Leverage your Unique Talents through CliftonStrengths

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In our time together...

- Quick Recap of CliftonStrengths
- Dive into your individual talents
- Plan for action - invest in your talents!

Today will be interactive
Share. Listen. Learn.
Be present.
Some Key Terms

- **TALENT**
  - Naturally recurring patterns of thought, feeling, or behavior that are stable across time and manifested in the individual's personality that can be productively applied.

- **STRENGTH**
  - The ability to perform an activity, repeatedly and over time, with near-perfect consistency.

A RECIPE FOR SUCCESS

\[ x = \text{Talent} \times \text{Investment} = \text{Strength} \]

- Talent: a natural way of thinking, feeling, or behaving
- Investment: time spent developing knowledge, skills, and regular practice
- Strength: the ability to consistently provide near-perfect performance

The Science of Strengths

- Conducted tens of thousands of individual interviews
- Coached even more executives, leaders, managers, and employees
- Studied more than 1 million work teams
- 5 decades of research and development
- Used by 457 of the Fortune 500 companies
- Best-selling book: StrengthsFinder 2.0
  - Wall Street Journal, BusinessWeek, USA Today, Amazon
PEOPLE WHO FOCUS ON USING THEIR STRENGTHS

... ARE 3 TIMES MORE LIKELY TO REPORT HAVING AN EXCELLENT QUALITY OF LIFE

... AND 6 TIMES MORE LIKELY TO BE ENGAGED IN THEIR JOBS

“Most Americans do not know what their strengths are. When you ask them they look at you with a blank stare or they respond in terms of subject knowledge, which is the wrong answer.”

- Peter Drucker

5 Clues to Talent

- Yearning
- Rapid Learning
- Flow
- Glimpses of Excellence
- Satisfaction
The Reports
- Signature Themes Report
- Strengths Insight Report (the personalized one!)
- Action Planning Guide
- Full 34 Report

How can you describe your talents?

Example theme: Developer
- Patient
- Perceptive
- Encouraging
- Helpful

THEMES ARE THE BASIC LANGUAGE OF TALENT
- Themes are neutral.
- Themes are not labels.
- Differences are an advantage.
- People need one another.
In groups of 3 or 4...

- What are your top 5 CliftonStrengths talent themes?
- Which 1 or 2 adjectives best describe the power of your strengths?

POWER OF THEMES IN ACTION

Fill out the “My Strongest Moment” Worksheet.

- Share with a partner.
  - How did it enhance your understanding of your talents?
  - What new appreciation do you have for your themes?
Investing in YOU

How can you be more intentional, starting tomorrow, about using and investing in your natural talents?

What next??
- Read your reports.
- Post your top 5.
- Go through the action planning guide.
- Choose a theme of the week/month.
- Gallup strengths app, Called to Coach Webcast, Strengths Center videos
- Sign up for the mailing list!
- Attend a lunch time session.
- As about setting up a unit/team workshop.

Albert Einstein
Physicist, scientist
(1879 – 1955)

“Everyone is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”
Questions?

THANK YOU!

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