

UNLOCKING POTENTIAL

A PRELUDE TO CLIFTONSTRENGTHS® TRAINING



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Empathy | Connectedness | Learner | Positivity | Strategic

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FIND YOUR PLACE...

You are invited to a party
with people you do not know

Let's go!

Seriously?

FIND YOUR PLACE...

You are asked to participate in a competition and try to win

Let's go!!

Hard Pass

FIND YOUR PLACE...

You are required to work
on a complex project

Details!!

Ideas!!

FIND YOUR PLACE...



Emojis!



So many; so often!!

Rarely!!

FIND YOUR PLACE...

You have to find your way to a place
you've never been before without a GPS

No way!

No problem!

FIND YOUR PLACE...

You have to make a big decision

Follow my gut

Follow the logic

tal·ent | noun

Dictionary: natural aptitude or skill

Clifton: a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

**Talent is the means
to an end,
not the end itself**

- effortlessly and instinctively starting conversations
- thinking in an orderly or timely manner
- being able to easily influence others
- seeing patterns in data
- consistently having a positive outlook on life

A little exercise...



A little exercise...

Which version?

More relaxed

More confident

Better quality

Better quantity

Easier

More consistent

$$T \times I = S$$

Age 6



Age 57



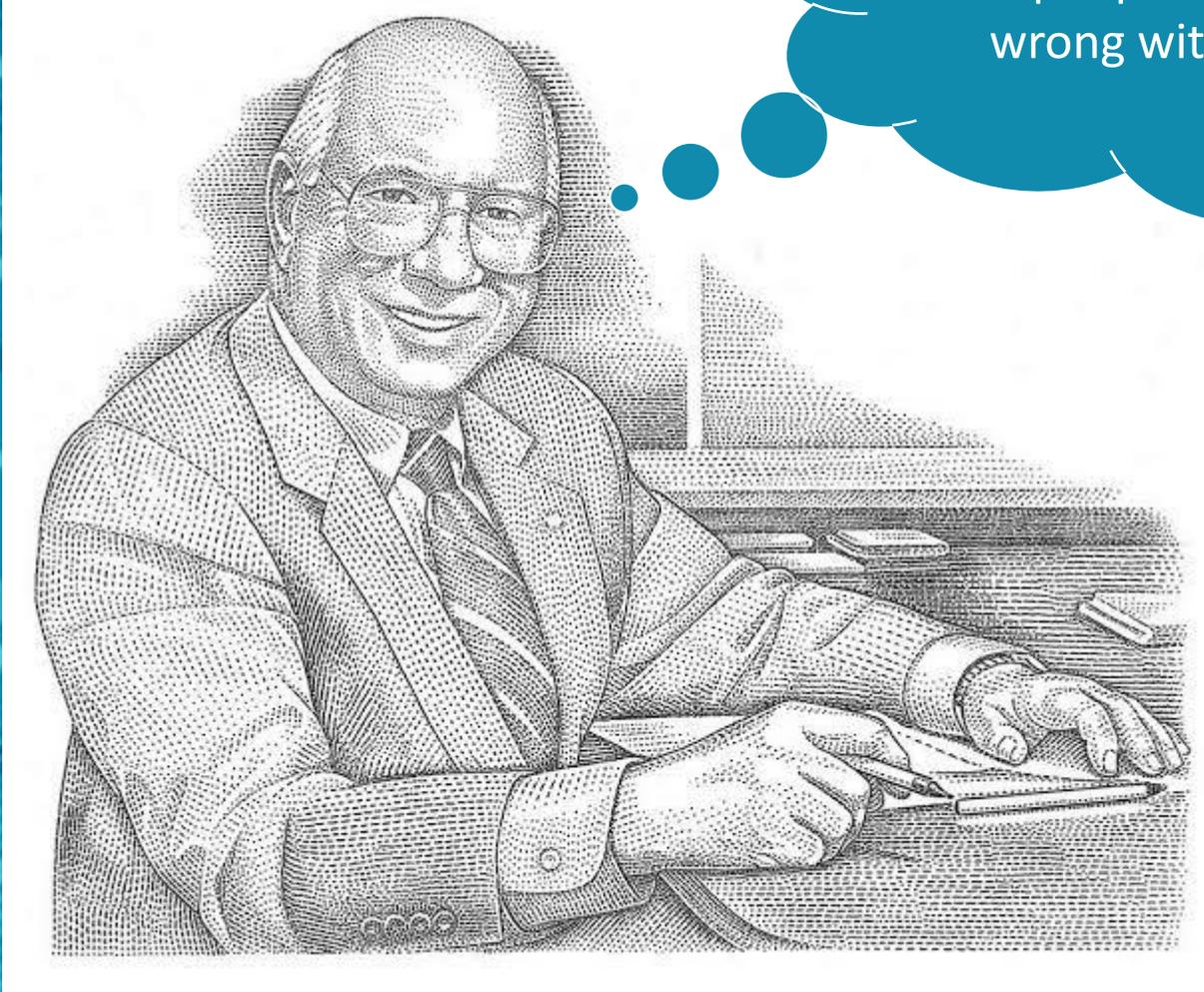
$$\text{Talent} \times \text{Investment} = \text{Strength}$$

