



CliftonStrengths® Top 5 for رزان عتيب



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. Responsibility®

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

2. Achiever®

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

3. Restorative™

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

4. Includer®

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

5. Empathy®

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

■ **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. Responsibility
- 2. Achiever
- 3. Restorative
- 4. Includer
- 5. Empathy

You Are Uniquely Powerful

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

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

What do the colors mean?

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

EXECUTING

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

INFLUENCING

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

RELATIONSHIP BUILDING

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

STRATEGIC THINKING

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



EXECUTING

1. 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.

Responsibility

Achiever

Restorative

Includer

Empathy

Instinctively, you often stand out as notably mature. You are reasonable in your thinking. These two qualities usually distinguish you from many of your peers and friends.

Driven by your talents, you sometimes enjoy doing whatever is needed to assist people. Perhaps you have a reputation for keeping your promises. This partially explains why some individuals agree to let you help them.

By nature, you may be someone on whom others can depend. You might refrain from making promises you are not sure you can keep. Sometimes you feel obliged to honor commitments even if you are inconvenienced. This partially explains why you insist on doing things correctly, accurately, or properly.

Chances are good that you conduct yourself in a proper, ethical, legal, and upright manner to avoid feeling you have done something wrong. You truly regret making a mistake, violating a rule, breaking a trust, or producing poor results. You set high standards for yourself in various areas of your life.

It's very likely 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. Responsibility

- 2. Achiever
- 3. Restorative
- 4. Includer
- 5. Empathy

How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + ACHIEVER

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

RESPONSIBILITY + RESTORATIVE

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

RESPONSIBILITY + INCLUDER

You are interested in serving those who are marginalized and invisible and who just plain get overlooked.

RESPONSIBILITY + EMPATHY

How you respond to a person's needs is influenced by your understanding of what that person is feeling.

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

2. 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.



It's very likely that you strive to find something to treasure in just about everyone you meet. You feel genuine affection for individuals whom others are apt to label unlikeable, annoying, or disagreeable.

Because of your strengths, you are quite clever about many things. You typically outmaneuver or outthink most individuals. Why? You probably are a lot more persistent, unyielding, and energetic than they are.

By nature, you ensure that your work, living, and study areas are kept neat, spotless, and orderly. When things you value are in their proper places, you probably improve your overall efficiency and productivity.

Instinctively, you usually give your undivided attention to individuals. You automatically concentrate on whatever they are saying. You earnestly strive to eliminate distractions or reduce interruptions that get in the way of your really understanding someone.

Chances are good that you typically check and double check your work. You need to ensure everything is in order. You likely adopt a serious-minded approach when evaluating the accuracy of reports, research results, evidence, data, or facts.



- 1. Responsibility
- 2. Achiever**
- 3. Restorative
- 4. Includer
- 5. Empathy

How Achiever Blends With Your Other Top Five Strengths

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 + INCLUDER

Your desire and ability to get everyone on the team involved often ensures that all of the team's work gets done.

ACHIEVER + EMPATHY

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

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.



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.

Responsibility

Achiever

Restorative

Includer

Empathy

Chances are good that you may want to be regarded by certain people as reliable or dependable. To create this impression, perhaps you consider specific things you could do better, more completely, or more perfectly in the future.

By nature, you might prefer to partner with people who exhibit a sound work ethic. Perhaps you sense they are apt to accept the upgrades or changes you propose. To some extent, you are drawn to individuals who hold you in high regard because of your ability to make improvements.

Instinctively, you sometimes turn to knowledgeable and experienced individuals to help you pinpoint areas where you need to do something better. Perhaps you seek their counsel about personal or professional matters. You might trust that their answers are correct or that their solutions are feasible — that is, doable and suitable.

It's very likely that you sometimes include things you need to do better, repair, revise, edit, renovate, or upgrade in your weekly performance goals.

Because of your strengths, you have a strong need to know why, what and where. Why did something work or not work? What do I need to do differently? Where was my thinking flawed? Your need to understand failure ties directly to your need to understand success.



- 1. Responsibility
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- 3. Restorative**
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How Restorative Blends With Your Other Top Five Strengths

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 + INCLUDER

As an indiscriminate problem solver, you may be more inclined to help the neglected or overlooked.

RESTORATIVE + EMPATHY

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

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.



RELATIONSHIP BUILDING

4. 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.

Responsibility	Achiever	Restorative	Includer	Empathy
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By nature, 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.

