



CliftonStrengths® Top 5 for Shahad Ayed

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. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

3. Harmony®

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

4. Deliberative®

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

5. Learner®

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

■ **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. Relator
- 2. Restorative
- 3. Harmony
- 4. Deliberative
- 5. Learner

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

Restorative

Harmony

Deliberative

Learner

It's very likely that you bond with and work well with people who tell you what they want to accomplish in life.

Because of your strengths, you ask to be partnered with your friends when teams are being formed. You are likely to labor longer and be more productive each time you collaborate — that is, work jointly — with people whose company you really enjoy.

By nature, you feel upbeat and cheerful when you keep busy. Without question, you derive much satisfaction from producing tangible outcomes.

Chances are good that you are drawn to the process of gaining knowledge and skills. You long to build on what you already know. You yearn to improve on what you already can do. When you meet people who value education as much as you do, you are eager to hear about their personal or professional ambitions, intentions, or goals. Understanding what others aim to accomplish in the coming weeks, months, or years can be the beginning of a practical partnership or an enduring friendship.

Driven by your talents, 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.



- 1. Relator
- 2. Restorative
- 3. Harmony
- 4. Deliberative
- 5. Learner

How Relator Blends With Your Other Top Five Strengths

RELATOR + RESTORATIVE

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

RELATOR + HARMONY

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

RELATOR + DELIBERATIVE

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

RELATOR + LEARNER

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

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.



EXECUTING

2. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Restorative

Harmony

Deliberative

Learner

By nature, you are a process thinker. You customarily search for the reasons something went wrong. You sort through facts, look for missing pieces, and study the sequence of steps. You continue investigating until you know precisely what prevented you from being successful.

Because of your strengths, you diligently spend time working to compensate for your real or perceived shortcomings, limitations, or flaws. Self-improvement activities rank quite high on your list of personal or professional goals.

Chances are good that you love when others see you as a sort of “help desk.” A day without problems is boring for you. You like when people ask you for help with their problems because it gives you an opportunity to help them fix mistakes.

Driven by your talents, you occasionally pay more attention to your shortcomings than your strong points. Perhaps you are devoted to overcoming your limitations.

It’s very likely that you occasionally set aside time to identify some things you need to do better. When you become more efficient, you might increase your chances of amassing personal wealth.



- 1. Relator
- 2. Restorative**
- 3. Harmony
- 4. Deliberative
- 5. Learner

How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + RELATOR

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

RESTORATIVE + HARMONY

Problems are normal in life, so they don't upset you. Your practical, even-keeled approach calms others and promotes peace.

RESTORATIVE + DELIBERATIVE

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

RESTORATIVE + LEARNER

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.



RELATIONSHIP BUILDING

3. 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.

Relator

Restorative

Harmony

Deliberative

Learner

By nature, you periodically wish that each person you meet would want to spend more time with you. Being a somewhat objective individual, you realize not everyone is going to be your friend. Even so, it is your nature to show consideration for certain types of people. Maybe you refrain from imposing your views or desires on them. Perhaps you are inclined to figure out what they prefer to do. Then, without making a fuss, you might agree to join them.

Because of your strengths, you periodically choose to team with certain people to perform specific kinds of tasks. Perhaps you appreciate working with group members who accomplish what they are assigned to do. For practical reasons, you might expect individuals to carry an equal share of the load. You may perceive that an injustice has been done when one or two people are given more to do than is humanly possible or when they are not allowed to reach their full potential.

It's very likely that you sometimes notice your quality of life improves when people appreciate your good-natured, even-tempered personality.

Instinctively, you sometimes bring a matter-of-fact awareness to specific situations that require hard work. You might see the task, the resources, or the challenges for what they are. You might refrain from giving in to unrealistic or wishful thinking. Perhaps you like to labor in the company of certain acquaintances because they appreciate your practicality. Maybe you and some of your friends remain cordial after having completed demanding or emotionally taxing projects.

Chances are good that you sometimes are matter-of-fact — that is, straightforward and unemotional. You may refrain from exaggerating what someone has done well. Perhaps you think it is more honest to state the facts without embellishing them. As a result, certain people believe what you tell them about themselves or their accomplishments. A few words from you might be more meaningful than numerous compliments from someone else. Maybe you have a knack for giving credit to individuals who truly deserve it.



