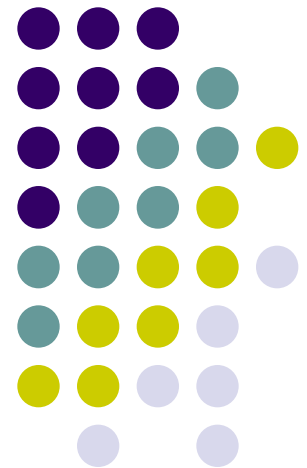


The Clifton StrengthsQuest in Career Services and the Workplace



The Clifton StrengthsQuest in Career Services and the Workplace



Presenters:

- Eileen McGarry – Executive Director, Career Service, University of Nevada Las Vegas
- Charlie Howard – Director, Career Services, Point Loma Nazarene University
- Doug Stude – Assistant Director, Career Services, Azusa Pacific University

The Clifton StrengthsQuest in Career Services and the Workplace



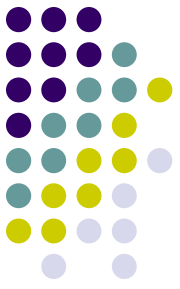
- Outline and Overview of Presentation
 - Brief Intro – Charlie
 - Overview of Strengths – Doug
 - The Workplace Setting – Eileen
 - PLNU Use of Strengths – Charlie
 - APU Use of Strengths – Doug
 - UNLV – Students/Employers/Staff team
use of Strengths – Eileen
 - Questions?

Charlie's Strengths...

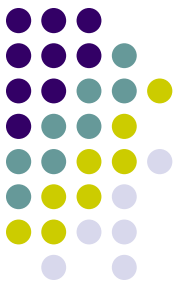


- Context
- Responsibility
- Harmony
- Belief
- Relator

The Clifton StrengthsQuest in Career Services and the Workplace



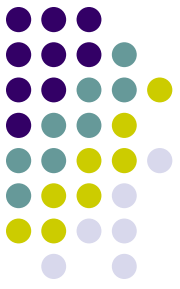
- With a paper and pencil/pen, using your dominant hand, sign your name 5 times.
- Now switch hands and sign your name 5 times with your secondary hand.
- What observations do you see in this challenge?
- Degree of difficulty in signing your name with your dominate hand vs. your other hand?
- We do things/ we are successful because we use those things that are (?natural) to us.



What is a strength?

- Strength = the ability to provide consistent, near-perfect performance in a given activity
- Enables and equips you to do certain things very well
- Talent + Knowledge + Skills = Strength

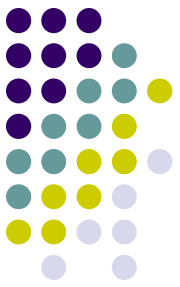
Background of Clifton StrengthsQuest



- The Gallup Organization

Donald Clifton – University of Nebraska

- Over 2 million interviews to-date
 - 36 countries
 - Business Administrators, Educators, Lawyers, Housekeepers, Medical Professionals, Athletes etc.
- Themes emerged: named 400+ strengths – narrowed to the 34 themes gauged by the Strengths Finder
- Findings = “best of the best” all focused on their strengths



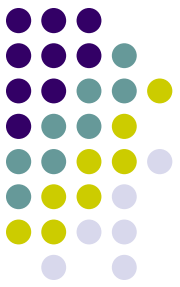
How is Strengths used?

- To understand yourself from a different perspective
 - Helps you to see your full unique potential
 - Articulates what has always been “natural”
 - Serves as a guide to success
 - Lets you know how to steward your strengths
- To understand others in terms of what’s “right” about them
 - Encourages teams of people to work together more cohesively and efficiently
 - Assists in helping others recognize where they are different and the benefits that can come from those differences

How is Strengths different?



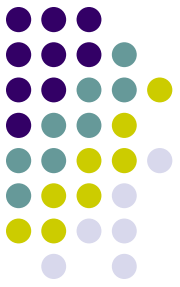
- Society:
 - Identify, analyze and fix areas of weakness to become strong
 - Study failure to understand success
 - Value placed on well-roundedness, “renaissance man” view
 - Language of frailty: Psychosis, schizophrenia, multiple personality disorder
 - Non-experts have understanding of this language



The difference is...

