

ⓘ **A NOTE OF CAUTION:**

Because many of your CliftonStrengths® responses were neutral, the themes listed are based only on the pairs of descriptors to which you did respond with something other than a neutral response.

Some people do not choose one descriptor from any given pair because they feel that neither — or both — descriptors fit them well. While this is acceptable, it does mean that any feedback you might receive that is based on these results may not be as personalized as it would be if your results were stronger.

Please keep this in mind when you consider how well you feel your top five themes describe you.



CliftonStrengths® Top 5 for Nora Mansoour



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. Analytical®

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

2. Focus®

You can take a direction, follow through and make the corrections necessary to stay on track. You prioritize, then act.

3. Communication®

You generally find it easy to put your thoughts into words. You are a good conversationalist and presenter.

4. 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.

5. Includer®

You accept others. You show awareness of those who feel left out and make an effort to include them.

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. Analytical**
- 2. Focus**
- 3. Communication**
- 4. Arranger**
- 5. Includer**

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



STRATEGIC THINKING

1. 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.

Analytical

Focus

Communication

Arranger

Includer

By nature, you now and then are the person to whom members of the group turn for counsel. They might trust you to provide reasonable explanations for certain difficulties they are confronting as individuals or as a group. Why? You might have a reputation for breaking problems into small parts that people may be able to manage.

It's very likely that you may seek to be regarded as a believable, competent, and accomplished person. Perhaps you appreciate being valued for your ability to reason through things. Sometimes you use bits of evidence to reconstruct ideas, processes, plans, and/or mechanisms. Sometimes you start with the whole and reduce it to bits of evidence.

Because of your strengths, you periodically identify the smallest parts of an idea, task, process, machine, or project. Maybe you methodically figure out the steps to correct an error, remove a flaw, or return something to its original condition.

Driven by your talents, you spontaneously think through things to arrive at sensible conclusions. You generally refrain from letting your emotions rule how you act or react to events, problems, or people.

Instinctively, you might expend mental energy making sense of events, identifying problems, or creating solutions. Sometimes you sort through a lot of information to pinpoint a few key facts. You might rely on reason to arrive at conclusions or make decisions.



- 1. Analytical**
- 2. Focus
- 3. Communication
- 4. Arranger
- 5. Includer

How Analytical Blends With Your Other Top Five Strengths

ANALYTICAL + FOCUS

You are aware of all the contributing factors in a situation. But at the same time, you can concentrate on the most critical priority.

ANALYTICAL + COMMUNICATION

You are always looking for objective truth, and you often find it through the give and take of conversation and dialogue.

ANALYTICAL + ARRANGER

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

ANALYTICAL + INCLUDER

You take things apart to improve understanding, and you bring everyone together to increase involvement.

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.



EXECUTING

2. Focus®

What Is Focus?

People with strong Focus talents prioritize and then take action. They set goals that serve as their compass, helping them determine priorities and make alterations when needed to get back on course. Their Focus is powerful because it forces them to filter; they instinctively evaluate each action before taking it to decide whether it will help them reach their goal. In the end, strong Focus talents push them to be efficient. They are extremely valuable team members because their single-mindedness enhances the speed and quality of their performance and keeps the team on track.

Why Your Focus Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Analytical

Focus

Communication

Arranger

Includer

Driven by your talents, you occasionally prefer to work by yourself. Perhaps you spend as much time as you need to reach a particular goal or produce quality results. Once in a while, you lose track of time because you become so engrossed in a task.

Because of your strengths, you typically document your goals and outline your action plan. By faithfully executing each step, you usually accomplish exactly what you intended.

By nature, you might consider certain things you need to do better as a person or as a professional. When you are reflecting on important matters, you might be surprised to discover how many hours have passed without your even noticing.

It's very likely that you adhere to your well-ordered plan for the coming months, years, and decades. You give much thought to documenting all the steps that lead to the future you desire. Regularly measuring your progress is one of your priorities.

Chances are good that you sometimes feel good about yourself and life in general when you exhibit the self-discipline to apply all your energy — mental and physical — to a particular job, assignment, goal, or obligation.



