



CliftonStrengths® Top 5 for Wael Alharbi

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. Individualization®

You are intrigued with the unique qualities of each person. You have a gift for figuring out how different people can work together productively.

2. Responsibility®

You take psychological ownership of what you say you will do. You are committed to stable values such as honesty and loyalty.

3. Restorative™

You are adept at dealing with problems. You are good at figuring out what is wrong and resolving it.

4. Achiever®

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

5. Context®

You enjoy thinking about the past. You understand the present by researching its history.

■ **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. Individualization
- 2. Responsibility
- 3. Restorative
- 4. Achiever
- 5. Context

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. Individualization®

What Is Individualization?

People with strong Individualization talents understand and are intrigued by others' unique qualities. Impatient with generalizations, they focus on the differences among individuals. They instinctively observe each person's style and motivation, how each thinks, and how each builds relationships. They keenly observe other people's strengths and draw out the best in each person. Their Individualization talents help them build productive teams. While some search for the perfect team "structure" or "process," these employees know instinctively that the secret to great teams is casting by individual strengths — so that everyone can do a lot of what they already do well.

Why Your Individualization Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Individualization

Responsibility

Restorative

Achiever

Context

Because of your strengths, you think systematically to identify patterns in processes, data, relationships, agendas, timelines, or contracts. You see distinct links between a factor and its consequence, a decision and its result, or an action and its reaction. People trust you to make informed and reasonable choices.

Instinctively, you periodically work with members of a group to be the very best or to capture first place. Perhaps you have the ability to discover what certain individuals do well. These insights might enable you to mix and match your teammates' strengths.

Driven by your talents, you periodically find better ways for people to cooperate. You try to identify the strengths, limitations, ideas, goals, or experiences each person brings to the group. You might set up partnerships so individuals can acquire the knowledge or skills they lack.

Chances are good that you want people to see you as a winner, as "number one," or as the very best in various activities. Being quite sensitive to what others think of you probably is a powerful motivating force that usually works to your advantage.

It's very likely that you may easily engage others in conversation. You might seek to make discoveries about the unique traits of certain individuals. You might ask questions to understand their hopes, successes, goals, strengths, or special interests.



1. Individualization

- 2. Responsibility
- 3. Restorative
- 4. Achiever
- 5. Context

How Individualization Blends With Your Other Top Five Strengths

INDIVIDUALIZATION + RESPONSIBILITY

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

INDIVIDUALIZATION + RESTORATIVE

A person with a common problem will never get a common solution from you. You customize your solutions for each individual.

INDIVIDUALIZATION + ACHIEVER

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

INDIVIDUALIZATION + CONTEXT

Your understanding of others takes into consideration their unique history — who they naturally are and where they come from.

Apply Your Individualization to Succeed

Explain how different people can do their best work together.

- Support others in discovering and appreciating what they do best, and then encourage them to work on projects and tasks that let them be successful.
- Help people become more aware of others' unique needs. Because you naturally notice how an individual thinks and builds relationships, people will come to you for insights into other people's motivations and actions.



EXECUTING

2. Responsibility®

What Is Responsibility?

People with strong Responsibility talents take psychological ownership of anything they commit to, whether it is large or small, and they feel emotionally bound to follow it through to completion. They keep their promises and honor their commitments. They don't let people down, and they work very hard to fulfill all of their responsibilities and keep their word.

Why Your Responsibility Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Individualization

Responsibility

Restorative

Achiever

Context

Because of your strengths, you probably are happier as a solo performer. People probably value the painstaking approach you take when working on assignments or striving toward a goal.

By nature, you are compelled to admit the truth. If someone asked you or told you to intentionally mislead someone, you would reply, "I cannot and I will not do that!"

It's very likely that you might automatically conduct one final check because of your attention to detail and your desire to eliminate careless errors.

Driven by your talents, you associate false praise with dishonesty. This is one reason why you are cautious when giving individuals feedback. Your integrity demands that you say what you mean and mean what you say. Your compliments are hard-won and genuine. As a result, people really value them.

Chances are good that you are apt to be disappointed with yourself when you fail to make someone feel welcome in your presence. You generally want to give your approval to all kinds of individuals regardless of their age, nationality, income, job, education, religion, handicaps, or appearance.