- Strengths Finder: (Positive Psychology)
 - Provides language for what and how people do things well
 - Manage weaknesses
 - Gather people around you who can cover those areas
 - Use strengths to manage weaknesses
 - Build life around strengths
 - Study success to understand success
 - Bank of America...

The StrengthsFinder Assessment



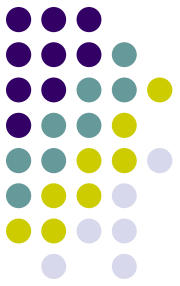
- The SQ instrument – the Clifton StrengthsFinder – 180 paired comparison items.
- Online assessment takes 30 minutes
- Immediately receive a report that lists their top five themes of talent in order of their dominance for each individual.

Focusing on your uniqueness

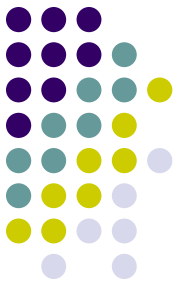


- 34 different strengths
- 33,700,000 combinations of the top 5 strengths
- You can do one thing better than the next 10,000 people

Understanding Strengths

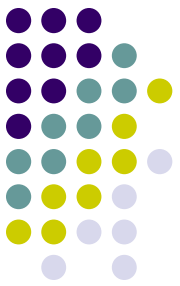


- Relating – how you see others and build relationships
- Impacting – how you influence others
- Striving – how you attain goals and approach tasks
- Thinking – how you collect and organize information



List of 34 Strengths

- Achiever
- Activator
- Adaptability
- Analytical
- Arranger
- Belief
- Command
- Communication
- Competition
- Connectedness
- Consistency
- Context
- Deliberative
- Developer
- Discipline
- Empathy
- Focus
- Futuristic
- Harmony
- Ideation
- Includer
- Individualization
- Input
- Intellection
- Learner
- Maximizer
- Positivity
- Relator
- Responsibility
- Restorative
- Self-Assurance
- Significance
- Strategic
- Woo



A leader's perspective

- Assess strengths of team
- Plug them into positions where they will be able to use and develop their strengths on a consistent basis
- Mentor and lead them in a way that will speak to their strengths
- Help them determine how to use their strengths to build up areas of weakness

StrengthsQuest



- Chip Anderson – “Discover and Develop Your Strengths in Academics, Career, and Beyond”
- Ability to see 34 Strengths and know how to develop your top 5 to bring personal success
- Take understanding of your top 5 Strengths and see how you can be an academic success

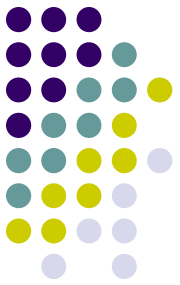


StrengthsQuest

- Tools to use in connecting your Strengths to Academics, Career, and Beyond.

<http://www.strengthsquest.com/>

- Sections in StrengthsQuest...
Description, development, academics, careers.



Doug's Strengths...

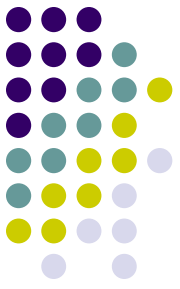
- Responsibility
- Harmony
- Connectedness
- Empathy
- Consistency
- (Belief)

Eileen's Strengths...



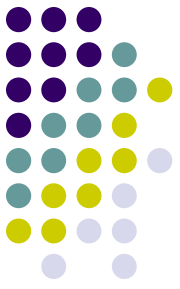
- Maximizer
- Empathy
- Strategic
- Self-assurance
- Input

Strengths in the Workplace



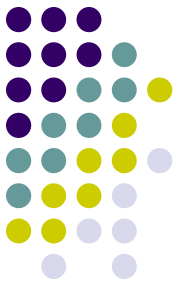
- Research shows only 17% of employees use their strengths at work
- Corporate cultures often center on “fixing weaknesses”
- Peter Drucker, 1966 *The Effective Executive*
 - “*The effective executive builds on strengths – their own strengths, the strengths of superiors, colleagues, subordinates and on the strengths of the situation.*”

