



# CliftonStrengths® Top 5 for Nouf Alsuhaymi



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. 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.

## 2. Learner®

You have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites you.

## 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. Analytical®

You search for reasons and causes. You have the ability to think about all of the factors that might affect a situation.

## 5. Deliberative®

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

**EXECUTING** themes help you make things happen.

**RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

**INFLUENCING** themes help you take charge, speak up and make sure others are heard.

**STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.



- 1. Arranger
- 2. Learner
- 3. Individualization
- 4. Analytical
- 5. Deliberative

## 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. 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.*

**Arranger**

**Learner**

**Individualization**

**Analytical**

**Deliberative**

Because of your strengths, you might be an individual performer who wants and expects to be held accountable for your results. Perhaps you are more motivated to excel when you realize you are the only person doing a particular task.

Chances are good that you may view life as a series of experiments, where we are constantly trying to figure out how to live, grow and succeed. You likely excel at these experiments because you often try to find new and better ways to reach your goals.

Driven by your talents, you periodically take things apart just to understand how and why they work or fail to work. Maybe you do a better job of describing the basic elements of a contract, procedure, plan, or program when everyone knows that is part of your job.

By nature, you may be capable of setting aside your feelings about an individual. Perhaps you place a high value on what makes each person unique in terms of character, talents, limitations, education, experiences, knowledge, or skills.

It's very likely that you periodically mix and match people's unique styles of working, thinking, problem solving, or relationship building. You might help particular people see how their special talents, knowledge, or skills benefit others on the job or in the classroom. When individuals or groups cooperate, you may commend them for reaching a goal, making progress, or succeeding.



- 1. Arranger
- 2. Learner
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- 5. Deliberative

## How Arranger Blends With Your Other Top Five Strengths

### ARRANGER + LEARNER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

### ARRANGER + INDIVIDUALIZATION

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

### ARRANGER + ANALYTICAL

You take puzzles apart to clarify and simplify. You put puzzles together to improve performance.

### ARRANGER + DELIBERATIVE

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

## 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.



## STRATEGIC THINKING

# 2. Learner®

### What Is Learner?

People with strong Learner talents constantly strive to learn and improve. The process of learning is just as important to them as the knowledge they gain. The steady and deliberate journey from ignorance to competence energizes Learners. The thrill of learning new facts, beginning a new subject and mastering an important skill excites people with dominant Learner talents. Learning builds these people's confidence. Having Learner as a dominant theme does not necessarily motivate someone to become a subject-matter expert or strive for the respect that accompanies earning a professional or academic credential. The outcome of learning is less significant than the "getting there."

## Why Your Learner Is Unique

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

Arranger

**Learner**

Individualization

Analytical

Deliberative

By nature, you occasionally collect bits and pieces of information. At the time, the value of this material may not be apparent. In specific cases, you have found it useful to turn to some specialists for help. Perhaps these individuals can provide you with enough direction so you can ask some questions, render a few decisions, or try to map courses of action without upsetting anyone in the process. You avoid angering certain people by consulting with them before doing anything.

Driven by your talents, you might earnestly work on intriguing projects. You might be attracted to activities that allow you to acquire knowledge or gain new skills.

Because of your strengths, you may long to gather certain types of information about specific individuals. Perhaps your "need to know" is rarely satisfied. The more facts you gather, the easier it might be for you to understand someone's strengths, limitations, interests, likes, dislikes, or goals. You might be inclined to study human beings one by one. To some degree, your ongoing observations of selected individuals provide you with interesting insights into human nature.

Instinctively, you periodically are comfortable having time to yourself. Perhaps these interludes provide you with an opportunity to read. Whether you are sitting on a quiet beach or in a crowded airport terminal, you might be able to create your own space with a book, magazine, newspaper, document, or correspondence. Gleaning certain kinds of information, inspiration, or insights from these sources might make your relaxation a bit more pleasurable or your delays a bit more tolerable.

It's very likely that you become acquainted with certain individuals by observing them in action and listening to what they say. Sometimes you ask questions and consider their answers. As a result, you may be able to respond to the person in ways that have special meaning for him or her. When you know a person's talents, tastes, or favorite topics, perhaps you can tailor your words and deeds to fit his or her interests, preferences, or styles.



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## How Learner Blends With Your Other Top Five Strengths

### LEARNER + ARRANGER

Your willingness to learn something new helps you come up with novel and better ways of getting things done when you lead others.

### LEARNER + INDIVIDUALIZATION

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

### LEARNER + ANALYTICAL

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### LEARNER + DELIBERATIVE

You are open to new information and experiences, but you want adequate time to study them carefully and thoroughly.

## Apply Your Learner to Succeed

### Develop expertise in areas that interest you the most.

- Regularly study new topics and skills. Challenge yourself to learn about complex ideas, programs or experiences others might not want to explore.
- Refine how you develop your expertise. For example, you might learn best by beginning a new project; if so, find new tasks or projects to start. Or you might learn best by teaching; if so, find ways to present to others.



## 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.*

Arranger

Learner

**Individualization**

Analytical

Deliberative

Chances are good that you may be an innovative thinker who devises tactics or considers what will be possible in the future. Once in a while, you listen to and are stimulated by the ideas of possibility thinkers. Perhaps you admire their willingness to look beyond today's accepted practices or standard operating procedures. While these routines occupy the minds of many individuals, visionaries are imagining how to do things differently in the coming months, years, or decades.