Driven by your talents, you might be thought of as pleasant or amiable — that is, easy to get along with and likeable. You might enjoy socializing or working with just about anybody. Perhaps your congenial — that is, friendly — manner and your interest in people help you identify common ground, offer compliments, ask non-threatening questions, and move in and out of conversations effortlessly.

It’s very likely that you spontaneously look for ways to involve everyone in group-related activities. You really sense what not belonging feels like to the person who is intentionally left out, overlooked, or ignored.

Instinctively, you characteristically find something valuable in what each person says. Then you acknowledge it. You carefully balance the amount of time and attention you give to every individual. You guard against leaving the impression that you think some people are smarter or better than others. Instead, you seek to accommodate everyone’s needs and expectations. Because of your efforts, potential misunderstandings and disagreements are kept to a minimum.

Chances are good that you may feel life is marvelous when you have a wide array of friends and acquaintances. Perhaps you can find qualities to appreciate in many of the people you meet.



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How Includer Blends With Your Other Top Five Strengths

INCLUDER + RESPONSIBILITY

You are interested in serving those who are marginalized and invisible and who just plain get overlooked.

INCLUDER + ACHIEVER

Your desire and ability to get everyone on the team involved often ensures that all of the team's work gets done.

INCLUDER + RESTORATIVE

As an indiscriminate problem solver, you may be more inclined to help the neglected or overlooked.

INCLUDER + EMPATHY

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

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.



RELATIONSHIP BUILDING

5. Empathy®

What Is Empathy?

People with strong Empathy talents can sense the emotions of those around them. They can feel what others are feeling as though the emotions were their own. They intuitively see the world through others' eyes and share their perspectives. They perceive people's pain or joy, sometimes before it is even expressed. Their instinctive ability to understand is powerful. They can hear unvoiced questions and anticipate needs. Where others grapple for words, they seem to find the right things to say and strike the right tone. As a result, they help people express their feelings — to themselves as well as to others. They help people give voice to their emotional lives.

Why Your Empathy Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Responsibility	Achiever	Restorative	Includer	Empathy
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Instinctively, you might be sympathetic to the idea that no monetary reward can buy you or anyone else contentment, peace, or a sense of personal well-being.

It's very likely that you are generally mindful of people's emotions. Whether they try to hide their feelings or share them openly, you usually consider the impact their emotions could have.

By nature, you may place importance on convincing people that you value them as human beings. Maybe you reinforce what they know, have experienced, or can do. Individuals might want to become your friend. Why? Maybe you affirm their worth the moment they start doubting themselves.

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

Because of your strengths, you exhibit some awareness of the changing moods of people. Perhaps you can understand the feelings they have about themselves, each other, or their experiences. Maybe these insights permit you to respond to each one in a fitting way.



- 1. Responsibility
- 2. Achiever
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- 5. Empathy

How Empathy Blends With Your Other Top Five Strengths

EMPATHY + RESPONSIBILITY

How you respond to a person's needs is influenced by your understanding of what that person is feeling.

EMPATHY + ACHIEVER

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

EMPATHY + RESTORATIVE

You notice the emotional causes and effects of problems. Success for you is resolving issues and restoring emotional stability.

EMPATHY + INCLUDER

Your awareness of emotions and social dynamics enables you to know how people are feeling and to notice those who are excluded.

Apply Your Empathy to Succeed

Help people be more sensitive to others' feelings.

- Help your people be more aware when someone is having a difficult time. Remember, most people do not have your ability to pick up on sensitive situations.
- Give a voice to people's emotions. When you notice that someone has a feeling they are not expressing, create space for them to share so that they can be fully heard in the moment.

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.

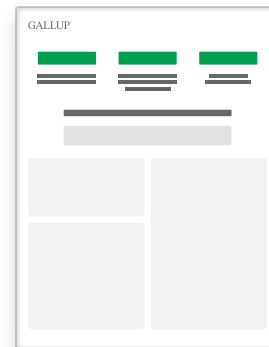
Claim It

- 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.

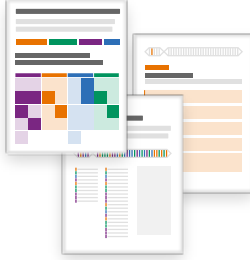
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

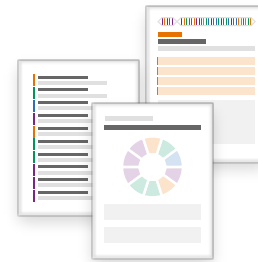


Apply Your CliftonStrengths® in Specific Roles

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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