



CliftonStrengths® Top 5 for Michael Rihani

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. Learner®

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

2. Futuristic®

You vividly imagine the future. You inspire and energize others with your vision of what could be.

3. Input®

You have a need to collect and archive. You may accumulate information, ideas, artifacts or even relationships.

4. 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.

5. Achiever®

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

■ **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. Learner
- 2. Futuristic
- 3. Input
- 4. Individualization
- 5. Achiever

You Are Uniquely Powerful

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

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

What do the colors mean?

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

EXECUTING

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

INFLUENCING

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

RELATIONSHIP BUILDING

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

STRATEGIC THINKING

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



STRATEGIC THINKING

1. 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.

Learner

Futuristic

Input

Individualization

Achiever

By nature, you habitually bring together all sorts of information so you can refer to it later. At the instant you collect a fact, example, story, or piece of data, typically you are eager to use it. You trust it is valuable. Your fascination with knowledge has probably been part of you even before you formed the words to ask your first question.

Instinctively, you usually equate education — formal and informal — with understanding more about something today than you understood about it yesterday.

It's very likely that you feel really upbeat about life when your desire to acquire knowledge or skills is regularly satisfied. This means you grow increasingly unhappy with a job or assignment that fails to challenge your mind. Being forced to do the same thing day after day can be depressing. Even when individuals in positions of authority repeatedly reward you and tell you how much they value your performance, you eventually have much difficulty disguising your dissatisfaction.

Driven by your talents, you can finagle — that is, obtain by indirect or involved means — time with people who think about the coming years and decades. Routinely, you read their writings or listen to their conversations. You probably ask them questions and consider their responses. You file away lots of ideas and facts, sensing that one day this information will prove to be useful. Whether it ever actually does become useful makes no difference to you. Collecting the predictions of forward-looking thinkers is apt to be rewarding in and of itself.

Chances are good that you occasionally buy books or check them out of the library because you enjoy reading. Your investigative mind may sometimes be a bit restless until you have collected enough information to produce answers. Maybe you read about topics of personal or professional interest. These might range from history to science, from politics to mathematics, from entertainment to sports, or from art to law.



- 1. Learner
- 2. Futuristic
- 3. Input
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How Learner Blends With Your Other Top Five Strengths

LEARNER + FUTURISTIC

Your willingness to embrace new concepts and encounter new experiences stimulates your visions of inspiring possibilities.

LEARNER + INPUT

As a natural student/teacher, you love the process of learning, and you are always looking for useful resources that can enhance learning.

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 + ACHIEVER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

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.

**STRATEGIC THINKING**

2. Futuristic®

What Is Futuristic?

People with strong Futuristic talents love to peer over the horizon. They are fascinated by the future. They anticipate and imagine in detail what tomorrow could or should be. They usually see the future positively. While the details of the picture will depend on their other strengths and interests — a better product, a better team, a better life or a better world — it will always inspire them. This vision energizes themselves and others. They can paint a picture of the future for their team members.

Why Your Futuristic Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Learner**Futuristic****Input****Individualization****Achiever**

Because of your strengths, you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources.

Driven by your talents, you occasionally share your dreams about the coming months, years, or decades with people who appreciate your originality. Perhaps less imaginative individuals rely on you to tell them what is possible.

It's very likely that you occasionally envision what you might do better in the coming weeks, months, years, or decades. You might see in vivid detail specific things you could enhance, perfect, or upgrade. You sometimes evaluate what needs to be changed in your environment, yourself, another person, a system, or a project.

Instinctively, you occasionally think about what you could fix or do better. Your mind might be occupied by what you can accomplish in the coming months, years, or decades. This partially explains why you find today's events ordinary and less fascinating than the future.

Chances are good that you periodically spend a lot of time considering certain things you might need to do better in the coming months, years, or decades.



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How Futuristic Blends With Your Other Top Five Strengths

FUTURISTIC + LEARNER

Your willingness to embrace new concepts and encounter new experiences stimulates your visions of inspiring possibilities.