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.

Because of your strengths, you can sometimes stand in a teammate's emotional space to gain a few insights into what that person feels or thinks. You might have a gift for looking at the world through someone else's experiences. You may be able to set aside your opinions, ideas, or past history to attune yourself to another human being's condition.

Driven by your talents, you may be able to sense people's emotions when you spend time with them. Perhaps tuning in to another's feelings provides you with insights about how to help the person meet challenges, complete tasks, deal with problems, or weigh opportunities.

By nature, you periodically investigate the “hows” and “whys” of a given situation. You might find relationships between the final result and the events preceding it. Perhaps these links enable you to understand how things came into being. You may draw logical conclusions that can broaden your knowledge base.



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## How Individualization Blends With Your Other Top Five Strengths

### INDIVIDUALIZATION + ARRANGER

You can form a talented team by having the best person in every role and at the same time, the perfect role for every person.

### INDIVIDUALIZATION + LEARNER

You are comfortable with the variety of life and the diversity of people. You are equally effective learning about things or individuals.

### INDIVIDUALIZATION + ANALYTICAL

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

### INDIVIDUALIZATION + DELIBERATIVE

As a cautious customizer, you clearly understand the nature of each person and exercise restraint because of possible risk.

## 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. 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.*

Arranger

Learner

Individualization

Analytical

Deliberative

By nature, you may be the team member who conducts thorough investigations to collect accurate details, facts, or data.

Because of your strengths, you periodically like to work alone. Why? Maybe you sense you can accomplish a little bit more that way. Perhaps you enhance your personal productivity by assigning a level of importance or urgency to every task. You might start with the most critical activity and work your way to the least critical.

Instinctively, you may feel good about the choices you make when they are supported with facts or logic. You might put aside intuition and emotions when making certain decisions about your life.

It's very likely that you may launch some projects with ease. Perhaps you methodically identify pertinent facts or establish a step-by-step workflow. Maybe this is the way you prefer to reach goals.

Chances are good that you may be inclined to double check your work. Perhaps you need to understand how one idea or fact links to whatever precedes or follows it.



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## How Analytical Blends With Your Other Top Five Strengths

### **ANALYTICAL + ARRANGER**

You take puzzles apart to clarify and simplify. You put puzzles together to improve performance.

### **ANALYTICAL + LEARNER**

Education is something you enjoy personally, but its ultimate value is something you must measure objectively.

### **ANALYTICAL + INDIVIDUALIZATION**

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

### **ANALYTICAL + DELIBERATIVE**

You are serious-minded. You rely on quantification to validate existing theories and on calculation to minimize existing risks.

## 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.



## EXECUTING

# 5. 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.*

Arranger

Learner

Individualization

Analytical

**Deliberative**

By nature, you might work hard to separate your private life from your public life. Perhaps you are a person with a reputation for being discreet — that is, careful about what you say. Maybe you avoid discussing your personal problems, successes, finances, work, or history.

Chances are good that you offer compliments, but only in measure equal to the individual's accomplishment. For that reason, your words may echo in the minds and hearts of certain recipients long after you have uttered them. By acknowledging what people do well, you might convince some of them they truly deserve recognition.

Driven by your talents, you may appear businesslike and earnest. Even so, you sometimes go out of your way to become better acquainted with individuals.

Instinctively, you may adopt a businesslike style when you are asked to investigate how something functions. Sometimes you take apart whatever you are working on to grasp how all the pieces, parts, or steps work together to produce the desired effect.

Because of your strengths, you sometimes present yourself to others as a no-nonsense person. Maybe some of them understand that you prefer to work or study by yourself.



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## How Deliberative Blends With Your Other Top Five Strengths

### DELIBERATIVE + ARRANGER

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

### DELIBERATIVE + LEARNER

You are open to new information and experiences, but you want adequate time to study them carefully and thoroughly.

### DELIBERATIVE + INDIVIDUALIZATION

As a cautious customizer, you clearly understand the nature of each person and exercise restraint because of possible risk.

### DELIBERATIVE + ANALYTICAL

You are serious-minded. You rely on quantification to validate existing theories and on calculation to minimize existing risks.

## 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.

## 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.

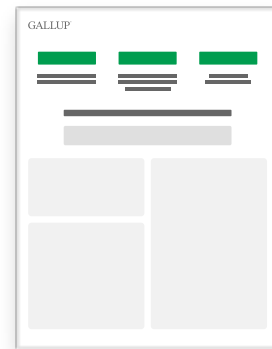
#### Claim It

- 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.

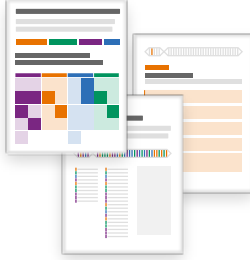
**Click [here](#) or scan the QR code to sign in to your [my.gallup.com](https://my.gallup.com) account.**

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

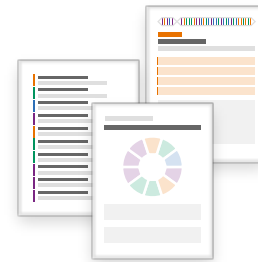


## Apply Your CliftonStrengths® in Specific Roles

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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