



CliftonStrengths® Top 5 for Nawal najEEP



This report presents your five most dominant CliftonStrengths revealed by your responses to the CliftonStrengths assessment. Use this report to learn more about these strengths, how they uniquely show up in your life and how you can use them to fulfill your potential.

1. Relator®

You enjoy close relationships with others. You find deep satisfaction in working hard with friends to achieve a goal.

2. 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. Empathy®

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

5. Maximizer®

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

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. Relator**
- 2. Deliberative**
- 3. Harmony**
- 4. Empathy**
- 5. Maximizer**

You Are Uniquely Powerful

Your unique sequence of CliftonStrengths and the personalized Strengths Insights in this report are the result of your answers to the CliftonStrengths assessment.

We designed this report to help you learn more about your most dominant CliftonStrengths: what they are, how they interact and how to use them to succeed.

What do the colors mean?

Each of the 34 CliftonStrengths fits into one of four domains. These domains describe how CliftonStrengths helps you execute, influence others, build relationships, and absorb and think about information.

EXECUTING

- | Achiever
- | Arranger
- | Belief
- | Consistency
- | Deliberative
- | Discipline
- | Focus
- | Responsibility
- | Restorative

INFLUENCING

- | Activator
- | Command
- | Communication
- | Competition
- | Maximizer
- | Self-Assurance
- | Significance
- | Woo

RELATIONSHIP BUILDING

- | Adaptability
- | Connectedness
- | Developer
- | Empathy
- | Harmony
- | Includer
- | Individualization
- | Positivity
- | Relator

STRATEGIC THINKING

- | Analytical
- | Context
- | Futuristic
- | Ideation
- | Input
- | Intellection
- | Learner
- | Strategic



RELATIONSHIP BUILDING

1. Relator®

What Is Relator?

Relator talents describe a person's attitude toward their relationships. People with strong Relator talents are drawn to others they already know. They do not necessarily shy away from meeting new people — in fact, they may have other themes that cause them to enjoy the thrill of turning strangers into friends — but they do derive a great deal of pleasure and strength from being around their close friends. A person with strong Relator talents forms close relationships with people.

Why Your Relator Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Deliberative

Harmony

Empathy

Maximizer

It's very likely 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.

Chances are good that you don't mind spending time with acquaintances, but your closest friends are your greatest treasures. Being with those who know you best energizes you.

By nature, 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.

Instinctively, you bond with and work well with people who tell you what they want to accomplish in life.

Because of your strengths, you thoughtfully select your friends. You avoid rushing into relationships. Once you trust and care about someone, the individual probably seeks your counsel.



- 1. Relator
- 2. Deliberative
- 3. Harmony
- 4. Empathy
- 5. Maximizer

How Relator Blends With Your Other Top Five Strengths

RELATOR + DELIBERATIVE

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

RELATOR + HARMONY

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

RELATOR + EMPATHY

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

RELATOR + MAXIMIZER

You are selective about work and friendships, so you focus more on the quality of your results and relationships than on their quantity.

Apply Your Relator to Succeed

Make time for one-on-one interactions with your friends.

- Make sure you get enough one-on-one time with the important people in your life. Periodic opportunities to interact with them will energize you.
- Take time to tell others how your relationship with them creates happiness in your life. Ask them how it enhances their happiness. Doing this with each person will show you care about them.



EXECUTING

2. Deliberative®

What Is Deliberative?

People with strong Deliberative talents are careful and vigilant. Everything may seem in order, but beneath the surface, they sense many risks. Rather than avoiding these hazards, they draw them out into the open so they can identify, assess and ultimately reduce each risk. Thus, those with strong Deliberative talents bring a thorough and conscientious approach to making decisions. They take care to consider options, thinking through the pros and cons of each alternative. To them, making the correct choice is more important than the time it takes to do so. They see life as something of a minefield. Others may run through it recklessly if they so choose, but those with Deliberative talents take a different approach. They identify the dangers, weigh these risks' relative effect and then place their feet deliberately. They walk with care.

Why Your Deliberative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Relator

Deliberative

Harmony

Empathy

Maximizer

Driven by your talents, you embody the proverb "Still waters run deep." Quiet by nature, you give deep thought to many matters. Often you appear earnest and dignified to others. People benefit from your clear-sightedness as well as your sympathetic understanding and insights.

Because of your strengths, you automatically reduce a plan, experiment, process, or idea to its basic parts. You normally refuse to work on something until you have methodically identified its key components. You have difficulty partnering with individuals who figure out things as they move through an assignment.

Chances are good that you are regarded as a businesslike person. You feel confident about yourself and life in general when others tell you how much they value your no-nonsense approach.

By nature, you approach each day with a matter-of-fact and practical attitude. You expect to do your work flawlessly. You consistently strive to reach the high standards you have established for yourself. These usually are more stringent and detailed than those set for you by others.

It's very likely that you always take a second look to be sure that you will have no regrets when you make a decision.



