



# CliftonStrengths® Top 5 for Yunus Aldhmshi

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. Ideation®

You are fascinated by ideas. You are able to find connections between seemingly disparate phenomena.

## 3. 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.

## 4. Intellection®

You are characterized by your intellectual activity. You are introspective and appreciate intellectual discussions.

## 5. Restorative™

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

■ **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. Analytical
- 2. Ideation
- 3. Individualization
- 4. Intellection
- 5. Restorative

## 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

### Ideation

### Individualization

### Intellection

### Restorative

Driven by your talents, you contemplate many aspects of a situation to ensure your ultimate victory and success. You are clever, alert, and resourceful in practical matters. You are motivated to examine numerous elements and angles before you put your strengths to the test. You leave little to chance whenever your performance and results are compared to someone else's.

It's very likely that you are well aware of the many elements impacting a group of people, a project, a process, a deal, or a proposal. Typically you examine all the facts to predict possible outcomes or consequences. You probably produce reasonable explanations for why things do and do not happen.

Instinctively, you enjoy thinking about numerical data. It appeals to your rational mind. You prefer listening to someone who uses mathematical terms to prove a point about productivity measurements, profit margins, or sports statistics. You can become frustrated with people who make emotional pleas but fail to back up their arguments with meaningful numbers.

Chances are good that you are a good ally for people who are uncomfortable or overwhelmed at the prospect of interpreting numerical information. Numbers are your language. They speak to you. They tell you stories. They allow you to make sense of things. You can take them apart and reconfigure them. You understand and appreciate the logic embedded in data.

By nature, you make decisions based on facts. You pride yourself on being level-headed. You are seldom influenced by people who make emotional pleas that the facts do not support. When faced with a gut-wrenching decision, you double check to be sure your reasoning is sound. You carefully evaluate meaningful measurements and examine the accuracy of the calculations.



- 1. Analytical**
- 2. Ideation
- 3. Individualization
- 4. Intellection
- 5. Restorative

## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + IDEATION**

Your mind can toggle back and forth between the expansion and reduction of possibilities. You have a calculated imagination.

### **ANALYTICAL + INDIVIDUALIZATION**

You notice elegant simplicity in complex realities and individual uniqueness in human diversity.

### **ANALYTICAL + INTELLECTION**

You seek understanding through deep and theoretical inquiry, and you validate truth through objective measurement.

### **ANALYTICAL + RESTORATIVE**

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

## 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.



## STRATEGIC THINKING

# 2. Ideation®

### What Is Ideation?

People with strong Ideation talents are creative and appreciate originality. They relish free-thinking experiences such as brainstorming and discussion groups. They have a natural capacity to consider issues from multiple perspectives. They revel in taking the world we all know and turning it around so people can view it from a strangely enlightening angle. They think outside the box. They are fascinated by new ideas and concepts, which come to them easily. They love ideas because they can be profound, they can be novel, they can be clarifying, they can be contrary, and they can be bizarre. For all of these reasons, they derive a jolt of energy whenever a new idea occurs to them.

## Why Your Ideation Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Analytical

**Ideation**

Individualization

Intellection

Restorative

By nature, you feel more favorable about life when you can freely use your sophisticated vocabulary. Your pleasure is multiplied tenfold when your choice of words stimulates the thinking of others.

Instinctively, you may generate numerous ways to enhance, upgrade, revise, correct, or revamp certain processes, action plans, or itineraries. Sometimes your suggestions influence how a project will unfold in the coming months, years, or decades. You might find fault with your own or another person's talents, skills, or knowledge. To some extent, fixing people or things ranks in the top half of your list of favorite activities.

It's very likely that you automatically search for new or fresh ways to make upgrades or enhancements. When you suspect there is a better way to do something, you implement your revisions and test your innovations.

Chances are good that you might enjoy a group problem-solving technique that involves the spontaneous contribution of ideas from all participants. When you have acquired specialized skills or possess specific knowledge, perhaps you can suggest alternative solutions for certain issues. Now and then, your expertise excites your own or others' imaginations. Maybe this occurs when you are encouraged to think what will be possible weeks, months, or even years from today.