Strengths Movement Taking Hold



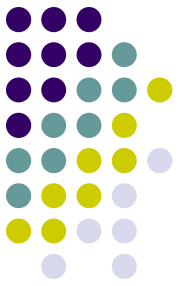
- Wells Fargo, Intel, Best Buy, Accenture
- Toyota – 3 day Great Manager Training
- Yahoo – Require SQ Survey for all employees
- Non – Profits – U.S. Coast Guard, American Society on Aging, New Zealand Ministry of Youth Development
- Ingham County Michigan- Juvenile Justice System

Most Recent Workplace Applications



- “Go Put Your Strengths to Work”, Marcus Buckingham – Co-Author of the International Best sellers “First Break all the Rules” and ‘Now, Discover your Strengths”
- Assess how engaged your Strengths are in the Workplace – www.simplystrengths.com
- Strengths Engagement Track (SET) measures how you are engaging strengths in your work and combine individual scores to look at the team

Most Recent Campus Applications



- Point Loma Nazarene University
(slides # 24 - #38)
- Azusa Pacific University
(slides # 39 - # 42)
- University of Nevada, Las Vegas
(slides # 43 - # 46)

Point Loma Nazarene University

New Student Orientation

StrengthsQuest Session Outline



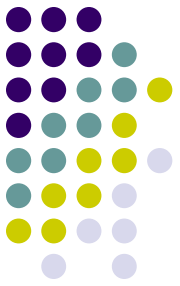
What you should have on hand:

1. Cardstock and markers.
2. Strengths Quest Short Definition List (Theme Descriptions) for every student.
3. Your 34 Strengths Themes Discussion Guide.
4. Strengths Quest session evaluation forms (for students and for facilitators).

Time Activity

10:00 a.m. Go early to meeting room. Write your name and Strengths on the board. Make sure that cardstock and pens/markers are available for students.

Session Begins



- 10:10 a.m. As students are entering have them write their name and 5 strengths on the card stock and create a table so that you can see their name and strengths
- 10:15 a.m. Introductions of facilitator(s)
- 10:20 a.m. Facilitators: share your strengths and the impact that they have had on your life – personal, work, spiritual, career etc. This is very important to think about ahead of time and prepare for, as it may be the most impacting part of the event. Be careful to not drag this on too much because you will want to share your stories later as examples.
(15 Minutes)

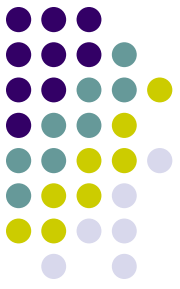
Session Continued



10:35 a.m. Begin going through the different strengths.

1. For the first few strengths pick ones that you are very familiar with so that you can direct the conversation well.
2. Ask the students who have that strength to raise their hand.
3. Pick one of those students to read the short description of the strength.
4. Ask them to give an example of that strength in their own experience. If they have difficulty coming up with anything then ask one or more of the questions from the SQ question sheet.
5. Allow other students with that strength to talk as well.
6. It is very important here that you let the students speak about themselves.
7. Also - try and keep discussions on each strength to at most 7 minutes. This will allow you to get through about 8 or 9 strengths which is only a quarter of them!
8. Try to pick strengths that it looks like are dominant in the room (by looking at their table tents). If there are strengths that you are not as comfortable with - that is ok - share that it is not one of your strengths and ask the students who have that strength to explain it.

Session Concludes

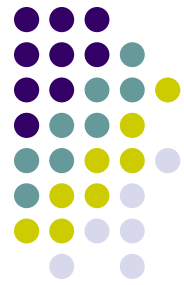


11:45 a.m. Concluding Remarks:

- Start by saying – “I know that we haven’t had time to get through all of the strengths, but you will have more opportunities throughout the school year to explore them.”
- Encourage them to print out their book from the StrengthsQuest website (<http://student.strengthsquest.com>).
- Remind them that they can get the advice sheets from **Career Services** and **Spiritual Development** (remind them where they are located).
- Share with them that their RDs and RAs are trained to help them think through their strengths as well as other student development professionals and faculty. Encourage them to talk to these resource people to explore their strengths further.

