

GETTING STARTED

USING YOUR STRENGTHS

Identifying and communicating ways in which you use your strengths allows you to 1) recognize experiences where you can use and build upon them and 2) describe them to others in your application materials, interviews, and on the job. Begin by completing this worksheet with your top themes identified on pages 17 and 18. Describe the natural talents that each of your themes have provided you and one or two examples of how you've used each talent (strength). An example appears below. The following pages include a quick description of each theme.

| THEME (Strength) | NATURAL TALENTS | ANECDOTE |
|---------------------------|--|---|
| Example: Strategic | Enables me to create alternative ways to proceed – not necessarily the way it has always been done; I can spot patterns and issues that others may not be able to connect. | As part of organization in college, I was put in charge of running a fundraiser. The fundraiser had not been particularly successful in the past. I gathered information about what worked and what didn't. Based on information, I came up with several options and chose one that would work best. Very successful – raised more money than we had hoped! |
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QUICK REFERENCE GUIDE TO CLIFTONSTRENGTHS THEMES

EXECUTING

These themes make things happen:

Achiever: People especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

Arranger: People especially talented in the Arranger theme can organize, but they also have the flexibility that complements this ability. They like to figure out how all of the pieces and resources can be arranged for maximum productivity.

Belief: People especially talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their life.

Consistency: People especially talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone in the world with consistency by setting up clear rules and adhering to them.

Deliberative: People especially talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate the obstacles.

Discipline: People especially talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

Focus: People especially talented in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

Responsibility: People especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

Restorative: People especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

INFLUENCING

These themes enable a person to impact or influence others in powerful ways:

Activator: People especially talented in the Activator theme can make things happen by turning thoughts into action.

Command: People especially talented in the Command theme have presence. They can take control of a situation and make decisions.

Communication: People especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

Competition: People especially talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.

Maximizer: People especially talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something especially talented into something superb.

Self-Assurance: People especially talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

Significance: People especially talented in the Significance theme want to be very important in the eyes of others. They are independent and want to be recognized.

WOO: People especially talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with another person.

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RELATIONSHIP BUILDING

These themes allow individuals to build connections with others and are often “the glue that holds a team together” when part of a group:

Adaptability: People especially talented in the Adaptability theme prefer to “go with the flow.” They tend to be “now” people who take things as they come and discover the future one day at a time.

Connectedness: People especially talented in the Connectedness theme have faith in the links between all things. They believe there are few coincidences and that almost every event has a reason.

Developer: People especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

Empathy: People especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others’ lives or others’ situations.

Harmony: People especially talented in the Harmony theme look for consensus. They don’t enjoy conflict; rather, they seek areas of agreement.

Includer: People especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

Individualization: People especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

Positivity: People especially talented in the Positivity theme have an enthusiasm that is contagious. They are upbeat and can get others excited about what they are going to do.

Relator: People especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

STRATEGIC THINKING

These themes provide the abilities to focus on what could be, stretching our thinking for the future:

Analytical: People especially talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

Context: People especially talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.

Futuristic: People especially talented in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

Ideation: People especially talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

Input: People especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

Intellection: People especially talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

Learner: People especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

Strategic: People especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.