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CLIFTON STRENGTHS

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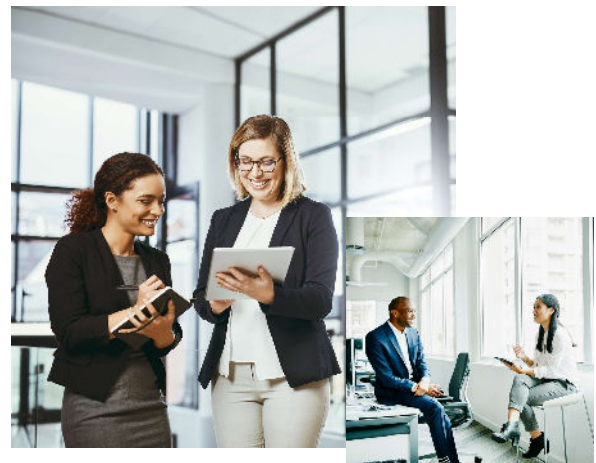
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GOALS

- 01** Learn Strengths basics
- 02** Identify your Strengths and explore impact on results
- 03** Start bringing Strengths into daily interactions - become a *“Common Language”*



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THE MOST EFFECTIVE WAY TO DEVELOP AND EMPOWER PEOPLE IS TO HELP THEM USE THEIR STRENGTHS.

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WHEN WE USE OUR STRENGTHS, WE ...

... have higher levels of energy and vitality

... perform better at work

... are more likely to achieve our goals

... are more engaged at work

... are more confident

... experience less stress

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PEOPLE WHO KNOW AND USE THEIR STRENGTHS ARE:

6x
more likely to
be engaged
at work.

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

PEOPLE WHO USE THEIR STRENGTHS DAILY ARE:

7.8%
more
productive.

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**CLIFTONSTRENGTHS
GIVES TEAMS A
COMMON LANGUAGE
TO BETTER
UNDERSTAND AND
TRUST EACH OTHER'S
CAPABILITIES.**



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TEAMS THAT RECEIVE STRENGTHS-BASED DEVELOPMENT CAN HAVE UP TO:

29%
increased
profit.

19%
increased
sales.

72%
lower
turnover.

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BUILD RELATIONSHIPS

**ESTABLISH CONNECTIONS WITH OTHERS TO
BUILD TRUST, SHARE IDEAS, AND GET WORK DONE.**

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WE USE OUR STRENGTHS TO:

- Build trust with others
- Get work done through collaboration
- Understand how people with different strengths combinations can work together productively



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WHAT IS A WEAKNESS?

A WEAKNESS IS SOMETHING THAT GETS IN THE WAY OF SUCCESS.

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DEVELOP YOUR STRENGTHS; MANAGE YOUR WEAKNESSES



- Focusing on your strengths doesn't mean ignoring weaknesses.
 - If it's a weakness, you must manage it.
- Just like knowing what your talents are, you need to identify areas of weakness.
- This knowledge helps you understand where to — and where not to — direct your energy.
 - Areas of lesser talent don't develop into areas of strength.
 - Your strongest CliftonStrengths represent your best opportunity for success.
- Manage your weaknesses, yet concentrate on developing & leveraging your CliftonStrengths.

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- *Claim them:* Know your weaknesses and how they get in your way.
- *Apply 1 of your CliftonStrengths:* Use 1 of your strongest CliftonStrengths themes to achieve a better outcome.
- *Minimize the effect:* If you can, avoid working in areas of weakness. If you can't, develop a support system, process or strategy.
- *Collaborate:* Find others with complementary talents and ask for help, for support or partnership.
- *Just do it:* Lean in and do your best.

STRATEGIES TO HELP YOU MANAGE AREAS OF WEAKNESS



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GUIDING PRINCIPLES

These guiding principles will help inform the creation of a strengths-based culture.



Themes are neutral.

Themes are not labels.

Lead with positive intent.

Differences are advantages.

People need one another.

