

Understanding Your Strengths

CLIFTONSTRENGTHS®



is the code that cracks open your awareness of your unique talents.

Thanks to [Engage](#) and Karen Landolt for providing some of the slides in this presentation.

“Everyone is a **genius**. But if you judge a fish on its ability to climb a tree, it will live its whole life believing that it is **stupid**.”

-A. Einstein



Sign Your Name With Your Dominant Hand, Then With Your Non-Dominant Hand



Exercise

- What words would you use to describe writing with your dominant hand?
- What words would you use to describe writing with your non-dominant hand?

1940s and 1950s

The global strengths movement started decades ago when Don Clifton posed a simple question:



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

DON CLIFTON

Father of Strengths Psychology and Inventor of CliftonStrengths

Key Question

- Do you have the opportunity to do what you do best *every day*?
 - Chances are, you don't. All too often, our natural talents go untapped.
 - From the cradle to the cubicle, we devote more time to fixing our shortcomings than to developing our strengths.

-Tom Rath, Strengthfinders 2.0

66% of U.S. Workers are Disengaged

Only 34% of U.S. workers are engaged in their jobs.

The number is smaller world-wide (only 13%).

66% of U.S. Workers are Disengaged

- Gallup estimates that actively disengaged employees cost the U.S. between \$450 billion and \$550 billion each year in lost productivity.
- Gallup data suggests that every disengaged employee costs an organization approximately \$3,400 for every \$10,000 of salary.
- Besides that, employees cite toxic work cultures, dread of the office, and an unwillingness to go beyond what they have to do to get by.

Engaged vs. Disengaged Workers (2018)



What Drives Engagement?

- “Engage” = those who are involved in, enthusiastic about and committed to their work and workplace.
 - opportunities for workers to do what they do best,
 - opportunities to develop their job skills
 - having your opinions count

Raise your hand if you always...



talk to people in elevators, airplanes, stores, and wherever you go.

Raise your hand if you always...



write down a list of things to do.

Raise your hand if you always...



seek a familiar face at a big party.

Raise your hand if you always...



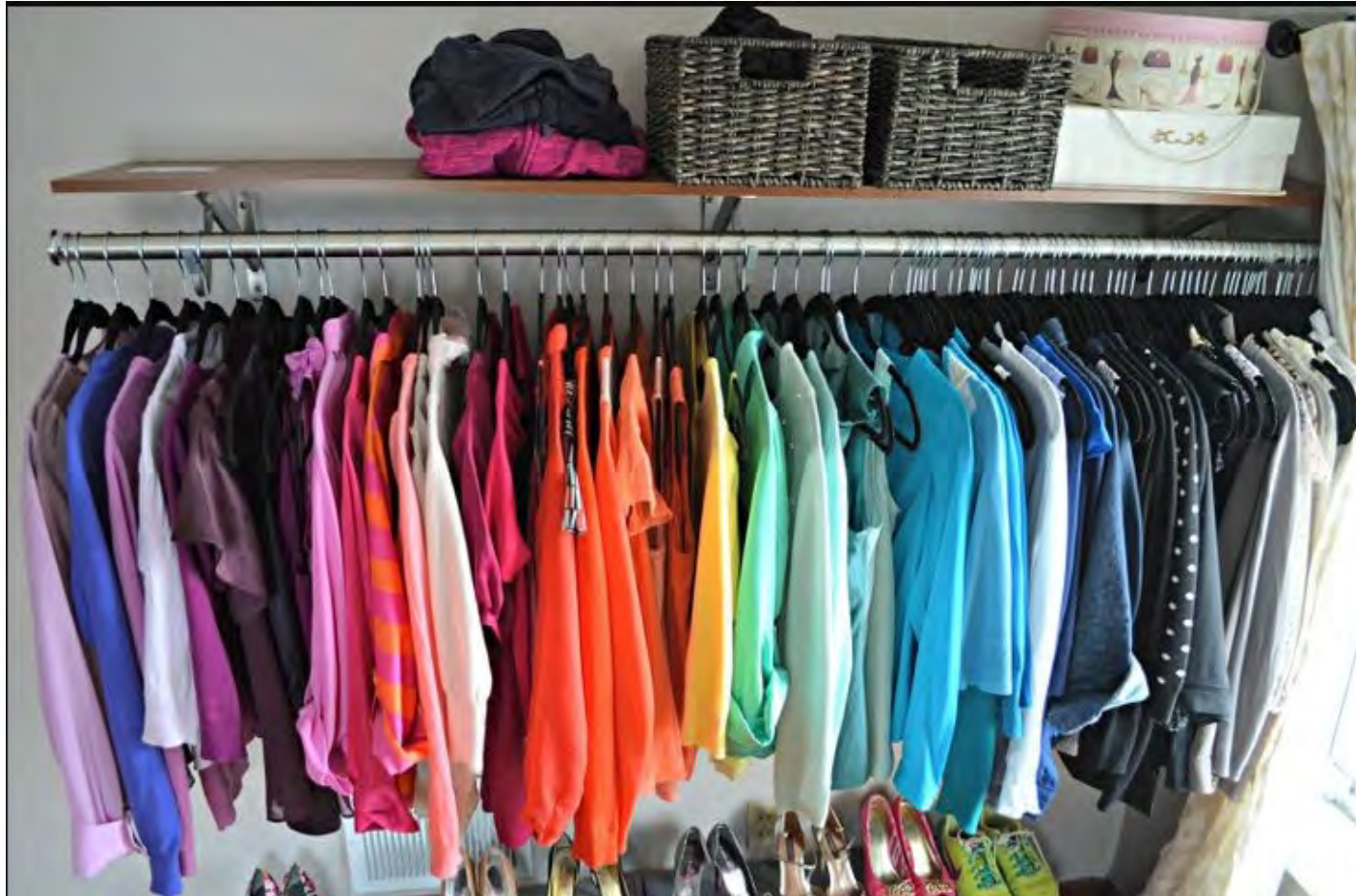
figure out the plot of the movie before anyone else does.