- 1. Individualization
- 2. Responsibility**
- 3. Restorative
- 4. Achiever
- 5. Context

How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + INDIVIDUALIZATION

You are committed to the integrity of doing and the integrity of being. For you, the right fit involves your values and your identity.

RESPONSIBILITY + RESTORATIVE

You are willing to sacrifice and serve so that something or someone broken can be mended.

RESPONSIBILITY + ACHIEVER

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

RESPONSIBILITY + CONTEXT

You gratefully help others because of your powerful memory of those who have helped you.

Apply Your Responsibility to Succeed

Be selective about what you agree to take on.

- Choose your commitments wisely and focus on the things you genuinely enjoy doing. Prioritize your tasks so they align with your passions so you can perform at your best without feeling stressed out.
- While you have a reputation for staying true to your commitments, be sure to carefully choose your tasks to protect your wellbeing.



EXECUTING

3. Restorative™

What Is Restorative?

People with strong Restorative talents love to solve problems. While some are discouraged when they encounter yet another breakdown, this energizes those with strong Restorative talents. They enjoy the challenge of analyzing symptoms, identifying what is wrong and finding the solution. They like bringing things back to life by fixing them or rekindling their vitality. In short, they bring courage and creativity to problematic situations.

Why Your Restorative Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Individualization

Responsibility

Restorative

Achiever

Context

Because of your strengths, you might feel at ease in the company of individuals who tell you what you need to improve, upgrade, revise, or fix. Perhaps you appreciate the candor of these people. When others say those people are negative, you may come to their defense.

Chances are good that you might thirst for specific types of information. Armed with newly acquired facts or skills, you may be able to pinpoint areas where you need to upgrade certain things. In the process, perhaps you generate a few ideas or devise several techniques to do something you already do well even better.

Driven by your talents, you periodically set high standards of precision and thoroughness when you are involved in certain types of research. Perhaps you think of ways you might produce more accurate results in the future. Sometimes you are one of the people who notices problems as they arise. Maybe you even figure out how to fix some of those problems.

Instinctively, you periodically think of better ways to initiate serious discussions or engage in small talk. Perhaps you try to enhance your talents as a conversationalist by taking classes, listening to speakers, or reading books. You might observe individuals who have a knack for saying the right thing at the right time to the right person.

It's very likely that you may thrive when you are allowed to work on your own. Perhaps you notice what needs to be upgraded or enhanced. This work might be more satisfying for you when others are not involved.



- 1. Individualization
- 2. Responsibility
- 3. Restorative**
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- 5. Context

How Restorative Blends With Your Other Top Five Strengths

RESTORATIVE + INDIVIDUALIZATION

A person with a common problem will never get a common solution from you. You customize your solutions for each individual.

RESTORATIVE + RESPONSIBILITY

You are willing to sacrifice and serve so that something or someone broken can be mended.

RESTORATIVE + ACHIEVER

For you, a good day is getting everything on your to-do list done or fixing something that is broken. A great day is when you do both.

RESTORATIVE + CONTEXT

Your memory of and appreciation for past problem solving enhances your ability to solve present and future problems.

Apply Your Restorative to Succeed

Identify simple problems with big potential for improvement.

- Volunteer to help with quick fixes for issues you notice. While a simple fix may be easy for you to see, it may be elusive to others when contending with the same problems.
- Be patient when addressing complex situations with many components. Acknowledge that fully restoring such processes can take time.



EXECUTING

4. 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.

Individualization

Responsibility

Restorative

Achiever

Context

Driven by your talents, you work with much more intensity in the evening. This awareness probably allows you to increase your productivity, improve the quality of your outcomes, enhance your efficiency, and better manage your priorities.

Chances are good that you typically enroll in demanding classes. You thrive in situations where you can test your talents as well as your endurance to discover how much you can accomplish. You need to prove yourself to yourself each day.

Instinctively, you automatically use your quick wit to lighten the serious mood of people who feel frustrated, overwhelmed, angry, or disappointed. Your amusing stories and playful antics regularly help them laugh when they really want to cry.

