



CliftonStrengths® Top 5 for Dayana Aitbayeva

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. Developer®

You recognize and cultivate the potential in others. You spot the signs of each small improvement and love when you see someone make progress.

2. Harmony®

You look for consensus. You have no use for unnecessary friction and guide others toward practical solutions.

3. Responsibility®

You take psychological ownership of your commitments. You are dependable and embrace values such as honesty and loyalty.

4. Empathy®

You have an instinctive ability to understand people. You feel others' emotions as if they were your own.

5. Deliberative®

You are best described by the serious care you take in making decisions. You anticipate risks and move forward cautiously.

■ **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. Developer
- 2. Harmony
- 3. Responsibility
- 4. Empathy
- 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



RELATIONSHIP BUILDING

1. Developer®

What Is Developer?

Developers see the potential in others. They naturally recognize others' capacity to change for the better, and they are drawn to people for this reason. Being part of another person's development is one of the best experiences possible for them. They look for ways to challenge others. They devise interesting experiences to help team members further develop and succeed. All the while, they look for signs of growth — a new behavior learned or modified, a slight improvement in a skill, or a glimpse of excellence or improved flow where previously there were only halting steps. These signs of growth in others fuel Developers, bringing them motivation and satisfaction.

Why Your Developer Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer

Harmony

Responsibility

Empathy

Deliberative

Because of your strengths, you regard the opportunity to understand everything you can about someone as a gift beyond price. Each insight into a human being brings you great joy. You want to know people on an up-close and personal basis. You probably refuse to think of anyone in terms of stereotypes. You rail against these oversimplified categories or labels. You often argue they deprive all humanity of a person's unique talents, knowledge, skills, and ideas.

Instinctively, you occasionally include newcomers or outsiders in your activities. Maybe you boost their confidence by appreciating their talents or unique perspectives. Perhaps you delight in the fact that they are different from everyone else you know.

It's very likely that you sometimes declare life is good. Perhaps this feeling envelops you after you have given someone your support or approval. Maybe your affirming words boosted the person's confidence. You might derive satisfaction from seeing the individual attempt to make a decision, practice a skill, sharpen a talent, or begin a task.

By nature, you are keenly aware of others' moods. Your insights can be especially valuable when you are helping someone develop strength by acquiring a skill, gaining knowledge, or using a talent.

Driven by your talents, you capture others' attention with your open and talkative style. You support and inspire people. You boost their confidence and support their resolve to respond to change, overcome obstacles, acquire new skills, gain knowledge, or reach lofty goals.



- 1. Developer
- 2. Harmony
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- 5. Deliberative

How Developer Blends With Your Other Top Five Strengths

DEVELOPER + HARMONY

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

DEVELOPER + RESPONSIBILITY

You are exceptionally good at serving others. Sometimes that means letting others serve you so they can make progress.

DEVELOPER + EMPATHY

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

DEVELOPER + DELIBERATIVE

Before you invest in developing a person's potential, you carefully consider the potential risks and obstacles that could occur.

Apply Your Developer to Succeed

Support others' progress by sharing with them what you notice.

- ☐ Make sure to praise people when you see them moving toward a goal. Your ability to spot incremental improvements can motivate them to keep going.
- ☐ Share the vision of potential you see in others. Often, what a person could become is overshadowed by what they see in the moment, but you can help change this.



RELATIONSHIP BUILDING

2. Harmony®

What Is Harmony?

People with strong Harmony talents want peace and try to bring others together. In their view, little is gained from conflict and friction, so they seek to hold these to a minimum. Those with strong Harmony talents see what people have in common, even during conflict. They try to steer others away from confrontation and toward reconciliation. In fact, Harmony is one of their guiding values. They seek to help individuals, families and organizations work together. When others argue, they steer clear of the debate, preferring to talk about practical, down-to-earth matters that everyone can agree on.

Why Your Harmony Is Unique

These Strengths Insights are personalized based on your CliftonStrengths results.

Developer

Harmony

Responsibility

Empathy

Deliberative

Chances are good that you love when people work together well. You naturally reduce stress and friction by finding consensus. You feel great when you can resolve conflict and move forward.

It's very likely that you occasionally choose to join groups. Perhaps you enjoy working alongside others. You may appreciate individuals who pull you into casual or formal discussions. Maybe you have no desire to be the person who is in charge of getting everyone talking.

Because of your strengths, you derive some pleasure from being physically and/or mentally engaged in certain kinds of work. Perhaps you willingly accept each day's assignments. Maybe you are delighted when you can finish them before quitting time. You might have noticed that disagreements or conflicts are kept to a minimum when people do what they have been asked to do.

By nature, you avoid taking risks. You may prefer to listen rather than participate when conversations push you beyond what you know.

Driven by your talents, 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.



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How Harmony Blends With Your Other Top Five Strengths

HARMONY + DEVELOPER

When you notice potential in a person, you invest in it. When you notice emotional friction in a group, you reduce it.

HARMONY + RESPONSIBILITY

Others can count on you to build emotional environments that encourage cooperation and facilitate practical productivity.

HARMONY + EMPATHY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

HARMONY + DELIBERATIVE

You improve collaboration by anticipating and avoiding issues that create unproductive emotional tension and friction.

Apply Your Harmony to Succeed

Help others manage conflict.

- ☐ Seek out and find areas of agreement in conflict. Help others see this practical side as the potential starting point for resolving the issue.
- ☐ Make collaboration easier by reminding others that a group's strength is the ability to respectfully bring up different ideas. At the same time, you help avoid contentious interactions by knowing what individuals are thinking before coming together in a group.

