

# PUTTING YOUR STRENGTHS TO WORK

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Gallup © Certified Strengths Coach

*Top 5: Relator, Input, Maximizer, Learner, Arranger*

Kate Sojka, Director of Alumni Engagement, Educational Programs

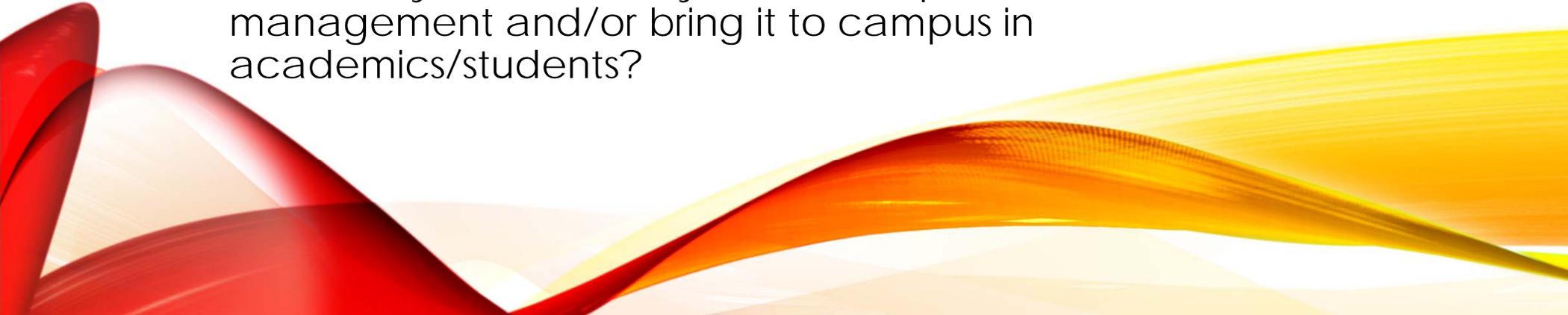
(previously: Director, On Iowa! Program & New Student Initiatives)

*Top 5: Ideation, Strategic, Achiever, Responsibility, Individualization*



## OBJECTIVES

### To answer the following questions:

- What is the Clifton StrengthsFinder assessment?  
What does the research say?
  - How can YOU utilize the assessment report?  
What ways can you apply it individually and amongst supervisors and teams?
  - How can you put it into practice as your institution?  
How can you enhance your current performance management and/or bring it to campus in academics/students?
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## AT MY BEST-ACTIVITY

- Take a minute to look at the sheet in front of you and answer as truthfully and honestly, sharing times when you were at your best.
- Share one or two with your neighbors/table. What are common themes among the things you listed?

When you have your assessment results, you may easily be able to identify how the strengths themes that rose to the top directly play into what you love to do and often time, what you are naturally good at.

DO YOU EVER WONDER WHY YOU MAKE CERTAIN CHOICES?

WHY YOU DO WHAT YOU DO? LIKE CERTAIN THINGS? ARE BETTER AT  
SOME THINGS THAN OTHERS?

There's a reason.

It's your **talents!**

<https://www.youtube.com/watch?v=QfQdiVpcnGI>



## What IS the Clifton StrengthsFinder assessment? Video

- Web-based assessment of personality from the perspective of Positive Psychology.
- Measures the presence of talents, in 34 general themes. Talents are an instinctive and intuitive source of wisdom and power.
- Grounded in more than four decades of research by Gallup in the study of success across a wide variety of functions (business-education) and many different cultures (nearly 50 countries).
- Starting point for self-discovery. When talents become strengths they are quick, powerful, dynamic and transformative, increasing the ability to perform with excellence.
- Each theme sequence (report results) is unique to each person, similar to a fingerprint (1 in 33 million that two people share the same top five in the same order).
- Focused on intrapersonal development (not a selection tool).
- More than 17 million people in more than 50 countries have received the talent assessment. Available in over 20 languages.



# KEY TERMS

## Talent

*Recurring patterns of thought, feeling or behavior that can be **productively applied**; *naturally* exist within individuals.*

## Theme

***Categories** for the talents most related to the potential for success, those that help you begin to discover and talk about your greatest talents.*

## Strength

*The ability to *consistently* provide near-perfect performance in a specific task, are *developed* as the product of refining one's talents with acquired skill and knowledge (**investment**).*

*\*The signature theme report **does not tell you your strengths** but rather your **dominant themes** (and unique theme sequence) and therefore areas you can turn into strengths through investment.*

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## PEOPLE WHO FOCUS ON USING THEIR STRENGTHS...

