HI!
SHARE YOUR STRENGTHS

Presented By:

Marta Haut, Gallup-Certified Strengths Coach

*Achiever*Strategic*Learner*Positivity*Arranger*
Why am I the way that I am?
What will happen when we think about what is right with people rather than fixating on what is wrong with them?"
The CliftonStrengths Tool

34 themes of talent.

Identifies your dominant patterns of thinking, feeling, behaving.

Your Top 5 themes are areas where you have the greatest potential to develop strengths.
Our time together:

NAME IT
CLAIM IT
AIM IT

Learn it
Love it
Live it

Awareness
Appreciation
Application
My Wishes

- #nojudgement
- Assume Positive Intent
- Replace “But” with “And”
- Change Criticism into Curiosity
- Create Space to Give Grace
Most of us:

- Have a keen awareness of weaknesses
  - Parents, Schools, Employers
- Exhaust our energy focusing on the things that we are told we need to work on
What is a Weakness?

A weakness is anything that gets in the way of your success.
Results Of Weakness Fixing Model

Frustration → Disappointment → Anger → De-motivation → Resentment → Lack of engagement
Manage weakness with strength.
Results Of Strengths Building Model

Strengths Awareness → Confidence → Self-Value → Motivation To Excel → Engagement
What are you good at?
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
- what else?
Your Top 5!

NAME IT Learn it Awareness
Arrowhead Stadium at capacity holds 76,416 people.

Fill Arrowhead 432 times to get to 33 million.
Inventory of personalized tools:
Inventory of personalized tools:

**GALLUP**

**CliftonStrengths® Themes**

**Achiever**
People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

**Activator**
People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.

**Adaptability**
People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “worry people” who take things as they come and discover the future one day at a time.

**Analytical**
People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.

**Arranger**
People exceptionally talented in the Arranger theme can organize, but they also have the facility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.

**Belief**
People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.

**Command**
People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.

**Communication**
People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good communicators and presenters.

**Competition**
People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and nab the laurel.

**Connectedness**
People exceptionally talented in the Connectedness theme have ties in the fabric of all things. They believe there are few coincidences and that most events have meaning.

**Consistency**
People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.

**Context**
People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

**Deliberative**
People exceptionally talented in the Deliberative theme are best described by the careful way they make decisions or choices. They anticipate obstacles.

**Developer**
People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

**Discipline**
People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

**Empathy**
People exceptionally talented in the Empathy theme can sense other people’s feelings by imagining themselves in other lives or situations.

**Focus**
People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize then act.

**Futurist**
People exceptionally talented in the Futurist theme are inspired by the future and what could be. They energize others with their visions of the future.

**Harmony**
People exceptionally talented in the Harmony theme look for consensus. They don’t engage conflict rather they seek areas of agreement.

**IdeaGenius**
People exceptionally talented in the IdeaGenius theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

**Includer**
People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.

**Individualization**
People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people work together productively.

**Input**
People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.

**Intelligence**
People exceptionally talented in the Intelligence theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

**Learner**
People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.

**Maximizer**
People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.

**Positivity**
People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are doing to do.

**Reflector**
People exceptionally talented in the Reflector theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

**Responsibility**
People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

**Restorative**
People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

**Self-Assurance**
People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.

**Significance**
People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on the degree to which they will have an impact on their organization or people around them.

**Strategist**
People exceptionally talented in the Strategist theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

**Woo**
People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.
## Colors Represent Domains

### Four Domains of Team Strength

<table>
<thead>
<tr>
<th></th>
<th>STRATEGIC THINKING</th>
<th>INFLUENCING</th>
<th>RELATIONSHIP BUILDING</th>
<th>EXECUTING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Description</strong></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>
<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 Executing themes know how to make things happen.</td>
</tr>
<tr>
<td><strong>Keywords</strong></td>
<td>Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic</td>
<td>Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, Woo</td>
<td>Adaptability, Connectedness, Developer, Empathy, Harmony, Includer, Individualization, Positivity, Relator</td>
<td>Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative</td>
</tr>
</tbody>
</table>
Theme Insights

Offer a deeper understanding of your behaviors and of what other people can expect from you.

- Theme description
- Descriptive words that may be used to describe you
- The role you often times play
- The value that you bring
- The needs you have
- Metaphor/Image
- Barrier Label
- Your motivators (likes)
- Your demotivators (dislikes)
Activity – Let’s share …

Let’s hear some of you read a Strength from your Insight Report.

