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CliftonStrengths® Top 5 for LAYAN AL ANZI

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. Empathy®

You can sense other people's feelings by imagining yourself in others' lives or situations.

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. Harmony®

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

5. Responsibility®

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

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.

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1. Empathy
2. Achiever
3. Relator
4. Harmony
5. Responsibility

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

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RELATIONSHIP BUILDING

1. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others' eyes and share their perspectives. They perceive people's pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

Why Your Empathy Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Empathy | **Achiever** | **Relator** | **Harmony** | **Responsibility**

Instinctively, you frequently consider what you want to make better about yourself, a project, another person, a plan, or an event. When people recognize your commitment to quality, many are willing to reveal to you their innermost thoughts and feelings. Few things mean more to you than being trusted not to tell anyone what was meant for you alone to hear.

Chances are good that you usually figure out what someone is thinking and feeling. You are no stranger to the emotions of human beings. Your insights about people impel you to utter words of praise. You naturally call attention to someone's strengths, contributions, appearance, position, education, promotions, or awards.

By nature, you frequently amuse people with stories, examples, or playful capers. Your style of delivery often distracts individuals from the mundane and numbing routines of their lives. Typically you know what to say and how to say it. Why? You are keenly aware of the full range of human emotions.

Driven by your talents, you are attuned to the present. Studying and reflecting on days gone by is less interesting to you. You concentrate on examining what is currently happening to you and what is going on in the world today.

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It's very likely that you are quite delighted when visionaries trust you enough to share their innovative ideas. You often sense when they simply need someone to listen as they think aloud.

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1. Empathy
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How Empathy Blends With Your Other Top Five Strengths

EMPATHY + ACHIEVER

Your drive to get things done and produce results is always influenced by your awareness and expression of emotion.

EMPATHY + RELATOR

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

EMPATHY + HARMONY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

EMPATHY + RESPONSIBILITY

How you respond to a person's needs is influenced by your understanding of what that person is feeling.

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

- ☐ Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- ☐ Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.

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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.

Empathy | **Achiever** | Relator | Harmony | Responsibility

Because of your strengths, you typically expend a lot of mental energy to produce precise and thoroughly documented facts or data. Various processes, issues, opportunities, proposals, historic records, questions, or solutions occupy your thoughts for extended periods of time.

Chances are good that you regularly dedicate your energy and personal time to various issues, causes, or projects. You harbor a deep-seated desire to have a good influence on the planet and its people. Your goal is simple: "I want to leave the world in a lot better shape than I found it."

By nature, you channel your energy into your work or studies. You seldom count the hours you work. Feeling fully engaged in what you do is a major source of satisfaction. You believe there is always something more challenging you can pursue. Given your ability to withstand hardship, adversity, and stress, it is no surprise you love what you do. You strive to do more and more of it each day.

Driven by your talents, you devote your full attention to immediate tasks and challenges. This explains why you give yourself plenty of time to comprehend what you read on the printed page or the computer screen. Diligence, persistence, and concentration are three of your distinguishing traits.

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It's very likely that you sometimes enjoy launching new initiatives. Perhaps you have a reputation for knowing how to get projects moving forward.

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How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + EMPATHY

Your drive to get things done and produce results is always influenced by your awareness and expression of emotion.

ACHIEVER + RELATOR

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

ACHIEVER + HARMONY

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

ACHIEVER + RESPONSIBILITY

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

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.

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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.

Empathy	Achiever	Relator	Harmony	Responsibility

By nature, you embody the adage: "If you want to get something done, ask a busy person." You deliver peak performances when you can tackle a task. You experience tremendous satisfaction each time you accomplish something. You probably like being held accountable for your actions and words.

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

Because of your strengths, you find space in your busy routine for your close friends. You cherish the time you can spend sharing special moments with the people who matter most to you.

It's very likely that you occasionally feel pleased when friends seek your counsel. Perhaps being asked for guidance uplifts you. It may give meaning to your life.

Chances are good that you do not take the close connections you have with your best friends for granted. You make sure that you schedule time on your calendar for close friends and prioritize those interactions.

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How Relator Blends With Your Other Top Five Strengths

RELATOR + EMPATHY

When you are with your closest friends, you can freely express your authentic emotions and clearly sense their authentic emotions.