**EXECUTING**

3. 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.

Developer**Harmony****Responsibility****Empathy****Deliberative**

Because of your strengths, you are an individual performer who wants to be held accountable for your results. Why? You generally accomplish more when high expectations are established. You probably set these high expectations for yourself when no one else does.

By nature, you follow your conscience to do what is right and ethical. This takes effort and time, which you are willing to give. You contend that rushing through tasks tarnishes the quality of your results. Mediocrity is unacceptable to you. You are hardwired to work at a measured pace for as long as it takes to do things properly. Some people say you are being stubborn because you refuse to move faster. You are likely to reply, "I'm the one who's accountable, not you."

It's very likely that you automatically trust your sense of what is right to guide your decision-making and govern your actions. Your core values and quality standards probably give you lots of reasons to feel very optimistic about the direction your life is taking.

Driven by your talents, you often find yourself contemplating your obligations. Your promises to others are of paramount importance to you. Thorough by nature, you carefully consider what you need to do. As a result, you can be relied upon to explore many angles before acting.

Chances are good that you inspect and re-inspect your work to eliminate avoidable mistakes. You pride yourself in making sure everything is in order. You probably are disappointed with yourself when someone points out an error you failed to detect.



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How Responsibility Blends With Your Other Top Five Strengths

RESPONSIBILITY + DEVELOPER

You are exceptionally good at serving others. Sometimes that means letting others serve you so they can make progress.

RESPONSIBILITY + HARMONY

Others can count on you to build emotional environments that encourage cooperation and facilitate practical productivity.

RESPONSIBILITY + EMPATHY

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

RESPONSIBILITY + DELIBERATIVE

Life is serious, so you must be as well. Conscientious and vigilant, you honor your commitments and proceed with caution.

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.



RELATIONSHIP BUILDING

4. 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.

Developer	Harmony	Responsibility	Empathy	Deliberative
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It’s very likely that you encourage people to express their innermost thoughts and feelings, and you refrain from judging them. You like knowing that others depend on you to listen. Moreover, you have noticed that individuals come to you for advice.

By nature, you bring a certain degree of awareness about human behavior to the classroom, laboratory, seminar, playing field, or tutoring session. Perhaps you tune in to what individuals are thinking or feeling at a particular moment. These insights might make you a better educator.

Driven by your talents, you help individuals feel safe enough to risk sharing their most personal thoughts and feelings. They trust you will keep this information to yourself. You probably sense when someone is vulnerable — that is, easily hurt by criticism, rejection, or betrayal.

Instinctively, you occasionally tune in to another person’s subtle or perhaps not-so-subtle yearning to be cheered up, supported, motivated, or inspired. When you take an interest in someone, maybe the individual is inclined to acquire knowledge, engage in unfamiliar activities, make needed changes, or gain new skills.

Because of your strengths, you may sense that certain people need your attention to feel valued or appreciated. Perhaps you derive some pleasure from making others feel special.



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How Empathy Blends With Your Other Top Five Strengths

EMPATHY + DEVELOPER

Human emotion and potential are invisible realities. You can help others express their feelings and achieve their potential.

EMPATHY + HARMONY

Expressing emotions is natural and good. If strong emotions get in the way of group progress, you can manage them and reduce tension.

EMPATHY + RESPONSIBILITY

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

EMPATHY + DELIBERATIVE

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

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.

**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.

Developer**Harmony****Responsibility****Empathy****Deliberative**

Driven by your talents, you feel good about the quality of your life as long as you get to choose the people you befriend. You are likely to put much forethought into making each selection. You probably prefer to have a few close and trustworthy friends rather than many acquaintances.

Chances are good that you refuse to shirk your obligations. You are eager to fulfill your commitments. Often you are described as earnest. Your dependability is a hallmark of your personality.

Because of your strengths, you ponder your decisions rather than react without thinking through things. You weigh the possible ramifications, consequences, outcomes, and effects. You aim to understand the basic "whys" and "hows" of a situation, problem, or opportunity. People trust you to be cautious. They expect you to raise important issues that require further consideration.

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 are choosy about the people you call “friend.” You make sure you know what makes an individual singular, distinct, or special. You regularly detect subtle differences and nuances — that is, slight or delicate variations — in the personality of each individual you meet.



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How Deliberative Blends With Your Other Top Five Strengths

DELIBERATIVE + DEVELOPER

Before you invest in developing a person's potential, you carefully consider the potential risks and obstacles that could occur.

DELIBERATIVE + HARMONY

You improve collaboration by anticipating and avoiding issues that create unproductive emotional tension and friction.

DELIBERATIVE + RESPONSIBILITY

Life is serious, so you must be as well. Conscientious and vigilant, you honor your commitments and proceed with caution.

DELIBERATIVE + EMPATHY

If you can anticipate a problem, you can prevent it and avoid the emotional implications that problems always create.

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.

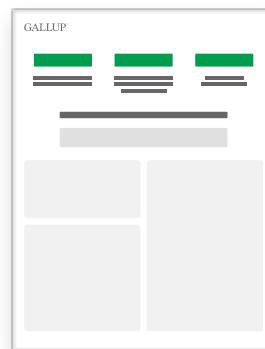
Claim It

- 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 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.

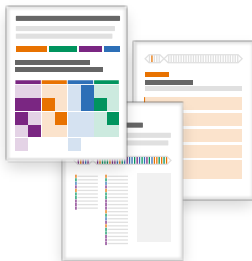
Click [here](#) or scan the QR code to sign in to your my.gallup.com account.

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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