



CliftonStrengths® Top 5 for Gharam Alanzie

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. Achiever®

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

2. Positivity®

You have contagious enthusiasm. You are upbeat and can get others excited about what they are going to do.

3. Responsibility®

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

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. Achiever
- 2. Positivity
- 3. Responsibility
- 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



EXECUTING

1. 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.

Achiever

Positivity

Responsibility

Individualization

Arranger

Because of your strengths, you periodically document goals that can lead you to a future of your own choosing. Perhaps you leave less to chance when you outline your aims and push yourself to reach each one.

By nature, you sometimes use your mental or physical energy for several hours when the situation demands such effort. Perhaps you persist, persevere, and push yourself to keep working on assignments until you finish. Maybe you refuse to quit until you reach your goal.

Driven by your talents, you may delight in having your hours of hard work acknowledged. Perhaps you treasure compliments from people who share your work ethic.

Chances are good that you may seek out advisers whose judgment and expertise you trust. If you find yourself in a questionable situation, you sometimes ask them to help you identify the proper course of action. Why? Perhaps you place great value on doing things correctly.

Instinctively, you periodically leap into the middle of difficult tasks. Perhaps you take over projects that must be done meticulously and accurately. Occasionally you feel you are the only person who can produce the right outcomes. Why? You might set some high standards of excellence for yourself and others. Maybe you trust only yourself to reach them.



- 1. **Achiever**
- 2. Positivity
- 3. Responsibility
- 4. Individualization
- 5. Arranger

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + POSITIVITY

You work hard because hard work should be celebrated, and you celebrate frequently because it refuels hard workers.

ACHIEVER + RESPONSIBILITY

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

ACHIEVER + INDIVIDUALIZATION

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

ACHIEVER + ARRANGER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

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

2. Positivity®

What Is Positivity?

People with strong Positivity talents are generous with praise, quick to smile and always on the lookout for the upside of the situation. They always seem to find a way to lighten the spirits of those around them. They are optimistic, hopeful and fun-loving. They celebrate every achievement. They find ways to make everything more exciting and dynamic.

Why Your Positivity Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Achiever

Positivity

Responsibility

Individualization

Arranger

By nature, you celebrate the achievements and successes of individuals and groups. You compliment them. Your enthusiasm energizes people and makes them eager to tackle the task at hand. Time and again you say and do things that re-energize their minds, bodies, and spirits.

Because of your strengths, you start putting things in a sequential order after assessing how all the elements or facts link with one another. By giving of your time and sharing your thoughts, you can help others make good judgments. As a result, projects, processes, or events usually run more smoothly for everyone involved. Using reason and making good judgments, you can make the planning process run smoothly.

Driven by your talents, you genuinely like honoring individuals and groups for their successes, contributions, and progress. You usually establish standard criteria to identify people worthy of recognition. You probably pick dates each week, month, or year to present awards and announce special commendations.

Chances are good that you ordinarily energize individuals with your optimistic, cheerful, and upbeat attitude. You likely encourage people to enjoy their major as well as their minor accomplishments.

Instinctively, you probably, out of respect and courtesy, step back so others can step forward. Frequently you choose to spotlight their contributions rather than draw attention to your own. You derive much joy from seeing individuals whom you have mentored, taught, or coached excel. Often they credit you with giving them emotional support when they needed it most.



- 1. Achiever
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How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + ACHIEVER

You work hard because hard work should be celebrated, and you celebrate frequently because it refuels hard workers.

POSITIVITY + RESPONSIBILITY

You are serious about the commitments you make to others, not from dutiful obligation, but as a joyful servant.

POSITIVITY + INDIVIDUALIZATION

Your insight into the unique nature of others helps you lift each person's spirit or lighten each person's load.

POSITIVITY + ARRANGER

Your energetic and optimistic approach to work and life enables you to enlist others to get work done.

Apply Your Positivity to Succeed

Encourage others by reminding them of the positives you see.

- Commit to praising the people you interact with most. Try to tailor this recognition to each person's needs. When you remind others of the positives you see, they feel better about life, and so do you.
- Make sure your praise and positivity are genuine. Some people are used to hearing the negatives, so make sure your praise and positivity are authentic. But keep repeating the positives to let these people trust you will always point out the upside.



EXECUTING

3. 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.

Achiever

Positivity

Responsibility

Individualization

Arranger

Because of your strengths, you are honest with yourself about yourself. You can admit your shortcomings. You speak frankly about the areas where you need to do things better and more completely than you have done them in the past.

