A Lifetime of Strengths

VANDERBILT UNIVERSITY

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GALLUP CERTIFIED STRENGTHS COACH

RELATOR – EMPATHY – RESPONSIBILITY – ARRANGER – DISCIPLINE

CliftonStrengths

Agenda

I. COURSE OVERVIEW

II. LEARNING OBJECTIVES

III. PERSONALITY ASSESSMENTS

IV. STRENGTHS PHILOSOPHY

V. UNDERSTANDING YOUR TOP 5 REPORT

Learning Objectives

- Allow time for self-reflection
- Put names to your talents
- Increase personal awareness
- Increase appreciation
- Increase application

Personality Assessments

Personality Assessments

- Myers-Briggs
- DISC
- Enneagram
- 16 Personality Factor Questionnaire (16PF)
- Keirsey Temperament Sorter
- True Colors
- Winslow Personality Profile
- And More!

Why Clifton Strengths is Different

- Based in positive psychology, focus on what is right with people, not what is wrong.
- Multicultural approach—grounded in research from all over the world, not just another Western Inventory
- Doesn't "type" you. Highly individualized.
- Solid reliability and validity, consistent with other major personality inventories
- Give you language to recognize others for what they bring to a group

STRENGTHS PHILOSOPHY

- **Assessment of personal talent** that identifies areas where an individual's greatest potential for building strengths exists.
- **Primary application** is a strengths-based development process used in work and academic settings.
- Talents can be **operationalized, studied, and capitalized** on in work and academic settings.
- Talents manifest themselves in life experiences, characterized by **yearnings, rapid learning, and timelessness.**

STRENGTHS PHILOSOPHY

Strengths does not tell you what you can and cannot do, it shows you how you <u>naturally</u> go about <u>thinking</u>, <u>feeling</u>, and <u>behaving</u> so that no matter what the task or situation, you can accomplish it by <u>leveraging</u> your Top 5 Strengths.

Changing Assumptions

Wrong Assumptions	Right Assumptions
• **All** behaviors can be learned. • If you try hard enough, you can do it. • The best in a role display the **same** behaviors. • **Weakness fixing** = success	• **Only some** behaviors can be learned (skills, knowledge) • The best in a role display the same outcomes using **different** behaviors. • Weakness fixing prevents failure, **strengths building** leads to success.

If you Always…

- Talk to people in elevators, airplanes, stores, and wherever you go
- Seek a familiar face at a big party
- Write down a list of to dos and stick to it
- Tend to be skeptical until given proof
- Trust your intuition
- Push the elevator button to “remind” the elevator you are there
- Have a color coded or other organized closet
- Cry while watching movies, commercials, or TV shows
- Are accused of being “too nice”
- Are accused of being “not nice enough”

Defining terms

- **Talent**. *n*. naturally recurring pattern of thought, feeling, or behavior that can be productively applied.
- Naturally, intrinsic, wiring of the brain; "Being"

- **Strength.** *n.* the ability to consistently produce a positive outcome through near-perfect performance in a specific task.
- Applied, practice, performance, manifestation; "Doing"

TALENT + SKILLS

+ KNOWLEDGE

=

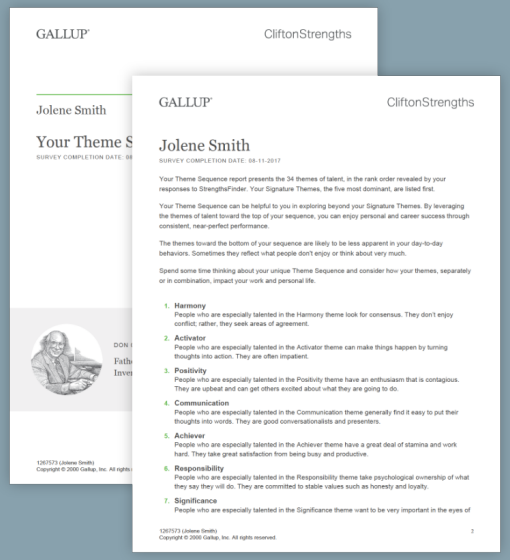
STRENGTHS

COMPETENCE

TALENT + SKILLS KNOWLEDGE EXPERIENCE INTENTION

= STRENGTHS

Your Signature Report



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Jolene Smith

Your Theme S

SURVEY COMPLETION DATE: 08

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Jolene Smith

SURVEY COMPLETION DATE: 08-11-2017

Your Theme Sequence report presents the 34 themes of talent, in the rank order revealed by your responses to StrengthsFinder. Your Signature Themes, the five most dominant, are listed first.

Your Theme Sequence can be helpful to you in exploring beyond your Signature Themes. By leveraging the themes of talent toward the top of your sequence, you can enjoy personal and career success through consistent, near-perfect performance.

The themes toward the bottom of your sequence are likely to be less apparent in your day-to-day behaviors. Sometimes they reflect what people don't enjoy or think about very much.

Spend some time thinking about your unique Theme Sequence and consider how your themes, separately or in combination, impact your work and personal life.

1. **Harmony**
   People who are especially talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
2. **Activator**
   People who are especially talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.
3. **Positivity**
   People who are especially talented in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.
4. **Communication**
   People who are especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
5. **Achiever**
   People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.
6. **Responsibility**
   People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
7. **Significance**
   People who are especially talented in the Significance theme want to be very important in the eyes of

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- Read and underline what resonates
- Cross out what doesn't
- Change words if you want, make it feel right
- Be open to surprises and watch out for the inner critic
- **Answer**:
  - Which theme describes you best?
  - Which theme do you use most frequently?
  - Were you surprised by anything in the report?
  - Which theme do you want to better understand?

Deep Dive: Power and Edge of Strengths

I. ACHIEVER
II. ACTIVATOR
III. ADAPTABILITY
IV. ANALYTICAL
V. ARRANGER

Achiever

- Constant need for attainment; internal fire drives achievers
- Every day starts at zero, need to accomplish something meaningful by end of day
- Stamina for hard work, joy in making progress
- “I want to get it done”
- Self-directed and reliable, can break down goals
- Can overextend themselves
- Quality is not as important as done

Activator

- Catalysts for getting things started
- “When can we start?” Can sense their energy on a team.
- Planter, not tender; firefighter, not farmer (urgency)
- Not afraid to take risks, entrepreneurs, comfort around failure
- Can be an “action” consultant to motivate others to start (influence)
- Can be impatient, especially when people are deliberating about how to get something done

Adaptability

- “Just in time,” prefer to go with the flow
- Talents lie in how they respond to chaos —quickly change and respond to circumstance that might frighten others (confidence in knowing you can figure it out)
- Palm tree—bend, but don’t break
- Live in present, no planning or reflecting
- Comfortable in times of change; Can narrate change to others—shows up in their interactions with others

Analytical

- Looks for patterns and connections to get to the essence/truth
- Pick apart research findings, poke holes in the truth
- Come to questions rather than conclusions, intuitive about what questions to ask
- Can help people organize large amounts of thought; “cognitive cleaning”
- Can deliver hard news in a practical, non-emotional way
- At its best-- curious, not critical

Arranger

- "Juggler," raises their hand a lot for complex problems with lots of parts; can bounce back from interruptions
- Masters of multiplicity, they speak a language of possibility
- Efficiency is paramount—wants productivity in the best way possible
- Good facilitator of teamwork
- Reliable, trustworthy—they have an intuition around decision making

Strengths In Life

- Building and maintaining relationships
- Preventing and solving problems
- Appreciating difference
- Gaining a sense of direction and forming goals
- Building confidence
- Helping and serving others
- Fulfilling your purpose

Thank you! Questions?

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