



results

**Discovering Yourself as a Leader
Using GALLUP CliftonStrengths Tool**

Welcome everyone!

Who's in the room?

Let us know who's in the room in the chat, please share:

1. Location
2. Pronouns
3. Role in RESULTS
4. Your Top 5 Signature Themes



**Where I am
joining you
from**

Our Anti-Oppression Values

The logo for RESULTS, featuring the word "results" in white lowercase letters on a red speech bubble background.

RESULTS is a movement of passionate, committed everyday people. Together we use our voices to influence political decisions that will bring an end to poverty. Poverty cannot end as long as oppression exists. We commit to opposing all forms of oppression, including ableism, ageism, biphobia, classism, colonialism, homophobia, racism, religious discrimination, sexism, transphobia, white saviorism, and xenophobia.

At RESULTS we pledge to create space for all voices, including those of us who are currently experiencing poverty. We will address oppressive behavior in our interactions, families, communities, work, and world. Our strength is rooted in our diversity of experiences, not in our assumptions.

With unearned privilege comes the responsibility to act so the burden to educate and change doesn't fall solely on those experiencing oppression. When we miss the mark on our values, we will acknowledge our mistake, seek forgiveness, learn, and work together as a community to pursue equity.

There are no saviors — only partners, advocates, and allies. We agree to help make the RESULTS movement a respectful, inclusive space.

Find all our anti-oppression resources at: <https://results.org/volunteers/anti-oppression/>

Learning Objectives

1. Familiarize yourself with the GALLUP CliftonStrengths Tool.
2. Learn more about your Top 5 talent themes and reflect on how they may show up in your life and advocacy work.
3. Begin to strategize how to leverage talents, and develop strengths in leadership roles within your RESULTS group, and beyond.

What is the StrengthsFinder assessment?

Four Domains of Strength



EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p><i>People with dominant Executing themes know how to make things happen.</i></p>	<p><i>People with the dominant Influencing themes know how to take charge, speak up, and make sure others are heard.</i></p>	<p><i>People with the 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.</i></p>	<p><i>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</i></p>
<p><i>Achiever</i> <i>Arranger</i> <i>Belief</i> <i>Consistency</i> <i>Deliberative</i> <i>Discipline</i> <i>Focus</i> <i>Responsibility</i> <i>Restorative</i></p>	<p><i>Activator</i> <i>Command</i> <i>Communication</i> <i>Competition</i> <i>Maximizer</i> <i>Self-Assurance</i> <i>Significance</i> <i>Woo</i></p>	<p><i>Adaptability</i> <i>Connectedness</i> <i>Developer</i> <i>Empathy</i> <i>Harmony</i> <i>Includer</i> <i>Individualization</i> <i>Positivity</i> <i>Relator</i></p>	<p><i>Analytical</i> <i>Context</i> <i>Futuristic</i> <i>Ideation</i> <i>Input</i> <i>Intellection</i> <i>Learner</i> <i>Strategic</i></p>

What is the StrengthsFinder assessment?

- Measures **talent themes**, not strength
- Patterns of talent form a dominant theme
- Knowledge and skills serve as amplifiers of your natural talents

Recipe for Strength

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X

Talent (a natural way of thinking, feeling, or behaving)

Investment (time spent practicing, developing your skills, and building your knowledge base)

=

Strength (the ability to consistently provide near-perfect performance)

Fun Facts!

Fun Facts!

Chances are **1 in 275,000** that you share the same 5 talent themes as someone else.

Odds of having the same top 5 talent themes in the same order are **1 in 33 million!**

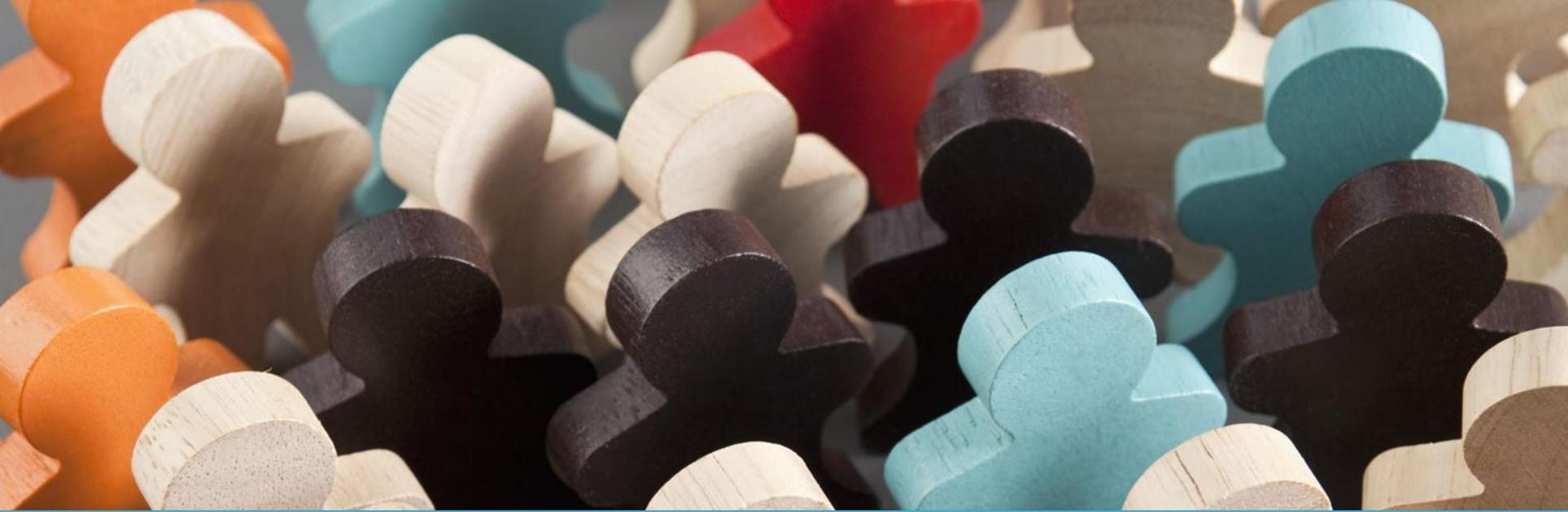
**YOU ARE A BEAUTIFUL AND
UNIQUE SNOWFLAKE**



