

CliftonStrengths for Vanderbilt Employees



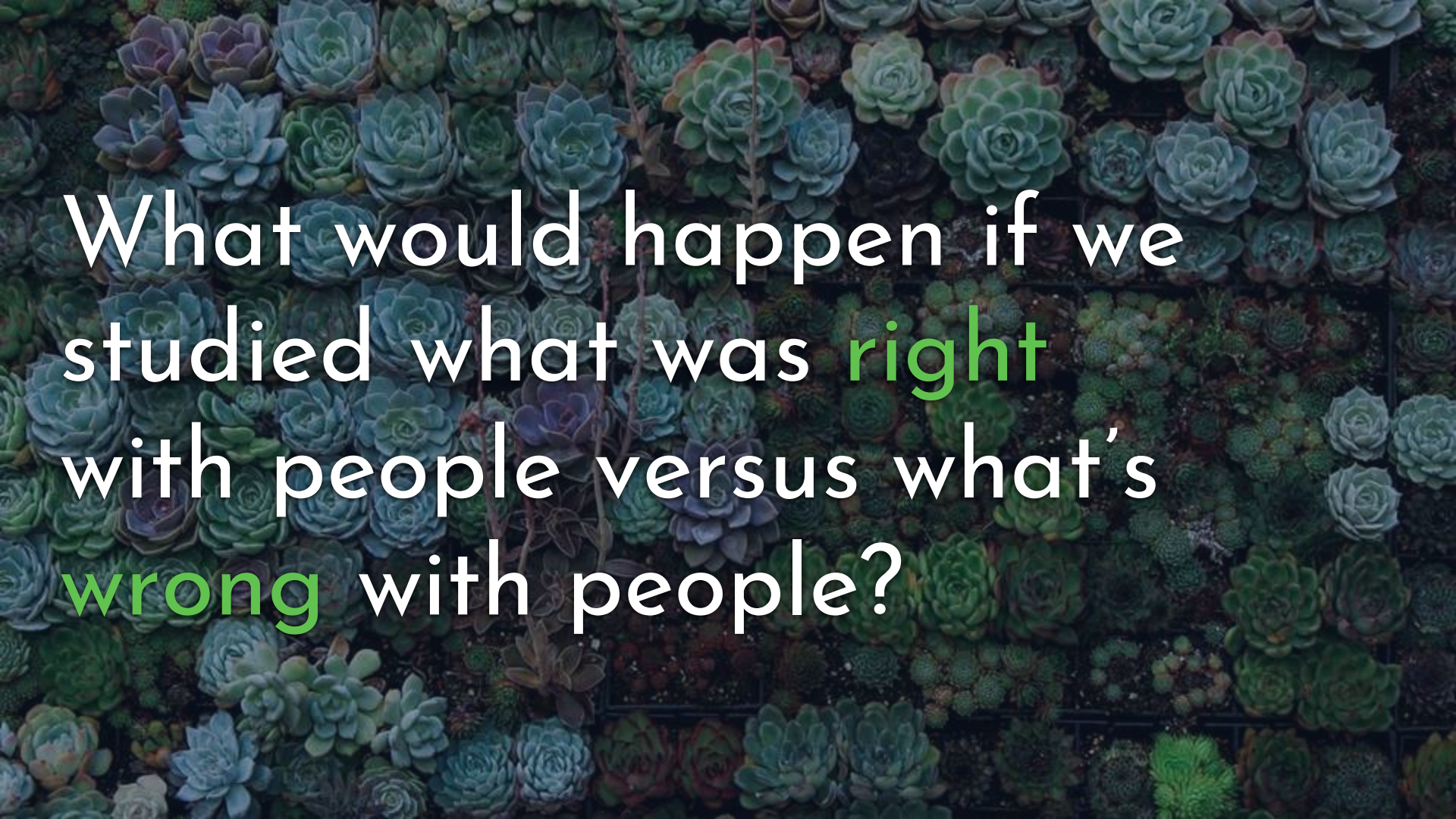
Start with Talent
Finish with Strength



Power and Edge

- Name + Role at Vandy
- Your Top 5 Strengths.
- First impressions of assessment and results.





