

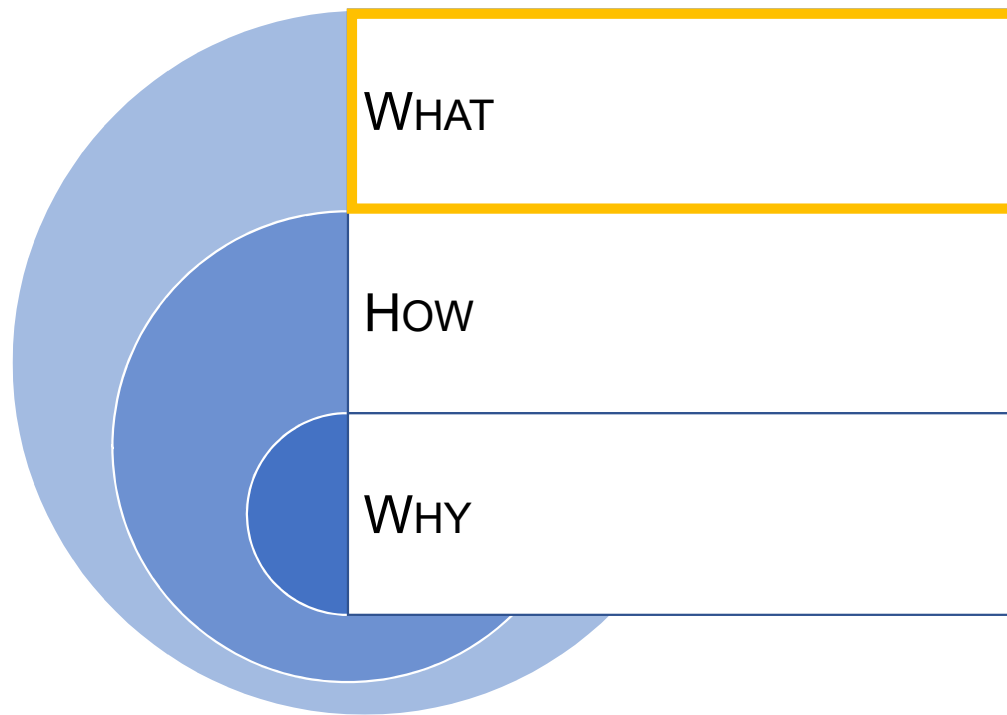
# GOOD TO GREAT: MAXIMIZING YOUR STRENGTHSFINDER ASSESSMENT

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November 18<sup>th</sup>, 2020  
MSE 580X

# PRESENTATION ROADMAP

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# STRENGTHSFINDER IS A TOOL

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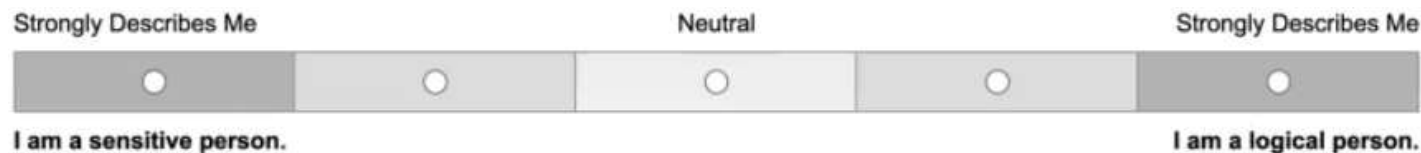
- Positive psychology movement founded by Don Clifton
  - “What would happen if we studied what is right with people?”
  - Invest in what you are intrinsically good at
- Strength = Talent x Investment
  - Talent
    - “Naturally recurring patterns of thought, feeling, or behavior.” -Don Clifton
  - Investment
    - Use
    - Improve
    - Learn



