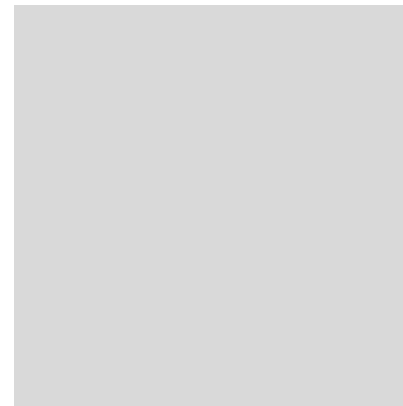


Introducing Strengths and Wellbeing to a  
College Community  
South Mountain Community College  
Phoenix, Arizona



**GALLUP**® StrengthsQuest™

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# South Mountain Community College



# Who do you need to start a revolution?

A leader with high ambitions for the college, and the will to make good on that ambition



# Who do you need to start a revolution?

- A team of architects
  - Maven
  - Connector
  - Salesman
  - Administrative hero
  - Complementary talents



# What do you do to start a revolution?

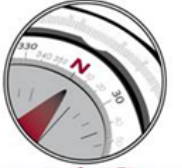
## Communicate a clear purpose



# What do you do to start a revolution?

Introduce Strengths and coach the key influencers

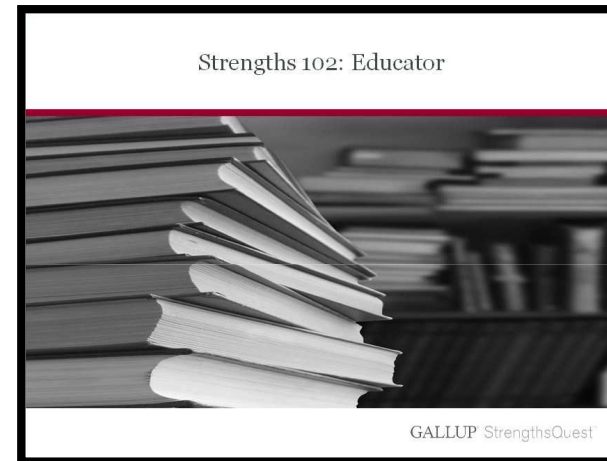
**South Mountain Community College Executive Team**



	Executing								Influencing							Relationship Building							Strategic Thinking										
	Achiever	Arranger	Belief	Consistency	Deliberative	Discipline	Focus	Responsibility	Restorative	Activator	Command	Communication	Competition	Maximizer	Self-Assurance	Significance	Woo	Adaptability	Developer	Connectedness	Empathy	Harmony	Includer	Individualization	Positivity	Relator	Analytical	Context	Futuristic	Ideation	Input	Intellecion	Learner
Shari Olson	1	7						6		4	5		3												9						8	2	10
Helen Smith	9	3	10	6				5					4						7	2												1	8
Lauren Shellenbarger		8	9					10			1					4			5	2		3		6								7	
Janet Ortega	2			10				5	4										7			8				3			9	6	1		
Damita Kaloostian	2		5			4	3	8					4		9										6				10		7	1	
Rob Price			7										4						8						6	5		9	3	2	10	1	

# What do you do to start a revolution?

Select participants for learning excursions



# What do you do to start a revolution?

## Gallup support





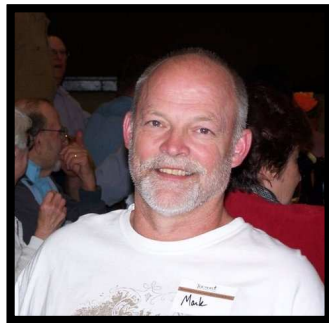
# Spread the revolution

## Learning sessions



# Support the revolution

## Advocates



# Support the Revolution

## Resources

- Time
- Space
- Budget



# Barriers

- Flavor of the month
- Initiative overload
- Why are we doing this?
- Organizational culture change is hard



# Assess the revolution

- Evaluate and report the outcomes
  - Assessment
  - Evaluations
  - Hopes/Goals/Expectations



# Celebrate the revolution

- Select heroes... with care
  - Short term wins
  - Testimonials
  - Celebrate publicly with a story




# Support for your revolution!

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# Professional Development

Visit [www.strengthsquest.com](http://www.strengthsquest.com) Events tab for:

- **FREE webinars:** Intro to SQ, Building a TRiO program, First Year Experience and Managing Codes
  
- **In Person Training:**
  - **Educator Seminar:** This seminar prepares instructors, advisors, and counselors to use StrengthsQuest in the classroom or as part of student activities
  - **MAP StrengthsQuest Seminar:** This seminar prepares instructors, advisors, and counselors to use StrengthsQuest in the classroom or as part of student activities
  - **TEAM SQ:** This seminar prepares staff and/or student teams to analyze the power of each person's talent, the combination of talents they have as a team, the opportunities and the challenges they may encounter and how best to use strengths to achieve goals

# Online Learning – strengths.org

- **The Certificate in Strengths-Based Education is Clifton Strengths School's most comprehensive professional development program. It consists of four online courses and can be completed in four months. It is designed to give educators a comprehensive understanding of the building blocks of a strengths-based education and provide direction for implementing a strengths initiative.**
- **July 2012 – November 2012**
- **For more information, email [StrengthsInfo@gallup.com](mailto:StrengthsInfo@gallup.com)**