GALLUP

CliftonStrengths® Top 5 for مدى صالح السالم

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. Maximizer®

You focus on strengths as a way to stimulate personal and group excellence. You seek to transform something strong into something superb.

2. Achiever®

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

3. Harmony®

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

4. Analytical®

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

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.

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. **Maximizer**
2. **Achiever**
3. **Harmony**
4. **Analytical**
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

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INFLUENCING

1. Maximizer®

What Is Maximizer?

Maximizers see talents and strengths in others, usually before anyone else does. Strengths — whether their own or someone else's — fascinate them. Maximizers love to help others get excited about their potential. They see what people do best and which jobs they will be good at. They can see how people's talents match the tasks they must complete. Excellence, not average, is their measure and pursuit. They have a quality orientation that leads them to focus on areas of strength for themselves and others and manage weaknesses.

Why Your Maximizer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Maximizer | **Achiever** | **Harmony** | **Analytical** | **Arranger**

It's very likely that you know you spotlight the best ideas people share with you. By giving your full attention to another person, you acknowledge the value of his or her thoughts and feelings. In the process, you usually enhance the individual's confidence.

Chances are good that you realize you can determine what distinguishes each person from every other human being. Routinely, you use these insights to energize and inspire individuals to do what needs to be done. You honor the special, the wondrous, and the rare qualities of people. You intentionally position them to attain ever higher levels of excellence.

By nature, you recognize you help individuals feel part of gatherings, conversations, organizations, or events. Sensitive to subtle forms of discrimination, you strive to overcome it. Consciously excluding people is unacceptable, in your opinion. You probably distance yourself from people who despise people or things they regard as inferior.

Because of your strengths, 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.

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Driven by your talents, you routinely choose to spend time with people who recognize, applaud, or value your accomplishments. You probably prefer the company of those who see what you have to offer. You thrive when surrounded by supportive individuals. You tend to distance yourself from people who repeatedly ignore, downplay, or feel threatened by what you do so naturally and so well.

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1. Maximizer
2. Achiever
3. Harmony
4. Analytical
5. Arranger

How Maximizer Blends With Your Other Top Five Strengths

MAXIMIZER + ACHIEVER

You have high expectations for quality and quantity for yourself and others. You must always do more and do better.

MAXIMIZER + HARMONY

Excellence can be jeopardized when people don't get along and work together. When discord threatens quality, you step in to help.

MAXIMIZER + ANALYTICAL

For you, quality can't be defined only in emotional terms. For something to be real, it has to be measurable.

MAXIMIZER + ARRANGER

Even though you are flexible and collaborative, you are somewhat selective about the people on your team. You want the best.

Apply Your Maximizer to Succeed

Focus on long-term relationships for maximum success.

- ☐ Meet regularly with mentors and role models for insight, advice and inspiration. This mentorship will lead to a new standard of excellence and success.
- ☐ Support others in areas where they don't excel. Build their strengths and confidence by helping them do what they naturally do best and finding complementary partners.

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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.

Maximizer | **Achiever** | **Harmony** | **Analytical** | **Arranger**

By nature, you probably work diligently, persevering to the very end. You are gratified when people tell others you are a competent, trustworthy, and accomplished individual.

Because of your strengths, you ordinarily take time and exert extra effort to comprehend what you are reading. You probably refuse to rush through written material. Why? You likely intend to commit to memory as many facts and concepts as possible.

Chances are good that you approach your work-related or academic assignments with a great deal of intensity. You are known for putting in long hours and working hard.

Driven by your talents, you occasionally establish weekly performance targets for yourself. You may also organize or plan new projects. This partially explains why you know where you are headed, how you plan to proceed, and when you might reach your goal. To some extent, pushing hard for desired results excites you.

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

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How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + MAXIMIZER

You have high expectations for quality and quantity for yourself and others. You must always do more and do better.

ACHIEVER + HARMONY

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

ACHIEVER + ANALYTICAL

Your mind works overtime to understand how something works, and your hands work overtime to get something accomplished.

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.

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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.

Maximizer	Achiever	**Harmony**	Analytical	Arranger

Chances are good that you may approach work and life in a practical manner. Once in a while, your realistic and commonsensical style allows you to make progress. You might leave little room for fanciful thinking. To some degree, you recognize that the unrestrained imagination of others can slow you down.

Instinctively, you may realize that conflicts or disagreements can arise when you give one person opportunities, resources, or attention that no one else receives. Perhaps you have a knack for keeping everyone's emotions in balance by avoiding saying words or doing deeds that might indicate you favor one or two individuals over the rest.

Driven by your talents, you can be very attentive to what people tell you. Maybe this explains why you are sometimes particularly knowledgeable about the thoughts or feelings of others. You are sometimes intent on giving equal attention to every speaker, not just those you like or those who share your interests. Perhaps your understanding of particular individuals or situations is greater than that of nonstop talkers.

