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USING YOUR STRENGTHS AT WORK

Presented By

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PRESENTERS

Angie Arteaga, M.Ed.

Internship Career Counselor &
Gallup Certified Strengths Coach



Strengths:

1. Consistency
2. Communication
3. Relator
4. Woo
5. Harmony

Crystal Wilson Otubuah, M.S.

Career Counselor &
Gallup Certified Strengths Coach




Strengths:

1. Restorative
2. Relator
3. Communication
4. Connectedness
5. Empathy

OVERVIEW

- What is Clifton StrengthsFinder?
- Themes
- Why is knowing your strengths important?
- Using your strengths at work



“What lies behind us
and what lies before
us are tiny matters
compared with what
lies within us.”

- UNATTRIBUTED

FOCUS ON YOU



- What do you get paid to do?
- What is one positive word people use to describe you?

What is Clifton StrengthsFinder?

DONALD O. CLIFTON (PH.D)

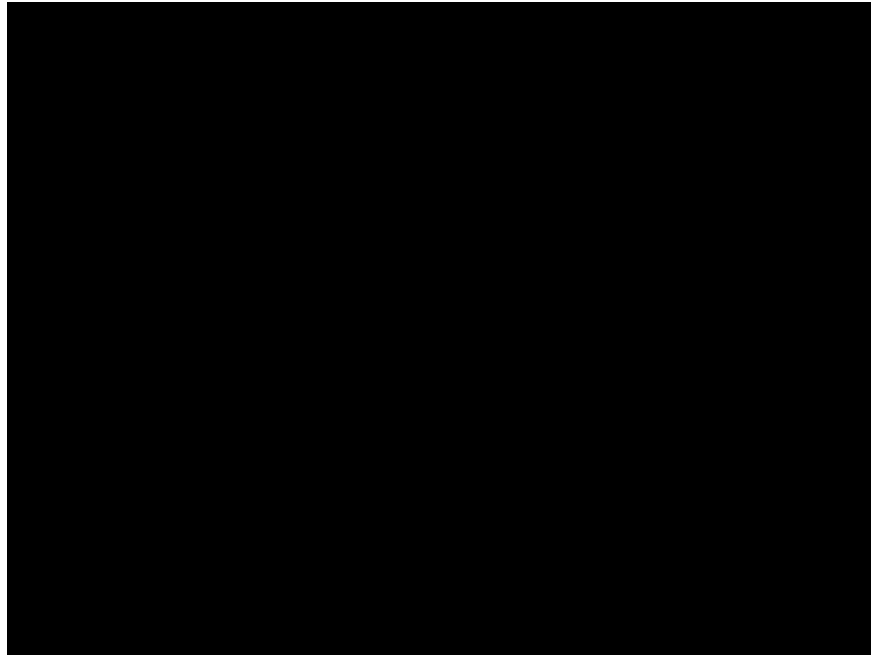
Psychologist and business executive (1924-2003)



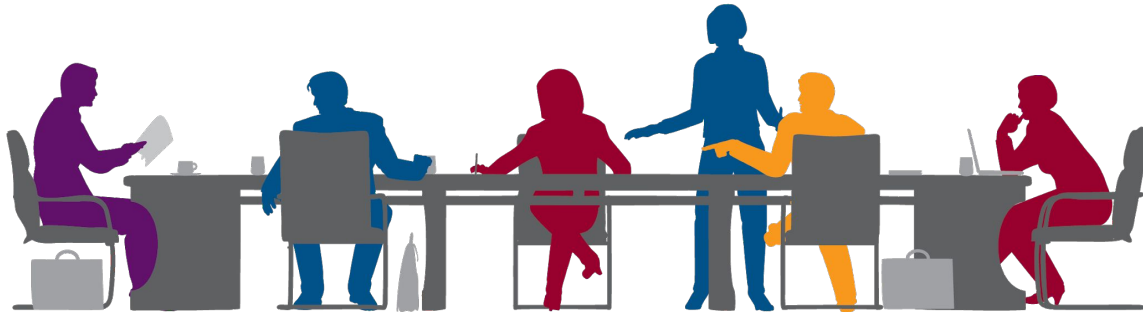
“

What will happen when we think about what is **right** with people rather than **fixating** on what is **wrong** with them?”