# ABOUT THE TEST

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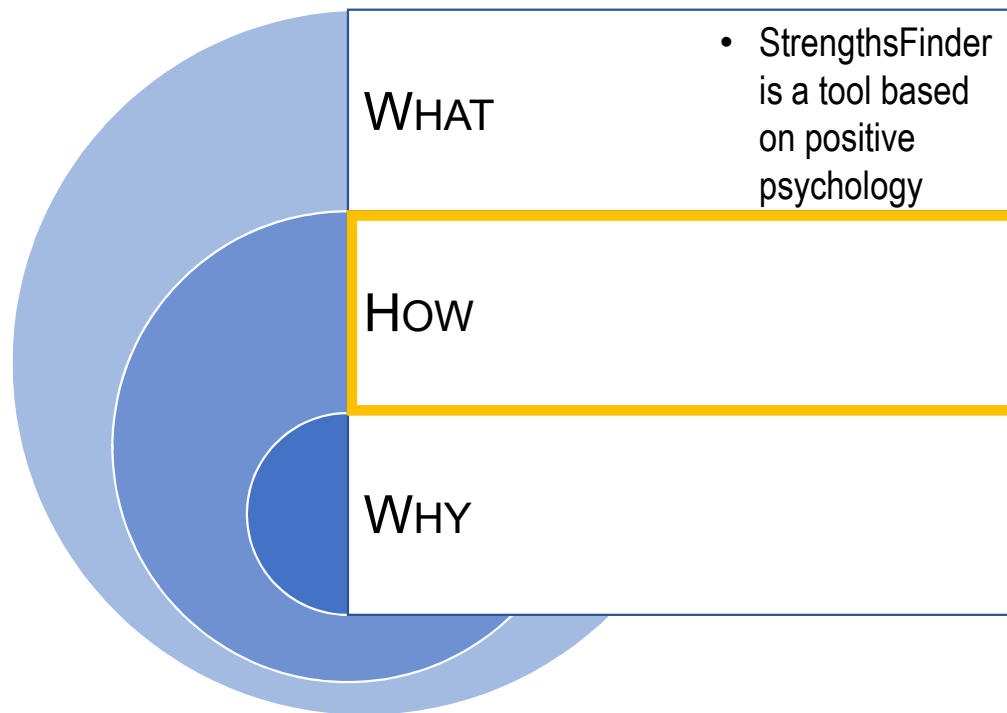
- 177 paired statements
  - Designed to use introspective talent identification
  - Time limit encourages “gut” responses



- Talents are measured and grouped into 34 themes
  - Top 5 themes are reported
- Themes are organized into four domains
  - Domains emphasize partnerships for success

# PRESENTATION ROADMAP

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# HOW TO INTERPRET RESULTS

## RELATIONSHIP BUILDING

Adaptability  
 Connectedness  
 Developer  
 Empathy  
 Harmony  
 Includer  
 Individualization  
 Positivity  
 Relator

## INFLUENCING

Activator  
 Command  
 Communication  
 Competition  
 Maximizer  
 Self-Assurance  
 Significance  
 Woo

## STRATEGIC THINKING

Analytical  
 Context  
 Futuristic  
 Ideation  
 Input  
 Intellection  
 Learner  
 Strategic

## EXECUTING

Achiever  
 Arranger  
 Belief  
 Consistency  
 Deliberative  
 Discipline  
 Focus  
 Responsibility  
 Restorative

- Use Gallop Resources
  - Theme descriptions
  - Webinars
  - Books
- Consider:
  1. How do you communicate?
  2. How do you make decisions?
  3. How do you relate to time?
  4. How do you relate to others?

# IMPLEMENT YOUR STRENGTHS

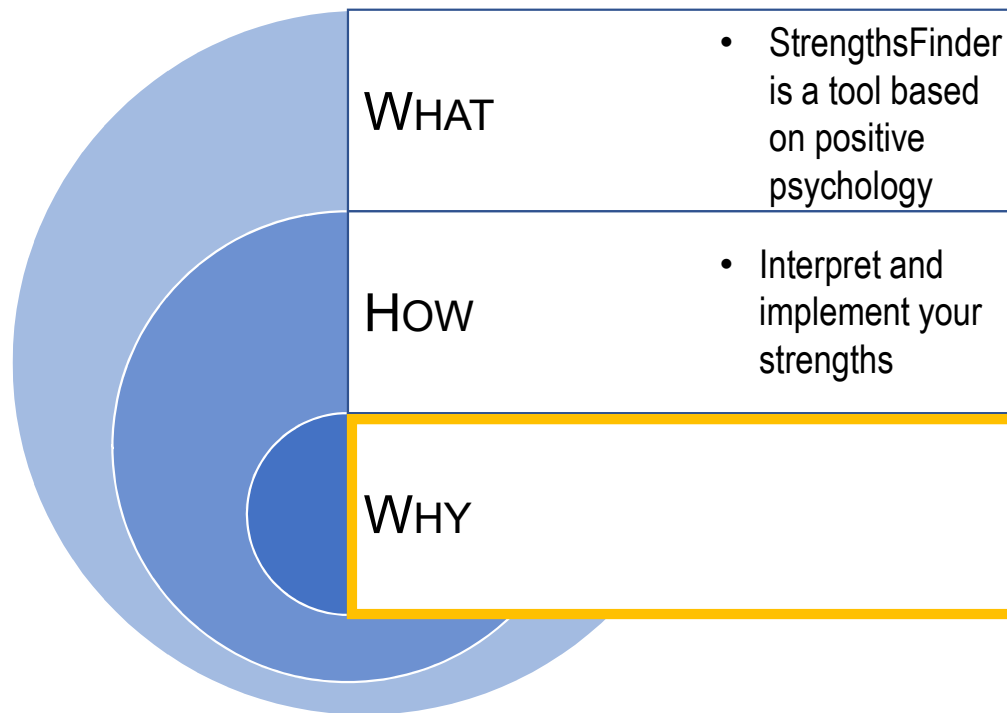
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- Strengths are identified for growth
  - Insight vs. development
- Consider how your strengths may be used in:
  - Teamwork & collaborative settings
  - Individual work
  - Professional relations & interfacing
  - Project management & leadership
- StrengthsFinder is a tool



