

RUTGERS

**Discovering and Leveraging Your
Unique Strengths**

RBHS Staff Mentoring Program | 2/23/21

Goals & Agenda for Today



Learn

core concepts associated
with strengths-based
development



Discover

your own unique talents and
those of other program
participants



Identify

ways to apply this knowledge to
your own strengths development
and to empowering others

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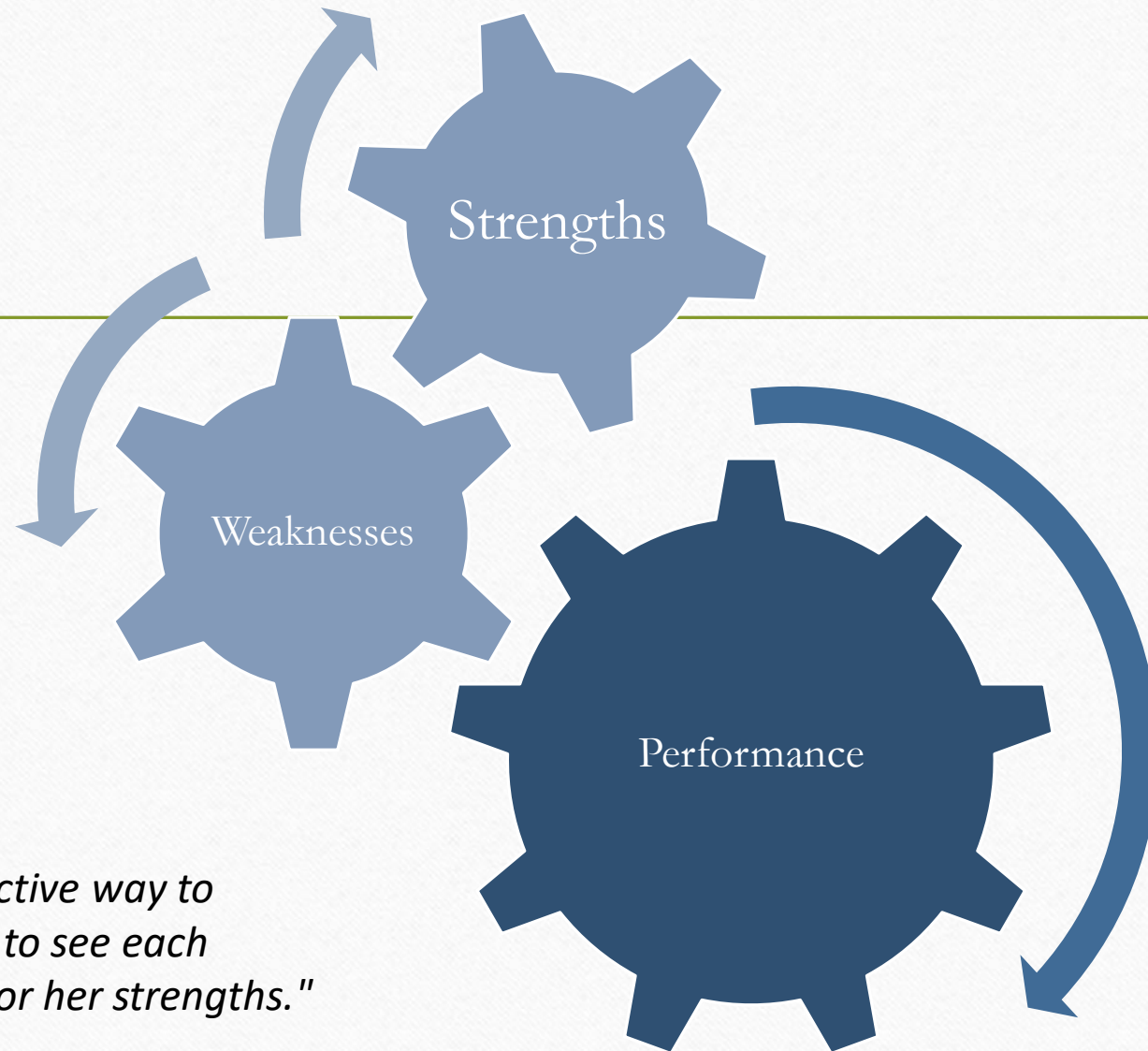
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“What will happen when we think about
what is **right** with people rather than
fixating on what is **wrong** with them?”

-Don Clifton, Ph.D.



"There is no more effective way to empower people than to see each person in terms of his or her strengths."

Strengths-based Development

Born out of Gallup's Employee
Engagement Research

- **Three Types of Employees:**
 1. Engaged
 2. Disengaged
 3. Actively Disengaged



Gallup Q12 (Employee Engagement Index)

1. Do you know what is expected of you at work?
2. Do you have the materials and equipment to do your work right?
3. **At work, do you have the opportunity to do what you do best every day?**
4. In the last seven days, have you received recognition or praise for doing good work?
5. Does your supervisor, or someone at work, seem to care about you as a person?
6. Is there someone at work who encourages your development?
7. At work, do your opinions seem to count?
8. Does the mission/purpose of your company make you feel your job is important?
9. Are your associates (fellow employees) committed to doing quality work?
10. Do you have a best friend at work?
11. In the last six months, has someone at work talked to you about your progress?
12. In the last year, have you had opportunities to learn and grow?

