Creating Our Best Selves
Through Strengths and Wellbeing

Develop and Apply your Strengths

Strengths Quest: Helping Students, Staff, and Faculty Achieve Academic, Career, and Personal Success

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The truths
✓ As you grow you become more of who you already are
✓ You are going to grow and develop the most in your areas of strength
✓ What your team needs of you most of all is for you to bring your strengths deliberately

DVD: Which parts of a person can you change?

The Language

Stations
(a natural way of thinking, feeling, or behaving)

Investment
(time spent practicing, developing your skills, and building your knowledge base)

Strength
(the ability to consistently provide near-perfect performance)

Strengths Development Framework

“A talent is like a precious jewel. It can be covered by dirt, yet it is unchanged by the dirt. Through the process of development, we bring the jewel into the light where it can shine.”
-Donald Clifton
Why do conversations about strengths matter?

• Engaged
  – These employees are loyal and productive. They are likely to stay with their company for at least a year. They are less likely to have accidents on the job and to steal.

• Not Engaged
  – These employees may be productive, but are not psychologically connected to their company. They are more likely to miss work days and to leave.

• Actively Disengaged
  – These employees are physically present but psychologically absent. They are unhappy with their work situation and insist on sharing this unhappiness with colleagues.

Are you engaged?

Strengths Awareness → Confidence → Self Efficacy → Motivation to excel → Engagement

Apply strengths to areas needing improvement → Greater likelihood of success

Strengths video: Long Legs Long Lashes
Activity: Applying Your Strengths

Take a moment and jot down your thoughts related to the following questions:

✓ What do you enjoy most about your role at South Mountain Community College?

✓ What is one performance goal are you focused on this month?

✓ Identify one of your strengths or themes that you used in the past 10 days to assist you in reaching this performance goal?

✓ Did you partner with anyone with a complementary strength to assist you in reaching this performance goal? What was the complementary strength you partnered with?

Turn to someone at your table and share a discussion on your responses to these questions.
**Activity: Talent Connection**

- Below, place your five Signature Themes in the first column.
- Then, think about what those Signature Themes allow you to do.
- Identify one specific example of when you have recently used each theme. An example is provided for you.

<table>
<thead>
<tr>
<th>Theme</th>
<th>What this allows me to do</th>
<th>When / Where I recently used this theme</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restorative</td>
<td>I listen well and can provide suggestions that help solve problems.</td>
<td>A co-worker was having a hard time finding a solution for a problem a student was having. I was able to understand the situation and offer the input on how the situation could be solved.</td>
</tr>
</tbody>
</table>
Activity: Building Strengths

STRENGTH - What is something at work you enjoy and do well?
________________________________________________________

SKILL
____________________________________________
____________________________________________
____________________________________________

KNOWLEDGE
FACTUAL
____________________________________________
____________________________________________
____________________________________________

EXPERIENTIAL
____________________________________________

TALENT
____________________________________________
**Activity: Critical Tasks**

List your Signature Themes and three critical activities you will perform this week then identify the theme or themes that will help you meet this week’s critical activities.

<table>
<thead>
<tr>
<th>My Themes</th>
<th>Critical Tasks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adaptability</td>
<td>Answer phone questions</td>
</tr>
<tr>
<td>Individualization</td>
<td>Organize student records</td>
</tr>
<tr>
<td>Empathy</td>
<td>Meet with a student one on one</td>
</tr>
<tr>
<td>Responsibility</td>
<td></td>
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<td>Consistency</td>
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**My Themes**

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**My Critical Activities**

- Which of your signature themes seem to have the strongest connection to your critical activities?
- Could you begin to use talents from one or more of your signature themes more consciously in your role? Which ones and how?
- Do some of your required critical activities seem unconnected to your signature themes?
- What overall strategies could you put in place to further capitalize on your signature themes in relation to your role?

We are most successful and most engaged when we use who we naturally are to fulfill the requirements of our role.
Activity: Talents and Goals

- Identify a goal or challenge you are facing in your role right now.
- Specifically, describe it in writing in the center of the circle below.
- In each boxes write the name of one of your top five themes you could leverage to meet the challenge or to achieve the goal.
- Below the theme list one or two specific talents from the theme that you will leverage to meet the challenge or to achieve the goal.
- On the line at the bottom, identify how you will know when you have met the challenge or achieve the goal.
- When you have done this, you will have a simple plan for using your talents to enhance your performance.
**Live Your Strengths!**
- Know your top 5
- Be proud of your top 5
- Post your top 5
- Develop your top 5
- Donate your top 5! Donate them every day!

**Commitments:**

- One of my Signature Themes that I will consciously develop and strengthen:

- One of my Signature Themes I will donate to my work more often than I do now:

- What is one thing you will do starting today to get on and stay on your strengths path?