





Accelerating transformation by cultivating a Strengths-based culture focused around what is right with individuals and teams, so that people can **flourish** at every layer of an organization.



### APPROACH

Building relational connections by asking informed questions, mindfully listening, and intentionally speaking into identity.







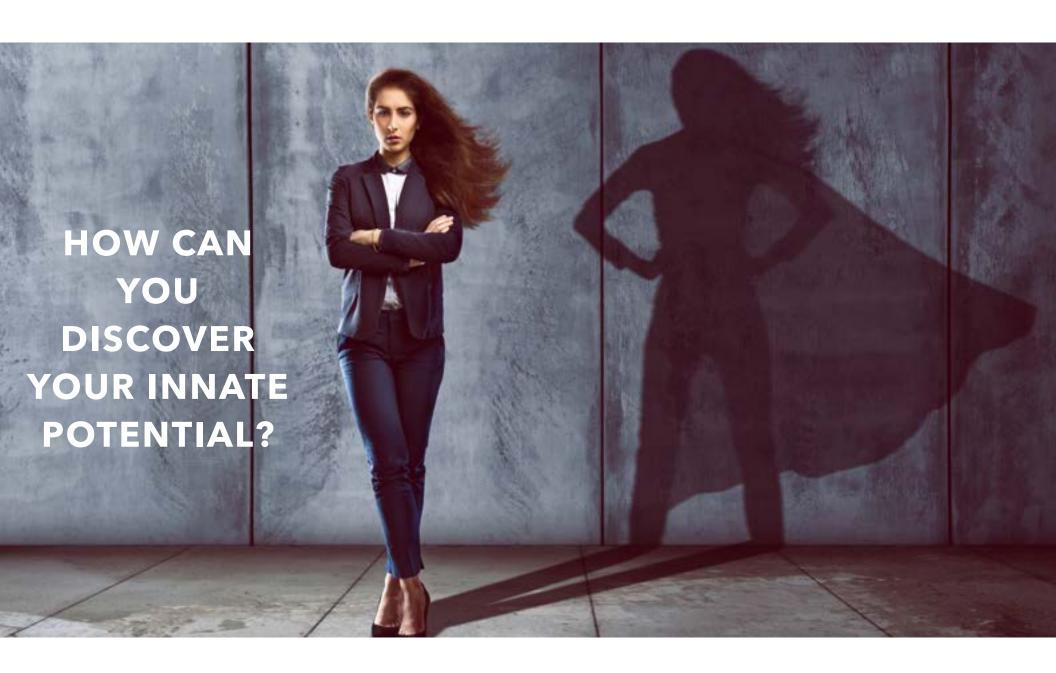


GROW.

"Most Americans do not know what their strengths are. When you ask them, they look at you with a blank stare, or they respond in terms of subject knowledge, which is the wrong answer."

Peter F. Drucker (1909-2005)

American management consultant, educator, and author





CHILDHOOD



IT'S TIME TO

### REFLECT

- What is your first recollection of "when I grow up, I want to be \_\_\_\_\_?"
- Why do you think you wanted to "be" that?





**TALENT DETECTIVE** 

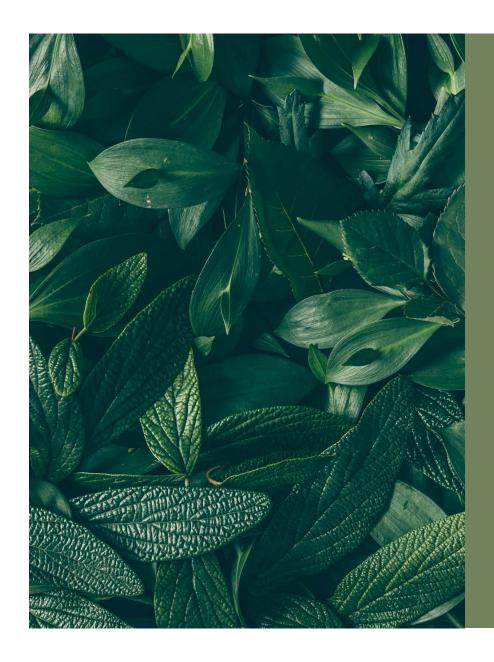
KEY TERM

# **TALENT**

### **○** TALENT

naturally recurring pattern of thought, feeling, or behavior that can be productively applied (foundation for Strengths development)

