Introduction to StrengthsQuest
What is StrengthsQuest?

• StrengthsQuest is a student program that focuses on strengths rather than weaknesses.

• It is intended to lead students to discover their natural talents and gain unique and valuable insights into how to develop such talents into strengths
  • strengths that equip them to succeed and to make important decisions that enable them to balance the demands of coursework, extracurricular activities, employment, and family.
StrengthsQuest

• Establish more than 40 years of research
• Over 7 million people have taken the Clifton StrengthsFinder online assessment
  • Was developed with the premise of studying “what is right with people” (positive psychology).
• In 1998, the father of Strengths psychology, Donald O. Clifton, Ph.D. (1924-2003), along with Tom Rath and a team of scientists at Gallup created the online StrengthsFinder assessment
• In 2004, the assessment’s name was changed to Clifton StrengthsFinder
• In 2007, Gallup scientists released the new edition “StrengthsFinder 2.0”
What is Strengths Quest?

• A tool to help you...
  • To discover your talents
  • To develop your strengths
  • To learn how to apply your strengths

• Focus on your strengths
• Not your weaknesses

• StrengthsFinder surveys hundreds of respondents and condenses responses into __ themes or key ideas that can easily be translated into action.
  • 34
Strength, talent, and theme

• A strength is the ability to provide consistent, near perfect performance in a given activity.

• Talents are naturally recurring patterns of thought and feeling or behavior that can be productively applied.

• The key to building a strength is to first identify your dominant theme of talent then to discover your specific talents within those themes, and to lastly refine them with knowledge and skills
  • Clifton & Hodges
Self-awareness

• Talent x Investment (knowledge and skills) = Strengths

• Talent is your natural way of thinking, feeling or behaving; and investment is the time spent on skills development and building your knowledge base
  • Identify your talents, add knowledge and skills to build upon your strengths
What is the benefit of knowing my top 5 Strengths?

- To help to apply them in
  - Interview skills
  - Resume
  - Study skills
  - Leadership
  - Academics
- Personal (relationship) and Professional development
Use your Strengths to apply to your college career

• Students that effectively apply StrengthsFinder learnings to their college career can achieve 5 key benefits

1. Increased engagement throughout college.
2. Improve their physical wellbeing and reduce absences.
4. Improve and deepen relationships.
5. Better career focus, guidance and ideas.
Focus on your strength in professional development

• The Clifton StrengthsFinder identifies talents that an individual routinely demonstrates, revealing powerful areas of potential that will yield the greatest investment value.

• When the depth of discovery is shared within organizations, employees become intelligently and intensely focused on maximizing what they and their teammates naturally do best.” Phil Stone, Professor, Harvard
Create an organization = each group

• You are the employer (with a HR?) and to hire about 7-8 employees to work in your organization

• Interview each individual
  • To find the right person for your organization
    • Be able to create strengths-based partnerships within the team

• Tip – hire employees from across the leadership domains

• Name your organization

<table>
<thead>
<tr>
<th>Employee</th>
<th>Strength</th>
<th>Domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yourself</td>
<td></td>
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</table>
### Domains of Leadership Strength

<table>
<thead>
<tr>
<th>Executing</th>
<th>Influencing</th>
<th>Relationship Building</th>
<th>Strategic Thinking</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with dominant Executing themes know how to make things happen.</td>
<td>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</td>
<td>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</td>
<td>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Achiever</th>
<th>Arranger</th>
<th>Belief</th>
<th>Consistency</th>
<th>Deliberative</th>
<th>Discipline</th>
<th>Focus</th>
<th>Responsibility</th>
<th>Restorative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activator</td>
<td>Command</td>
<td>Communication</td>
<td>Competition</td>
<td>Maximizer</td>
<td>Self-Assurance</td>
<td>Significance</td>
<td>Woo</td>
<td></td>
</tr>
<tr>
<td>Adaptability</td>
<td>Connectedness</td>
<td>Developer</td>
<td>Empathy</td>
<td>Harmony</td>
<td>Includer</td>
<td>Individualization</td>
<td>Positivity</td>
<td>Relator</td>
</tr>
<tr>
<td>Analytical</td>
<td>Context</td>
<td>Futuristic</td>
<td>Ideation</td>
<td>Input</td>
<td>Intellecction</td>
<td>Learner</td>
<td>Strategic</td>
<td></td>
</tr>
</tbody>
</table>
Use your strengths to collaborate as a team

• Benefits of this Activity
  One of the reasons I like it is because it requires collaboration from participants in a short time frame. It is great because it “reveals very deep lessons about the nature of collaboration…” We believe strengths are most alive when generatively engaged on a team.
  • Collaboration is important in team setting

• The Paper Tower Activity
Quiz #7

• Release the quiz by Saturday afternoon
• Due on Monday by 11:55 pm