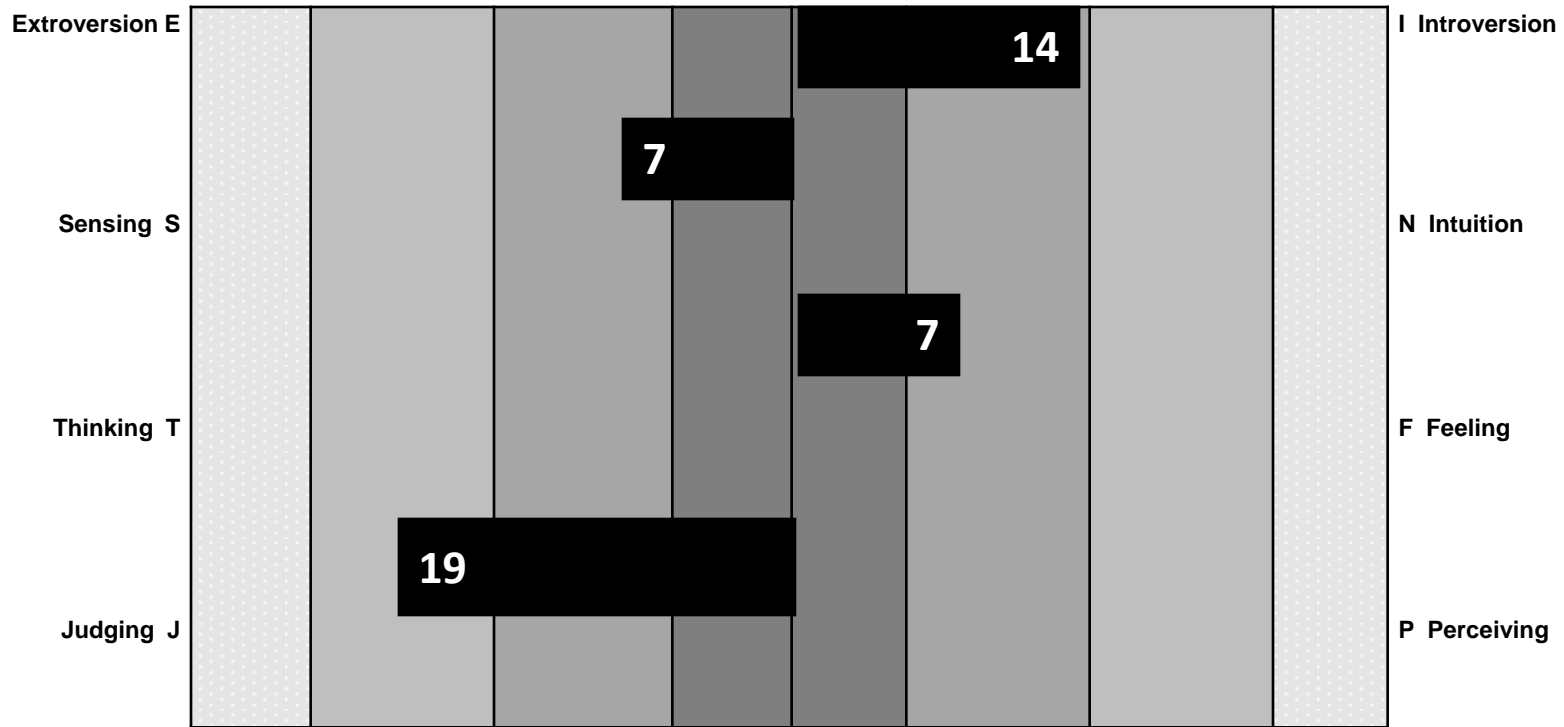
Noon **Finished**

2007 Freshman Profile



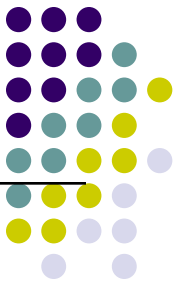
Clarity of Reported Preferences: ISFJ

Very Clear Clear Moderate Slight Slight Moderate Clear Very Clear

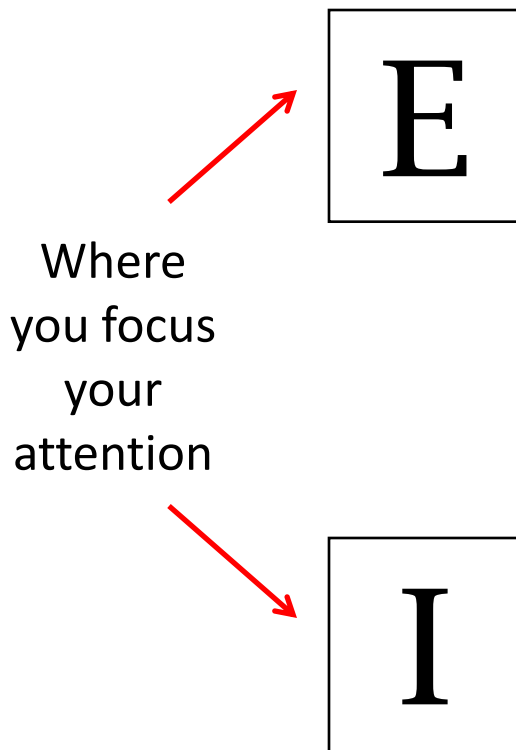


PCI Results Introversion 14 Sensing 7 Feeling 7 Judging 19

Summary of MBTI Results - ISFJ



2007 Freshman Profile



E

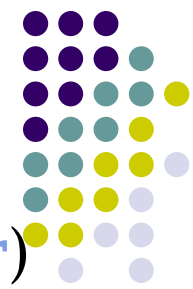
Extraversion -

People who prefer Extraversion tend to focus their attention on the outer world of people and things.

I

Introversion - (Harmony)

People who prefer Introversion tend to focus their attention on the inner world of ideas and impressions.



Sensing – (**Discipline, Achiever**)

People who prefer Sensing tend to take in information through the five senses and focus on the here and now.

S



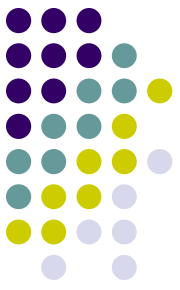
The way you
take in
information

Intuition – (**Arranger**)

People who prefer Intuition tend to take in information from patterns and the big picture and focus on future possibilities.

N





Thinking –

People who prefer Thinking tend to make decisions based primarily on logic and on objective analysis of cause and effect.

T



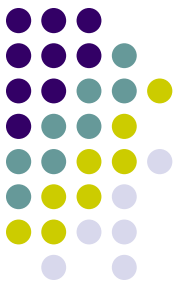
The way you
make
decisions

Feeling – (**Discipline, Harmony, Responsibility**)

People who prefer Feeling tend to make decisions based primarily on values and on subjective evaluation of person-centered concerns.

F





Judging – (Discipline, Harmony, Responsibility, Achiever, Arranger)

People who prefer Judging tend like planned and organized approach to life and prefer to have things settled.

J



How you deal with the outer world

P



Perceiving – (Arranger)

People who prefer Perceiving tend to like a flexible and spontaneous approach to life and prefer to keep their options open.

Clifton StrengthsFinder

Theme Descriptions



Discipline

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

Harmony

People strong in the **Harmony theme** look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

Responsibility

People strong 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.

Achiever

People strong in the **Achiever theme** have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

Arranger

People strong in the **Arranger theme** can organize, but they also have a flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

Strengths Themes Discussion Guide



Discipline – How does order help you? How do you like to have your day structured? Describe your room.

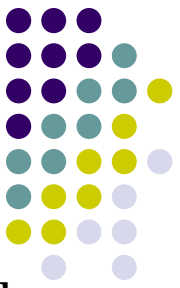
Harmony – Describe how you encourage others to work together or how you help people in conflict reach an agreeable consensus.

Responsibility – Do you ever feel guilty? For what? When? What do you feel responsible for right now? How often do you say “no”?

Achiever – Tell me about a typical day for you. What is it like to have this strength? What do you enjoy about your day? What goals are you working toward?