Raise your hand if you always...



give the most perfect and thoughtful gifts.

Raise your hand if you always...



Organize your closet by color or in some other systematic way.

Raise your hand if you always...



tend to be skeptical until given some proof.

Raise your hand if you always...



cry while watching movies, TV shows, or commercials.

Each time that you raised your hand is
an expression of a **natural strength** that
you possess.

The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



Conventional Approach to Personal Development

Maintain your strength and work on fixing weaknesses.



Poor Assumptions:

You can learn most, if not all, behaviors to a level of excellence.

If you try hard enough, you can master anything.

Fixing weaknesses leads to success.

Strengths-Based Approach to Personal Development

Focus on developing a person's talents into strengths and managing weaknesses.



You can learn only some behaviors to a level of excellence.

People contribute best in very unique ways.

Fixing weaknesses prevents failure; building strengths leads to success.

Keys to success

~~Focus on what is wrong and fix it.~~

Focus on what is right and manage
your weaknesses.



Keys to Remember

- All of the talents are good news.
- Absence of a talent **does not necessarily constitute weakness** (we are all different!)
- Lacking talents in a Domain does not make you a “defective” leader or team member; **we all lead in different ways.**
- **Differences are advantages.**
- **People need each other.**

People who focus on using their strengths...



are **three TIMES** as likely to report having an excellent quality of life



are **six TIMES** as likely to be engaged in their jobs

People who focus on using their strengths maximize their potential



People who learn to use their strengths every day have **7.8% greater productivity.**



Assuming you work a 40 hour week,
 $40 \times .078 =$ **3.12 extra hours per week.**

Guess the

What is the likelihood of finding another person with the same top 5 in the same order?

1 in _____?

You're Unique



1 in 275,000 chance
of meeting someone
with the same **Top 5**
as you

1 in 33 million
chance of meeting
someone with the
same **Top 5** in the
same order as you

SHARE PAIRS - First Impressions

- What was your **first reaction** to your Clifton StrengthsFinder report(s)?
- Discuss the **talent** that most **resonates** with you and why.