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



Nationwide[®]



Southwest[®] 

MARS

CARmax[®]





REGIONS[®]

KANSAS STATE

UNIVERSITY

01

Look forward to going to work

02

Have more positive than negative interactions with coworkers

03

Treat customers better

04

Tell their friends they work for a great company

05

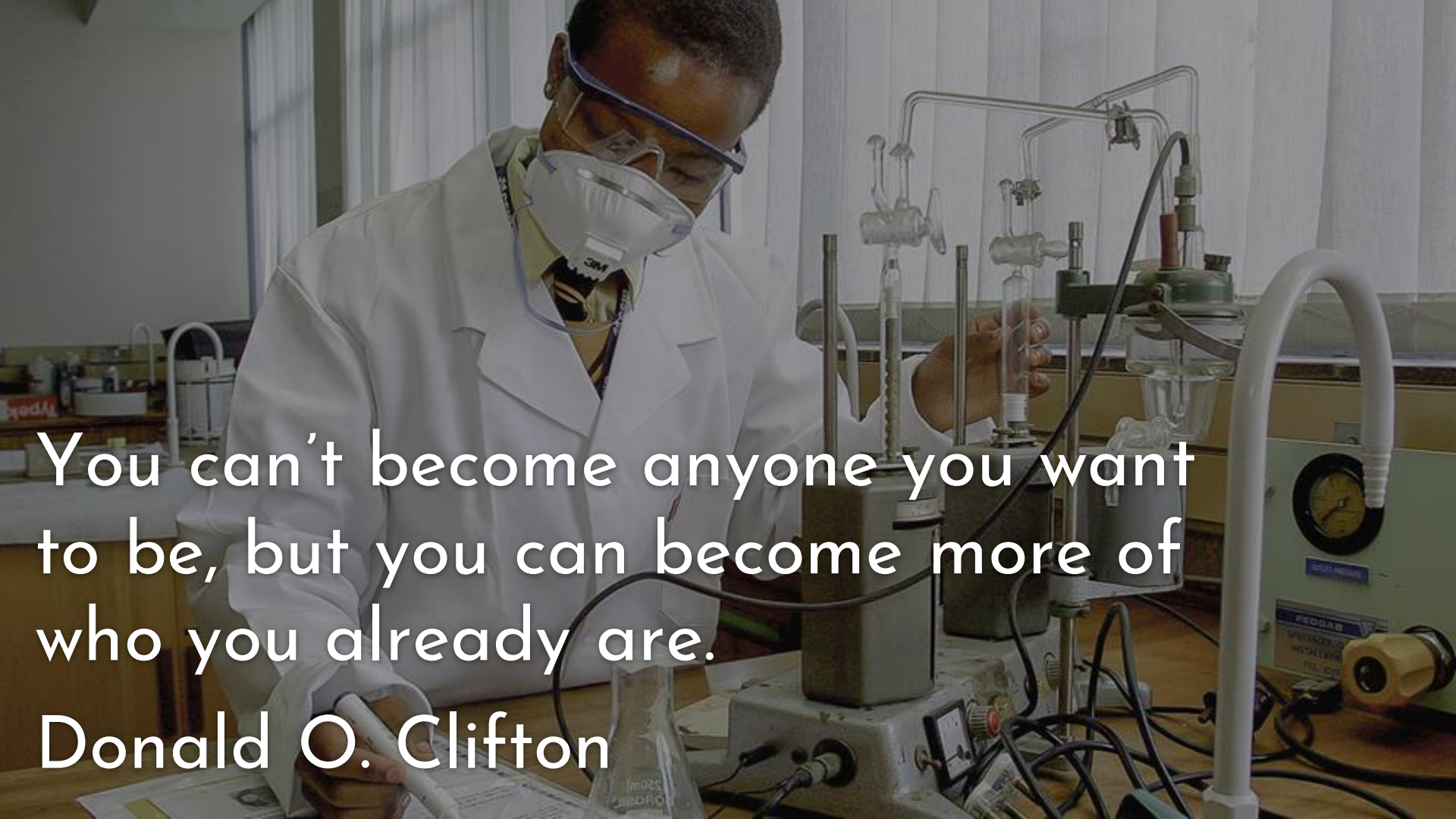
Achieve more on a daily basis

06

Have more positive, creative and innovative moments



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



You can't become anyone you want
to be, but you can become more of
who you already are.

Donald O. Clifton

A dimly lit classroom with a green chalkboard, a projector screen, and desks. The text "TALENT x INVESTMENT = STRENGTH" is overlaid on the image. The word "STRENGTH" is in green, while the rest is in white.