Because of your strengths, you may be practical or realistic as you process ideas. Perhaps you think sequentially. You might appreciate projects that have simple steps or defined starting and stopping points. Sometimes you test your ideas with specialists who might be able to confirm their accuracy or usefulness.

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It's very likely that you feel uneasy when things do not work perfectly. You automatically seek out others to discover what went wrong. Those interactions reinforce the stability of your partnerships and help you find common ground on solutions.

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5. Arranger

How Harmony Blends With Your Other Top Five Strengths

HARMONY + MAXIMIZER

Excellence can be jeopardized when people don't get along and work together. When discord threatens quality, you step in to help.

HARMONY + ACHIEVER

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

HARMONY + ANALYTICAL

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

HARMONY + ARRANGER

You can manage multiple things, and you can get people on the same page emotionally. Your teams are productive and peaceful.

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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STRATEGIC THINKING

4. 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.

Maximizer	Achiever	Harmony	**Analytical**	Arranger

Instinctively, you frequently promise yourself to do something better than you did it the last time. As you examine the consequences of your words and deeds, you usually recognize ways you could perform a similar task or problem the next time with a higher degree of knowledge or skill. Simply put: You are determined to gain insights from your mistakes so you do not repeat them.

By nature, you constantly investigate the “hows” and “whys” of a given situation. You find relationships between the final result and the events preceding it. These links enable you to understand how things come into being. You draw logical conclusions. These often broaden your knowledge base.

It’s very likely that you usually want to go off by yourself to work or study. You genuinely appreciate having time to examine numerous factors about a project, situation, problem, proposed solution, or opportunity. You methodically process all the information before you draw any conclusions.

Chances are good that you take pains to uncover how and why things happen as they do. You share your discoveries with partners, teammates, and friends. You typically streamline your explanations. You cover only the essential facts. Most individuals can easily grasp what you say. Listeners probably appreciate you giving them less detail so they can understand the main points.

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Driven by your talents, you probably describe your life as wonderful, especially when you are encouraged to investigate in detail a variety of subjects and situations.

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How Analytical Blends With Your Other Top Five Strengths

ANALYTICAL + MAXIMIZER

For you, quality can't be defined only in emotional terms. For something to be real, it has to be measurable.

ANALYTICAL + ACHIEVER

Your mind works overtime to understand how something works, and your hands work overtime to get something accomplished.

ANALYTICAL + HARMONY

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

ANALYTICAL + ARRANGER

You take puzzles apart to clarify and simplify. You put puzzles together to 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.

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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.

Maximizer | **Achiever** | **Harmony** | **Analytical** | **Arranger**

Driven by your talents, you might excel on teams whose members appreciate your ability to simultaneously think about several ideas, problems, or tasks. The more you have to juggle, the happier you may be.

Chances are good that you step back and survey your environment — sorting through competing demands and confusion. With your natural awareness of what needs attention and what can wait, you find the best configuration of resources.

Instinctively, you get bored with steadiness and consistency, so you explore “what else” as you look for new challenges. For you, variety makes life more interesting.

Because of your strengths, you might show people ways they can rely on one another’s unique styles of thinking, learning, or working. You may demonstrate how a group of people accomplishes more when everyone cooperates. Perhaps you identify the basic parts of a process, plan, idea, or program. To some degree, you make assignments based on what each person does well.

By nature, you may become bored when you have only a few things to do. Perhaps you can think about several tasks at the same time. Squeezing in a bit of time here and there to work on each task keeps you mentally alert. Locating materials and timing their delivery might be your forte — that is, strong point.

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1. Maximizer
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How Arranger Blends With Your Other Top Five Strengths

ARRANGER + MAXIMIZER

Even though you are flexible and collaborative, you are somewhat selective about the people on your team. You want the best.

ARRANGER + ACHIEVER

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

ARRANGER + HARMONY

You can manage multiple things, and you can get people on the same page emotionally. Your teams are productive and peaceful.

ARRANGER + ANALYTICAL

You take puzzles apart to clarify and simplify. You put puzzles together to improve performance.

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.

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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?

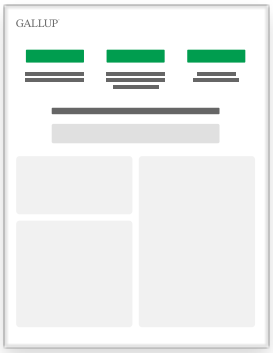
Click here or scan the QR code to complete the following exercise for each of your top five CliftonStrengths:

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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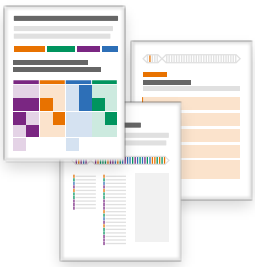
Explore All 34 of Your CliftonStrengths®



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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