FUTURISTIC + INPUT

When you anticipate and imagine, you create dreams, and when you gather tangible and useful resources, dreams become reality.

FUTURISTIC + INDIVIDUALIZATION

You frequently see visions of a better life for someone you know. A customized vision is a relevant vision.

FUTURISTIC + ACHIEVER

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

Apply Your Futuristic to Succeed

Energize others with your visions of the future.

- ☐ Dedicate time to dream about what could be. You inspire those around you when you put your vision into words and share it.
- ☐ Be sure to ask people how they feel about your visions of the future. If they are worried or uncomfortable, make the picture as vivid as possible using hopeful, clear and detailed language.

**STRATEGIC THINKING**

3. Input®

What Is Input?

People with strong Input talents are inquisitive and always want to know more. They crave information. They might collect ideas, books, memorabilia, quotations or facts. Whatever they collect, they do so because it interests them. They find many things interesting and have a natural curiosity. The world is exciting precisely because of its infinite variety and complexity. A few minutes spent surfing the internet may turn into hours once their curiosity takes off. They constantly acquire, compile and file things away. Their pursuits keep their minds fresh. They know that one day the information or things they've gathered will prove valuable.

Why Your Input Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Learner**Futuristic****Input****Individualization****Achiever**

Driven by your talents, you may enjoy reading when you can savor each sentence or consider each idea. Your goal might be comprehension, not speed. It might make little sense to you to rush through books, magazine articles, newspaper accounts, Internet sites, or other forms of written material just to say you finished them.

Chances are good that you occasionally recount — that is, tell in detail — some of the stories you have read in newspapers, books, magazines, research reports, correspondence, or public records. Maybe the more you satisfy your desire to read, the more tales you have to tell. Perhaps few activities delight you as much as evoking images in your listeners' minds that bring forth laughter and tears.

Instinctively, you like certain types of systems or rules. Sometimes they produce the uniform, consistent, and predictable results you want. This might be useful when individuals have to perform the same task in the same way over and over again. You might be an organized thinker. This may partially explain why you occasionally give step-by-step presentations about the inner workings of complicated procedures or regulations.

It's very likely that you may enjoy reading about certain topics that fascinate you. People are not surprised to find you with your nose in a book and reading. When a particular subject intrigues you, you might review a wide range of materials. Perhaps this is how you collect bits and pieces of information about your areas of interest.

Because of your strengths, you feel rather good about life when people answer your questions and keep you well informed about topics that affect you personally or professionally. You prefer to be bombarded with facts, data, or explanations. Receiving only bits and pieces of information is likely to raise your level of anxiety, suspicion, or frustration. You are apt to become upset when individuals forget or refuse to tell you something you think you have a right or a need to know.



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How Input Blends With Your Other Top Five Strengths

INPUT + LEARNER

As a natural student/teacher, you love the process of learning, and you are always looking for useful resources that can enhance learning.

INPUT + FUTURISTIC

When you anticipate and imagine, you create dreams, and when you gather tangible and useful resources, dreams become reality.

INPUT + INDIVIDUALIZATION

You gather valuable resources, mindful of their usefulness. You share valuable resources, mindful of their relevance.

INPUT + ACHIEVER

Achievement is not just about working harder. Having the right tools, equipment, or information helps you work smarter.

Apply Your Input to Succeed

Find different ways to gather and organize resources.

- ☐ Develop a system for storing and easily finding information to share with others. This can be as simple as an email folder setup or as sophisticated as a computer database. This system will help you quickly locate information that you can share with others.
- ☐ Meet with people interested in learning about the information you have collected. During your conversation, ask them to help you by taking notes or recording the talk. This could be another way to keep track of your resources.



RELATIONSHIP BUILDING

4. 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.

Learner

Futuristic

Input

Individualization

Achiever

It's very likely that you sense people appreciate the advice you give them. You believe that you help individuals deal with problems and take advantage of opportunities.