CLIFTON STRENGTHSFINDER



The key to **success** is to fully understand how to apply your greatest **talents** and **strengths** in your everyday life.



EVERYONE HAS TALENT

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

Examples of talent include:

- Effortlessly and instinctively starting conversations
- Thinking in an orderly or timely manner
- Being able to easily influence others
- Seeing patterns in data
- Consistently having a positive outlook on life

THEMES ARE THE BASIC LANGUAGE OF TALENT



ACTIVITY

TELL US ABOUT A TIME WHEN.....

- You were “firing on all cylinders”
 - What made you successful?
 - What characteristics did you use?
 - How did others react?

You were probably using most, if not all, of your talents!

THEMES

Clifton StrengthsFinder® THEMES

ACHIEVER®

People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.

ACTIVATOR®

People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.

ADAPTABILITY®

People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.

ANALYTICAL®

People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.

ARRANGER®

People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.

BELIEF®

People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.

COMMAND®	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
COMMUNICATION®	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
COMPETITION®	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
CONNECTEDNESS®	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
CONSISTENCY™	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone with equality by setting up clear rules and adhering to them.
CONTEXT®	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.
DELIBERATIVE™	People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
DEVELOPER®	People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.

DISCIPLINE™

People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.

EMPATHY™

People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.

FOCUS™

People exceptionally talented in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

FUTURISTIC®

People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.

HARMONY®

People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.

IDEATION®

People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.

INCLUDER®

People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.

INDIVIDUALIZATION®

People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.

INPUT®	People exceptionally talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.
INTELLECTION®	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
LEARNER®	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
MAXIMIZER®	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
POSITIVITY®	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
RELATOR®	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
RESPONSIBILITY®	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
RESTORATIVE™	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
SELF-ASSURANCE®	People exceptionally talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.

SIGNIFICANCE™

decisions are right.

People exceptionally talented in the Significance theme want to be very important in others' eyes. They are independent and want to be recognized.

STRATEGIC™

People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

WOO™

People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

DOMAINS OF LEADERSHIP

EXECUTING

People with dominant Executing themes know how to make things happen.

ACHIEVER

ARRANGER

BELIEF

CONSISTENCY

DELIBERATIVE

DISCIPLINE

FOCUS

RESPONSIBILITY

RESTORATIVE

INFLUENCING

People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.

ACTIVATOR

COMMAND

COMMUNICATION

COMPETITION

MAXIMIZER

SELF-ASSURANCE

SIGNIFICANCE

WOO

RELATIONSHIP BUILDING

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.

ADAPTABILITY

CONNECTEDNESS

DEVELOPER

EMPATHY

HARMONY

INCLUDER

INDIVIDUALIZATION

POSITIVITY

RELATOR

STRATEGIC THINKING

People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.

ANALYTICAL

CONTEXT

FUTURISTIC

IDEATION

INPUT

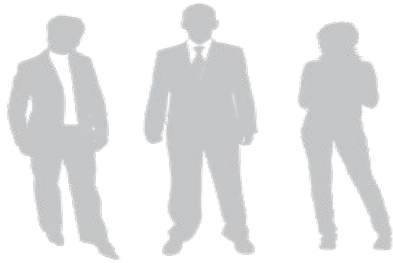
INTELLECTION

LEARNER

STRATEGIC

USING STRENGTHS

PEOPLE WHO FOCUS ON USING THEIR STRENGTHS ...