- 1. Analytical
- 2. Focus**
- 3. Communication
- 4. Arranger
- 5. Includer

How Focus Blends With Your Other Top Five Strengths

FOCUS + ANALYTICAL

You are aware of all the contributing factors in a situation. But at the same time, you can concentrate on the most critical priority.

FOCUS + COMMUNICATION

Verbalizing and interacting about goals helps you clarify your intentions, concentrate your efforts, and keep others on track.

FOCUS + ARRANGER

As a flexible manager of multiple realities and dynamic change, you always move with determination toward a single outcome.

FOCUS + INCLUDER

You notice and try to involve those who are left out, but that does not diminish your concentration on critical outcomes.

Apply Your Focus to Succeed

Decide what you must do, prioritize and then act.

- Say no to projects or tasks that do not align with your end goal. While you can't always say no, when you can, it will help you concentrate on your most important priorities.
- Trust your internal compass to make necessary adjustments as you work toward a goal. You have an instinct that ensures things will not distract you as you work to achieve the desired outcome.



INFLUENCING

3. Communication®

What Is Communication?

People with strong Communication talents like to explain, describe, host, present and write. Using their natural talents, they bring ideas and events to life. They turn thoughts and actions into stories, images, examples and metaphors. They want their information — whether an idea, an event, a discovery or a lesson — to captivate the audience. This drives them to hunt for the perfect phrase and draws them toward dramatic words and powerful statements, which is why people like listening to them. Their word pictures pique interest, provide clarity and inspire others to act.

Why Your Communication Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Analytical

Focus

Communication

Arranger

Includer

Driven by your talents, you might appease — that is, calm — some people by using logic to reduce a task, process, program, routine, recipe, or machine to its simplest parts. Perhaps people appreciate your ability to explain why something that confuses them actually is easy to understand. Maybe you enliven your presentations by drawing diagrams, telling stories, or giving examples to illustrate your key points.

By nature, you may gravitate to group-oriented activities. Perhaps you prefer to work with teammates rather than work by yourself day after day.

Instinctively, you usually attract listeners with your stories, presentations, lectures, or speeches. You routinely seek opportunities to talk about what you think, feel, or have experienced.

Because of your strengths, you typically tell stories about the things people have done well. You likely hope they hear the good things you say about them. You probably want them to recognize and really claim their moments of excellence.

It's very likely that you occasionally demonstrate an ease with language. Sometimes you effortlessly verbalize your thoughts. You might delight in the opportunity to share your insights. Maybe you derive exceptional pleasure from actively participating in conversations as long as group members propose ideas, seek solutions, or debate issues.



- 1. Analytical
- 2. Focus
- 3. Communication**
- 4. Arranger
- 5. Includer

How Communication Blends With Your Other Top Five Strengths

COMMUNICATION + ANALYTICAL

You are always looking for objective truth, and you often find it through the give and take of conversation and dialogue.

COMMUNICATION + FOCUS

Verbalizing and interacting about goals helps you clarify your intentions, concentrate your efforts, and keep others on track.

COMMUNICATION + ARRANGER

Strong relationships are key to a team's collaboration, so you encourage frequent and meaningful interactions.

COMMUNICATION + INCLUDER

When you have something to say, you want to say it in a way that everyone can access and understand.

Apply Your Communication to Succeed

Help people put their ideas into words.

- Capture other people's thoughts in words and relay them back to these individuals. This will help you connect with people by bringing attention to and refining their messages.
- If you are in a group, volunteer to summarize any necessary communication after a meeting or social gathering. With your ability to clarify what others say, you bring attention to what needs to be heard.



EXECUTING

4. 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.

Analytical

Focus

Communication

Arranger

Includer

Chances are good that you might be motivated by your sense of obligation to finish what you start. Perhaps you can fight the impulse to delegate or procrastinate. Maybe you remind yourself that you are the one who is personally accountable.

By nature, you may understand how to rearrange processes, equipment, or people for maximum efficiency. You like to examine all the moving parts and are willing to reconfigure them to be more effective.

Instinctively, you periodically contribute to your team by reducing things to their simplest elements. Perhaps you use deductive reasoning to take the mystery out of certain processes, ideas, directions, or recipes.