# PRESENTATION ROADMAP

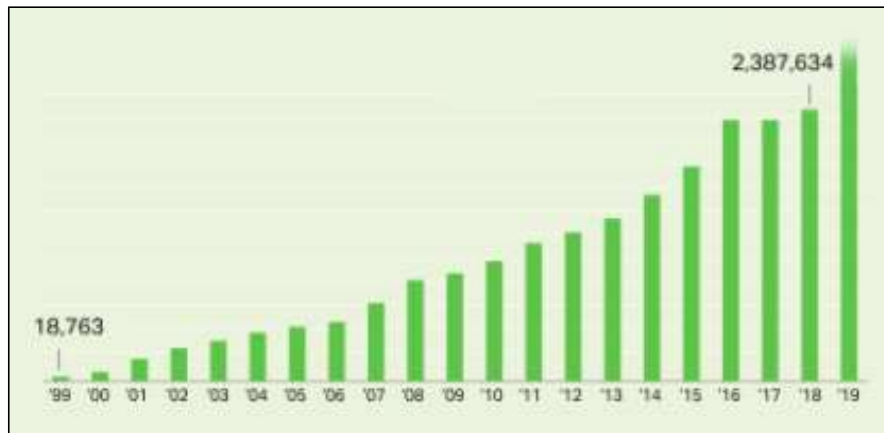
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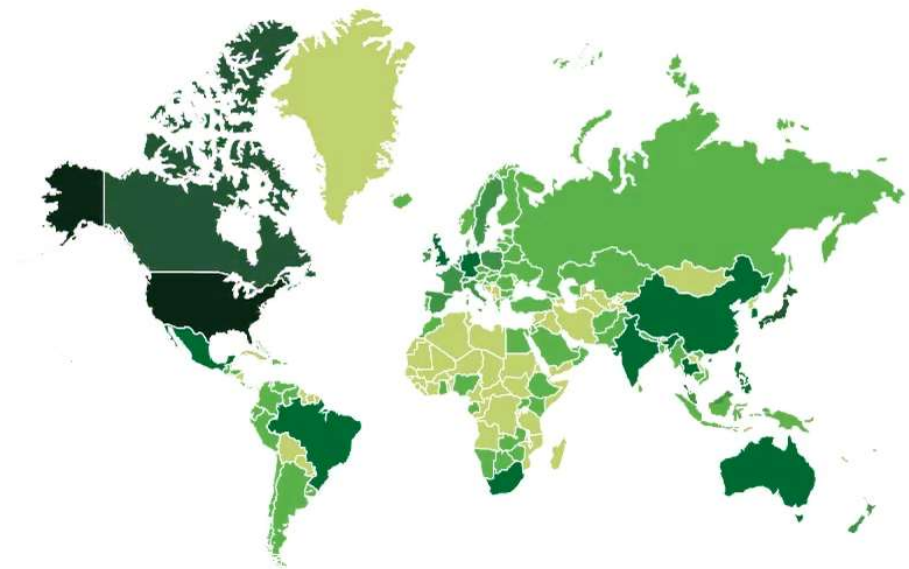
# USAGE OF STRENGTHSFINDER

- Over 22 million completed tests since 1999
- International recognition



PEOPLE DISCOVERING THEIR CLIFTONSTRENGTHS

1 - 1,000   1,000 - 25,000   25,000 - 100,000   100,000 - 500,000   500,000 - 1,000,000   1,000,000 - 10,000,000



# BENEFITS

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- Professional & Academic

- Improved team dynamic
- Reduced “blind spots”
- Better performance
- Intellectual diversity



- Personal

- Challenge and support one another
- 3x more likely to report “excellent quality of life”

# REFERENCES & RESOURCES

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6. Gallup, Inc. "The Four Domains." Gallup.com. Gallup, October 28, 2020. <https://www.gallup.com/cliftonstrengths/en/253736/cliftonstrengths-domains.aspx>

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1. <https://www.gallup.com/cliftonstrengths/en/252137/home.aspx>