Like



Love



Haha



Wow



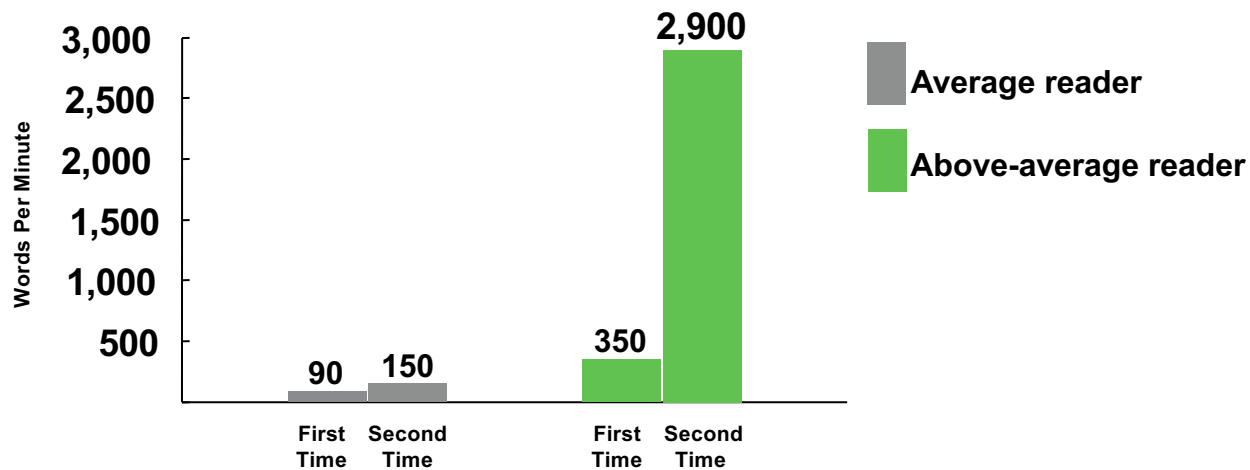
Sad



Angry

Speed Reading Case Study

- A focus on weaknesses prevents failure.
- A focus on strengths leads to excellence.



The Power of Strengths

- Normal Readers = **66% increase**
- Gifted Readers = **828% increase**



Implications of the Speed Reading Study

- **Number 1** You have more room to improve in what you already do better, than what you don't.
- **Number 2** Most people have low clarity about where—specifically—their greatest talents lie. Many of us are still trying to figure that out.

Implications of the Speed Reading Study

- **Number 3** Once they know their talents, most people are not actively developing those talents, and how those talents can specifically and uniquely work for them.
- **Number 4** Most people may be living life in such a way that they are spending most of their time and their energies feeling inadequate, and getting very mediocre results, developing low areas of competency and natural talent.

Everyone has talent.

Talent is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

Examples of talent include:

- effortlessly and instinctively starting conversations
- thinking in an orderly or timely manner
- being able to easily influence others
- seeing patterns in data
- consistently having a positive outlook on life

So what's the difference between a talent and a strength?

- It's worth looking at how Gallup makes the distinction.
- Talent n. a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.
- Strength n. the ability to consistently produce a positive outcome through near-perfect performance in a specific task.
- To finish with strength, start with a talent.

STRENGTHS-BUILDING EQUATION

TALENT X INVESTMENT =

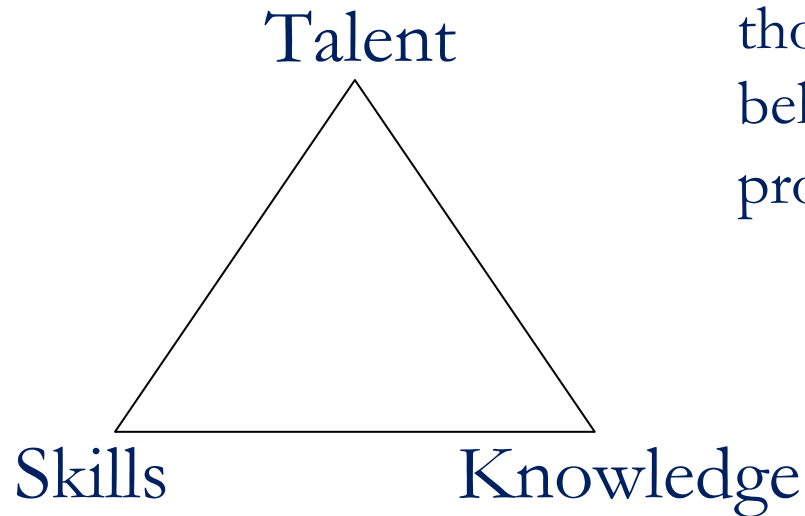
A NATURAL WAY OF THINKING,
FEELING, OR BEHAVING