Driven by your talents, you may want to know a lot about certain members of your team. If you can become more familiar with them as individuals, it might be easier for you to collaborate.

Because of your strengths, you periodically gravitate to situations where you can work on your own. You might assign people to projects, establish schedules, or send the right materials to the right place at the right time. Maybe you perform better when you have several things to do at the same time.



- 1. Analytical
- 2. Focus
- 3. Communication
- 4. Arranger**
- 5. Includer

How Arranger Blends With Your Other Top Five Strengths

ARRANGER + ANALYTICAL

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

ARRANGER + FOCUS

As a flexible manager of multiple realities and dynamic change, you always move with determination toward a single outcome.

ARRANGER + COMMUNICATION

Strong relationships are key to a team's collaboration, so you encourage frequent and meaningful interactions.

ARRANGER + INCLUDER

To get a really big project done well, you must get everyone involved doing what they do best and enjoy most.

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.



RELATIONSHIP BUILDING

5. Includer®

What Is Includer?

“Stretch the circle wider.” People with strong Includer talents center their lives on this philosophy. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated, and they reach out to bring them in. They instinctively accept others. Regardless of race, gender, nationality, personality or faith, Includers cast few judgments. Their accepting nature doesn’t necessarily rest on the belief that we are all different and that one should respect those differences — rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

Why Your Includer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Analytical

Focus

Communication

Arranger

Includer

Because of your strengths, you can live peacefully with different types of people. You attempt to cooperate with them. Perhaps you welcome newcomers into your life. You sometimes help them fit into the group. Some may permit you to draw them into casual chitchat or serious discussions. Now and then, talking with strangers energizes you.

It’s very likely that you are comfortable with diverse perspectives, and you accept differing viewpoints.

By nature, you want to show others that you are friendly, so you usually invite them to join conversations or events you are involved in.

Driven by your talents, you might be particularly willing to accept all individuals regardless of their appearance, education, social class, native language, religious preference, or political persuasion. Perhaps this explains why your circle of friends or acquaintances is diverse and interesting. Maybe your openness encourages individuals to seek your counsel.

Chances are good that you probably harbor tender feelings for individuals who are quite different from you. Your openhearted — that is, kind and generous — nature compels you to reach out and draw into your life many different kinds of people.



- 1. Analytical
- 2. Focus
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- 5. Includer**

How Includer Blends With Your Other Top Five Strengths

INCLUDER + ANALYTICAL

You take things apart to improve understanding, and you bring everyone together to increase involvement.

INCLUDER + FOCUS

You notice and try to involve those who are left out, but that does not diminish your concentration on critical outcomes.

INCLUDER + COMMUNICATION

When you have something to say, you want to say it in a way that everyone can access and understand.

INCLUDER + ARRANGER

To get a really big project done well, you must get everyone involved doing what they do best and enjoy most.

Apply Your Includer to Succeed

Empower people to see the best in others.

- Help people get to know each other. Your ability to quickly make people feel accepted and involved in a group makes it easier for them to contribute and form relationships.
- Be aware that existing group members might not initially embrace newcomers, so do your best to explain what we all have in common. Help others understand that to respect the differences among us.

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.

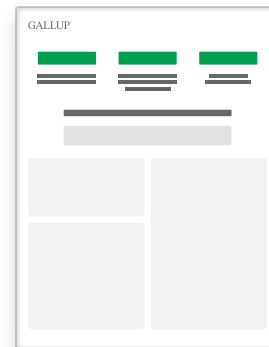
Claim It

- 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.

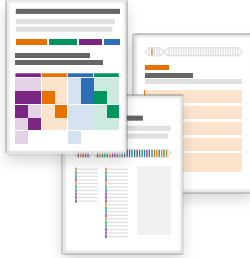
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

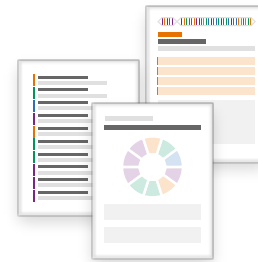


Apply Your CliftonStrengths® in Specific Roles

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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