TALENT x INVESTMENT = STRENGTH

Talent

a natural way of thought, feeling or behavior
that can be productively applied

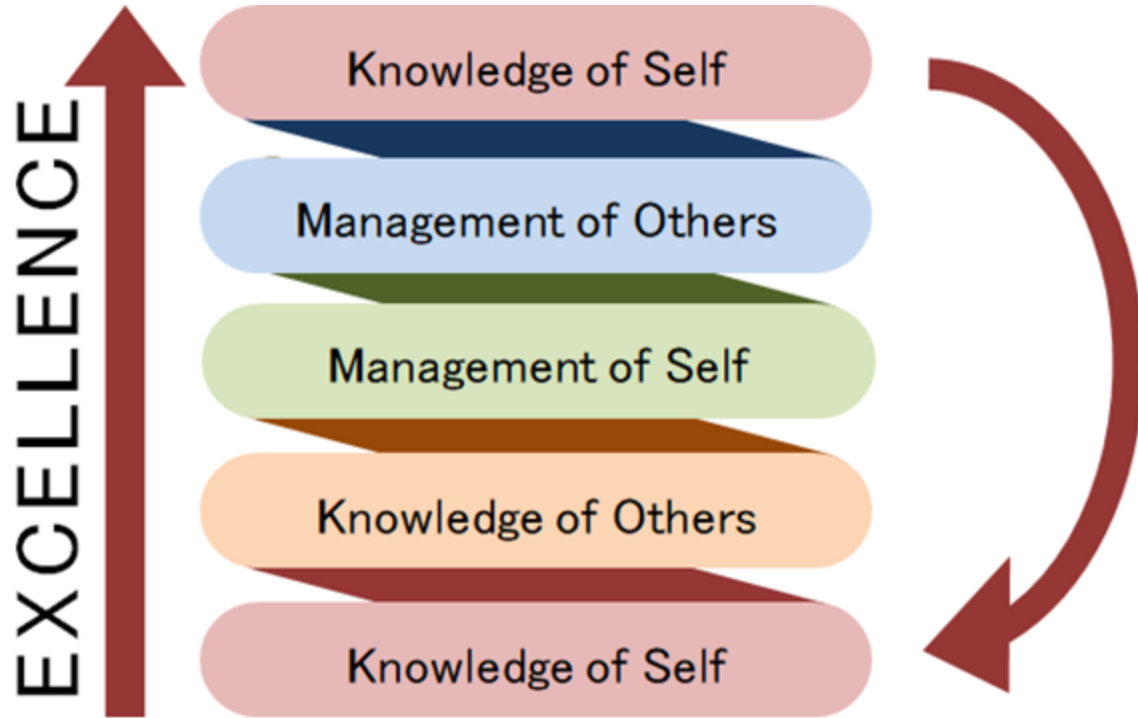
Investment

time spent practicing, developing your skills,
building your knowledge base, and intention

Strength

the ability to consistently provide **near-perfect**
performance in a particular area

Strengths Development Model



A **weakness** is anything that gets
in the way of your **success**.







1 in 33,000,000

Themes are neutral.

Themes are not labels.

Lead with positive intent.

Differences are advantages.

People need each other.

NAME IT!

*Make your Signature Themes your own.
Identify what this theme means to you.*



AIM IT!

*Flex your talents. Intentionally practice
using and developing this set of talents.*

CLAIM IT!

*Appreciate the unique power and
value you have and bring to others.*



Name It!

Read your Signature Theme Report (Top Five) and highlight or underline the words or phrases that best describe you.

Claim It!

When has this theme helped you be successful in the past? How does this theme help you be successful in your role?

Aim It!

How could you use this Signature Theme more intentionally?

Starting tomorrow, I will use my talents in this theme by:






Individuals Are Not Well-Rounded.
Teams Are.

Four Domains of Team Strength

Executing	Influencing	Relationship Building	Strategic Thinking
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

Four Domains of Team Strength

1. What are the benefits of your dominant domain on a team?
2. What are the challenges of your dominant domain on a team?
3. What is the best way to communicate with your dominant domain?
4. What do you need from other domains to succeed?

An aerial photograph of a river winding through a dense, lush green forest. The river is dark blue and flows from the top center towards the bottom center of the frame. The surrounding forest is thick with various shades of green, indicating a healthy, mature ecosystem. The text is overlaid on the lower half of the image, centered horizontally.

A Strengths-based team is a group of
imperfect and talented contributors who
need one another to realize individual and
team excellence.



Your Best Day at Work

A photograph of a university campus scene. In the foreground, a large, thick tree trunk stands on a grassy lawn. Two students are sitting on a dark blanket at the base of the tree. The student on the left is a Black man wearing glasses, a brown jacket, and a patterned shirt, holding a white laptop. The student on the right is a woman with long, curly brown hair, wearing a black jacket over a blue shirt, looking towards the man. To the left of the tree, a young man in a green shirt and khaki pants is walking away, looking at his phone. In the background, a large, multi-story brick building with Gothic-style arches and windows is visible. The scene is brightly lit, suggesting a sunny day.

“How can I use this theme today?”

Continue to invest in your Strengths:

Keep your Top 5 in a visible location
Read your Insight and Action Guide
Share your Top 5 with others
Reflect on “Peak Experiences”
Bring Strengths to Your Team



*Let go of who you think you're
supposed to be; embrace who you are.*

- Brené Brown -





How else can we help?

Email us! ele@vanderbilt.edu

hr.vanderbilt.edu/ele/