**Can others see this in you?**
**Who else shares this strength?**
**Does it ring true for them too?**

CLAIM IT  Love it

Appreciation
### Team Summary

#### Strengths

<table>
<thead>
<tr>
<th>Strength</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achiever</td>
<td>17</td>
</tr>
<tr>
<td>Responsibility</td>
<td>17</td>
</tr>
<tr>
<td>Relator</td>
<td>14</td>
</tr>
<tr>
<td>Individualization</td>
<td>12</td>
</tr>
<tr>
<td>Empathy</td>
<td>11</td>
</tr>
<tr>
<td>Arranger</td>
<td>11</td>
</tr>
<tr>
<td>Developer</td>
<td>10</td>
</tr>
<tr>
<td>Analytical</td>
<td>10</td>
</tr>
<tr>
<td>Harmony</td>
<td>9</td>
</tr>
<tr>
<td>Learner</td>
<td>8</td>
</tr>
<tr>
<td>Restorative</td>
<td>7</td>
</tr>
<tr>
<td>Strategic</td>
<td>6</td>
</tr>
<tr>
<td>Ideation</td>
<td>6</td>
</tr>
<tr>
<td>Woo</td>
<td>6</td>
</tr>
<tr>
<td>Positivity</td>
<td>5</td>
</tr>
<tr>
<td>Communication</td>
<td>4</td>
</tr>
<tr>
<td>Input</td>
<td>4</td>
</tr>
<tr>
<td>Discipline</td>
<td>4</td>
</tr>
<tr>
<td>Includer</td>
<td>4</td>
</tr>
<tr>
<td>Deliberative</td>
<td>4</td>
</tr>
<tr>
<td>Maximizer</td>
<td>4</td>
</tr>
<tr>
<td>Consistency</td>
<td>4</td>
</tr>
<tr>
<td>Intellection</td>
<td>3</td>
</tr>
<tr>
<td>Significance</td>
<td>3</td>
</tr>
<tr>
<td>Command</td>
<td>3</td>
</tr>
<tr>
<td>Belief</td>
<td>3</td>
</tr>
<tr>
<td>Context</td>
<td>3</td>
</tr>
<tr>
<td>Connectedness</td>
<td>2</td>
</tr>
<tr>
<td>Futuristic</td>
<td>2</td>
</tr>
<tr>
<td>Activator</td>
<td>2</td>
</tr>
<tr>
<td>Competition</td>
<td>1</td>
</tr>
<tr>
<td>Focus</td>
<td>1</td>
</tr>
<tr>
<td>Adaptable</td>
<td>1</td>
</tr>
<tr>
<td>Self-Assurance</td>
<td>1</td>
</tr>
</tbody>
</table>

#### Strengths in Pie Chart:

- Strategic Thinking: 34%
- Influencing: 21%
- Relationship Building: 34%
- Executing: 11%

#### Team Top 5

<table>
<thead>
<tr>
<th>Team Top 5</th>
<th>As a team we bring</th>
<th>As a team we need</th>
<th>As a team we are motivated by</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achiever</td>
<td>intensity and stamina of effort</td>
<td>freedom to work at my own pace</td>
<td>completing tasks</td>
</tr>
<tr>
<td>Responsibility</td>
<td>dependability and loyalty</td>
<td>freedom to take ownership</td>
<td>the respect of others</td>
</tr>
<tr>
<td>Relator</td>
<td>social depth and transparency</td>
<td>time and opportunities for one-on-one interactions</td>
<td>close, caring, mutual relationships</td>
</tr>
<tr>
<td>Individualization</td>
<td>understanding of people that is valuable for placement</td>
<td>individualized expectations created to fit a person</td>
<td>people getting to do what they do best</td>
</tr>
<tr>
<td>Empathy</td>
<td>emotional intelligence</td>
<td>freedom to laugh, cry, vent</td>
<td>the gladness, sadness and madness of humanity</td>
</tr>
</tbody>
</table>

#### Team Themes

- Strategic Thinking: 25 people, 42 themes
- Influencing: 15 people, 22 themes
- Relationship Building: 38 people, 68 themes
- Executing: 31 people, 68 themes

