



# CliftonStrengths® Top 5 for Mohammed Zayed

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. Discipline®

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

## 2. Deliberative®

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

## 3. Harmony®

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

## 4. Consistency®

You are keenly aware of the need to treat people the same. You crave stable routines and clear rules and procedures that everyone can follow.

## 5. Analytical®

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

**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. Discipline
- 2. Deliberative
- 3. Harmony
- 4. Consistency
- 5. Analytical

## 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. Discipline®

### What Is Discipline?

People with strong Discipline talents thrive in an organized and orderly environment. They like their days to be predictable and planned, so they instinctively find ways to organize their lives. They set up routines. They focus on timelines and deadlines. They break long-term projects into a series of specific, short-term steps and follow their plan diligently. They are not necessarily neat and tidy, but they do need precision. They create order and structure where needed. Some people may label the highly disciplined as compulsive, meticulous or control freaks, but these attributes make them productive — often more so than their critics.

## Why Your Discipline Is Unique

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

### Discipline

### Deliberative

### Harmony

### Consistency

### Analytical

It's very likely that you like creating familiar patterns of behavior. This is especially true when you must deal with recurring tasks. The more you use these processes, the more efficient you become. Seeking precision and exactness, you are inclined to review results numerous times to be sure everything is in its correct place. This is how you eliminate confusion so others know they are being dealt with in a just and equitable manner.

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

Chances are good that you regularly take apart things to figure out how they operate. Your fascination with details allows you to sequence the steps of processes, procedures, or regulations. When everything is orderly and predictable, you and others feel more secure. Orderly, predictable, or repeated patterns frequently give you comfort. You are likely to grow impatient with individuals who do things their own way. Failing to understand how their actions affect people, they tend to create unnecessary work for you, themselves, and their colleagues. This irks — that is, annoys — you.

By nature, you normally enjoy working, playing, or studying with people whenever the opportunity arises. The company of others probably energizes you in ways that working alone cannot. Even so, you are apt to want everyone to use your step-by-step methods for performing repetitive tasks. You notice that when each individual handles details in a predictable and consistent manner, efficiency increases and mistakes decrease.

Because of your strengths, you probably keep your physical environment and your personal appearance clean and orderly. Your tendency to straighten up things helps others know how much you value structure and order. Your need to eliminate clutter and chaos is amplified each time you designate a place for something. Then you regularly check to be sure it is in its proper position. Individuals who leave messes and put things where they do not belong often strike you as careless and sloppy.



1. Discipline
2. Deliberative
3. Harmony
4. Consistency
5. Analytical

## How Discipline Blends With Your Other Top Five Strengths

### DISCIPLINE + DELIBERATIVE

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

### DISCIPLINE + HARMONY

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

### DISCIPLINE + CONSISTENCY

You personally need routine and structure to help you be efficient, and your groups need rules and systems to be efficient.

### DISCIPLINE + ANALYTICAL

You love logic because it's objective, objectivity because it's orderly, and order because it's efficient.

## Apply Your Discipline to Succeed

**Look for places where you can bring structure and efficiency.**

- Identify places in your life, workplace or community where you can create an orderly environment. Doing this will bring you joy while supporting those around you.
- Engage in planned conversations with your most trusted friends and partners. Creating a routine with them ensures that your relationships stay strong in a constantly changing world.



## EXECUTING

# 2. 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.*

Discipline

**Deliberative**

Harmony

Consistency

Analytical

It's very likely that you characteristically are quite reserved. You carefully consider just about everything you say and do. This explains to a large degree why you are happy to let someone else begin discussions. You prefer to listen to others talk. As a result, you probably know what many individuals are thinking and feeling. After you have acquired a lot of information, you tend to say very little about it.

Chances are good that you are certain that rushing to make a decision is a recipe for failure. You always take time to reflect, assess, consider, and contemplate so you will feel secure that your careful thinking paid off.