Chances are good that you may be able to mix and match certain people's talents, skills, knowledge, experiences, educational levels and/or ages. Maybe you gain insights about how particular individuals respond to one another when they face challenges or solve problems. Sometimes you understand the contributions each one makes to the project. Perhaps you aim to create a cohesive, efficient, resourceful or productive workgroup.

Driven by your talents, you help people stay aware of the latest news and current events.

Because of your strengths, you appreciate frank, candid, or blunt comments about things you need to do better. You probably have a reputation for being able to handle criticism. Actually, you go to individuals who will be truthful with you about your shortcomings. You really want to hear their comments. Why? You think you can make more progress when you concentrate on overcoming your flaws and mistakes.

Instinctively, you may easily engage others in conversation. You might seek to make discoveries about the unique traits of certain individuals. You might ask questions to understand their hopes, successes, goals, strengths, or special interests.



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How Individualization Blends With Your Other Top Five Strengths

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 + FUTURISTIC

You frequently see visions of a better life for someone you know. A customized vision is a relevant vision.

INDIVIDUALIZATION + INPUT

You gather valuable resources, mindful of their usefulness. You share valuable resources, mindful of their relevance.

INDIVIDUALIZATION + ACHIEVER

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

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.

**EXECUTING**

5. 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

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Learner**Futuristic****Input****Individualization****Achiever**

Because of your strengths, you exhibit a strong work ethic. Work probably gives your life a sense of purpose it would otherwise lack.

It's very likely that you do a fine job of imparting knowledge to individuals. You spend a lot of time preparing appropriate stories, vivid examples, graphic illustrations, or useful materials to enliven your training sessions.

By nature, you routinely expend extra energy to keep materials or workspaces neat, orderly, and shipshape. You deplore — that is, regard as unfortunate or wretched — the messes other people leave. This explains why you scurry about to clean up things left in disarray.

Chances are good that you handle tension quite well. Stress and strain cause you to concentrate most of your physical and mental energies on the right activities. Deadlines probably motivate you to be much more efficient and effective.

Driven by your talents, you sometimes put in long hours performing assigned tasks. Perhaps you do whatever is required, even when it means inconveniencing yourself. Depending on your biological clock, you might work overtime, late into the night, or into the wee hours of the morning. You may choose to wake up one, two, or three hours earlier than usual because you do your finest work when you are rested. You try to make the best use of your mental or physical capabilities.



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How Achiever Blends With Your Other Top Five Strengths

ACHIEVER + LEARNER

When you're working on a task, you really want to get it done. When you're exposed to something new, you really want to understand it.

ACHIEVER + FUTURISTIC

You are a diligent dreamer who sees what can be, and you are committed to doing what is necessary for it to become a reality.

ACHIEVER + INPUT

Achievement is not just about working harder. Having the right tools, equipment, or information helps you work smarter.

ACHIEVER + INDIVIDUALIZATION

You are more effective at completing a task when you can work in a manner that fits who you are as a person.

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.

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.

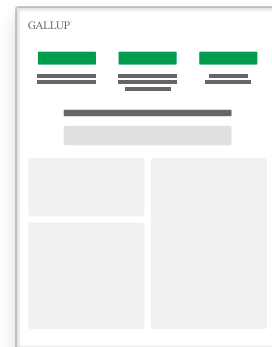
Claim It

- 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.

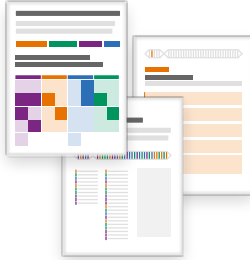
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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

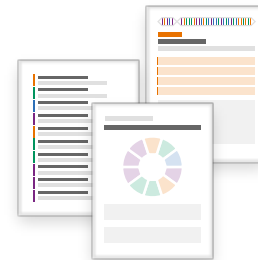


Apply Your CliftonStrengths® in Specific Roles

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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