DEVELOPING SKILLS AND
BUILDING KNOWLEDGE

STRENGTH

THE ABILITY TO CONSISTENTLY PROVIDE
NEAR-PERFECT PERFORMANCE

Strengths Definition



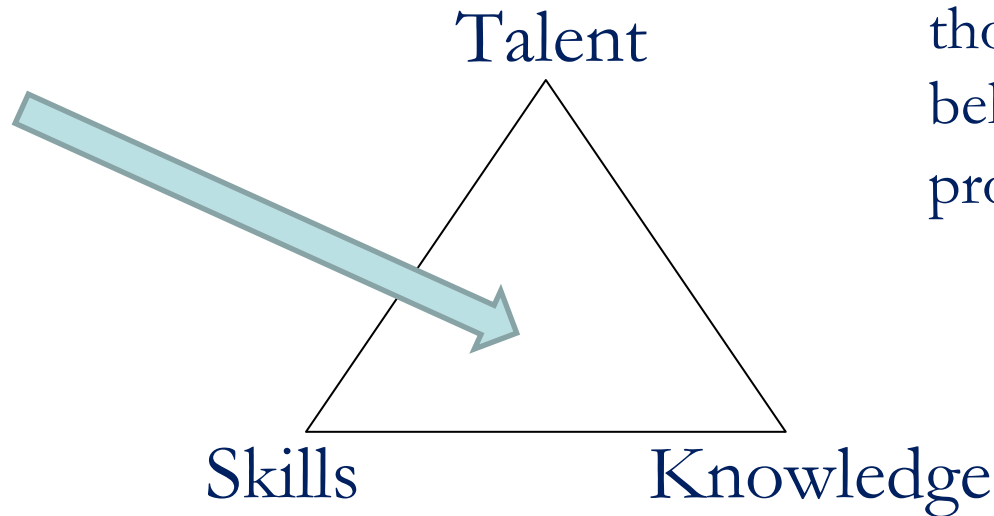
Talent: naturally recurring patterns of thought, feeling or behavior that can be productively applied

Skills: Steps to an activity

Knowledge: Facts and lessons learned

Strengths Definition

Strengths:
Intersection of
all three



Talent: naturally
recurring patterns of
thought, feeling or
behavior that can be
productively applied

Skills: Steps to
an activity

Knowledge:
Facts and lessons
learned

The CliftonStrengths Domains

EXECUTING

People with dominant Executing themes make things happen.

INFLUENCING

People with dominant Influencing themes take charge, speak up and make sure others are heard.

RELATIONSHIP BUILDING

People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

STRATEGIC THINKING

People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.

Tackling a Project

Relationship Building

- Connectivity, energy, team bonding, peacemakers

Strategic Thinker

- Think outside the box, big picture, background research

Influencing

- Consensus, discussion & decision, finalizing “the pitch”

Executing

- Deadlines, stay on task, problem solving

SHARE PAIRS –Develop your talents

- Which of your talents/strengths do you most want to develop?
- What do you propose to do to develop it?

Four leadership domains for team strengths

Strategic Thinking	Influencing	Relationship Building	Executing
<p>People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.</p>	<p>People with dominant Influencing themes take charge, speak up, and make sure others are heard.</p>	<p>People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.</p>	<p>People with dominant Executing themes make things happen.</p>
<p>These themes help people know the facts about What has happened, What is happening and What is the best way forward.</p>	<p>These themes help people take the What and provide the Why, giving motivation and inertia to move forward.</p>	<p>These themes help people understand about the team members, Who to involve and Who is best for each task.</p>	<p>These themes help people understand the details and know exactly How it should be done, then they see it through to completion.</p>
<ul style="list-style-type: none"> Analytical Context Futuristic Ideation Input Intellection Learner Strategic 	<ul style="list-style-type: none"> Activator Command Communication Competition Maximizer Self-Assurance Significance Woo 	<ul style="list-style-type: none"> Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator 	<ul style="list-style-type: none"> Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative

You do You

- power and edge comes from developing your own talents - not looking over your shoulder.
- Focus on your own strengths and how you can engage them to meet your own goals.

