Alumni MasterClass

Using Your Strengths at Work
Quick Poll:
How many of you have taken the CliftonStrengths assessment?
WHAT WE'LL COVER

1. What is the CliftonStrengths assessment
2. Why focus on strengths
3. Strengths-based approach to professional development
4. The difference between strengths and skills
5. How to spot your strengths
6. Strategies to build and apply your strengths
“Everybody is a genius. But if you judge a fish by its ability to climb a tree it will live its whole life believing that it is stupid.”

~ ALBERT EINSTEIN
CliftonStrengths Assessment

**EXECUTING**

People with dominant Executing themes make things happen.

**INFLUENCING**

People with dominant Influencing themes take charge, speak up and make sure others are heard.

**RELATIONSHIP BUILDING**

People with dominant Relationship Building themes build strong relationships that hold a team together and make it greater than the sum of its parts.

**STRATEGIC THINKING**

People with dominant Strategic Thinking themes absorb and analyze information that informs better decisions.
**CliftonStrengths Assessment**

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<td>Achiever</td>
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**My top 5 strengths:**

Strategic - Relator - Responsibility - Self-Assurance - Ideation
1 in 33 million
People who focus on using their strengths...

- 6x more likely to be engaged in their jobs
- 3x more likely to report having an excellent quality of life
- 7.8% more productive in their role
People who have the opportunity to use their strengths at work... 

- Look forward to going to work
- Have more positive than negative interactions with coworkers
- Treat their customers best
- Tell their friends they work for a great company
- Achieve more on a daily basis
- Have more positive, creative, and innovative moments
Traditional approach to improvement:
- Identify Improvement Areas
- Develop Plan

Strengths-based approach to improvement:
- Identify Talent
- Develop Strengths
Strengths vs Skills

**STRENGTH**: The ability to provide consistent, near-perfect performance in a specific task

**SKILL**: What you're good at (the basic ability to move through the fundamental steps of a task)
"Knowing your superpower changes everything."

~ Nadalie Bardo
Spotting Your Strengths

**Yearning:** Activities or tasks you are naturally drawn to; when you think "I HAVE to do that."

**Rapid learning:** Activities or tasks you pick up quickly - it's almost as if you don't even have to try.

**Flow:** Activities or tasks that make you lose track of time.

**Glimpses of excellence:** Activities or tasks that make you think, "How did I do that?"

**Satisfaction:** Activities or tasks that energize you and make you think, "When can I do that again?"
Spotting Your Strengths

- Identify some times in your life when you were at your very best: What were you doing? How did you feel?
- Think about the best job you ever had or project you worked on: What exactly were you doing? What skills were you using?
- Identify one of your most fulfilling experiences: What made it so fulfilling? How can you get that feeling again?
- Think about what you most enjoy doing: What about it do you enjoy?
Strategies to build and apply your strengths

Recognize when and how your strengths show up. Intentionally and consciously apply your strengths.

Look for opportunities to:

- Observe how you use your strengths in your daily life...in action
- Post your strengths someplace where you will see them regularly
- Concentrate on one strength and consciously and intentionally leverage it
- For each success you have, identify what strengths made it possible
- For upcoming goals and projects, plan how you will actively apply 1-2 strengths to achieve them
"Focused attention creates openings for understanding ourselves, our situation, and the way forward."

~ Gallup
WHAT CAN THE CAREER CENTER DO FOR YOU?

• Drop-In Career Coaching (no appointment necessary!)
• Virtual Appointments with Career Community Advisors
• Email Resume Review
• Access a Career Library of 50+ Handouts and Videos
• Search for opportunities on Handshake, our careers platform
• Network with Alumni on (ASK) or Alumni Sharing Knowledge

careercenter.depaul.edu
CAREER SKILLS LABS

These 30-minute workshops offer tactical advice for upskilling at every stage of your career journey! Anyone who RSVPs on Handshake will get a recording of the session with supplemental materials!

RSVP on Handshake!
The DePaul Career Center recently created a library of 50+ handouts and 14 two-minute videos focused on every career readiness topic, ranging from resume basics to exploration to building your brand!

Check it out here: go.depaul.edu/careerlibrary.