



CliftonStrengths® Top 5 for Norah khaled Alanzi



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

1. Achiever®

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

2. Harmony®

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

3. Empathy®

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

4. Positivity®

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

5. Discipline®

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

EXECUTING themes help you make things happen.

RELATIONSHIP BUILDING themes help you build strong relationships that hold a team together.

INFLUENCING themes help you take charge, speak up and make sure others are heard.

STRATEGIC THINKING themes help you absorb and analyze information that informs better decisions.



- 1. Achiever
- 2. Harmony
- 3. Empathy
- 4. Positivity
- 5. Discipline

You Are Uniquely Powerful

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

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

What do the colors mean?

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

EXECUTING

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

INFLUENCING

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

RELATIONSHIP BUILDING

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

STRATEGIC THINKING

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



EXECUTING

1. Achiever®

What Is Achiever?

Achievers have a constant need for attainment. They have an internal fire burning inside them. It pushes them to do and achieve more. People with strong Achiever talents feel as if every day starts at zero. By the end of the day, they must accomplish something meaningful to feel good about themselves. And “every day” means every single day: workdays, weekends, holidays and even vacations. If the day passes without some form of achievement, no matter how small, Achievers feel dissatisfied. After finishing a challenging project, they rarely seek with a reward of a rest or an easy assignment. While they appreciate recognition for past achievements, their motivation lies in striving toward the next goal on the horizon.

Why Your Achiever Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Achiever

Harmony

Empathy

Positivity

Discipline

Chances are good that you may have a reputation for working long hours. Others likely know that you can work all day or through the night when you must complete tasks, household chores, or academic assignments.

Instinctively, you sometimes exhibit the physical or mental endurance needed to continuously toil for hours after individuals stop working. Maybe you are hardwired to pursue goals until they are reached. When obstacles arise, you may become a bit more determined to succeed.

By nature, you may enjoy launching projects, diving into assignments, or starting new jobs. Sometimes you are the person who motivates others to begin tasks. To some degree, you gravitate to difficult-to-reach goals and relish taking charge. Perhaps you choose to forge ahead rather than wait for someone in authority to give you permission.

Because of your strengths, you may be aware that you are more persistent and determined than many people are. Perhaps this is most evident when you have established a clear goal. You direct most of your attention to the task. You avoid being distracted by irrelevant, time-consuming, and/or nonproductive activities.

It's very likely that you are scholarly, especially when you have an important goal to reach. You are willing to examine relevant topics for extended periods of time. You are determined to satisfy your need for knowledge as well as your desire to make measurable progress.



1. Achiever
2. Harmony
3. Empathy
4. Positivity
5. Discipline

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + HARMONY

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

ACHIEVER + EMPATHY

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

ACHIEVER + POSITIVITY

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

ACHIEVER + DISCIPLINE

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

Apply Your Achiever to Succeed

Use a scoring system to keep track of all achievements.

- Display metrics that matter in a place where you can see them often. The visual measurement of your productivity will encourage you to keep making progress toward your goals.
- Put personal achievements on your scoring system. This will help you direct your busy energy toward family and friends and work.



RELATIONSHIP BUILDING

2. 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.

Achiever

Harmony

Empathy

Positivity

Discipline

Because of your strengths, 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 might search for facts when coping with uncertain situations. By taking a problem apart piece by piece, you occasionally discover its glitches — that is, its minor problems that cause temporary setbacks. Once in a while, your objective investigation benefits individuals, particularly those who become emotional when confronted with difficulties. Perhaps your insights into what is factual enable them to view things a bit more matter-of-factly. Maybe this is one way you help some people agree on how to deal with unpleasant circumstances or overcome obstacles.

Instinctively, you are apt to have a reputation for being good-natured and congenial. You are quite comfortable welcoming diverse types of individuals into your life. You even invite them to join groups or participate in activities with you.

By nature, you occasionally emphasize facts or point others in the direction of truth. You may wake up those who are deluded — that is, easily misled, deceived, or tricked. Perhaps your honest, direct, and plainspoken approach cuts through individuals' delusions so they can begin seeing specific things clearly. Maybe your matter-of-fact style helps a few people identify common ground. Now and then, consensus — that is, complete agreement — might occur.

Chances are good that you tend to be more effective and happier when just about everyone in the group enjoys spending time with you.



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- 2. Harmony**
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How Harmony Blends With Your Other Top Five Strengths

HARMONY + ACHIEVER

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

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 + POSITIVITY

Emotion influences performance, so you manage the normal emotional friction in groups and lift individuals' spirits.

HARMONY + DISCIPLINE

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

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

3. 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.

Achiever

Harmony

Empathy

Positivity

Discipline

Chances are good that you intuit — that is, know without conscious reasoning — how individuals with very different work styles or personalities can complement each other. Understandably, you reject the idea of forcing everyone to rely on the same plans, methods, or resources to overcome obstacles. Often you search for ways people can use their talents to resolve issues. In the process, they are likely to move closer to worthwhile goals.

It's very likely that you pay attention to what others think. You make them feel valued. You validate their ideas by talking about them. Typically people sense that you appreciate what they say. This probably explains why many people enjoy spending time with you.