Because of your strengths, you work diligently to separate your private life from your public life. You are a person with a reputation for being discreet — that is, careful about what you say. You intentionally avoid discussing your personal problems, successes, finances, work, or history.

Instinctively, you are a reserved individual. You choose to keep personal matters to yourself. This may partially explain why you launch projects that require little conversation about your experiences or successes.

Driven by your talents, you might share your perspective on things when asked. Perhaps you appreciate people who can begin discussions or make small talk. Occasionally these individuals create a safe environment for you to express a few of your ideas or feelings.



- 1. Discipline
- 2. Deliberative**
- 3. Harmony
- 4. Consistency
- 5. Analytical

## How Deliberative Blends With Your Other Top Five Strengths

### DELIBERATIVE + DISCIPLINE

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

### DELIBERATIVE + HARMONY

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

### DELIBERATIVE + CONSISTENCY

You manage the risks in your life by anticipating potential problems and by adhering to standard operating procedures.

### DELIBERATIVE + ANALYTICAL

You are serious-minded. You rely on quantification to validate existing theories and on calculation to minimize existing risks.

## 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.



## 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.*

Discipline

Deliberative

Harmony

Consistency

Analytical

By nature, you may be open to welcoming certain types of people into your life. Because you are somewhat practical, you might realize that the individuals you meet might possess talents, skills, and experiences that you or group members lack. Perhaps you can help specific people find reasons to befriend, work, or cooperate with a few of the newcomers or outsiders.

It's very likely that you may be a practical and realistic thinker when improvements must be made or things must be fixed. Perhaps your evenhanded approach assures individuals that you are not taking advantage of them or their situation. To some extent, this explains the calming influence you have on friends, family members, classmates, coworkers, teammates, or strangers.

Because of your strengths, you periodically go out of your way to generate laughter and merriment by amusing specific people with stories, jokes, or comical actions. When individuals' spirits are lifted, perhaps they have an easier time getting along or cooperating with one another. Having a little bit of fun may not strike you as silly at all. Although you are practical and realistic, you sometimes understand that human beings need to experience moments of exuberance — that is, unrestrained happiness and delight.

Driven by your talents, you sometimes feel life would be less harried and more simple if specific timelines were abolished. You might admit this idea is unrealistic and impractical. Nonetheless, you attempt to finish certain tasks on schedule. Perhaps you want to avoid being the target of anyone's wrath or anger. Maybe you are motivated to meet your deadlines because it prevents disagreements or arguments.

Instinctively, you typically find specialists who can guide you toward the right solutions. You feel much more hopeful and happy about life when you are not expected to know all the answers.



- 1. Discipline
- 2. Deliberative
- 3. Harmony**
- 4. Consistency
- 5. Analytical

## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + DISCIPLINE

You manage the important details of your life and the emotional variables of the groups you are in to foster efficiency.

### HARMONY + DELIBERATIVE

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

### HARMONY + CONSISTENCY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

### HARMONY + ANALYTICAL

You look for patterns in the multiplicity of facts, and you manage the tension that comes from a variety of feelings.

## 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. Consistency®

### What Is Consistency?

Balance is important to those with strong Consistency talents. They are keenly aware of the need to treat people the same, no matter their situation, so the scales do not tip too far in any person's favor. People with strong Consistency talents see themselves as guardians of what is right and fair. Opposed to special favors, they believe that people function best in a consistent environment with clear rules that apply equally to everyone. This is an environment where people know what is expected. It is predictable and evenhanded. In this setting, people have a fair chance to show their worth.

## Why Your Consistency Is Unique

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

Discipline

Deliberative

Harmony

**Consistency**

Analytical

Driven by your talents, you love routine schedules. A feeling of tranquility comes over you as you settle into a normal, everyday rhythm.

By nature, you can be quite obstinate — that is, headstrong, bullheaded, or unyielding — once you have structured a procedure for performing repetitious tasks. Your unwillingness to alter your plan increases when some people continue doing things the old way or their preferred way. You probably view their behavior as inconsiderate or disruptive. You are apt to have little patience with individuals who believe the rules apply to everyone but them.

