long and hard look at yourself. You probably review what you have and have not accomplished. You scrutinize — that is, give close attention to — how you treated various individuals and how they responded to you. You likely consider reordering your personal or professional priorities. You tend to examine many aspects of your life.

Instinctively, you exhibit an aptitude for overcoming difficulties. You are frequently called upon to identify problems and then make needed repairs or implement appropriate solutions. You work so diligently that you ignore all kinds of distractions.

Chances are good that you exhibit the mental and physical capacity to concentrate on various tasks from start to finish.

Driven by your talents, you normally direct most of your talent, energy, effort, and reasoning to the task at hand. Your good judgment probably allows you to establish long-term goals that are truly worthy of your undivided attention.

It's very likely that you derive much pleasure from honoring and praising individuals, especially when their good results are the fruit of hard work. You regularly go out of your way to notice their accomplishments, knowledge, skills, or talents. Just having someone notice these contributions encourages many people to use their gifts much more often.



- 1. Harmony
- 2. Achiever**
- 3. Relator
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- 5. Activator

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + HARMONY

You improve a team's productivity by working hard to manage the emotional tension that exists on every team.

ACHIEVER + RELATOR

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

ACHIEVER + SIGNIFICANCE

You are driven by an ambition to get things done and by the fans who are cheering you on.

ACHIEVER + ACTIVATOR

With urgent initiative, you push others to get started so that a critical job will get finished as soon as possible.

Apply Your Achiever to Succeed

Use a scoring system to keep track of all achievements.

- Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.



RELATIONSHIP BUILDING

3. 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.

Harmony

Achiever

Relator

Significance

Activator

Because of your strengths, you have a small group of friends who remain constant even when you haven't seen or talked to them for a while. Whether a week, a month or a year goes by, your relationships are rekindled the moment you reconnect with those special friends.

Driven by your talents, you are not interested in idle chit-chat. When gatherings are small, conversations are real. You want your interactions to matter.

By nature, you have people you know, and then you have people you feel like you have always known. Your connections to your closest friends are probably not just optional for your overall wellbeing — they are required.

It's very likely that you fill your mind with new ideas by asking questions, reading, studying, observing, or listening. Normally, you accumulate facts, data, stories, examples, or background information from the people you meet. Determining what they want to accomplish in the coming weeks, months, or years generally satisfies your curiosity. These insights also allow you to understand why individuals behave the way they do in different situations.

Chances are good that you bond with and work well with people who tell you what they want to accomplish in life.



- 1. Harmony
- 2. Achiever
- 3. Relator**
- 4. Significance
- 5. Activator

How Relator Blends With Your Other Top Five Strengths

RELATOR + HARMONY

You value a peaceful and productive environment and foster it by building deep and authentic connections with people over time.

RELATOR + ACHIEVER

For you, there is no better feeling than working hard with a few good friends to get a big job completed.

RELATOR + SIGNIFICANCE

The people who know you best and love you most give you your most meaningful recognition and your most powerful motivation.

RELATOR + ACTIVATOR

You prefer to do things with people you already know, but doing an activity with someone new could start a new friendship.

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.



INFLUENCING

4. 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.

Harmony

Achiever

Relator

Significance

Activator

Chances are good that you periodically surprise yourself and others by referring to a relatively obscure fact or insight you found in a book. Maybe you are delighted when something you filed in your memory or documented expands your own as well as your colleagues' thinking. You might bring to conversations the major thoughts of writers, researchers, historians, policymakers, common folks, or prestigious leaders. Possibly reading is your ticket of admission to some interesting discussions.

Instinctively, you may yearn to be held in high esteem by certain people. Perhaps you want them to regard you as trustworthy, competent, and accomplished. From time to time, you entertain ideas about doing specific things so much better that these individuals have to notice.

It's very likely that you converse with others to refine your ideas and understand topics more fully. Having a spirited dialogue sharpens your own and others' thinking. You welcome opportunities to tell others about your proposals, initiatives, suggestions, or solutions. You are thrilled to outline for people the "hows," "whats," "whos," "whens," "wheres," and "whys" of something.

Driven by your talents, you typically immerse yourself in intense activities. Preferring a fast pace, you thrive on excitement. You appreciate being surrounded by like-minded individuals. They motivate you to expend even more energy accomplishing whatever needs to be done. You stay busy and work hard whenever it is necessary.