a naturally recurring pattern of thought, feeling, or behavior that can be productively applied

Practice
Knowledge
Skills
Resources
Self-awareness

Strength is the ability to consistently provide near-perfect performance in a specific task.

Don Clifton



What would happen if we studied what was right with people versus what's wrong with people?

- founded Selection Research, Inc., which later acquired Gallup Inc., where he became chairman
- developed CliftonStrengths, Gallup's online psychological assessment.
- recognized by the APA as *the father of strengths-based psychology and the grandfather of positive psychology.*

Some data

- Grounded in 40+ years of research, including millions of interviews
- Determined 34 themes of talent across 4 domains
- Assessment ranks the 34 themes in order of intensity
- Over 31 million people worldwide have taken the assessment



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Some data

- Race, gender and nationality indicate almost nothing about a person's strengths.
- A strengths-based philosophy improves employee engagement for stronger performance outcomes.
- Strengths affect team performance, especially when they're coached.

Some data

People working in their Strengths Zone...

Look forward to going to work

Have more positive than negative interactions with coworkers

Tell their friends they work for a great company

Achieve more on a daily basis

Treat customers better

Have more positive, creative, innovative moments

Are more confident

Are more likely to achieve their goals

Are more likely to report having ample energy

Some data

Strengths-based development helps workgroups realize up to:

