

STRENGTHS FINDER

TALENT, STRENGTHS & ENGAGEMENT

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DEFINING OUR TERMS

~ TALENT ~

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

Why are you better at something than others?

~ STRENGTH ~

- The ability to consistently produce a positive outcome through near-perfect performance in a specific task.
- To finish with strength, start with talent.

Gallup: Develop Strengths vs Fixing Weaknesses

- ✓ Only some behaviors can be learned
- ✓ The best in a role deliver the same outcomes using different behaviors
- ✓ Weakness fixing prevents failure; strengths building leads to success

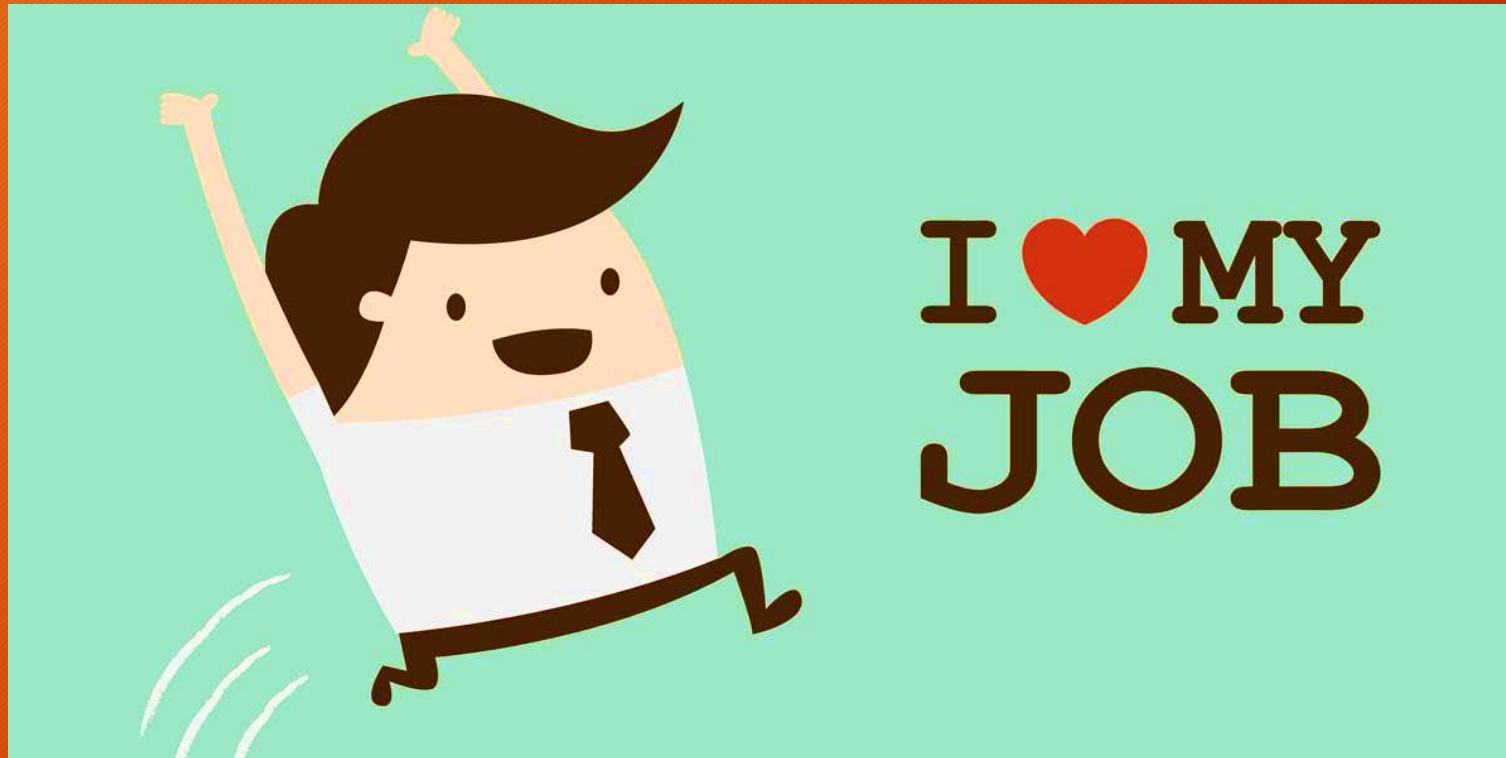
Strengths, Success & Engagement

People who focus on using their STRENGTHS....

Are **THREE TIMES** as likely to report having an excellent quality of life and are **SIX TIMES** as likely to be engaged in their jobs.

- **Look forward to going to work**
 - **Treat clients/customers/students better**
- **Have more positive, creative, and innovative moments**
 - **Have more positive interactions with coworkers**
- **Achieve more on a daily basis**
 - **Feel more positive about their work organization**

In other words....



Step 1: UNDERSTANDING YOUR STRENGTHS

- Which one of your Strengths do you feel best describes you?
- How does that Strength pair with any of your other Strengths?

Use your own words ...
Complete a Theme Map for two of your Themes

Balconies, Basements & Barrier Labels

The view from the BALCONY



BARRIER LABELS &



Name it

- 1) Select two of your themes
- 2) Pair the **ADJECTIVES** from "What words describe me?" from one theme with the **NOUNS** from "Who am I?" of a different theme to create 3 combinations that you would use to describe yourself.

For example, using an **ADJECTIVE** from "Activator" with a **NOUN** from "Communication", I would describe myself as an ...

Action-Oriented Storyteller

.... & Engagement

- Tell a story to your partner about a time at work that you feel exemplifies your new description of your Strengths
- Group Discussion - How will a better understanding of your Strengths help you feel more engaged in your work?

Interested In Learning More?

- Spend some time on the Gallup website
- Talk to your friends and family about your Strengths
- Set up a coaching session