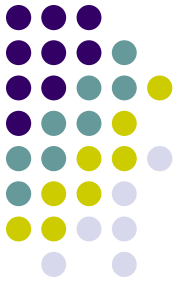
Arranger – List all of the “balls” you have in the air at the moment. What do you like best about pulling all of the pieces together? Do you enjoy organizing a big event?

Discipline - General Description



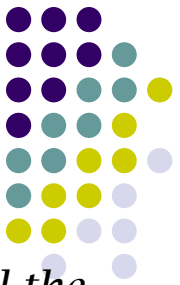
Your world needs to be predictable. It needs to be ordered and planned. So you instinctively impose structure upon your world. You set up routines. You focus on timelines and deadlines. You break long-term projects into a series of specific, short-term plans, and you work through each plan diligently. You are not necessarily neat and clean, but you do need precision. Faced with the inherent messiness of life, you want to feel in control. The routines, the timelines, the structure; all of these help to create this feeling of control. Lacking this theme of Discipline, others may sometimes resent your need for order, but there need not be conflict. You must understand that not everyone feels your urge for predictability; they have other ways of getting things done. Likewise you can help them understand and even appreciate your need for structure. Your dislike of surprises, your impatience with errors, your routines, and your detail orientation don't need to be misinterpreted as controlling behaviors that box people in. Rather, these behaviors can be understood as your instinctive method for maintaining your progress and your productivity in the face of life's many distractions.

Discipline – Career Description



- Take part in organizing events and people.
- Your organizing skills should be helpful in administrative positions.
- Find jobs that require exactness.
- You will be appreciated in most work settings because of your follow-through and the fact that you work systematically.
- You can do a lot to help others become organized. This makes them become more effective and improves their follow-through. You will be making a valuable contribution.
- In many ways you are a perfectionist. While some may criticize your perfectionism, just think of all the professions in which you wouldn't want someone who wasn't a perfectionist (e.g., airplane pilot, brain surgeon, accountant, etc.).
- Take on a career in which you can maintain order for yourself and others.

Discipline - Spiritual Description



But all things should be done decently and in order. 1 Corinthians 14:40

All this, in writing at the Lord's direction, he made clear to me—the plan of all the works.

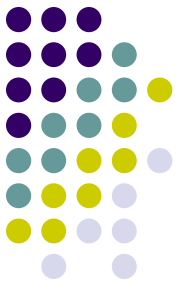
1 Chronicles 28:19

The plans of the diligent leads surely to abundance, but everyone who is hasty comes only to want. Proverbs 22:1-5

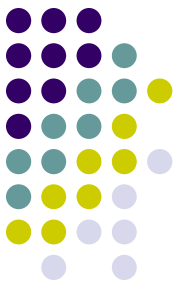
If you are particularly talented in Discipline, you enjoy routine and structure. Your world is best described by the order you create.

1. Volunteer to be part of a cleaning day at your church. Help bring neatness and order to the area you are assigned.
2. Volunteer to create a timeline, including celebrations of milestones for major projects in your church, such as a building fund campaign, Sunday school attendance recognition, or a “paint-a-thon.”
3. Volunteer to keep the church calendar of events current and accurate.
4. Make Bible reading and prayer part of your daily routine. You’ll come to love the predictability, and you will grow spiritually as a result.
5. In your Bible study, look for time when God brought chaos. You’ll see it in Genesis at the Creation, and you will see it all the way through Revelation, when God returns to claim His own out of worldly chaos.

Discipline - Spiritual Continued



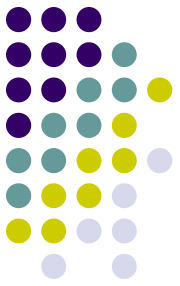
6. Recognize that others may not be as disciplined as you are. Sometimes, their processes will seem clumsy and disorganized to you. Try to look beyond the processes, and instead assess the results. Remember that even though God brought you out of chaos in Creation, the crowning achievement of Creation was fallible, unpredictable human beings.
7. Volunteer to help keep or organize your church's records. Your Discipline talents will make preparing the annual report much easier. In fact, you may enjoy preparing the report, gathering and organizing all the information so that it is a coherent whole.
8. Learn the art of forgiveness, especially the art of forgiving yourself. Even though perfection is your goal, accept the fact that you and others will rarely Recognize that mistakes might depress you. Precision is a core part of who you are; however, you must find ways to move through these moments of annoyance to prevent becoming discouraged.
9. reach perfection. Forgive and move on, celebrating the excellence achieved in spite of imperfection.
10. Choose to serve on committees and join groups in the church that have structure and established routines. Groups and committees without well-defined processes and expectations will frustrate you.