29% increased profit

19% increased sales

72% lower turnover

15% employee engagement

59% fewer safety incidents

7% higher customer engagement

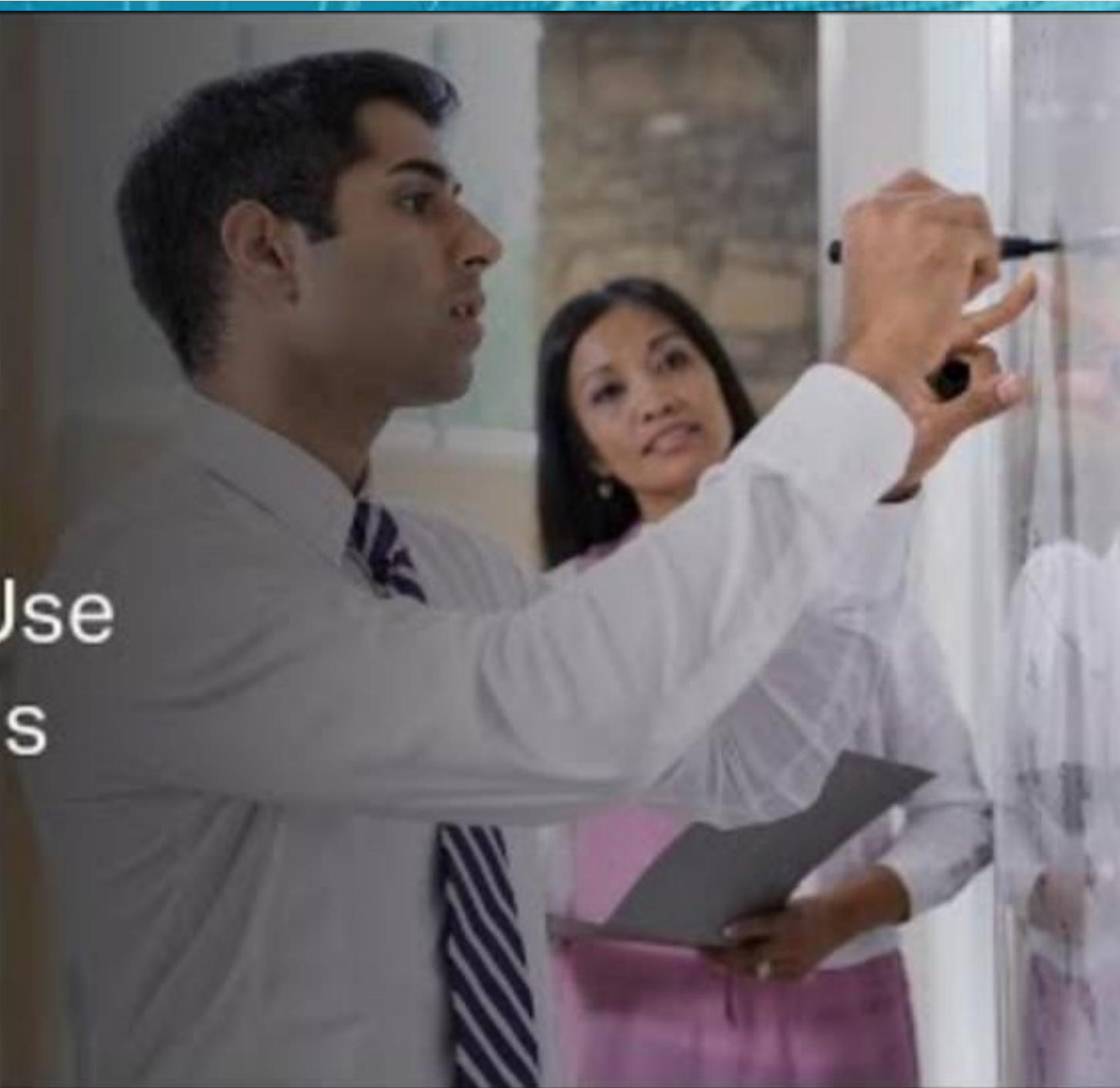