It's very likely that you expend much mental energy making sense of events, identifying problems, and/or creating solutions. You likely sort through a lot of information to pinpoint essential facts. You probably rely on reason to arrive at sound conclusions or to make correct decisions.

By nature, you have a reputation as a hard worker. You probably help people understand your talents and areas of excellence. They frequently observe you practicing the use of your talents, skills, and knowledge. You sense you can do various things much better tomorrow as long as you refuse to take your abilities for granted today.



- 1. Individualization
- 2. Responsibility
- 3. Restorative
- 4. Achiever**
- 5. Context

How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + INDIVIDUALIZATION

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

ACHIEVER + RESPONSIBILITY

You get things done — sometimes because it feels so good and sometimes because you promised someone you would.

ACHIEVER + RESTORATIVE

For you, a good day is getting everything on your to-do list done or fixing something that is broken. A great day is when you do both.

ACHIEVER + CONTEXT

Your clear memory of how you did something in the past enables you to replicate your performance and possibly improve on it.

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.



STRATEGIC THINKING

5. Context®

What Is Context?

Perspective and background are important for people with strong Context talents. They value the retrospective viewpoint because they believe that is where the answers lie. They look back to understand the present. From the past, they can discern blueprints for the future. People with dominant Context talents might feel disoriented when they can't see patterns stemming from prior events. Others may become impatient with them as they strive to understand the history of a given situation. But this historical context gives them confidence in their decisions.

Why Your Context Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Individualization

Responsibility

Restorative

Achiever

Context

Driven by your talents, you diligently examine past events. You find patterns that keep recurring. This information allows you to anticipate what can happen in the future. You grasp the meaning of George Santayana's warning: "Those who cannot remember the past are condemned to repeat it."

Because of your strengths, you believe that our lives do not start as blank slates and that we live with the consequences of thousands of choices and events that came before us.

Chances are good that you periodically investigate some of the events, policies, or people whose actions contributed to worldwide wars. You might delve into materials that reveal how these global conflicts were brought to an end.

By nature, you are an enthusiastic student of the past. Why? The past offers insights about the coming months, years, or decades. When you can make sense of what has occurred, you are much more prepared to deal with upcoming changes or opportunities.

Instinctively, you occasionally read about major wars. While some people find this particular topic boring or irrelevant, you might be fascinated with it. If you read about a specific global conflict, perhaps you feel impelled to collect additional information. Maybe one book or article leads you to another. You sometimes experience the story of humankind unfolding before your eyes on the printed page.



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How Context Blends With Your Other Top Five Strengths

CONTEXT + INDIVIDUALIZATION

Your understanding of others takes into consideration their unique history — who they naturally are and where they come from.

CONTEXT + RESPONSIBILITY

You gratefully help others because of your powerful memory of those who have helped you.

CONTEXT + RESTORATIVE

Your memory of and appreciation for past problem solving enhances your ability to solve present and future problems.

CONTEXT + ACHIEVER

Your clear memory of how you did something in the past enables you to replicate your performance and possibly improve on it.

Apply Your Context to Succeed

Figure out the future by exploring what happened in the past.

- Find a mentor with an extensive history in your area of interest. Talking with this person and listening to their experiences will likely inspire you and help you prepare for the future.
- Communicate what the future holds by analyzing past experiences. Your passion for history can give great insights into where you and those around you are going in the future.

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.

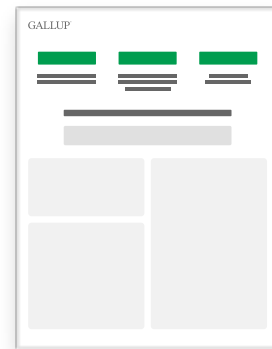
Claim It

- 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.

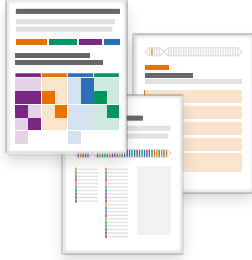
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

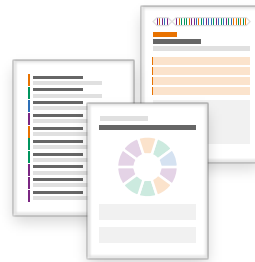


Apply Your CliftonStrengths® in Specific Roles

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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