RELATOR + ACHIEVER

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

RELATOR + HARMONY

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

RELATOR + RESPONSIBILITY

The longer you serve customers, colleagues, or friends, the more you are likely to appreciate them, and the more they are likely to appreciate you.

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.

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RELATIONSHIP BUILDING

4. 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.

Empathy	Achiever	Relator	**Harmony**	Responsibility

It's very likely that you frequently detect impending conflict sooner than most people do. Your keen awareness allows you to sense what others are thinking and feeling. Before issues cause people to be angry, you direct everyone's attention to areas where they already share the same ideas, philosophies, or viewpoints. Simply put: You have a gift for helping people find common ground. This makes it easier for them to politely and courteously resolve their differences.

Because of your strengths, you probably place your confidence in professionals, especially when you need instruction or realize you can benefit from their experiences. Asking specialists questions and respectfully paying attention to their responses are just two ways you keep the peace. You are apt to count on these individuals to help you handle sensitive problems, make appropriate choices, or design workable solutions that people can accept.

Chances are good that you are comfortable turning to experts for information and guidance. Determined to do things right, you wisely tap into the expertise of noteworthy individuals. Before conversing with these specialists, you learn their language. Acquiring a new set of intricate words and knowing their definitions delights you. Being able to understand and being understood by preeminent — that is, outstanding — individuals in a specific field makes all your studying well worth the effort.

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Instinctively, you notice that your quality of life greatly improves when people appreciate your good-natured, even-tempered personality.

Driven by your talents, you turn to experienced individuals to help you pinpoint areas where you need to do something better. You probably seek their counsel about personal or professional matters. You often trust that their answers are correct and their solutions are feasible — that is, doable and suitable.

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How Harmony Blends With Your Other Top Five Strengths

HARMONY + EMPATHY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

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 + RESPONSIBILITY

Others can count on you to build emotional environments that encourage cooperation and facilitate practical productivity.

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.

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EXECUTING

5. 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.

Empathy	Achiever	Relator	Harmony	Responsibility

Driven by your talents, you usually take your time to move things forward. You have a need to check and recheck what you have done. You understandably want to be sure every detail is accurate and everything is in its proper place.

Instinctively, 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.

It's very likely that you are the team member who influences your friends to start tasks and keep working until they are done. You often pressure your pals to reach goals by issuing orders, confronting slackers, or forcing poor performers to meet quality standards. You generate enthusiasm for a project by pulling together all the human or material resources your teammates need to succeed.

By nature, you rely on your own exacting standards and methodical routines to ensure things are done with careful attention to all aspects and details. This is especially true when you encounter obstacles. You often decide it is easier to deal with these difficulties on your own. This way you know for sure everything is done right.

Because of your strengths, you are motivated by your sense of obligation to finish what you start. You fight the impulse to delegate and procrastinate. You remind yourself that you are the one who is personally accountable.

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How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + EMPATHY

How you respond to a person's needs is influenced by your understanding of what that person is feeling.

RESPONSIBILITY + ACHIEVER

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

RESPONSIBILITY + RELATOR

The longer you serve customers, colleagues, or friends, the more you are likely to appreciate them, and the more they are likely to appreciate you.

RESPONSIBILITY + HARMONY

Others can count on you to build emotional environments that encourage cooperation and facilitate practical productivity.

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.

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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 **excites** you?
- What did you read that **surprises** you?
- What did you read that **challenges** you?

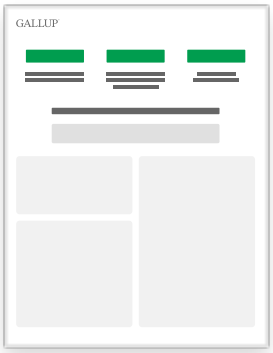
Click here or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

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.

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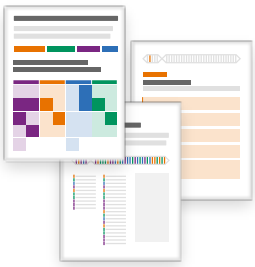
Explore All 34 of Your CliftonStrengths®



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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