GALLUP®

Using
CliftonStrengths
to Improve
Performance



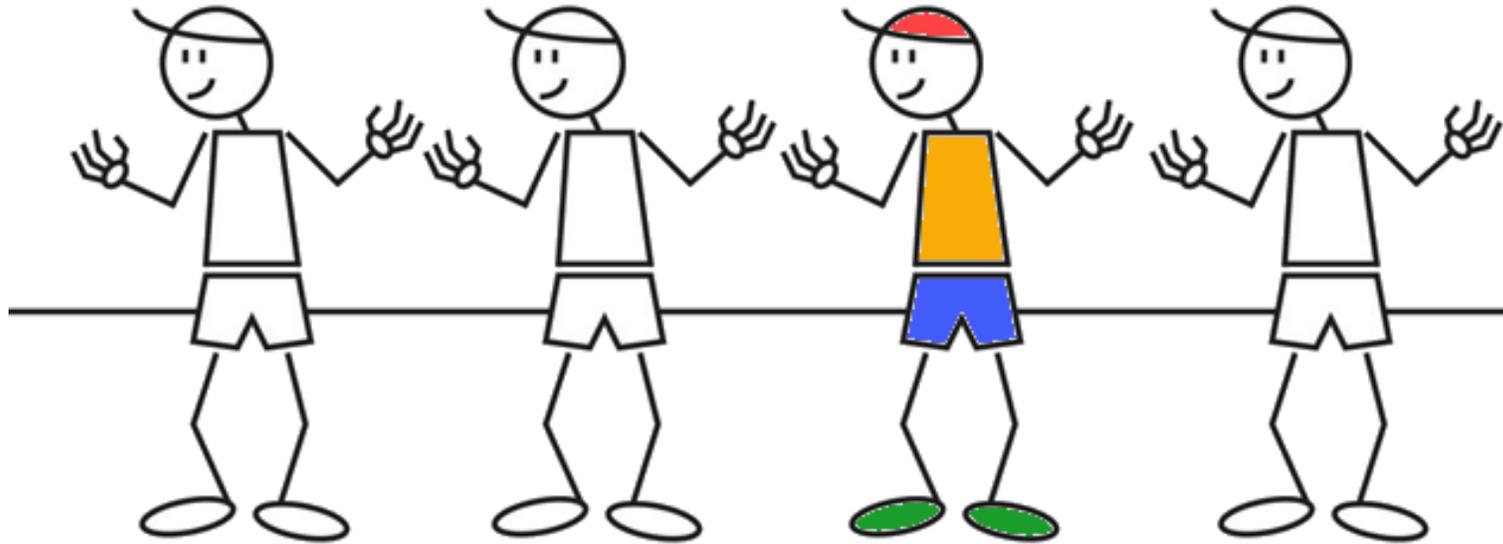
GALLUP®

How
Organizations Use
CliftonStrengths
For Growth

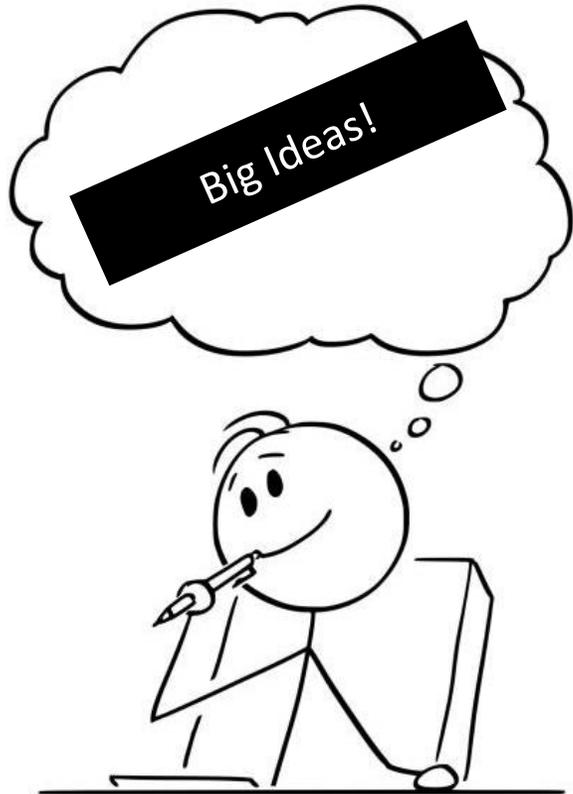