Chances are good that you normally strive to do things right. Taking shortcuts strikes you as unprincipled, thoughtless, and careless. You likely refuse to produce sloppy work or engage in unethical practices.

It's very likely that you experience pangs of remorse when you realize you failed to do something you promised to do. You feel awful when you do not do something correctly. You probably regret having compromised your basic values about right and wrong.

By nature, you automatically set out to do things right. As a result, you usually invent better ways to tackle assignments, studies, or chores. You are apt to make small yet necessary upgrades to enhance the efficiency and overall performance of various processes or individuals.

Instinctively, you usually are viewed as the most experienced, upstanding, and reliable person on the team. Why? You probably orchestrate the group's activities better than many of your teammates can. As a result, they count on you to lay out the steps of an action plan. They expect you to acquire materials, raise funds, coordinate schedules, or distribute supplies at the right time. They allow you to redirect their energies when distractions pull them off course.



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How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + ACHIEVER

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

RESPONSIBILITY + POSITIVITY

You are serious about the commitments you make to others, not from dutiful obligation, but as a joyful servant.

RESPONSIBILITY + INDIVIDUALIZATION

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

RESPONSIBILITY + ARRANGER

When you facilitate the work of others, you feel a strong sense of ownership of both the process and the results.

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.



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.

Achiever

Positivity

Responsibility

Individualization

Arranger

Because of your strengths, you often marvel at your ability to sense the feelings and perspectives of other people. You feel very good about yourself and life in general when you put aside your opinions, biases, or preferences. Your satisfaction probably comes from figuring out why someone behaves, feels, or thinks differently than you do.

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.

Driven by your talents, you recognize that many individuals appreciate your practical, straightforward, or realistic way of thinking. You enjoy coming to the aid of people who value the fact that you treat everyone evenhandedly — that is, the same.

By nature, you routinely assist people who are in need or struggling. You might be especially helpful to teammates when you are seeking victory.

Instinctively, you spend considerable time examining exactly why something has gone wrong. Whenever you experience a personal or professional loss, make a mistake, or experience failure, you tend to investigate. You are likely to be restless until you have answers to all your basic questions: What? How? When? Where? Who? Why?



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How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + ACHIEVER

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

INDIVIDUALIZATION + POSITIVITY

Your insight into the unique nature of others helps you lift each person's spirit or lighten each person's load.

INDIVIDUALIZATION + RESPONSIBILITY

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

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.

Achiever

Positivity

Responsibility

Individualization

Arranger

Because of your strengths, 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 are energized by shifting priorities, and you are determined to do what you need to do. You respond to the hectic rhythm of the day while staying aware of timelines and expectations.

Instinctively, you customarily take on additional duties or tasks when you feel optimistic about yourself and your life.

It's very likely that you exhibit the ability needed to recruit individuals to your teams. You think about the talent, skill, and/or knowledge you need to reach various personal or professional goals. Pulling together the right mix of personalities and strengths is one of your strong points.

Chances are good that you spend time alone thinking about which individuals work well together. Your thoughtful examination of each human being allows you to mix and match everyone's talents. The talents of one person can compensate for the limitations of another person and vice versa. You have concluded that a group's strength lies in the diversity of its members' knowledge, experiences, skills, natural abilities, motivations, or thinking styles.



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How Arranger Blends With Your Other Top Five Strengths

ARRANGER + ACHIEVER

You are personally productive because of your intense efforts, and you help groups be productive by coordinating others' efforts.

ARRANGER + POSITIVITY

Your energetic and optimistic approach to work and life enables you to enlist others to get work done.

ARRANGER + RESPONSIBILITY

When you facilitate the work of others, you feel a strong sense of ownership of both the process and the results.

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.

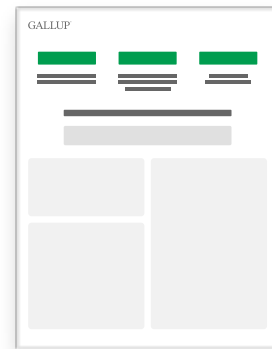
Claim It

- 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.

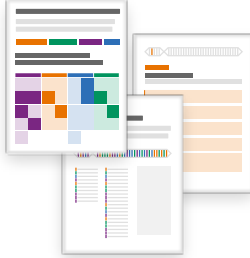
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

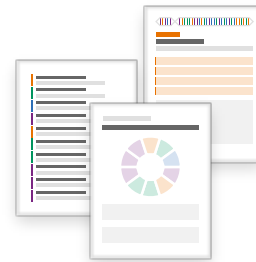


Apply Your CliftonStrengths® in Specific Roles

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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