



# CliftonStrengths® Top 5 for faisal alanazi

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. Relator®

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

## 3. Harmony®

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

## 4. Self-Assurance®

You feel confident in your ability to take risks and manage your own life. You have an inner compass that gives you certainty in your decisions.

## 5. Adaptability®

You prefer to go with the flow. You tend to be a "now" person who takes things as they come and who discovers the future one day at a time.

■ **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. Relator
- 3. Harmony
- 4. Self-Assurance
- 5. Adaptability

## 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

### Relator

### Harmony

### Self-Assurance

### Adaptability

Driven by your talents, you consistently figure out what makes individuals distinct and special. Your natural intuition helps you pinpoint subtle differences between people. You comprehend what someone says and does. You also detect what the person feels.

Instinctively, you may help people move in the right direction by highlighting what is working well. Perhaps you emphasize the good things about individuals, groups, or situations rather than dwell on mistakes or problems.

Because of your strengths, you might declare your life is fine as long as you can recruit people for certain types of teams, task forces, study groups, community projects, or projects.

By nature, you may identify the specific traits or experiences that distinguish one person from the next. When you familiarize yourself with someone, you might be able to predict how the person will react in different situations.

It's very likely that you may notice how people are distinct from one another. These insights periodically prompt you to find ways to work better with people. Perhaps you even discover how individuals might partner with a few others in the group.



### 1. Individualization

- 2. Relator
- 3. Harmony
- 4. Self-Assurance
- 5. Adaptability

## How Individualization Blends With Your Other Top Five Strengths

### INDIVIDUALIZATION + RELATOR

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

### INDIVIDUALIZATION + HARMONY

You try to reduce the tension on a team, and you don't let conflicts get to the point where anyone is compromised or devalued.

### INDIVIDUALIZATION + SELF-ASSURANCE

You are an intuitive person. You notice the internal nature of each individual, and you tend to trust your own instincts.

### INDIVIDUALIZATION + ADAPTABILITY

Experiencing the diversity of each person and the spontaneity of each moment always brings out your best.

## 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.



## RELATIONSHIP BUILDING

# 2. 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.*

Individualization

**Relator**

Harmony

Self-Assurance

Adaptability

By nature, you typically build deep relationships that last. The friends you have had the longest are probably your best friends.

Driven by your talents, you try to find space in your busy routine for your close friends. It may not be as often as you like, but you know the value of sharing moments with people who are important in your life.

Because of your strengths, 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.

Chances are good that you do not see yourself as the life of the party. While some people love large and noisy, you prefer small and intimate.

It's very likely that you are aware of the importance of close friendships, and you do your best to make time for those relationships.



- 1. Individualization
- 2. Relator**
- 3. Harmony
- 4. Self-Assurance
- 5. Adaptability

## How Relator Blends With Your Other Top Five Strengths

### RELATOR + INDIVIDUALIZATION

The nature of another person is easy for you to see, but you also want someone to know the real, authentic you.

### RELATOR + HARMONY

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

### RELATOR + SELF-ASSURANCE

You enjoy the loving relationships you have with those closest to you. You also enjoy independence, so at times, you need freedom from that intimacy.

### RELATOR + ADAPTABILITY

Because you live completely in the moment, you can thrive when there is change. But you also establish authentic and lasting relationships.

## 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.



## 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.*

Individualization

Relator

**Harmony**

Self-Assurance

Adaptability

Because of your strengths, you periodically reject impractical rules, processes, schedules, itineraries, or agendas. To some degree, you see yourself as a realist. Thus, you might opt to do what works and avoid razzle-dazzle action plans — that is, showy, complex, or confusing maneuvers. Perhaps your straightforward and easy-to-follow steps, requirements, or due dates provide individuals who perform certain types of tasks with an equal opportunity to succeed.

Chances are good that you may be thrilled when people acknowledge your practical, realistic, and straightforward thinking style. They might rely on you to deal evenhandedly with everyone involved in a project. Maybe they realize you can keep misunderstandings to a minimum. Perhaps you feel good when you help your teammates, coworkers, classmates, friends, or family members behave respectfully and work cooperatively.

Driven by your talents, you may prefer to move forward at a sure and even pace, especially when you must perform certain types of tasks. Perhaps you try to balance the quality and the quantity of your outcomes. Sometimes you want people to grant you the same opportunities to succeed that they have been given.