Anecdotes



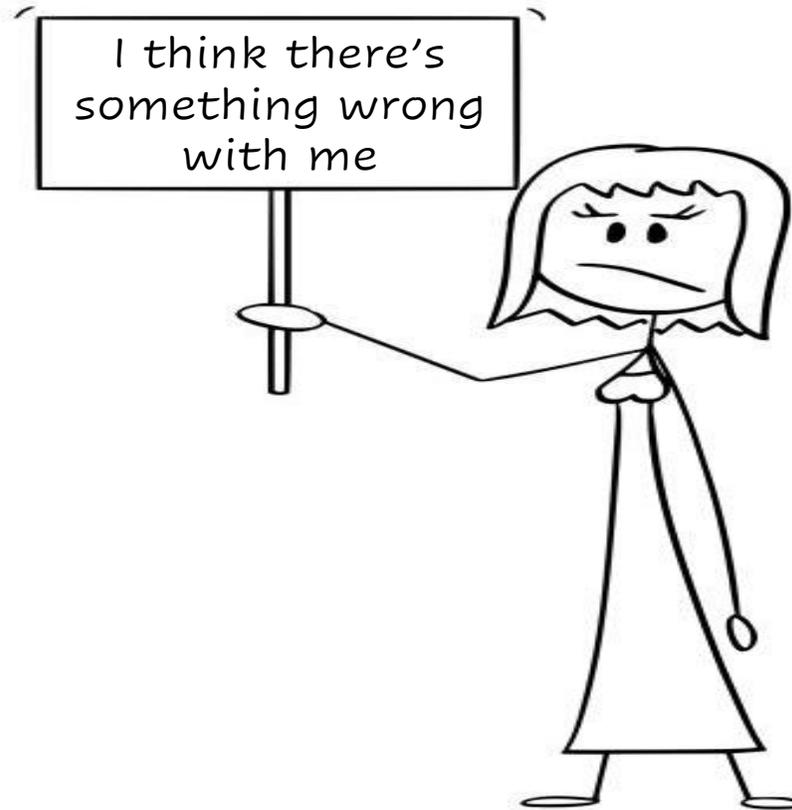
Anecdotes



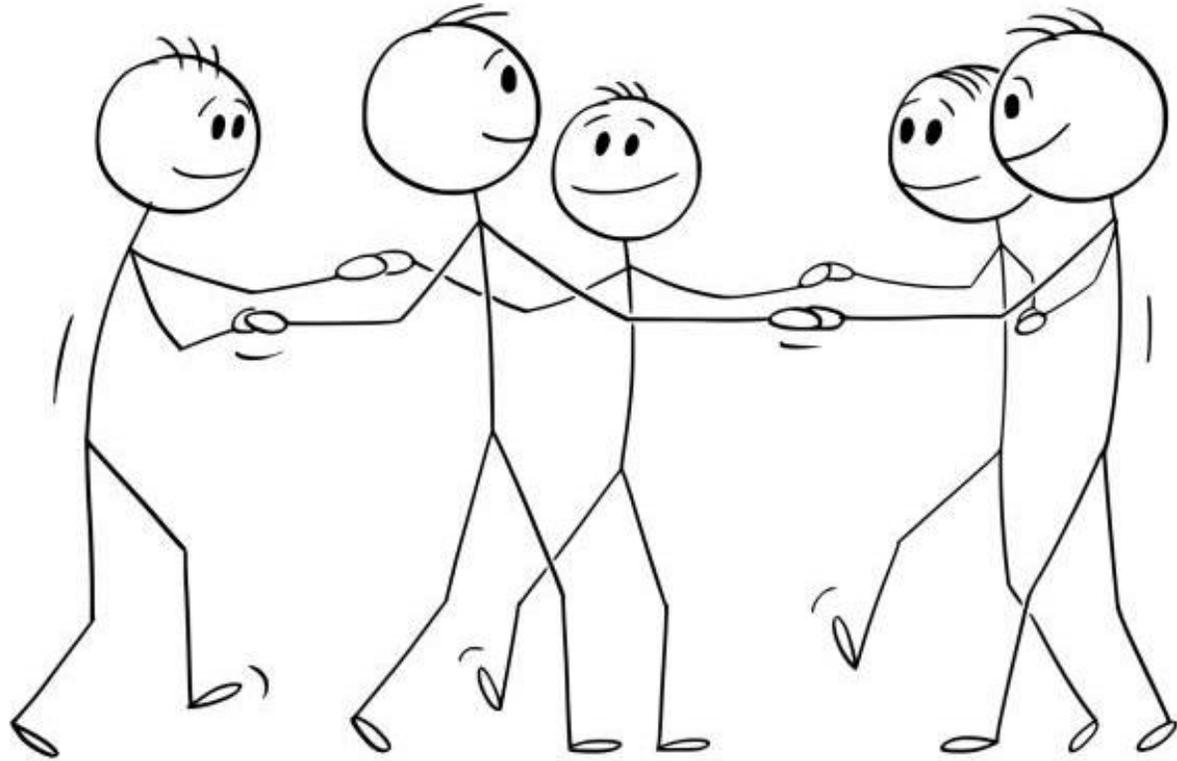
NICE JOB having all of your receipts attached for November!!!