**AND KNOWING YOU
MAKES MY DAY**

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Questions?



Pre-work: StrengthsFinder Reflection



StrengthsFinder Reflection

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1. Which of your Signature Themes describe you best?
2. Which do you use most frequently?
3. Were you surprised by anything in the report?
4. Which do you anticipate using the most as a volunteer with RESULTS?

Time to Breakout!

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- You will have 10 mins
- Introduce yourselves
- Share any insights you've discovered during the *StrengthsFinder Reflection* exercise



Workshop Activity 1: “The Talent Connection”

Workshop Activity 1: The Talent Connection



1. Column 1: List your Top 5 Signature Themes
2. Column 2: Reflect on what the theme allows you to do.
3. Column 3: Briefly write about a time when the theme was put into action.

Workshop Activity 1: The Talent Connection



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>

**How have your talent themes
shown up in your life?**



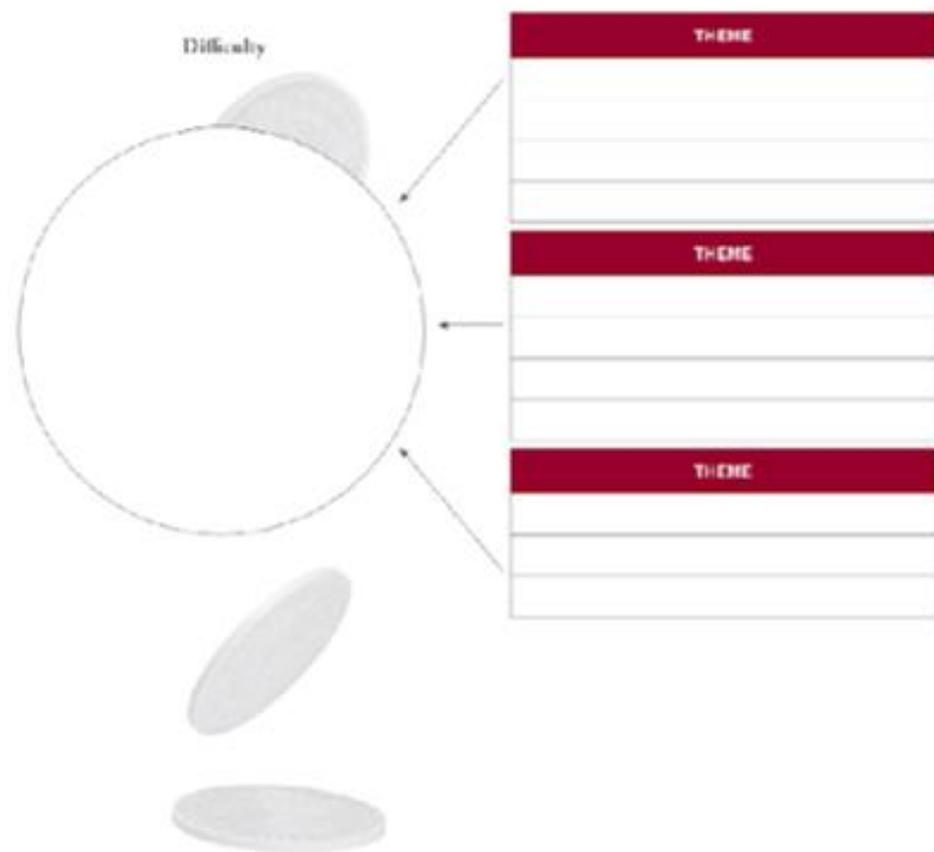
Workshop Activity 2: “A Fresh Perspective (Reframing)”