It's very likely that you derive satisfaction from working with others to identify goals for individuals, yourself, or the group. You probably want everyone to agree on one process for narrowing down a number of possible objectives to a manageable few. Participating in orderly meetings that produce worthwhile results is a good use of your time. You are apt to dislike chaotic, unstructured sessions where little, if anything, is accomplished.

Chances are good that you have difficulty sparking conversations about topics unrelated to your job or studies. You probably have a mental list of questions you regularly ask friends or strangers when you meet them. Your polite inquiries encourage others to share their news, stories, or opinions. This relieves you from having to talk about yourself, your ideas, or your views on sensitive issues. In addition, the questions you pose give everyone an equal opportunity to speak.

Instinctively, you customarily aim for excellence. Making sure every essential element is in its proper place at the proper time for the proper reasons is your forte — that is, your strong point. Typically you devise a series of steps that, when followed, will allow anyone to produce exemplary results again and again. When others are involved in an activity, you are apt to insist that they follow the steps you have designed. Individuals who use your meticulous methods for handling repetitious tasks are likely to appreciate your efforts. Nonconformists, however, prefer to do things their own way or try a new way. They tend to annoy you by interfering with everyone's ability to do the job right each time.



- 1. Discipline
- 2. Deliberative
- 3. Harmony
- 4. Consistency**
- 5. Analytical

## How Consistency Blends With Your Other Top Five Strengths

### CONSISTENCY + DISCIPLINE

You personally need routine and structure to help you be efficient, and your groups need rules and systems to be efficient.

### CONSISTENCY + DELIBERATIVE

You manage the risks in your life by anticipating potential problems and by adhering to standard operating procedures.

### CONSISTENCY + HARMONY

To keep things moving, you reduce emotional friction and controversy by managing emotional and operational variance.

### CONSISTENCY + ANALYTICAL

Your commitment to objective measurements and protective regulations helps maintain and improve performance.

## Apply Your Consistency to Succeed

### Clarify rules or procedures that everyone can follow to get more done.

- Look for things that others might ignore. Create a standard way to ensure that these things are not lost in the shuffle and become something predictable and fair.
- Establish a routine to get things done. Your ability to create a standard approach to getting things done can help alleviate the stress of things that could otherwise become frustrating for you or others.



## STRATEGIC THINKING

# 5. Analytical®

### What Is Analytical?

People with strong Analytical talents challenge others to prove it. They take a critical approach to what others might quickly accept as truth. They search for the reasons why things are the way they are. They want to understand how certain patterns affect one another: how they combine, the outcome and if the result fits with the theory or the situation. Others see them as logical and rigorous. Some might feel that they are negative or unnecessarily critical when they are simply trying to understand something. They bring an objective and dispassionate examination to things enabling them to find the causes and effects, and then developing clear thoughts based on facts.

## Why Your Analytical Is Unique

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

Discipline

Deliberative

Harmony

Consistency

Analytical

Chances are good that you are a solo performer who dives into projects that require a thorough, accurate, and in-depth investigation of facts. You probably examine numerical data in the same manner.

It's very likely that you usually have more innovative concepts to suggest to the group than your teammates. You use methodical reasoning to explain your proposals, theories, or plans. People are prone to take what you say quite seriously. In fact, your careful forethought as well as your spontaneous ideas have such importance that they often influence and impress others.

Instinctively, you embrace your ability to examine the large and small elements that comprise events, problems, human interactions, or challenges. You dive into the facts and study the data. You discover the reasons why events are unfolding as they are. You typically break things into their most basic parts. This allows you to understand how each piece contributes or fails to contribute to the overall operation.

Because of your strengths, you customarily spend time with reasonable people. You appreciate their ability to rely on their minds rather than their emotions. When personal or professional problems, challenges, or opportunities arise, these individuals exhibit good judgment.

