



## Strengths Basics & Helpful Resources

Below are some basic tenets and nuggets of important information about the strengths-based approach and StrengthsFinder® assessment. Due to the brief amount of time available in the workshop we will not be able to spend a lot of time covering much background information. We hope this information is helpful and we encourage you to check out some of the resources we have listed below as a way to continue to expand your knowledge and expertise.

Providing continuous opportunities and time for people time to reflect on, process, and get feedback from others about their talent themes is important in the strengths development process. Sometimes our results are an immediate confirmation of things we already know while other times they are met with resistance or uncertainty. It can take a while to understand and/or “own” one or more of our talent themes. Through continuous individual exploration and reflection and feedback from others, that uncertainty or resistance often goes away and is transformed into greater self-awareness and the ability to apply our talents in healthy, productive ways.

### StrengthsFinder® Assessment

- Assessment is a 180-item instrument from the perspective of positive psychology, with 20 seconds to respond to each question
  - identifies areas where an individual’s greatest potential for building strengths exists
  - offered in 26+ languages
  - respondents from 50+ countries
  - accommodations for disabilities
  - your Top 5 are unique to you - The chances of having the exact same Top 5 Talent Themes in the exact order as someone else is 1 in 33.39 million. The chances of having the same Top 5 Talent Themes as someone else (but in a different order) is approximately 1 in 340,000.
- Types of Reports available - For students, staff, and faculty who take StrengthsFinder through a code provided by the University of Minnesota they can access their reports on [www.strengthsquest.com](http://www.strengthsquest.com). Multiple reports are available including:
  1. *Signature Theme Report* - This report lists your Signature Theme names and their full descriptions. These are generic themes and do not weave your themes together within the descriptions (i.e. if two people shared the theme of “Input” in their Top 5, both people would have the exact same description under “Input”).
  2. *Strengths Insight Report* - This report presents a brief shared description and personalized Strengths Insights for each of your Signature Themes. This report “weaves” your Top 5 together under the descriptions of each theme (i.e. if two people shared the theme of “Communication” in their Top 5 the description for each person would be different due to how their other four themes weave with “Communication”).

3. *Strengths Insight and Action-Planning Guide* - This guide provides the same descriptions as the Strengths Insight Report. In addition, examples of what each theme "sounds like," ideas for action, and questions to prompt further thinking are also included.

**Strengths Language**

- *Talent* - 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 positive performance

*Strengths Development Equation: Talent + Investment = Strength*

- *The “dark/shadow/basement” side of strengths – what our strengths look like when not being lived in healthy ways.*

**Four Domains of Leadership**

- 1) *Executing*: Make things happen, take an idea and bring it to fruition
- 2) *Influencing*: Help team to reach more people/larger audience, "sells" teams' ideas & achievements externally, brings a voice to the team
- 3) *Relationship Building*: "Glue that holds the team together", "creates groups and organizations that are much greater than the sum of their parts."
- 4) *Strategic Thinking*: Keep people focused on potential and the future, absorb and analyze information to help make effective decisions

<b>Executing</b>	<b>Influencing</b>	<b>Relationship Building</b>	<b>Strategic Thinking</b>
Achiever	Activator	Adaptability	Analytical
Arranger	Command	Developer	Context
Belief	Communication	Connectedness	Futuristic
Consistency	Competition	Empathy	Ideation
Deliberative	Maximizer	Harmony	Input
Discipline	Self-Assurance	Includer	Intellection
Focus	Significance	Individualization	Learner
Responsibility	Woo	Positivity	Strategic
Restorative		Relator	

Resources:

[www.strengthsquest.com](http://www.strengthsquest.com)

[www.strengths.umn.edu](http://www.strengths.umn.edu)

[www.Linkedin.com](http://www.Linkedin.com) – there are multiple strengths related groups available on LinkedIn