Prepared by Marta Haut - Gallup-Certified Strengths Coach, Washburn University
<table>
<thead>
<tr>
<th></th>
<th>Achiever</th>
<th>Strategic</th>
<th>Learner</th>
<th>Positivity</th>
<th>Arranger</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Marta Haut</strong></td>
<td>People strong in the Achiever theme have a great deal of stamina and work</td>
<td>People strong in the Strategic theme create alternative ways to proceed.</td>
<td>People strong in the Learner theme have a great desire to learn and want</td>
<td>People strong in the Positivity theme have an enthusiasm that is</td>
<td>People strong in the Arranger theme can organize, but they also have a</td>
</tr>
<tr>
<td></td>
<td>hard. They take great satisfaction from being busy and productive.</td>
<td>Faced with any given scenario, they can quickly spot the relevant patterns</td>
<td>to continuously improve. In particular, the process of learning, rather</td>
<td>charismatic and get others excited about what they are going to do.</td>
<td>flexibility that complements this ability. They like to figure out how</td>
</tr>
<tr>
<td><strong>Descriptive Words</strong></td>
<td>Drive, diligent, intense, self-motivated, productive, ambitious,</td>
<td>and issues.</td>
<td>than the outcome, excites them.</td>
<td></td>
<td>all of the pieces and resources can be arranged for maximum productivity.</td>
</tr>
<tr>
<td></td>
<td>independent</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>The Role I Play</strong></td>
<td>Laborer, worker, producer, doer, completer, finisher</td>
<td>Selector, thinker, strategist, culler, sorter, evaluator, newmaker, pathfinder, planner</td>
<td>Student, explorer, discoverer, self-helper, continuous-improver, expert</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>I am (being)</strong></td>
<td>a hard worker</td>
<td>willing to consider all the possibilities so the best isn’t missed</td>
<td>one who enjoys the experience of being a learner</td>
<td></td>
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</tr>
<tr>
<td><strong>I will (doing)</strong></td>
<td>set the pace for production</td>
<td>find the best route moving forward</td>
<td>follow things that interest me</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>The Value I Bring</strong></td>
<td>intensity and stamina of effort</td>
<td>creative anticipation, imagination and persistence</td>
<td>a learning perspective</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>contagious energy and enthusiasm</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>The Needs I Have</strong></td>
<td>freedom to work at my own pace</td>
<td>freedom to make mid-course corrections</td>
<td>freedom to experience the joy and drama of life</td>
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<td></td>
<td></td>
<td></td>
<td>a dynamic environment</td>
<td></td>
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<tr>
<td><strong>My Motivators (I Love)</strong></td>
<td>completing tasks</td>
<td>seeing a way when others assume there is no way</td>
<td>living life to its fullest</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>My Demotivators (I Hate)</strong></td>
<td>a lack of diligence</td>
<td>doing things the way we have always done them</td>
<td>negative people who drain life out of others</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>resistance to necessary change</td>
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</table>
Let’s make a plan …

How can we begin to make our Top part of our daily lives?
HOW FULL IS YOUR BUCKET?
How can you get a QUICK DROP when you find your bucket empty?

Write it down… start with self-care!
Learn how to increase the positive moments in your life and reduce the negative.

How Full Is Your Bucket? is filled with relationship insights, powerful strategies and engaging stories that will inspire lasting changes in how you interact with others.
QUESTIONS?

marta.haut@washburn.edu
LOVE, CRAZY, ENVY

Identify one of your Signature Themes that you LOVE. What is it about this theme that you appreciate?

Identify one of your Signature Themes that can drive you or others CRAZY. Explain.

STRENGTHS SCAVENGER HUNT

Connect with five to seven of your colleagues. Share and record observations and stories.

<table>
<thead>
<tr>
<th>NAME</th>
<th>SIGNATURE THEME THIS PERSON LOVES</th>
<th>SIGNATURE THEME THAT TENDS TO DRIVE THIS PERSON OR OTHERS CRAZY</th>
</tr>
</thead>
<tbody>
<tr>
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</tbody>
</table>

Identify one theme your colleagues shared that you wish was more dominant in you or that you ENVY in others. Be prepared to describe why this theme is valuable to others.

Marta Haut

- Achiever
- Strategic
- Learner
- Positivity
- Arranger
Thank you!

Live Your Best Life
Donald O. Clifton, Ph.D.
psychologist and business executive
(1924-2003)

“What will happen when we think about what is right with people rather than fixating on what is wrong with them?”