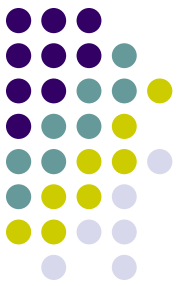
Strengths Use at APU

- Strengths-based Campus
- Freshmen “Beginnings” CSA 101 course
 - 10 week intro course; take Strengths; use activities, exercises, reflection, etc on SQ
- Sophomore Program
- Omega (seniors) Program
- President, Trustee, Administration, Faculty, Staff – training times

Strengths at APU continued

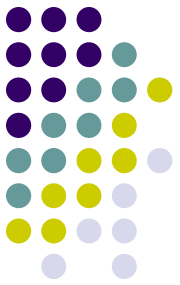


- Lilly Vocation Initiative grant subsidizes online SQ codes for Transfers.
- Career Services staff trained in Strengths; require Transfers Students taking SQ assessment to a one hour session with Career Counselor
- Understanding that success in the past, present or future comes because of Strengths
- Academic Success – chapters in SQ book
- Career Planning – chapters in SQ book



Strengths at APU continued

- “Calling, Major, and Career Exploration: A Strengths-Based Approach to Life Planning”
- 3 unit course; takes Dr. Anderson’s online 10 sessions into a classroom setting.
- Gallup research indicates a need for 5-6 hours of reflection, action, exercise to really understand our Strengths and use.



Strengths at APU continued

- Noel Academy for Strengths-Based Leadership and Education housed at APU

<http://www.apu.edu/strengthsacademy/>

- Other websites:

<https://www.strengthsquest.com>

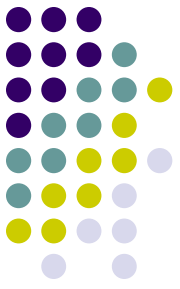
<http://www.gallup.com/>

Strengths Use at UNLV



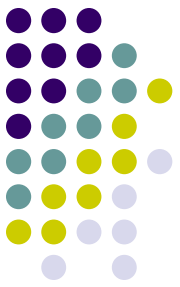
- Looked for Professional Development Tool
 - Institution with growing pains & over-stretched staff
 - Workplace concerns
 - Need for a positive focus
 - Maximize work teams and productivity
- Student Affairs Training & Development Committee
 - Faculty presenter already versed in Strengths
 - Offered SQ Assessment and session each semester for 25 student affairs staff – booked quickly with waiting list
 - T&D Committee members pursued training

Career Services (CS) Staff Development



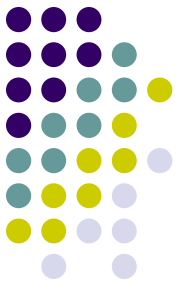
- All CS staff took Strengths Finder
- Half day retreat for staff team
- Follow up exercises in each staff meeting
 - Each team member describes a strength and how used in work environment
 - Theme dynamics – explore how team members themes compliment each other and where conflict may arise.
 - Maximizing talent – explore how we use strengths around team projects and define staff roles.

Results and Future Directions



- Two Student Affairs staff trained.
- Request for presentations with student leaders
- Request for department sessions and work with leadership teams – interest in work with students
- Allows teams to redefine roles and effectively use talents when pursuing projects
- Creates more dialogue around strengths for relationship/team building
- Future implications for campus work around student retention and Career Services

The Clifton StrengthsQuest in Career Services and the Workplace



- **QUESTIONS?**

- **Further contact:**

- Eileen McGarry – eileen.mcgarry@unlv.edu
- Charlie Howard – CharlieHoward@pointloma.edu
- Doug Stude – dpstude@apu.edu

THANKS FOR ATTENDING!

The Clifton StrengthsQuest in Career Services and the Workplace