- 1. Relator
- 2. Restorative
- 3. Harmony**
- 4. Deliberative
- 5. Learner

How Harmony Blends With Your Other Top Five Strengths

HARMONY + RELATOR

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

HARMONY + RESTORATIVE

Problems are normal in life, so they don't upset you. Your practical, even-keeled approach calms others and promotes peace.

HARMONY + DELIBERATIVE

You improve collaboration by anticipating and avoiding issues that create unproductive emotional tension and friction.

HARMONY + LEARNER

You believe the best educational environments are those characterized by conceptual variety and emotional stability.

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

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.

Relator

Restorative

Harmony

Deliberative

Learner

Instinctively, you will not make reckless choices. While others may need immediate answers, you pause to take the time you need to make the best decisions.

It's very likely that you sometimes present yourself to others as a no-nonsense person. Maybe some of them understand that you prefer to work or study by yourself.

By nature, you are uncomfortable making quick decisions. When others reach an outcome too fast, you feel unsettled by what you perceive as a lack of concern and reckless behavior.

Driven by your talents, you choose your friends with care and caution. Like you, these individuals have a reputation for honoring their commitments. Like you, they do exactly what they say they will do. Your most enduring friendships are built on a foundation of mutual trust.

Chances are good that you choose not to reveal to others too much about yourself, your thoughts, and your feelings. You exercise great care and weigh all possible risks when you interact with people. You prefer to give sincere and well-deserved compliments. You are likely to refrain from acknowledging the talents, contributions, and accomplishments of individuals and groups until you have clear evidence they merit special acclaim.



- 1. Relator
- 2. Restorative
- 3. Harmony
- 4. Deliberative**
- 5. Learner

How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + RELATOR

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

DELIBERATIVE + RESTORATIVE

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

DELIBERATIVE + HARMONY

You improve collaboration by anticipating and avoiding issues that create unproductive emotional tension and friction.

DELIBERATIVE + LEARNER

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

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.



STRATEGIC THINKING

5. 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.

Relator

Restorative

Harmony

Deliberative

Learner

Driven by your talents, you may be excited about discovering new facts about historic events or key people. Periodically you rely on experts who have conducted in-depth research on certain periods of history.

It's very likely that you are inclined to read books, publications, or Internet sites that offer tips on how you can improve yourself as a person, a parent, a student, a professional, an investor, or a craftsperson. Making apologies to no one, you aim to conquer your shortcomings.

By nature, you now and then enjoy establishing objectives in the company of certain individuals. You may use some well-placed milestones to document any knowledge or skills gained since the last reporting period. You might look forward to reviewing results with people who understand that education is a process that continues throughout one's life.

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

Instinctively, you yearn to know a lot. It makes little sense to you to skim through a book and read only the highlights. You delve more deeply into intriguing subjects than most people do. You love to gather all kinds of information. This explains why you take time to grasp ideas that appear in print.



- 1. Relator
- 2. Restorative
- 3. Harmony
- 4. Deliberative
- 5. Learner**

How Learner Blends With Your Other Top Five Strengths

LEARNER + RELATOR

Your deepest, longest friendships don't stagnate because you strive to discover something new about those who are familiar.

LEARNER + RESTORATIVE

Your curious mind enjoys the challenge of encountering intriguing problems and the opportunity to discover new solutions.

LEARNER + HARMONY

You believe the best educational environments are those characterized by conceptual variety and emotional stability.

LEARNER + DELIBERATIVE

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

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.

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.

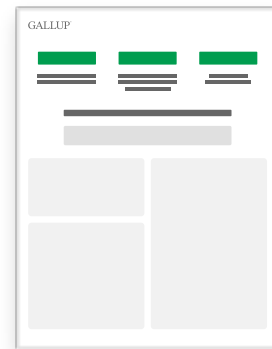
Claim It

- 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.

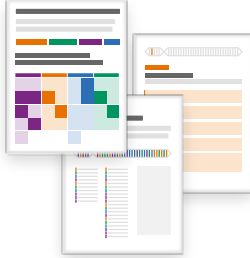
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

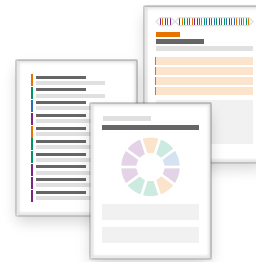


Apply Your CliftonStrengths® in Specific Roles

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.