Because of your strengths, you regularly experience a feeling of personal fulfillment when you can influence people to reach higher levels of excellence.



- 1. Harmony
- 2. Achiever
- 3. Relator
- 4. Significance**
- 5. Activator

How Significance Blends With Your Other Top Five Strengths

SIGNIFICANCE + **HARMONY**

You are willing to play a visible and vocal role in a group to reduce tensions and facilitate cooperation.

SIGNIFICANCE + **ACHIEVER**

You are driven by an ambition to get things done and by the fans who are cheering you on.

SIGNIFICANCE + **RELATOR**

The people who know you best and love you most give you your most meaningful recognition and your most powerful motivation.

SIGNIFICANCE + **ACTIVATOR**

No one has ever succeeded without taking the first step. That is why you are always pushing others to get started.

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.



INFLUENCING

5. Activator®

What Is Activator?

"When can we start?" This is a recurring question for Activators. People with strong Activator talents are impatient for action. They may concede that analysis has its uses or that debate and discussion can occasionally yield some valuable insights, but deep down they know that only action is real. Once a decision is made, they must act. Others may worry that "there are still some things we don't know," but this doesn't seem to slow Activators down. They make a decision, take action, look at the result and learn. The bottom line is this: Activators know they will be judged not by what they say or what they think, but by what they get done. This does not frighten them. It energizes them.

Why Your Activator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Harmony

Achiever

Relator

Significance

Activator

Driven by your talents, you may push your teammates to capture the top prize, deliver the best performance, or finish with the winning score. Perhaps you challenge and encourage your partners when the team's outcomes are compared to those of other groups.

Chances are good that you traditionally determine for yourself and others what should be done. After you have made up your mind, you typically waste little time moving forward with projects or assignments.

By nature, you periodically issue direct orders to certain individuals. Some may feel you are overstepping the bounds of your authority or are being a bit bossy. Perhaps this is just your way of influencing some people to apply their time or energy to the task at hand.

Because of your strengths, you sometimes inspire enthusiasm in people with your words and deeds. You might envision yourself one day being in charge of an important group. Maybe you are eager to give directions, make decisions, or rally others around a project. Perhaps you also look forward to the benefits and privileges of rank.

Instinctively, you inspire and energize people to dedicate themselves to a task. Once a course of action is chosen, perhaps you are the person who says, "We've talked long enough. Let's get started. Why wait? Let's just do it!"



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How Activator Blends With Your Other Top Five Strengths

ACTIVATOR + HARMONY

Your initiative creates momentum that gets others moving. Your peacemaking reduces friction so you can keep that momentum.

ACTIVATOR + ACHIEVER

With urgent initiative, you push others to get started so that a critical job will get finished as soon as possible.

ACTIVATOR + RELATOR

You prefer to do things with people you already know, but doing an activity with someone new could start a new friendship.

ACTIVATOR + SIGNIFICANCE

No one has ever succeeded without taking the first step. That is why you are always pushing others to get started.

Apply Your Activator to Succeed

Be the person who helps others take action to succeed.

- When you see someone do something excellent, tell them right away. This positive reinforcement of their actions can help motivate them to repeat what they did.
- Remember that not everyone is as ready as you are to jump into action. Make sure those around you are prepared to act so they can meet your energy with excitement instead of fear.

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.

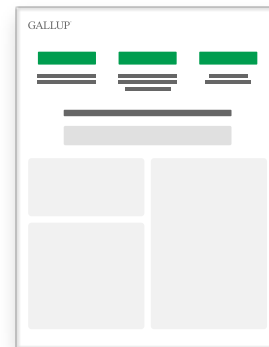
Claim It

- 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.

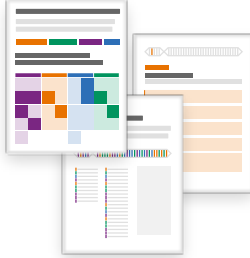
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

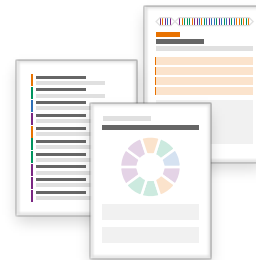


Apply Your CliftonStrengths® in Specific Roles

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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