

Discovering Yourself as a Leader Using the GALLUP CliftonStrengths Tool

Group Guide to the StrengthsFinder Assessment

Did you miss the first session of the "*Discovering Yourself as a Leader Using the GALLUP CliftonStrengths Tool*" workshop sessions this fall? Don't fret! You may check out a recording of the workshop and slides on our website, linked [here](#).

Our introductory workshop will help you to discovery your top 5 CliftonStrengths talent themes and finding ways to leverage them in your volunteer work. This guide will help you walk through the assessment findings with your group. If you would like a code to complete your assessment, please contact Karyne Bury at kbury@results.org.

I have my code and have taken the assessment, what's next? How do I introduce this to my group?

Upon completing the assessment, please download and read through your *Strengths Insight Guide* report which will have your resulting top 5 talent themes, definitions of each, and personalized strengths insights.

After reading through the *Strengths Insight Guide*, it is helpful to complete the [StrengthsFinder Reflection questions](#) to begin reflecting on the results of your assessment. This reflection exercise will take about 15-20 minutes and will help you to begin to reflect on the talent themes revealed in your assessment.

Upon completing your individual *StrengthsFinder Reflection questions*, get together with other members of your group and share insights from this reflection. You may want to discuss:

- What talent themes do you have in common?
- What talent themes are different?
- Where there any surprises from your report?
- How have some of these traits shown up in your personal life, work experience or experience as a RESULTS volunteer?



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Exercises from Session 1 that you can complete as a group.

Workshop Exercise 1 - “The Talent Connection”

Directions: Below, place your five Signature Themes in the first column. Then, think about what those Signature Themes allow you to do. Identify one specific example of when you have recently used each theme. An example is provided for you below.

Theme	What this theme allows me to do	When/where I recently used this theme
Example: <i>Restorative</i>	<i>I listen well and can provide suggestions that help others resolve their problems.</i>	<i>When there was a disagreement with my group, I took time to understand the situation from everyone involved and shared potential solutions.</i>

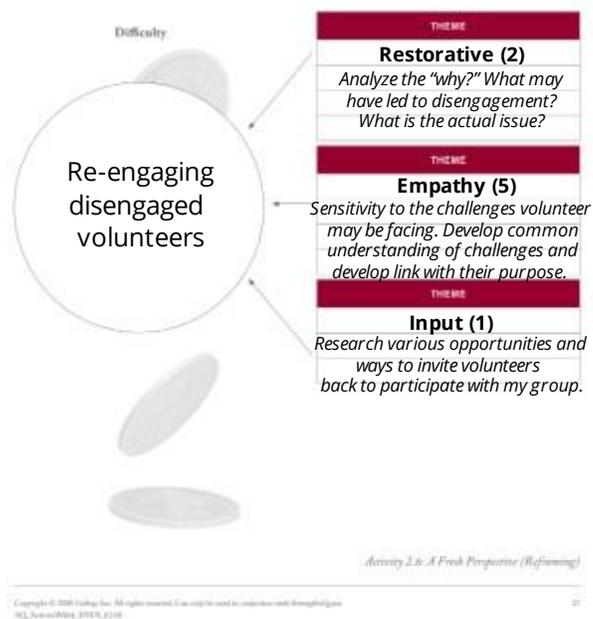
Workshop Exercise 2 - “A Fresh Perspective (Reframing)”

Directions: Identify a specific task in your volunteer work with which you have difficulty. Then look back at the Talent Connection Activity. Paying attention to what you said each of your themes allows you to do, think about how you could use your themes of talents to approach that difficult in a different, more productive way. Identify three themes and specific ways in which you could use those themes to deal with the situation.



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Here is an example below:



Additional exercises and resources:

Below, please find some additional recommended reflection exercises to complete between now and session 2, "[Your Strengths in Action](#)". Feel free to begin these on your own and share with your respective groups as you work together to explore your strengths and how to work together in complementary ways:

- ["At my best..."](#)
- ["Exploring your Signature Themes"](#)
- ["Verifying your Signature Themes"](#)
- ["Realizing my potential"](#) (Apply the strengths building formula, Talent x Investment = Strength)
- ["Secrets of my success"](#)
- ["Theme Dynamics – Themes Working Together"](#)



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In addition, additional resources below:

- [StrengthsFinder 2.0 from GALLUP](#) by Tom Rath (book which features the “Ideas to Action”, 10 immediate actions you can take to apply your talent themes)

Free resources from the GALLUP CliftonStrengths website:

- [Definitions of 34 Talent themes](#)
- [Video descriptions of 34 CliftonStrengths Themes](#)
- [GALLUP Mastery Monday Series](#)
- [Strengths Dynamics](#) – Comparing and Contrasting themes

How else can we get prepared to leverage our individual talents as a team?

If you would like to learn more on the path of discovering and developing your strengths, we encourage you to sign up for the 2nd session on **December 7, "Your Strengths in Action."** This workshop will have additional strengths-based activities focused on team building. You may RSVP here: <https://results.org/event/strengthsfinder-session-2-your-strengths-in-action/>.

More questions? Feel free to reach Karyne Bury at kbury@results.org to answer any questions you may have about the assessment, future workshops, or just to check in!