Instinctively, you can be very attentive to what people tell you. Maybe this explains why you are sometimes particularly knowledgeable about the thoughts or feelings of others. You are sometimes intent on giving equal attention to every speaker, not just those you like or those who share your interests. Perhaps your understanding of particular individuals or situations is greater than that of nonstop talkers.

It's very likely that you might engage some individuals in friendly and matter-of-fact conversations when the situation demands it. Perhaps being uniformly sociable and responsive to certain types of people is practical in your opinion.



- 1. Individualization
- 2. Relator
- 3. Harmony**
- 4. Self-Assurance
- 5. Adaptability

## How Harmony Blends With Your Other Top Five Strengths

### HARMONY + INDIVIDUALIZATION

You try to reduce the tension on a team, and you don't let conflicts get to the point where anyone is compromised or devalued.

### HARMONY + RELATOR

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

### HARMONY + SELF-ASSURANCE

Being independent, you confidently rely on your own expertise. Being interdependent, you willingly defer to other experts.

### HARMONY + ADAPTABILITY

As an easygoing person, you accept the situation as is. You want to calm others whose tension limits their performance and enjoyment.

## 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.



## INFLUENCING

# 4. Self-Assurance®

### What Is Self-Assurance?

Self-Assurance is similar to self-confidence. People with strong Self-Assurance talents have faith in their strengths and abilities. They know that they can take risks, meet new challenges, stake claims and, most importantly, deliver. But Self-Assurance is more than just self-confidence. People with dominant Self-Assurance talents have confidence in both their abilities and their judgment. They have an inner sense of certainty that affirms their direction and decisions.

## Why Your Self-Assurance Is Unique

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

Individualization

Relator

Harmony

**Self-Assurance**

Adaptability

Instinctively, you may prefer to enroll in demanding classes. Perhaps you thrive in situations where you can test your talents or your endurance to discover how much you can accomplish. You may need to “prove yourself to yourself” every now and then.

Chances are good that you may exude a natural confidence that allows you to remain calm and composed in trying situations. To some extent, you trust yourself to react appropriately regardless of the circumstances. Maybe you sense that you can make things go your way. This partially explains why you draw energy from your current accomplishments.

By nature, you improve your results and add to your list of accomplishments by consciously using your talents. You are more efficient and effective when you practice doing better what you naturally do very well.

Driven by your talents, you describe reading as a pleasure, not a chore. Generally you gain insights and acquire information whether you prefer fiction or nonfiction writing. You are likely to pull together ideas from printed materials or Internet sites. Typically you can talk about complicated topics or situations by highlighting only the basic points. Usually people can grasp what you are saying the first time because you refrain from burdening them with every detail you know.

It’s very likely that you may occasionally struggle to maintain your current habits and to keep doing the same old thing. There are times when you need to take a chance and jump into new situations to grow.



- 1. Individualization
- 2. Relator
- 3. Harmony
- 4. Self-Assurance**
- 5. Adaptability

## How Self-Assurance Blends With Your Other Top Five Strengths

### SELF-ASSURANCE + INDIVIDUALIZATION

You are an intuitive person. You notice the internal nature of each individual, and you tend to trust your own instincts.

### SELF-ASSURANCE + RELATOR

You enjoy the loving relationships you have with those closest to you. You also enjoy independence, so at times, you need freedom from that intimacy.

### SELF-ASSURANCE + HARMONY

Being independent, you confidently rely on your own expertise. Being interdependent, you willingly defer to other experts.

### SELF-ASSURANCE + ADAPTABILITY

Responsive to external environments, you go with the flow. Confident with what is inside you, you go with your instincts.

## Apply Your Self-Assurance to Succeed

### Lead by taking calculated risks.

- Embrace the confidence you have in making decisions, but review them and their outcomes to ensure high quality. You will always benefit from looking back and assessing what you might do differently next time.
- Trust your abilities, judgment and talents, but gather enough information to make informed choices. Find the right balance between confidence and continuous improvement.



## RELATIONSHIP BUILDING

# 5. Adaptability®

### What Is Adaptability?

People with strong Adaptability talents live in the moment. They don't see the future as a fixed destination. Instead, they see it as a place that they can create out of the choices they make right now. They discover their future one choice at a time. This doesn't mean that they don't have plans. But their Adaptability talents enable them to respond willingly to the demands of the moment, even if circumstances pull them away from their plans. They don't resent sudden requests or unforeseen detours. They expect them. On some level, they may look forward to them. They are, at heart, very flexible, and they can stay productive when circumstances pull them in many different directions at once.