Driven by your talents, you bring new thoughts to most discussions and meetings. Your reputation for innovative thinking explains why you are recruited by groups. You derive satisfaction from mental activity. You recognize when you are especially creative.



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## How Ideation Blends With Your Other Top Five Strengths

### IDEATION + ANALYTICAL

Your mind can toggle back and forth between the expansion and reduction of possibilities. You have a calculated imagination.

### IDEATION + INDIVIDUALIZATION

Your creativity is never general. Your best creativity is customized for someone in particular.

### IDEATION + INTELLECTION

You are a deep philosophical thinker, but that does not keep you from having an open and creative mind.

### IDEATION + RESTORATIVE

Persistent problems are immune to existing solutions. You keep generating innovative solutions, hoping that one will work.

## Apply Your Ideation to Succeed

### Look for areas that would benefit from an innovative approach.

- Spend time with imaginative people discussing and refining your ideas. Together, you can think up new possibilities.
- Look for different connections and generate new insights when things don't make sense in a certain area. Whereas others might be unsure or unclear about what to do next, you can quickly brainstorm multiple options for consideration.



## RELATIONSHIP BUILDING

# 3. 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.*

Analytical

Ideation

**Individualization**

Intellection

Restorative

Driven by your talents, you might be able to help people dissect data to determine which numbers are relevant. Sometimes your thoughts are totally occupied with numerical information. Perhaps you gather enough facts to make intelligent decisions, understand why a particular project was successful, or prepare a sensible budget.

Because of your strengths, you sometimes build rapport — that is, mutual understanding — by paying attention to someone's talents, areas of expertise, skills, or interests. This information might give you clues about how to assist the person when the need arises. Sometimes your insights prompt you to offer compliments the individual is likely to appreciate.

It's very likely that you might take pleasure in playing games just for the fun of them. Winning is not an issue for you. Instead, you may be the person who helps your teammates enjoy the experience. You discover areas where everyone can agree. Perhaps individuals cooperate with each other in ways they would not have considered if you were not involved.

Instinctively, you may help people see the opportunities and possibilities that await them in the coming months, years, or decades.

By nature, you may enjoy helping people by performing tasks they dislike or do not have time to complete. Perhaps this is one way you keep yourself busy and make their lives less burdensome.



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## How Individualization Blends With Your Other Top Five Strengths

### INDIVIDUALIZATION + ANALYTICAL

You notice elegant simplicity in complex realities and individual uniqueness in human diversity.

### INDIVIDUALIZATION + IDEATION

Your creativity is never general. Your best creativity is customized for someone in particular.

### INDIVIDUALIZATION + INTELLECTION

Intuitive, you sense the essential nature of others. Self-reflective, you know yourself extremely well.

### INDIVIDUALIZATION + RESTORATIVE

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

## 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.



## STRATEGIC THINKING

# 4. Intellection®

### What Is Intellection?

People with strong Intellection talents like to think. They like mental activity. They like to exercise the “muscles” of their brain, stretching them in multiple directions. This need for mental activity may be focused; for example, they may be trying to solve a problem, develop an idea or understand another person’s feelings. The exact focus will depend on their other strengths. The theme of Intellection does not dictate what these people are thinking about; it simply describes that they like to think. They like to let their thoughts go in many directions. People with strong Intellection talents are introspective. This introspection gives them time to reflect and ponder. Wherever it leads them, their mental hum is a constant in their lives.

## Why Your Intellection Is Unique

*These Strengths Insights are personalized based on your CliftonStrengths results.*

Analytical

Ideation

Individualization

**Intellection**

Restorative

By nature, you may be an individual performer. Perhaps you welcome opportunities to acquire knowledge or ponder ideas on your own. To some extent, you seek and find solitary places where you can think without being distracted by people and noise.

Chances are good that you may be constantly occupied with your studies, especially when you can concentrate on topics that fascinate you. Perhaps you acquire unexpected knowledge or skills simply by being open-minded rather than closed-minded.

Because of your strengths, you tend to feel content with yourself and life in general when you are encouraged to reflect on your experiences, examine intriguing ideas, or scrutinize new theories.

