



# CliftonStrengths® Top 5 for امل هاييل الرويلي



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. 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.

## 2. Arranger®

You can organize, but you also have a flexibility that complements this ability. You like to determine how all of the pieces and resources can be arranged for maximum productivity.

## 3. Relator®

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

## 4. Deliberative®

You are best described by the serious care you take in making decisions or choices. You anticipate obstacles.

## 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. **Adaptability**
- 2. **Arranger**
- 3. **Relator**
- 4. **Deliberative**
- 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



## RELATIONSHIP BUILDING

# 1. 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.*

Adaptability	Arranger	Relator	Deliberative	Restorative
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It's very likely that you trust you can deal with whatever happens. You rely on your core values to sustain you in the face of uncertainty. The principles by which you live allow you to accept life's unexpected events and unpredictable circumstances.

Instinctively, you often select contests or activities in which to participate. You likely concentrate on having a very good time. This is one reason why others describe you as laid-back — that is, relaxed. Being the champion probably is not your top priority. Instead, you are quite happy to give your best effort and performance.

Driven by your talents, you are flexible throughout the day. When surprises occur, you make whatever changes are necessary. While others become frustrated, you probably remain calm. Your even-tempered approach to life permits you to think clearly about everything that is occurring. Perhaps you are content to move into the future one step at a time. You are likely to thrive in environments where change is ever-present.

By nature, you are a free spirit who is seldom thrown off balance by unexpected events and comments. Instead, you react to things as they occur. You are quite comfortable letting your future unfold at its own pace.

Chances are good that 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.



### 1. Adaptability

- 2. Arranger
- 3. Relator
- 4. Deliberative
- 5. Restorative

## How Adaptability Blends With Your Other Top Five Strengths

### ADAPTABILITY + ARRANGER

Change is a normal part of life. You can accept the situation as is, but you also have a capacity to control and lead it.

### 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 + DELIBERATIVE

Your vigilance protects you from some of life's storms. When one comes unannounced, you bend but don't break.

### ADAPTABILITY + RESTORATIVE

You take time to smell the roses, but if you see bugs on the roses, you get the insecticide.

## 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.



## EXECUTING

# 2. Arranger®

### What Is Arranger?

Arrangers are conductors. When faced with a complex situation involving many factors, people with strong Arranger talents enjoy managing all of the variables, aligning and realigning them until they are sure they have arranged them in the most productive configuration possible. They are shining examples of effective flexibility, whether they are changing travel schedules at the last minute because they found a better fare or are mulling over just the right combination of people and resources to accomplish a new project. From the mundane to the complex, they are always looking for the perfect configuration.

## Why Your Arranger Is Unique

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

Adaptability	Arranger	Relator	Deliberative	Restorative
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It's very likely that you volunteer for additional duties. You really enjoy being given authority over projects, individuals, or groups. You expect to be held accountable for the results you produce as well as your words and deeds.

By nature, you are drawn to teams in which members rely on you to simplify everyday duties and tasks. You can provide them with appropriate rules and systems to handle recurring activities and events. You expect each person to faithfully use these rules and systems. You truly appreciate those who regularly follow your directions. You tend to become aggravated with individuals who do things the old way or their own way, thus causing systems to fail.

Because of your strengths, you ordinarily recruit different kinds of people to participate in activities. Your pool of potential candidates probably includes an interesting assortment of personalities, talents, backgrounds, ages, nationalities, and interests.

Chances are good that you usually are the team member who finishes the assignments given to you each day. Measuring up to the high standards people set for you is very fulfilling.

Instinctively, you can help others easily fit into groups. You quickly establish good relationships with just about everyone you encounter. How? You spontaneously notice people's good qualities. When others hear your favorable comments about an individual, they are much more likely to make the person feel welcome.



- 1. Adaptability
- 2. Arranger**
- 3. Relator
- 4. Deliberative
- 5. Restorative

## How Arranger Blends With Your Other Top Five Strengths

### ARRANGER + ADAPTABILITY

Change is a normal part of life. You can accept the situation as is, but you also have a capacity to control and lead it.

### ARRANGER + RELATOR

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

### ARRANGER + DELIBERATIVE

Always on the lookout for potential problems, you are quite careful when you coordinate the efforts of others.

### ARRANGER + RESTORATIVE

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

## Apply Your Arranger to Succeed

**Help people figure out better ways of working together.**

- Come up with different ways to become more efficient. Look for redundancy and impediments in the processes you follow the most often so you can find new ways of doing them.
- Look for chances to work in complex, dynamic environments that let you coordinate and develop strategies for getting things done. This will bring out your best.



## RELATIONSHIP BUILDING

# 3. 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.*



Because of your strengths, you are quite content with your results as long as you can honestly say you are producing as much as you can. You maintain an optimistic outlook on life regardless of the value some people place on your results.

Chances are good that you have a small group of friends who remain constant even when you haven't seen or talked to them for a while. Whether a week, a month or a year goes by, your relationships are rekindled the moment you reconnect with those special friends.

It's very likely that you sense that you are already being as productive as you can be. You are meticulous — that is, you carefully and thoroughly consider all the details — when designing methods for managing your commonplace assignments. As a result, you probably can handle recurring tasks quite efficiently. Your well-defined tactics enable you to wisely use your time, energy, effort, and talents.

Instinctively, you traditionally desire to know a lot about members of your team. When you become more familiar with individuals, it probably is easier for you to collaborate with them.

