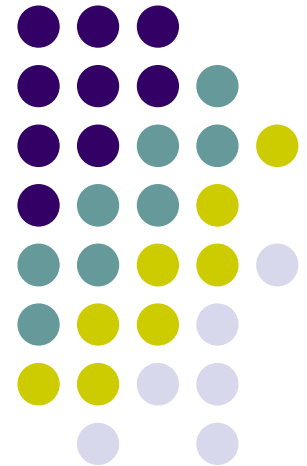


# Career Development: Introduction to Clifton StrengthsFinder



Roxanne Farkas, M.A. &  
Alison Herr, M.A.





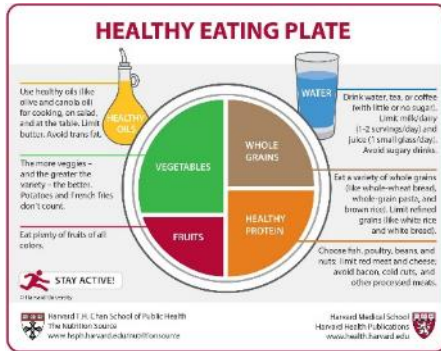
# Inventor of Strengths

“WHAT will  
HAPPEN  
when we **think about**  
what is **right**  
with people **rather than**  
FIXATING  
on what is **wrong**  
with them?”

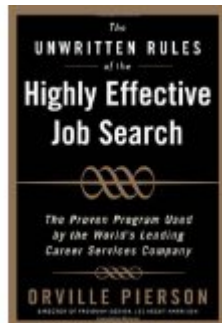
Donald O. Clifton



# What are my signature themes? (Roxy)

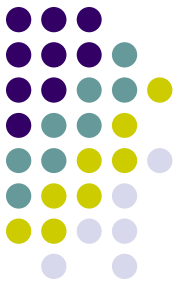


Command  
Positivity  
Input  
Ideation  
Futuristic





# What are my signature themes? (Alison)



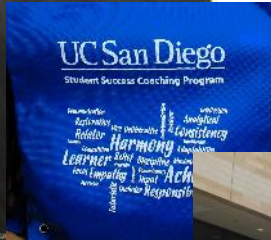
Maximizer

Individualization

Input

Learner

Arranger





# What are your Top Five Strengths?

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



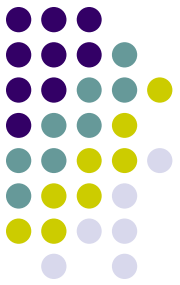


# Four Domains of Team Strengths

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





# Individual Development Plan (IDP)

## INDIVIDUAL DEVELOPMENT PLAN

Coach's Name: \_\_\_\_\_

Client's Name: \_\_\_\_\_

Session Date: \_\_\_\_\_

**NAME IT!**

THEME

THEME

THEME

**CLAIM IT!**

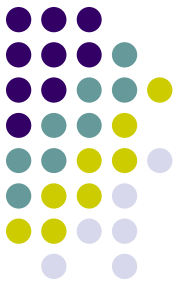
Crucial Insight  
Statements About  
This Theme

**Client's Goal  
or Objective**

**AIM IT!**

The Intentional  
Steps the Client  
Will Take to  
Leverage His/  
Her Talents





# Interested in coaching?

Roxanne Farkas = [rfarkas@ucsd.edu](mailto:rfarkas@ucsd.edu)

Alison Herr = [aherr@ucsd.edu](mailto:aherr@ucsd.edu)

TIME FOR GIVEAWAYS!