People Working in their Strengths Zone...



are **3 x** as likely to report having
an excellent quality of life



are **6 x** as likely to be
engaged in their jobs

People Working in their Strengths Zone...



look forward to going to work



have more positive than negative interactions with coworkers



treat customers/patients better



tell their friends they work for a great organization



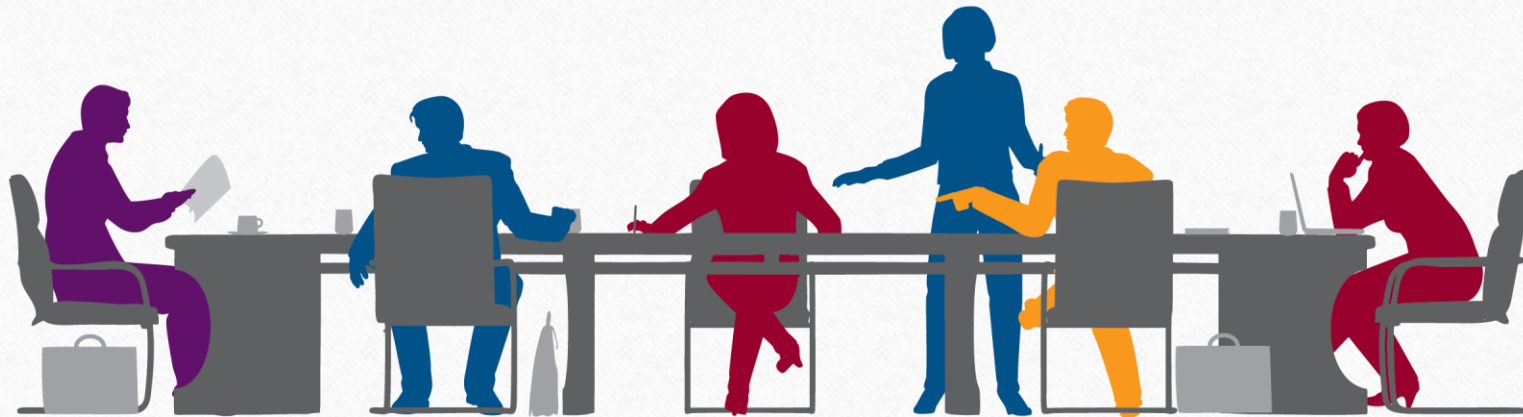
achieve more on a daily basis (30% more productive!)



have more positive, creative, and innovative moments

Each of us has valuable talents.

The more we **know** about them, the more we can **understand** what makes us **special**, and the better we can **apply** our talents to do things exceptionally well.



Strengths Formula

TALENT

a natural way of thinking, feeling,
or behaving

X INVESTMENT

time spent practicing, developing
your skills, and building your
knowledge base

= STRENGTH

the ability to consistently provide
near-perfect performance

Clifton StrengthsFinder Assessment: 34 “Talent 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

Key Data Points

1 million work
teams

20,000
interviews

24,723,244
assessed

Key Data Points

- **1 in 275,000** same top 5, regardless of order
- **1 in 33 million** same top 5, same order

There's only one you!





3-Minute Break

Your Top 5



Read your **Strengths Insight Guide** to discover your top five talent themes.

- **Highlight** and/or underline the words or phrases that best describe you.
- When you're done, share (in the chat) which of your top 5 is *exciting* you the most right now and why.

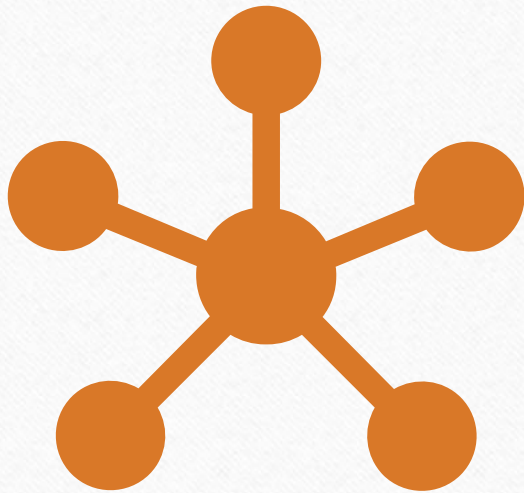
First Impressions



Pair and Share:

- What was your first impression of your Top Five?
- Where do you see your top themes in your life?

Make Connections



Pair and Share:

- Which theme do you think you use the most?
- What theme do you want to be known for?

Next Steps: Assignment by March 23rd

Record: Best/Worst Part of Your Day

- for three days during the week
 - How does what you learn relate to your top 5 themes?
- share findings with mentor/peer-mentor

Share Your Strengths

- Share your top 5 Guide with at least one person who is closest to you.
- Ask them these three questions:
 1. *What was your initial reaction when you read my top 5?*
 2. *Which theme do you see most in me?*
 3. *Can you give me an example?*

Thank You!

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