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?
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
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

- Knowledge of Self
- Management of Others
- Management of Self
- Knowledge of Others
- Knowledge of Self
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

<table>
<thead>
<tr>
<th>Executing</th>
<th>Influencing</th>
<th>Relationship Building</th>
<th>Strategic Thinking</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with dominant Executing themes know how to make things happen.</td>
<td>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</td>
<td>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.</td>
<td>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</td>
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</tbody>
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### 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?
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
“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/