CliftonStrengths (StrengthsFinder)
Ken Barr Jr.
Gallup-Certified Strengths Coach, LPC, NCC

Input
Maximizer
Arranger
WOO
Learner
STAND UP IF YOU ALWAYS...
Stand up if you always...

talk to people in elevators, airplanes, stores, and wherever you go.
Stand up if you always...

write down a list of things to do.
Stand up if you always...

write down a list of things to do.
Stand up if you always...

seek a familiar face at a big party.
Stand up if you always tend to be skeptical until given some proof.
Stand up if you always...

trust your intuition.
Stand up if you always...
clean your house or apartment before you can relax.
Stand up if you always...

figure out the plot of the movie before anyone else does.
Stand up if you always...

push the elevator button to “remind” the elevator you are there.
Stand up if you always...

have a color-coded or otherwise organized closet.
Stand up if you always...

give the most perfect and thoughtful gifts.
Stand up if you always...

cry while watching movies, TV shows, or commercials.
CliftonStrengths

At My Best

What is StrengthsFinder

Five Clues to Talent

Employee Engagement (what’s in it for me)

Resources
YOU “AT YOUR BEST”

Describe a time in your life when you were most fulfilled or performing at your best—What were you doing? How did it feel?
Strengths Drives Engagement

ENGAGEMENT DRIVES PERFORMANCE
Awareness Test
Psychology

WHAT'S WRONG WITH PEOPLE
The #1 selling book on Amazon isn’t a book.

It’s a movement.
What is StrengthsFinder®?

- Web-based assessment from the perspective of positive psychology
- 177 items over a secure Internet connection
- Each item lists a pair of potential self-descriptors
- Participant chooses statement in each pair, and to what extent
- 20 seconds to respond
Conceptual Answer

- Long-standing patterns of thought, feeling, and behavior
- Persistent nature
- Enduring human qualities
Your top 5 give you insight about how you naturally...

THINK

FEEL

BEHAVE
Ken Barr

SURVEY COMPLETION DATE: 02-05-2007

Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, but an awareness and understanding of your natural talents will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your “top five.”

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

Input

You are inquisitive. You collect things. You might collect information—words, facts, books, and quotations—or you might collect tangible objects such as butterflies, baseball cards, porcelain dolls, or sepia photographs. Whatever you collect, you collect it because it interests you. And yours is the kind of mind that finds so many things interesting. The world is exciting precisely because of its infinite variety and complexity. If you read a great deal, it is not necessarily to refine your theories but, rather, to add more information to your archives. If you like to travel, it is because each new location offers novel artifacts and facts. These can be acquired and then stored away. Why are they worth storing? At the time of storing it is often hard to say exactly when or why you might need them, but who knows when they might become useful? With all these possible uses in mind, you really don’t feel comfortable throwing anything away. So you keep acquiring and compiling and filing stuff away. It’s interesting. It keeps your mind fresh. And perhaps one day some of it will prove valuable.

Maximizer
StrengthsFinder Themes

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
The 34 Themes of Talent Measured by StrengthsFinder®

Top 5 Talent Themes
(a theme is a group of similar talents)

278,256 possible unique combinations
33,390,720 different permutations with unique order
## Strengths

### The Four Domains of Leadership Strength

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Five Clues to Your Talents
An Argument!

What kinds of activities are you naturally drawn to?

Organizing a closet
Rapid Learning

Choosing the perfect gift

2. What kinds of activities do you seem to pick up quickly?

Meeting someone new
In what activities did the “steps” just come to you automatically?

Event Planning
Glimpses of Excellence

The Perfect Advising Session

During what activities have you had moments of subconscious excellence, and you think, “How did I do that?”

Fixing something
Satisfaction

Capturing an audience

What activities give you a kick, either while doing them or immediately after finishing them, and you think, “Oh, when can I do that again?”

✓ Checking it off the list
PEOPLE WHO FOCUS ON USING THEIR STRENGTHS . . .

. . . are three TIMES more likely to report having an excellent quality of life

. . . are six TIMES as likely to be engaged in their jobs
3 Types of Employees

**Engaged**
These employees are loyal and psychologically committed to the organization. They are more productive and more likely to stay with their company.

**Not Engaged**
These employees may be productive, but they are not psychologically connected to their company. They are more likely to miss workdays and leave the organization.

**Actively Disengaged**
These employees are physically present but psychologically absent. They are unhappy with their work situation and insist on sharing this unhappiness with their colleagues.
What “Active Disengagement” Looks Like...
Engaged Employee

33% of US Working Population*
13% of Global Working Population*

Not Engaged Employee

49% of US Working Population*
63% of Global Working Population*

Actively Disengaged Employee

18% of US Working Population*
24% of Global Working Population*
Why Employee Engagement?
WIIFM
What’s In It For Me?

22% higher profitability
21% higher productivity
10% higher customer engagement
37% lower absenteeism
65% lower turnover
28% less shrinkage
48% fewer safety incidents
41% fewer defects
Improve well-being by maximizing the amount of time people spend using their strengths.

People who focus on using their strengths are 3X as likely to report having an excellent quality of life.
How This Works...
Empathy

Life is not measured by the number of breaths we take, but by the moments that take our breath away.
Your interpretation of your **STRENGTHS** helps you build your **UNIQUE BRAND** as a leader/partner/colleague.

**AFFECTS**

How you manage, mentor, and lead
How you understand others
How you succeed

Talking about your strengths provides stability for the people in your constituencies.
Applications

Employee Development

Team Blends

Interviewing Prep

Career Exploration/Job Crafting

Leadership
Think About...

The Best Leader You Have Ever Known

Name One Trait That Made Them A Great Leader
"You can do what I cannot do. I can do what you cannot do. Together we can do great things."

— Mother Teresa
LET’S CONNECT! #WOO

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