Thank you so much - this makes my job much easier 😊

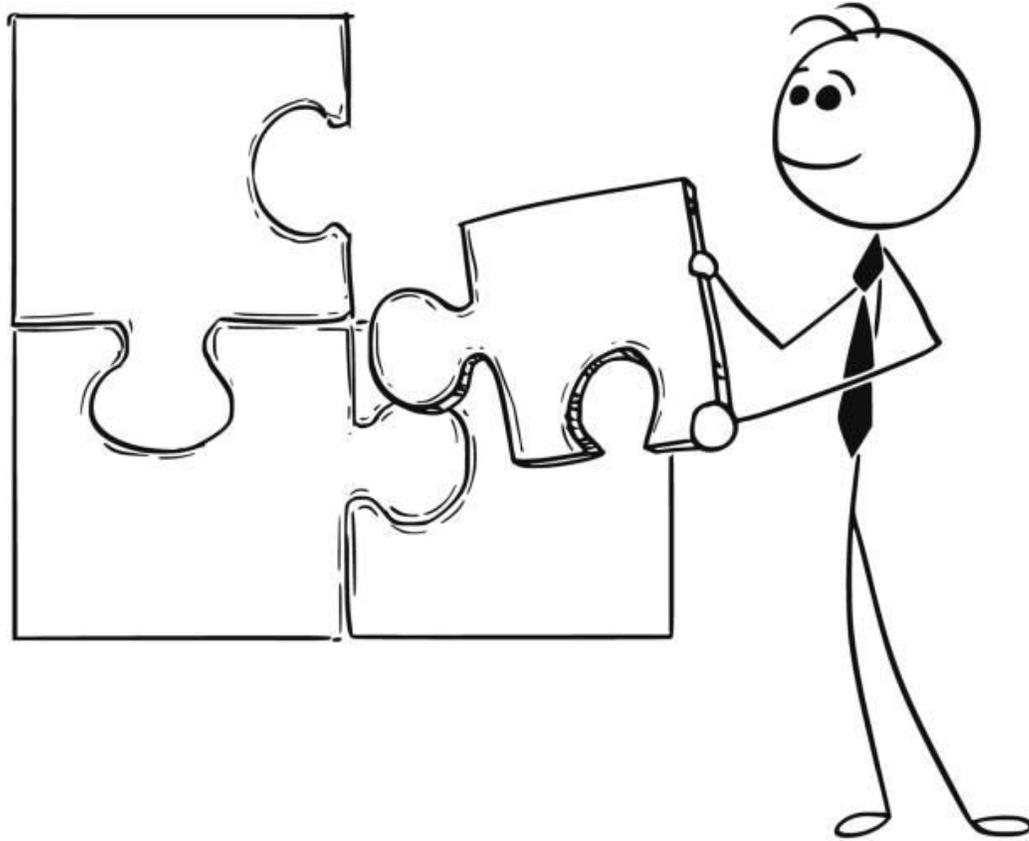
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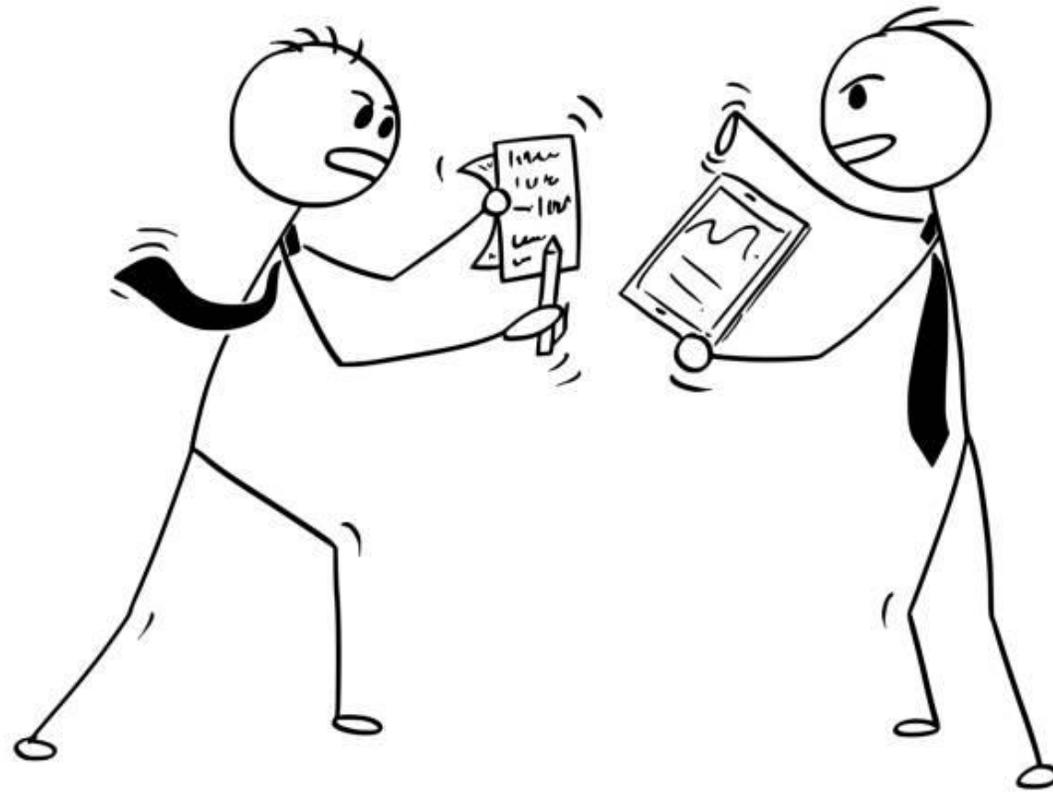
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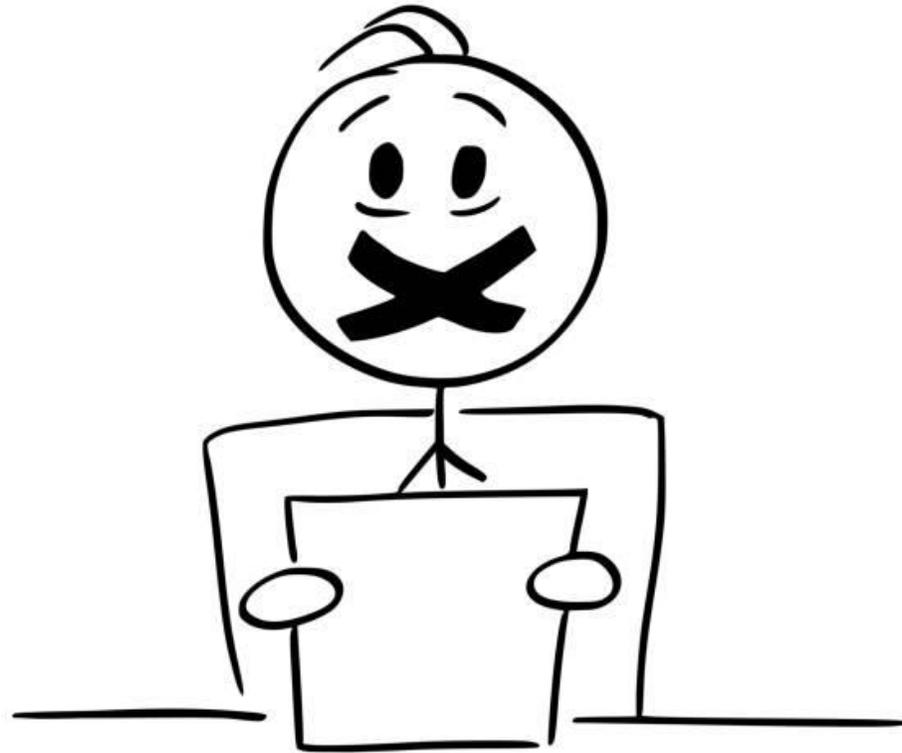
Anecdotes



Anecdotes



Anecdotes



What's next?



Home / CliftonStrengths® Training

HOME

SERVICES ▾

PROVIDERS

LOCATIONS ▾

DONATE

CLIENT PORTAL

CONTACT US

Search

1-800-627-8220

CLIFTONSTRENGTHS® TRAINING

UNLOCK POTENTIAL

Imagine having reliable information about yourself and your team - understanding what brings joy and excitement. Having confidence in the abilities one possesses leads to a more enjoyable life. Facing challenges without understanding can be discouraging and exhausting. CliftonStrengths® helps identify the sources of joy, tackle challenges with grace, and focus on what makes someone shine. Whether it's giving yourself permission not to be perfect or refining your strengths, CliftonStrengths® empowers you to enjoy both work and life to the fullest.

<https://thevillagefamily.org/strength>

strengths@thevillagefamily.org

800-627-8220 or 701-451-4918



Future Business Bites

- Moving to Quarterly webinars
- 2nd Wednesday of the 2nd month of the quarter
- Noon to 1, Central time
 - May 8th—Nutrition & Mental Health
 - Aug 14th—TBD
 - Nov 13th--TBD

Thank you!



800-627-8220