Driven by your talents, you have a special place in your heart for the times you spend with good friends. Whether frequent or seldom, those interactions are when you build the memories that reinforce your long-lasting friendships and help them continue to grow.



- 1. Adaptability
- 2. Arranger
- 3. Relator**
- 4. Deliberative
- 5. Restorative

## How Relator Blends With Your Other Top Five Strengths

### RELATOR + ADAPTABILITY

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

### RELATOR + ARRANGER

Interacting with your closest friends is critical to your well-being, and engaging your teammates is critical to your well-doing.

### RELATOR + DELIBERATIVE

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

### RELATOR + RESTORATIVE

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

## 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.



## EXECUTING

# 4. Deliberative®

### What Is Deliberative?

People with strong Deliberative talents are careful and vigilant. Everything may seem in order, but beneath the surface, they sense many risks. Rather than avoiding these hazards, they draw them out into the open so they can identify, assess and ultimately reduce each risk. Thus, those with strong Deliberative talents bring a thorough and conscientious approach to making decisions. They take care to consider options, thinking through the pros and cons of each alternative. To them, making the correct choice is more important than the time it takes to do so. They see life as something of a minefield. Others may run through it recklessly if they so choose, but those with Deliberative talents take a different approach. They identify the dangers, weigh these risks' relative effect and then place their feet deliberately. They walk with care.

## Why Your Deliberative Is Unique

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

Adaptability

Arranger

Relator

**Deliberative**

Restorative

Instinctively, you typically approach your job or your studies with a no-nonsense, businesslike attitude. This explains why so many people think you have a very strong work ethic.

By nature, you often are regarded as a no-nonsense person. This perception is amplified as you acquire more knowledge and skills in your area of specialization. To perform your job, progress in your studies, pursue your hobbies, or plan your travel, you rely on your natural and acquired abilities. These allow you to perform specific activities without apparent effort.

Driven by your talents, you will not make reckless choices. While others may need immediate answers, you pause to take the time you need to make the best decisions.

Chances are good that you worry that the fast-paced world forces you to operate at a speed that you find uncomfortable. To prevent mistakes and avoid pain, you always think about consequences before you act.

Because of your strengths, you have a strong, no-nonsense, sober side to your personality. It explains why you often engage in conversations that delve into weighty or philosophical matters. You like to think deeply and carefully about various issues. Then you want to talk with serious-minded people who can help you explore, expand upon, question, or modify your thinking.



- 1. Adaptability
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- 5. Restorative

## How Deliberative Blends With Your Other Top Five Strengths

### DELIBERATIVE + ADAPTABILITY

Your vigilance protects you from some of life's storms. When one comes unannounced, you bend but don't break.

### DELIBERATIVE + ARRANGER

Always on the lookout for potential problems, you are quite careful when you coordinate the efforts of others.

### DELIBERATIVE + RELATOR

Trusting others takes some time for you because you trust only those you know well, and you are careful about who you get to know.

### DELIBERATIVE + RESTORATIVE

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

## Apply Your Deliberative to Succeed

**Take time to assess each situation — then act.**

- Set aside time each day for yourself. Your thoughtful approach when considering options gives you the foresight to make wise decisions
- Think through the advantages and disadvantages when making important choices. To you, making the correct choice is more important than the time it takes to analyze the alternatives.



## 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.*



Because of your strengths, you usually are willing to make things better when you are convinced your course of action is wise, proper, or correct. You tend to be cautious about fixing your own and others' mistakes. You probably are tentative — that is, hesitant — about doing something bold until someone says it is a good idea.

Instinctively, 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.

It's very likely that you are keenly aware of the many factors that contribute to an environment or an outcome. You routinely consider productivity, profit, academic grades, returns on financial investments, or sports statistics. As you examine the data and facts, you probably identify areas in need of redesign, upgrades, improvements, or renovation.

Driven by your talents, you are always on the lookout for things that are working incorrectly. Whether they need a little tweak or a full overhaul, you love the challenge.

Chances are good that you frequently devise better tactics to recruit people to work on various jobs, tasks, teams, or activities.



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

### RESTORATIVE + ADAPTABILITY

You take time to smell the roses, but if you see bugs on the roses, you get the insecticide.

### RESTORATIVE + ARRANGER

Sometimes you improve circumstances by rearranging multiple realities and sometimes by resolving complex problems.

### RESTORATIVE + RELATOR

You notice the points of pain of those closest to you, and you strive to find the source of that pain so you can eliminate it.

### RESTORATIVE + DELIBERATIVE

You can deal with problems if you have to, but when you anticipate a problem, you can actually prevent it from happening.

## 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.

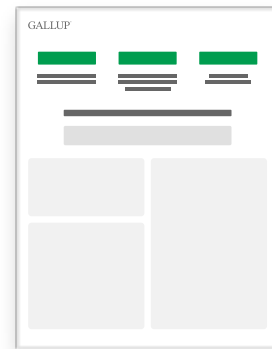
#### Claim It

- 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.

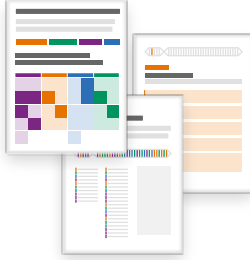
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

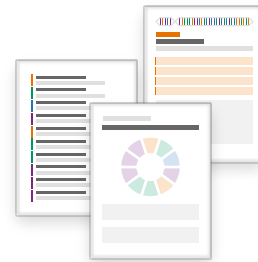


## Apply Your CliftonStrengths® in Specific Roles

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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