Driven by your talents, you occasionally take advantage of opportunities to acquire knowledge. Perhaps you carefully and methodically think through ideas you have acquired from reading, classes, seminars, or conversations. You may have little patience with individuals whose emotions cloud their judgment. You might distance yourself from people who refuse to expand their minds.

It's very likely that you have kept conversations centered on ideas since childhood. As a child, you likely listened carefully to discussions among adults. This approach allowed you to join in without rocking the boat — that is, without causing trouble where none was welcome. Today, you continue to listen intently to collect information before adding your ideas, contributing your insights, offering your suggestions, or asking your questions.



- 1. Analytical
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## How Intellection Blends With Your Other Top Five Strengths

### INTELLECTION + ANALYTICAL

You seek understanding through deep and theoretical inquiry, and you validate truth through objective measurement.

### INTELLECTION + IDEATION

You are a deep philosophical thinker, but that does not keep you from having an open and creative mind.

### INTELLECTION + INDIVIDUALIZATION

Intuitive, you sense the essential nature of others. Self-reflective, you know yourself extremely well.

### INTELLECTION + RESTORATIVE

Your first response to a problem is to retreat and reflect. Silence and solitude are your breeding ground for solutions.

## Apply Your Intellection to Succeed

### Make time to think by yourself and with others.

- Set aside a few minutes every day just to think. Doing this refines your ideas and sharpens your thinking.
- Identify topics that fascinate you and find a like-minded person to explore them with. Spend time delving into these topics with this person to stimulate your thinking even further.



## EXECUTING

# 5. 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.*

Analytical

Ideation

Individualization

Intellection

**Restorative**

Instinctively, you enjoy putting things in order. You want to make your living space and workspace presentable and tidy. Finding ways to do this even better gives you much pleasure.

Chances are good that you usually identify problems others fail to notice. You repeatedly create solutions and find the right answers. You yearn to improve things about yourself, other people, or situations. You are drawn to classes, books, or activities that promise to give you the skills and knowledge you seek.

It's very likely that you often ponder what you must do better. You find new ways to deliver on the commitments you have made. Keeping promises is just one way you enhance the quality of your work.

Because of your strengths, you normally gravitate to situations where you are free to work on your own. You derive much satisfaction from fixing things and enhancing your own performance. This is especially true when others are not meddling — that is, interfering — with the process.

Driven by your talents, you probably feel restless until you have found a better way to describe the finer points of complicated procedures. When you succeed, many people start to understand the procedures and how they work. You are apt to derive satisfaction from outlining the intricate steps of processes.



- 1. Analytical
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## How Restorative Blends With Your Other Top Five Strengths

### RESTORATIVE + ANALYTICAL

Your ability to recognize patterns helps you when you encounter real problems that require logical solutions.

### RESTORATIVE + IDEATION

Persistent problems are immune to existing solutions. You keep generating innovative solutions, hoping that one will work.

### RESTORATIVE + INDIVIDUALIZATION

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

### RESTORATIVE + INTELLECTION

Your first response to a problem is to retreat and reflect. Silence and solitude are your breeding ground for solutions.

## 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.

## 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.

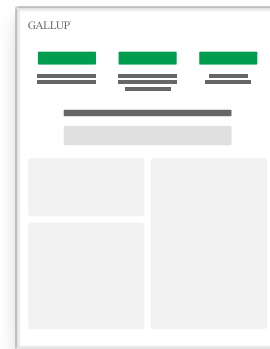
#### Claim It

- 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](https://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.

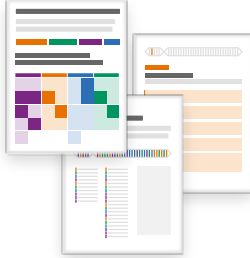
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

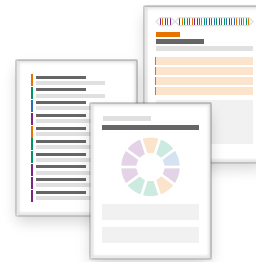


## Apply Your CliftonStrengths® in Specific Roles

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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