## Why Your Adaptability Is Unique

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

Individualization

Relator

Harmony

Self-Assurance

**Adaptability**

It's very likely that you might prefer to be an individual performer because you like to deal with things as they occur. Perhaps your flexible approach makes your job or studies a bit more pleasurable. You might be less effective when you are forced to adhere to every step or deadline of someone else's action plan. If the plan also is outdated, your efficiency might be diminished.

Driven by your talents, you tend to accept events as they unfold. Your friends, coworkers, teammates, classmates, or family members probably describe you as relaxed and easygoing. You may be most comfortable thinking about today rather than the past or the coming months, years, or decades.

Because of your strengths, you may realize the quality of your life improves when you are surrounded by the loveliness of nature or enthralled — that is, held spellbound — by the artistry of human beings.

By nature, you effortlessly adjust to the shifting challenges of the day. You enjoy variety and change. You are comfortable allowing each day to unfold on its own terms. You feel little stress when predetermined timelines must be scrapped. You probably regard rigidly organized plans and routines as barriers rather than helpful tools.

Instinctively, you are quite comfortable letting the day's events and people's demands determine what really deserves your attention.



- 1. Individualization
- 2. Relator
- 3. Harmony
- 4. Self-Assurance
- 5. Adaptability**

## How Adaptability Blends With Your Other Top Five Strengths

### ADAPTABILITY + INDIVIDUALIZATION

Experiencing the diversity of each person and the spontaneity of each moment always brings out your best.

### ADAPTABILITY + RELATOR

Because you live completely in the moment, you can thrive when there is change. But you also establish authentic and lasting relationships.

### ADAPTABILITY + HARMONY

As an easygoing person, you accept the situation as is. You want to calm others whose tension limits their performance and enjoyment.

### ADAPTABILITY + SELF-ASSURANCE

Responsive to external environments, you go with the flow. Confident with what is inside you, you go with your instincts.

## Apply Your Adaptability to Succeed

### Fine-tune your responsiveness.

- Keep making progress when unexpected things happen. The calmness you bring when things quickly change helps those around you to be able to press ahead with you.
- Act quickly when urgent matters arise. Those around you may depend on your comfort in the moment to help them see what needs to be done.

## 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.

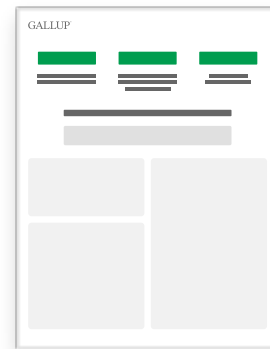
#### Claim It

- 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.

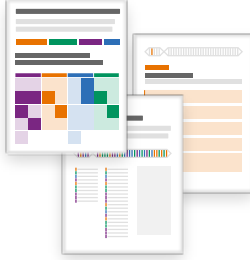
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

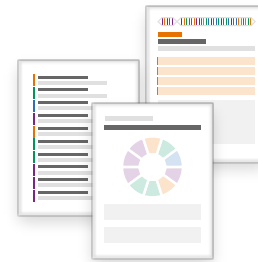


## Apply Your CliftonStrengths® in Specific Roles

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.**

**COPYRIGHT STANDARDS**

This document contains proprietary research, copyrighted and trademarked materials of Gallup, Inc. Accordingly, international and domestic laws and penalties guaranteeing patent, copyright, trademark and trade secret protection safeguard the ideas, concepts and recommendations related within this document.

The materials contained in this document and/or the document itself may be downloaded and/or copied provided that all copies retain the copyright, trademark and any other proprietary notices contained on the materials and/or document. No changes may be made to this document without the express written permission of Gallup, Inc.

Any reference whatsoever to this document, in whole or in part, on any webpage must provide a link back to the original document in its entirety. Except as expressly provided herein, the transmission of this material shall not be construed to grant a license of any type under any patents, copyright or trademarks owned or controlled by Gallup, Inc.

Gallup®, CliftonStrengths®, Clifton StrengthsFinder®, StrengthsFinder® and each of the 34 strengths theme names are trademarks of Gallup, Inc. All rights reserved. All other trademarks and copyrights are the property of their respective owners.