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

Your strength at its max

BARRIER LABELS & BASEMENTS
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
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