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CLIFTONSTRENGTHS DOMAINS

<p>Executing:</p> <ul style="list-style-type: none"> Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative 	<p>Influencing:</p> <ul style="list-style-type: none"> Activator Command Communication Competition Maximizer Self-Assurance Significance Woo 	<p>Relationship Building:</p> <ul style="list-style-type: none"> Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator 	<p>Strategic Thinking:</p> <ul style="list-style-type: none"> Analytical Context Futuristic Ideation Input Intellection Learner Strategic
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YOUR UNIQUE CONTRIBUTION TO THE TEAM

- Circle your Top 5 CliftonStrengths themes. Draw a box around your top 6-10 themes on the worksheet.
- Start exploring the contribution you make to the team.

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Your Unique Contribution to the Team

When you know your unique contribution to the team and on what you do best, you can do more and fulfill your potential.

In the table below, circle your top 10 CliftonStrengths themes and transcribe the questions that apply.

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
Achiever Amager Belief Consistency Deliberative Discipline Focus Responsibility Restraint	Achiever Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Inclusion/Exclusion Risktaker Relator	Analytical Conflict Futuristic Ideation Input Intuition Learner Strategic

In which domain do you have the most themes?
 When have you been successful working within your most dominant domain?

In which domain do you have the fewest themes?
 In which domain do you spend most of your time working?
 In which domain do you wish you could spend more of your time working?

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4 STEPS TO ANALYZE THE TEAM STRENGTHS GRID

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1. Count the number of filled-in boxes (themes 1-10) for each domain to see the team's dominant domain(s) and potential blind spots (typically, themes 30-34).
2. Circle the themes in each domain with 3 or more filled-in boxes (themes 1-10).
3. Circle individuals with 3 or more themes in one domain to see who has dominant domains.
4. Mark team members who have dominant themes no one else has.

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Teams are most effective when they understand what their talents look like, how to purposefully use them, and how to work around or overcome areas where they may be lacking.

What are the most pressing issues facing the team today?

How can we use our strengths to effectively address these issues?

TEAMS THAT VALUE THEIR MEMBERS FOR THEIR STRENGTHS

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TEAM STRENGTHS AND PERFORMANCE

- How does the Team Strengths Grid help explain the team's success?
- How could we have used our team's strengths more effectively?

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Team Strengths and Performance

Think of a time when we functioned well as a team — with speed, collaboration and quality.

How does the Team Strengths Grid help explain the team's success?

Think of a time when we struggled as a team — a project stalled or we did not collaborate.

How could we have used our team's strengths more effectively?

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STRENGTHS-BASED TEAM

A STRENGTHS-BASED TEAM IS A GROUP OF IMPERFECT BUT TALENTED CONTRIBUTORS WHO ARE VALUED FOR THEIR STRENGTHS AND WHO NEED ONE ANOTHER TO REALIZE INDIVIDUAL AND TEAM EXCELLENCE.

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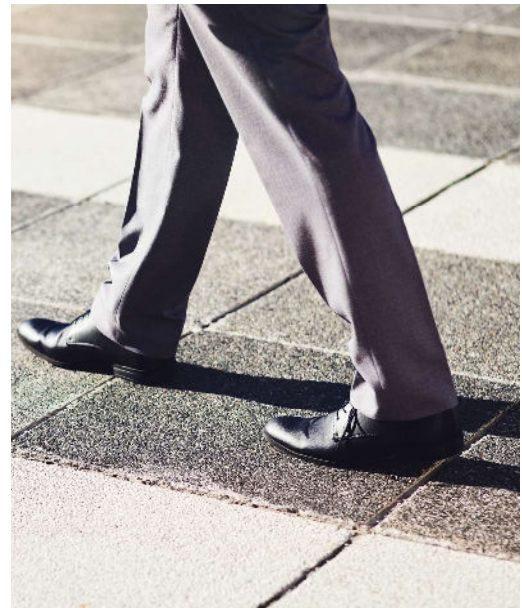


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GOING FORWARD

Next steps

- Regularly review your CliftonStrengths & Team Grid
- View resources and compare colleagues on the "Gallup Access" portal: <https://my.gallup.com/>
- Seek opportunities to speak and apply Strengths so it becomes a "Common Language"



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LET'S CONNECT



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THANK YOU

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