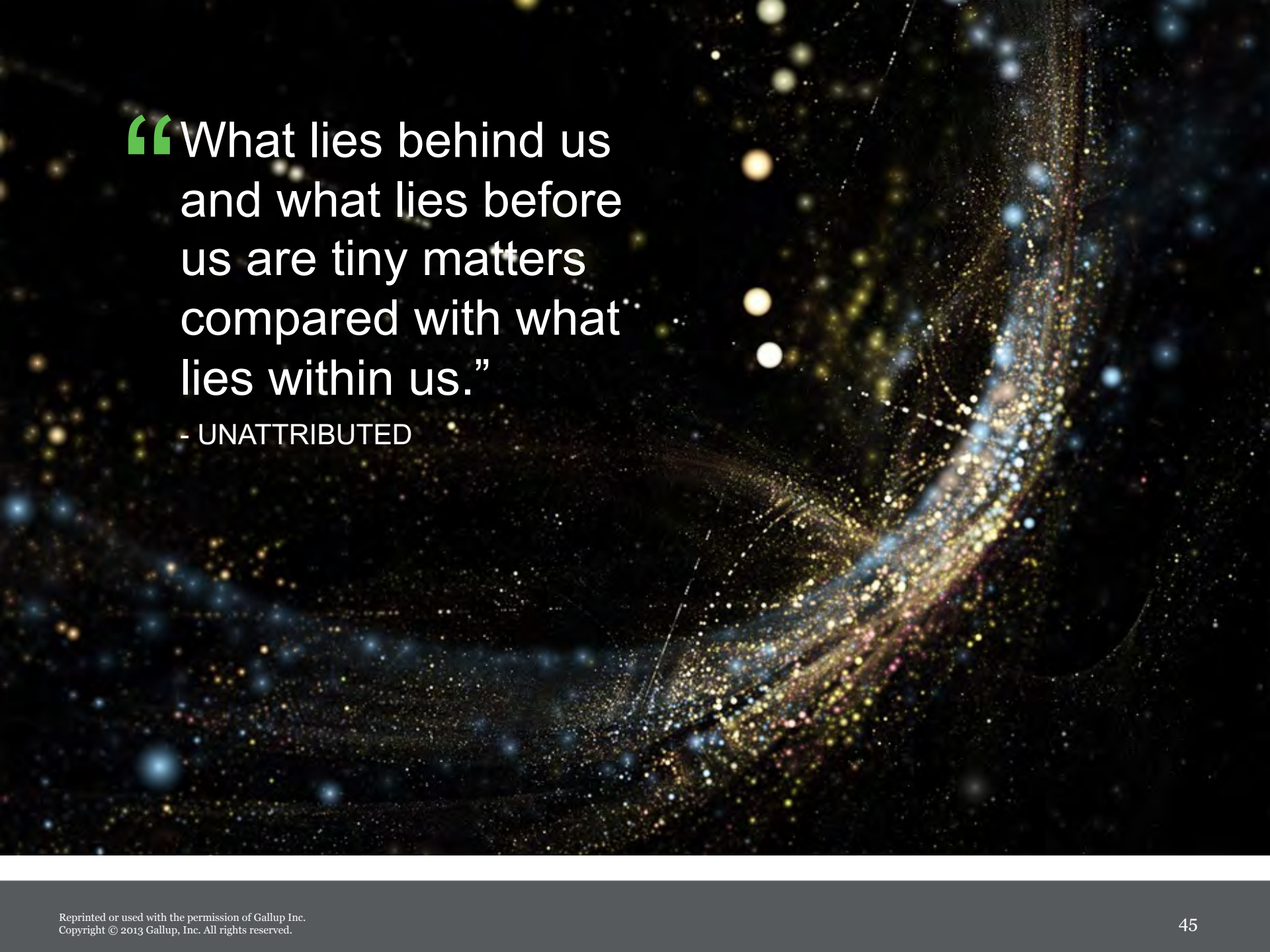


Use your Strengths for Good



THE TWO MOST IMPORTANT
DAYS IN YOUR LIFE ARE THE DAY
YOU ARE BORN AND THE DAY
YOU FIND OUT WHY

Ernest T. Campbell, Minister of the Riverside
Church in New York City



“What lies behind us
and what lies before
us are tiny matters
compared with what
lies within us.”

- UNATTRIBUTED

Gallup Resources You Can Explore



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