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How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + RELATOR

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

DELIBERATIVE + HARMONY

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

DELIBERATIVE + EMPATHY

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

DELIBERATIVE + MAXIMIZER

You proceed cautiously and thoroughly when quality absolutely cannot be compromised. Doing things quickly can lead to poor results.

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.

Relator

Deliberative

Harmony

Empathy

Maximizer

Because of your strengths, you concentrate on having fun when playing games and want others to do the same. You probably stress the importance of getting along — that is, working together in a friendly way. You can sense the instant when one or more people start feeling angry, frustrated, or upset. You are apt to say, “Remember, this is only a game. If we cannot enjoy ourselves, we ought to stop playing right now.”

By nature, you characteristically look for practical explanations to inform your thinking. Armed with this information, you can treat people, groups, programs, or budgets equally.

Chances are good that you could live happily without the pressure of due dates. However, you understand they are a necessity of life. Because you interact and work with others, you usually agree it is only right to adhere to the schedule. Your motivation for meeting deadlines comes from your desire to give everyone an equal opportunity to do good work.

Driven by your talents, you generally make individuals feel valued, accomplished, and appreciated. You are objective, so people know you have an awareness of things as they actually are. You frequently remind people about what they have in common. By supporting your ideas with facts, you help others discover areas where they can all agree. You intentionally create a climate of cooperation. This usually transforms conflicts and differences into topics that can be discussed reasonably and unemotionally.

Instinctively, you feel a sense of accomplishment when others notice and appreciate your determination to produce excellent outcomes. You find security in a job well done.



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How Harmony Blends With Your Other Top Five Strengths

HARMONY + RELATOR

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

HARMONY + DELIBERATIVE

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

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 + MAXIMIZER

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

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.



RELATIONSHIP BUILDING

4. 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.

- Relator
- Deliberative
- Harmony
- Empathy
- Maximizer

It’s very likely that you are someone to whom others turn for an honest perspective about a project, person, event, or idea. They trust you will share your viewpoints.

Chances are good that you can pacify all sorts of individuals. You have ways to eliminate the confusion, noise, or chaos that troubles them. Perhaps you know you have been successful when the person relaxes enough to become quiet and peaceful.

Instinctively, you are pleased when people entrust you with their deepest feelings, thoughts, or needs. Often you anticipate what they will say before they find the exact words to express themselves.

By nature, you tune in to others’ moods. You can read their emotions. This increases your chances of responding appropriately and at the right time.

Because of your strengths, you believe that the best way to understand someone is to know their challenges, joys and suffering.



- 1. Relator
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- 5. Maximizer

How Empathy Blends With Your Other Top Five Strengths

EMPATHY + RELATOR

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

EMPATHY + DELIBERATIVE

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

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 + MAXIMIZER

You intuitively understand the relationship between emotions and effectiveness. You do your best when you feel your best.

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.



INFLUENCING

5. 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.

Relator

Deliberative

Harmony

Empathy

Maximizer

By nature, you recognize that you grow and benefit when you emphasize your strong points. This explains why you routinely seek the company of people who value your unique gifts.

Chances are good that you usually are the person who has something to say on a broad range of topics. You easily find the right words and stories to express your viewpoints and emotions. You know you speak with strength.

Instinctively, you often accommodate the unique talents of people. Characteristically you accept human beings just as they are. You argue that excellent outcomes are produced by people who have ample opportunities each day to do what they do well.

It's very likely that you greatly prefer to spend time with people who respect and approve of your talents. You usually sense when individuals belittle your abilities or discount your results.

Driven by your talents, you trust your ability to be an innovative thinker. You routinely invent many ways you can reach a single goal. Only then do you start narrowing down your options to the best one. You probably take into consideration prevailing circumstances, available resources, budgetary constraints, or pressing deadlines.



- 1. Relator
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- 5. **Maximizer**

How Maximizer Blends With Your Other Top Five Strengths

MAXIMIZER + RELATOR

You are selective about work and friendships, so you focus more on the quality of your results and relationships than on their quantity.

MAXIMIZER + DELIBERATIVE

You proceed cautiously and thoroughly when quality absolutely cannot be compromised. Doing things quickly can lead to poor results.

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 + EMPATHY

You intuitively understand the relationship between emotions and effectiveness. You do your best when you feel your 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.

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.

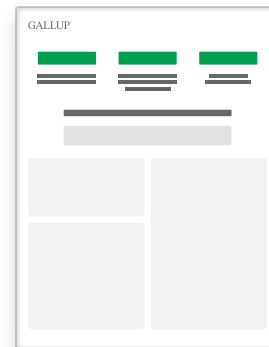
Claim It

- 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.

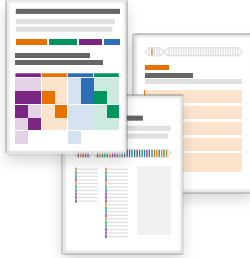
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

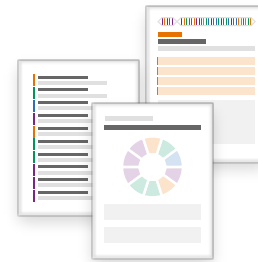


Apply Your CliftonStrengths® in Specific Roles

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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