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Are THREE TIMES as likely to report having an *excellent quality of life*.

Are SIX TIMES as likely to be *engaged* in their jobs.

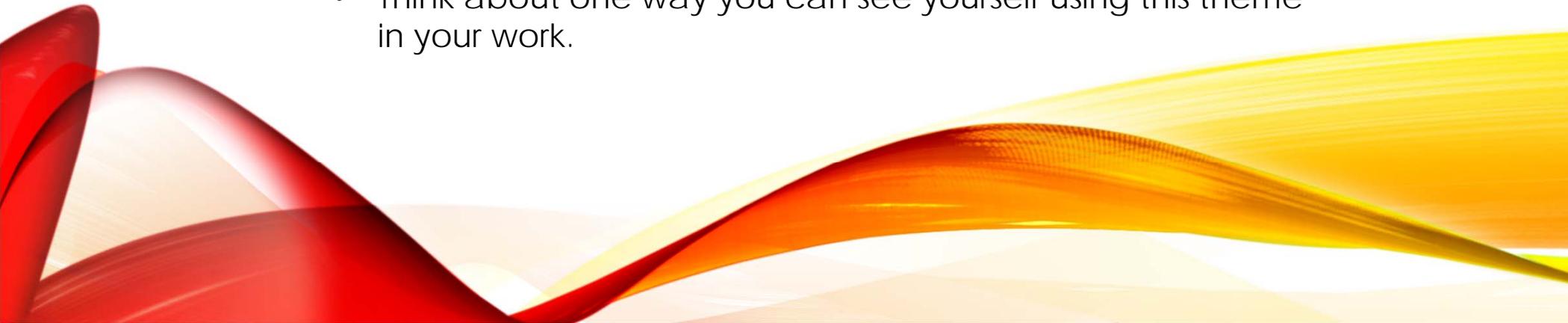
And use them daily have 7.8% *greater productivity* regularly.



# ACTIVITY - INSIGHT

[Emily]

- Review all 34 themes – look for **five that resonate** with you as areas of value, importance, things you're good at or make you feel strong.
- Write them down on the Name It & Claim It sheet. Pick out the words that stand out and make you feel connected.
- Think about one way you can see yourself using this theme in your work.





## CLIFTONSTRENGTHS FOR STUDENTS

- Develop Engaged & Thriving Students, On Campus and Beyond.
- Join more than *600 schools* preparing students for great jobs and great lives using the CliftonStrengths online talent assessment (formerly known as StrengthsQuest).
- **Students need to use their strengths to truly succeed.**
- College graduates expect that their education will provide them a better life.
- But Gallup finds that just **39%** of college grads are engaged at work. And only **11%** are thriving in all five elements of their well-being.
- So, how can leaders like you increase the value of the college experience for students?

**You start by helping students *discover their natural talents*; then *teach them how to develop their talents into strengths*, and *coach them to apply their strengths* during their experiences on campus.**

# BRING IT TO YOUR CAMPUS!



**Tag line: "Challenge yourself to be a better leader, student, citizen and employee."**

The UofI Be Better initiative supports educationally purposeful experiences that promote student success through undergraduate student leadership development. It encourages UI faculty and staff to develop partnerships between academic affairs and student affairs to maximize our ability to enhance student success. Be Better will connect classroom learning with student involvement, leadership, service, employment, and multicultural experiences while promoting coordinated assessment of learning outcomes.

- Create a [toolkit](#) for your instructors and student supervisors.
- Offer [training](#) for instructor and student supervisor self development and then coaching development.

Contact a [Gallup Certified Strengths Coach](#) or feel free to reach out to a UofI Be Better contact to get more information for bringing Strengths to your institution.

- Tina Arthur, Director of Orientation Services
- Paul Mintner, Assoc. Director of Leadership & Service Programs



Why Educators at all Levels Use  
CliftonStrengths to Develop Thriving  
Students & Schools

GALLUP

<https://www.youtube.com/watch?v=a0xf5Bij8nQ>



# WHAT QUESTIONS CAN WE ANSWER?

Hopefully we've got you thinking about how you can use the Gallup [StrengthsFinder](#) assessment for yourself, your employees and your students.

Thank you!

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