Workshop Activity 2: A Fresh Perspective

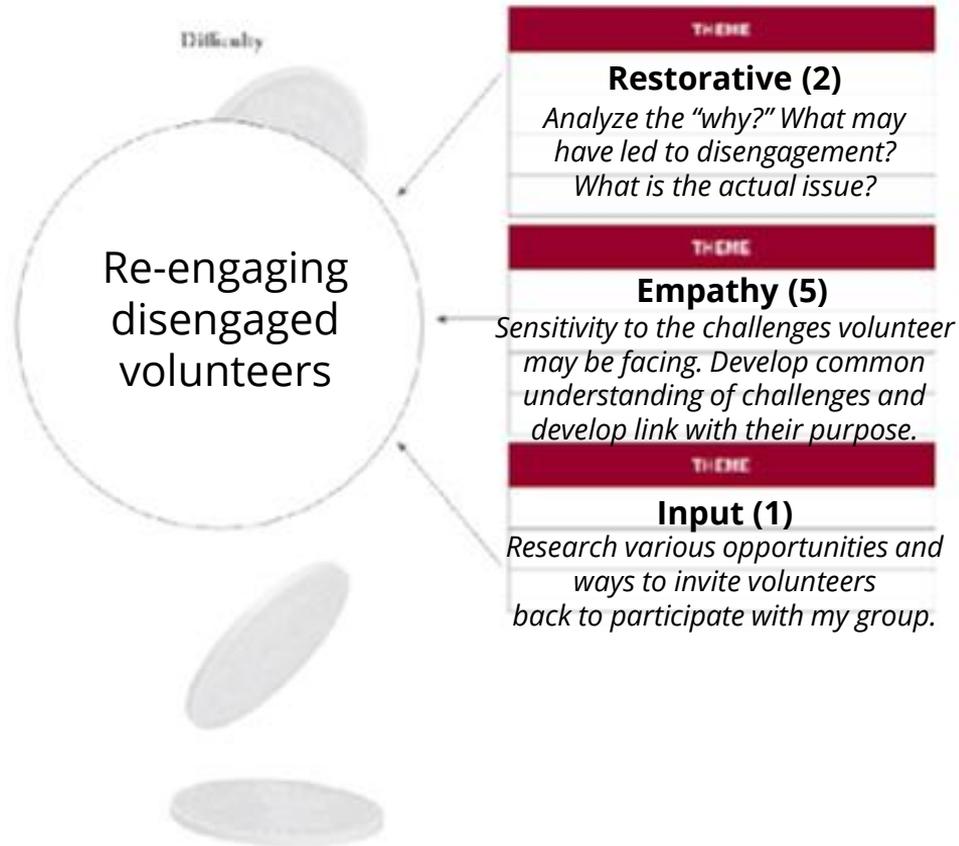
The logo consists of the word "results" in a white, lowercase, sans-serif font, centered within a red speech bubble shape that points downwards.

“Talents are like muscles. If you use them, they will help you achieve them. Further, as you refine them, they will become even more capable of helping you achieve.”

- Donald O. Clifton, Edward “Chip” Anderson, Laurie Schreiner, *StrengthQuest*



Activity 2.6: A Fresh Perspective (Reframing)



Activity 2.4: A Fresh Perspective (Reframing)

What are some ways to leverage your talent themes in facing challenges?

Questions

Why is it important?



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

- Donald O. Clifton

Why is it important?

- Our culture says: “You can be whoever you want to be, if you just work hard enough at it.”
- In the workplace, when a manager is focused on employees’ strengths, six times more likely to be engaged.
- **Key to human development is to build on who you already are, not who you are not.**

Why is it important?

- Strengths work even better when not in isolation from others.
- Share your top 5 talent themes with others, learn about theirs.
- Create an environment where everyone contributes and is valued (strengths-zone).

Why is it important?

- Operating in “Strengths-zone” improves confidence, direction, hope and kindness towards others.
- We want all our volunteers to have the opportunity to make change in their community and world, *and* do so in a healthy, encouraging and positive environment.

It starts with *you!*

“You cannot be anything you want to be, but you can be a lot more of who you already are.”

- Donald O. Clifton

StrengthsFinder 2.0 from GALLUP

What did we do tonight?

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- Explored our SF talent themes, how they play into the way we approach our work.
- More resources:
 - Ideas to Action (StrengthsFinder 2.0 Book)
 - GALLUP [Mastery Monday Series](#)
 - [Video explanations of 34 themes](#)
 - [Strength Dynamics](#)

What did we do tonight?



- What are one or two things that we can do differently this week as a result of going through these exercises together?

What's next?

Additional activities to continue your exploring your themes

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- **How do you see yourself?**
 - “At my best...”
 - “Exploring my signature themes...”
 - “Ideas for Action”
 - Online resources on GALLUP website

Additional activities to continue your exploring your themes

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- **How do others see you?**
 - “Verifying my signature themes”

Additional activities to continue your exploring your themes

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- **How your talent themes show up in your life and how you lead?**
 - “Secret of my success...”
 - “Realizing my potential”
 - “Theme Dynamics”

**What do my strengths mean for
me and my group in 2022?**

In 2022...

1. What does my group want to accomplish this coming year?
2. How will you contribute to meeting these objectives?
3. Are there leadership positions that you will consider? What are they and how will you use your talents to succeed?
4. Where will you need support from your team? (more effective if others have done the SF assessment)

new year

same old me

Thank you!

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@RESULTS_Tweets



/RESULTSEdFund



@voices4results

www.results.org