Because of your strengths, you may help people understand that life is funny. Perhaps you hope people see the humor in messes, mix-ups, or problems and help them do so. Laughter might be one way you reduce your own and others' stress. Sometimes it is also an antidote — that is, a remedy — for people who become upset when things go wrong.

Instinctively, you help individuals feel safe enough to risk sharing their most personal thoughts and feelings. They trust you will keep this information to yourself. You probably sense when someone is vulnerable — that is, easily hurt by criticism, rejection, or betrayal.

By nature, you notice when others use emotional words, and you respond with kindness. You recognize and respect the specific feelings they reveal to you. You naturally understand what they are saying, and you focus on support instead of answers.



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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 + 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 + POSITIVITY

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

EMPATHY + DISCIPLINE

You plan your work because when you do, you eliminate the negative emotions that are often associated with chaos or confusion.

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.



RELATIONSHIP BUILDING

4. Positivity®

What Is Positivity?

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

Why Your Positivity Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Achiever

Harmony

Empathy

Positivity

Discipline

Driven by your talents, you regularly participate in goal-setting sessions. You are apt to be quite optimistic about your life, work, or studies when you have played a role in establishing your objectives or priorities.

Because of your strengths, you usually interject a lot of fun, energy, and light-heartedness into team activities. You enjoy transforming the mood of individuals or groups from sad to happy. You frequently remind people life is too short to waste time being listless, angry, upset, frustrated, or miserable.

Chances are good that you occasionally pinpoint the unique qualities, motivations, strengths, limitations, preferences, or attitudes of certain people. Perhaps you look for one or two good things in each person. Maybe this information permits you to set up opportunities for particular individuals to cooperate. You automatically compliment those who freely share their knowledge, skills, or talents with their teammates, classmates, colleagues, coworkers, friends, or family members.

It's very likely that you inspire your teammates with words that bolster their confidence. You repeatedly remind them they have the abilities needed to attain their goals.

By nature, you usually feel upbeat about your life when you engage in mentally stimulating conversations with people who are curious or smart.



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How Positivity Blends With Your Other Top Five Strengths

POSITIVITY + ACHIEVER

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

POSITIVITY + HARMONY

Emotion influences performance, so you manage the normal emotional friction in groups and lift individuals' spirits.

POSITIVITY + EMPATHY

You have a keen sense of how others feel, and when someone's emotions need to be lightened or lifted, you can do it.

POSITIVITY + DISCIPLINE

Your ability to organize and order the details of your life is enhanced by your natural energy and enthusiasm for life.

Apply Your Positivity to Succeed

Encourage others by reminding them of the positives you see.

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



EXECUTING

5. 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.

Achiever

Harmony

Empathy

Positivity

Discipline

By nature, you regularly document goals that can lead you to a future of your own choosing. You leave very little to chance when you outline your aims and push yourself to reach each one.

Driven by your talents, you prefer to take your time doing things. Usually your progress is more measured than rapid. You go slowly when you must bring order to lots of details, objects, data, facts, or timelines. This is especially true when you are dealing with an entirely unfamiliar task.

Because of your strengths, you sometimes accomplish more as an individual performer when you are permitted to devise a workable plan. Maybe you complete your projects, tasks, or assignments on schedule when you have outlined each action step.

Chances are good that you might prefer mapping paths toward specific long-term goals. You occasionally create orderly or detailed tactics to secure particular objectives. Once in a while, you are energized by what you can accomplish.

It's very likely that you usually want things in your life to remain clean and presentable. Keeping your home, workstation, closets, files, or drawers neat is a recurring activity. You probably devise schedules for straightening up specific areas. Often you expect the people you live and work with to care about the space you share as much as you do. Usually you want them to faithfully follow your ongoing cleaning plan.



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

DISCIPLINE + ACHIEVER

You accomplish more than others because you plan your work, and then you work your plan. Your organization enhances your intensity.

DISCIPLINE + HARMONY

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

DISCIPLINE + EMPATHY

You plan your work because when you do, you eliminate the negative emotions that are often associated with chaos or confusion.

DISCIPLINE + POSITIVITY

Your ability to organize and order the details of your life is enhanced by your natural energy and enthusiasm for life.

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.

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.

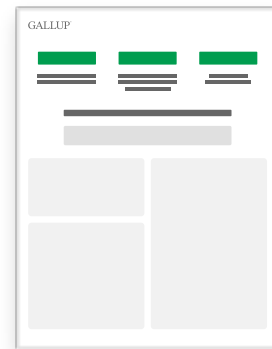
Claim It

- 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.

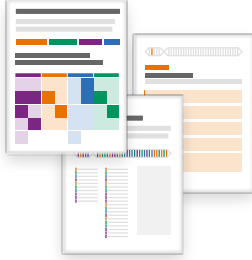
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

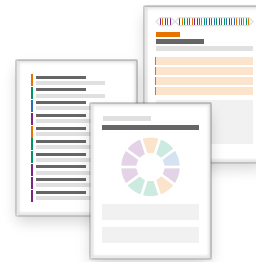


Apply Your CliftonStrengths® in Specific Roles

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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