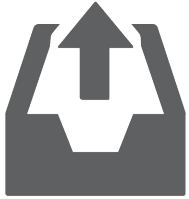


are **three TIMES** as likely to report having an excellent quality of life

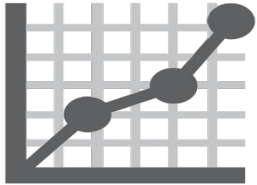


are **six TIMES** as likely to be engaged in their jobs

PEOPLE WHO FOCUS ON USING THEIR STRENGTHS **MAXIMIZE THEIR POTENTIAL**



People who learn to use their strengths every day have **7.8% greater productivity.**



Teams who receive strengths feedback have **8.9% greater profitability.**

FOCUS ON STRENGTHS, NOT WEAKNESSES

STRENGTHS-BASED DEVELOPMENT DEFINED

Your best bet for success lies in building on who you already are, not in trying to become someone you're not.

Start With

TALENT;



Finish With

STRENGTH

There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.

MANAGING WEAKNESSES

- It is impossible to ignore weaknesses, but they can be managed
- According to Gallup, “In a strengths-based approach, a weakness is a shortage or misapplication of talent, skill, or knowledge that causes problems for you or others.”
- Build partnerships and support systems to manage weaknesses
 - Utilize your colleagues’ strengths to get the job done

PEOPLE WORKING IN THE STRENGTHS ZONE ...

- Look forward to going to work
- Have more positive than negative interactions with coworkers
- Treat customers better
- Tell their friends they work for a great company
- Achieve more on a daily basis
- Have more positive, creative, and innovative moments

STRENGTHS AT WORK

- Getting the best of you and others
- Seeing potential and maximizing output
- Bringing ideas to the forefront

STRATEGIES

- Share your strengths with others
- Ask three people, “When am I at my best?”
- Think of ways you use your strengths and share them with your supervisor
- Find opportunities to use your strengths as much as possible
- Work with others that have different strengths
- Identify how your strengths can benefit a team or project

MISSION




Career Center

The Career Center at California State University, San Bernardino empowers students and recent alumni to develop a lifelong skill set for an ever-changing labor market through exploration, programming, and experiential learning opportunities to meet their personal and professional goals.

The Career Center helps students and alumni with:

- Career Planning
- Job Search
- Internships
- Networking
- Interview Skills
- Career Assessments
- Major Exploration
- Graduate School
- Resumes/Cover Letters
- LinkedIn

 **CSUSB Career Center**
career.csusb.edu | careercenter@csusb.edu
UH-329 | (909) 537-5250 | 8 a.m. - 5 p.m.
Summer, M-Th, 7 a.m. - 5:30 p.m. | Closed Fri.

 **Palm Desert Career Center**
pdccareercenter@csusb.edu
IW-102 | (909) 537-8236 | 8 a.m. - 5 p.m.
Summer, M-Th, 7 a.m. - 5:30 p.m. | Closed Fri.

WE DEFINE THE *Future*



 **handshake**
CSUSB

SAVE THE DATE

Fall 2018

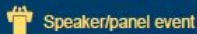
- Nov. 7 Fall Job and Graduate School Fair
Nov. 15 🗣️ Meet the School Districts Panel

Winter 2019

- Jan. 24 2018 Inaugural Career Symposium
Feb. 6 🗣️ Social & Behavioral Sciences Panel
Feb. 13 Winter Job Fair Expo (CNS & SBSI)
Mar. 14 Teacher Fair

Spring 2019

- Apr. 17 Spring Job and Internship Fair
May 9 Part-time and On-Campus Job Fair
May 21 🗣️ Entertainment Panel



Location: University Hall 329

Office Hours: Monday-Friday
8:00am-5:00pm

Drop-in hours:
Monday-Thursdays
2:00-4:00pm

(909) 537-5250
careercenter@csusb.edu

THANK YOU!

Questions?

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Administration Building, Room 121

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909-537-3700

Thank you for
joining us!