By nature, you often are the team member who conducts thorough investigations to collect accurate details, facts, or data.



- 1. Discipline
- 2. Deliberative
- 3. Harmony
- 4. Consistency
- 5. **Analytical**

## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + DISCIPLINE**

You love logic because it's objective, objectivity because it's orderly, and order because it's efficient.

### **ANALYTICAL + DELIBERATIVE**

You are serious-minded. You rely on quantification to validate existing theories and on calculation to minimize existing risks.

### **ANALYTICAL + HARMONY**

You look for patterns in the multiplicity of facts, and you manage the tension that comes from a variety of feelings.

### **ANALYTICAL + CONSISTENCY**

Your commitment to objective measurements and protective regulations helps maintain and improve performance.

## Apply Your Analytical to Succeed

### Find ways to express and put your thoughts into action.

- Find credible data and facts to help support your thinking. Use these sources of information to reinforce your thought process when talking with others.
- Provide simple, logical and objective advice to the people that matter most to you. Your ability to uncover the essential facts can transform complex situations into understandable actions.

## What's Next?

Take these steps to start unlocking your full potential using your CliftonStrengths.



### Learn to Use Your Dominant Strengths

Read about each of your top five CliftonStrengths in this report and reflect:

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

**Click [here](#) or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:**

#### Name It

- Pick one of your top CliftonStrengths.
- List the words or phrases you read about this strength that resonate strongly with you.

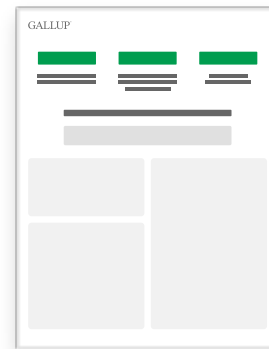
#### Claim It

- When has this strength helped you be successful in the past?
- How does this strength help you be successful in your role?

#### Aim It

- In what two ways could you start using this strength more intentionally right away?

Hint: Read the action items in this report and on your [my.gallup.com](https://my.gallup.com) dashboard for ideas.



[Click to View Activity](#)



### Use Your Resources in Gallup® Access



Our dedicated platform is focused on helping you fulfill your potential using your CliftonStrengths.

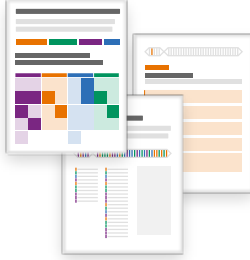
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

Inside, you'll find articles, videos, learning modules and other tools created specifically for your strengths-based development.



## Explore All 34 of Your CliftonStrengths®

Already have your CliftonStrengths 34 report? Great! Take some time to explore your full results.



**If you don't have it yet, [click here](#) or scan the QR code to learn how your CliftonStrengths 34 report can help you:**

- reveal your complete talent profile of 34 CliftonStrengths
- learn how to use your top 10 CliftonStrengths to set and achieve goals
- navigate your 11-34 CliftonStrengths, including understanding and managing weaknesses

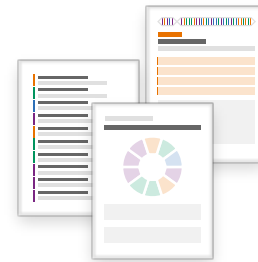


## Apply Your CliftonStrengths® in Specific Roles

Take time to explore any role-based CliftonStrengths reports you already have.

**If you don't have any, [click here](#) or scan the QR code to browse a range of reports tailored to specific roles and responsibilities.**

We offer a suite of reports designed to help you use your CliftonStrengths to excel in various areas, whether it's in management, leadership or even as a student.



## Engage in a Conversation About Your CliftonStrengths®



Share your CliftonStrengths results with the people closest to you, including your family, friends, coworkers and teammates.

Spend time talking about your CliftonStrengths with a coach, manager, mentor or adviser — someone invested in your personal and professional development.

**[Click here](#) or scan the QR code for helpful ways to share and discuss your CliftonStrengths with others.**

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