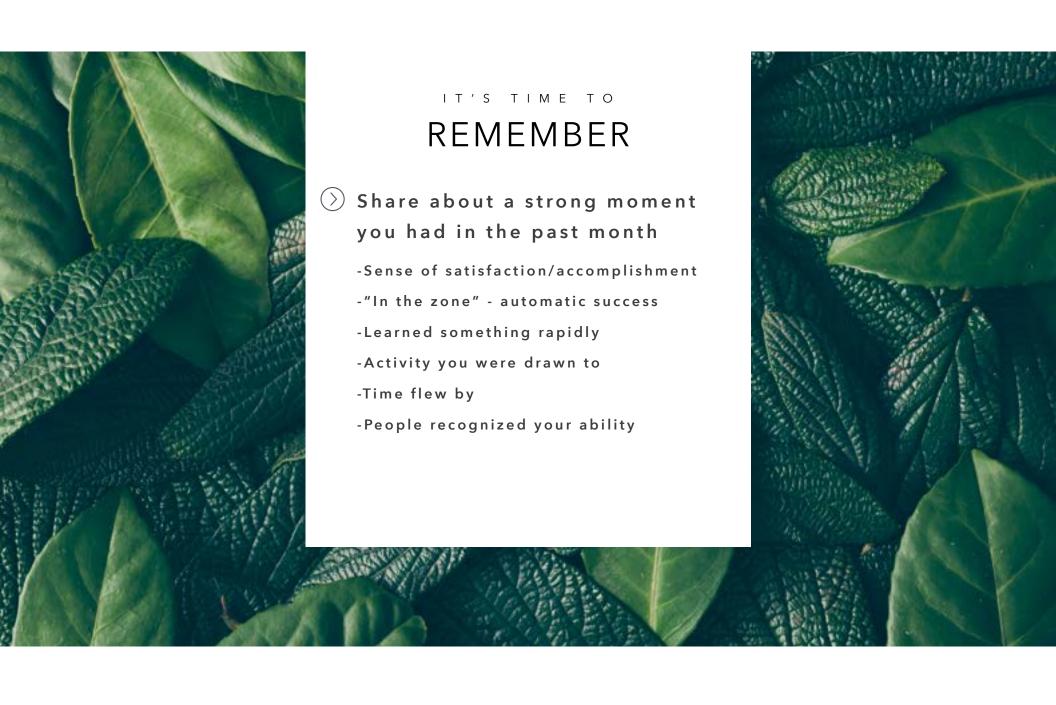
Gallup® found 1,000's of talents over their 30+ year study of the best of the best



# CLUES TO TALENT

OBSERVABLE BEHAVIORS

- TIME FLIES BY WHEN ENGAGING IN AN ACTIVITY
- PEOPLE RECOGNIZE YOUR ABILITY IN THAT AREA
- () LEARN SOMETHING RAPIDLY
- ACTIVITY YOU ARE NATURALLY DRAWN TO
- SENSE OF SATISFACTION/ACCOMPLISHMENT





# **IDENTIFY YOUR TALENTS**

# "What would happen if we studied what was right with people versus what's wrong with people?"

Donald O. Clifton, Ph.D. (1924-2003)

### Dr. Donald O. Clifton

- Named the Grandfather of Positive Psychology and the Father of Strengths Psychology by the American Psychological Association
- 40 years of research positive psychology
- Created the online **StrengthsFinder**® assessment (now called CliftonStrengths®) with Tom Rath and scientists at Gallup in 1998

# What is CliftonStrengths®?

- > Psychometric, web-based assessment of normal personality, rooted in positive psychology accurate & reliable
- Measures the presence of talents in 34 general areas referred to as "Themes"
- 177 questions; 20 seconds to respond top five (most dominant) Themes displayed upon completion
- Identifies "what is right" about you your greatest areas of potential

### www.gallup.com/cliftonstrengths



# CliftonStrengths® 34 Themes

4 Leadership Domains

### EXECUTING

Achiever
Arranger
Belief
Consistency
Deliberative
Discipline
Focus
Responsibility
Restorative

### STRATEGIC THINKING

Analytical
Context
Futuristic
Ideation
Input
Intellection
Learner
Strategic

### INFLUENCING

Activator
Command
Communication
Competition
Maximizer
Self-Assurance
Significance
WOO

### RELATIONSHIP BUILDING

Adaptability
Connectedness
Developer
Empathy
Harmony
Includer
ndividualization
Positivity



### **TALENT DETECTIVE**

Begin to spot "clues to talent" moments in your everyday behaviors...identify strong moments.



### **CHILDHOOD**

Consider moments in your childhood to better understand your innate potential.



# IDENTIFY YOUR TALENTS

Take the CliftonStrengths® assessment and spend time digging into your reports.



