
TOP 5 TALENT THEMES

WOO

MAXIMIZER

DEVELOPER

POSITIVITY

EMPATHY



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GALLUP® StrengthsQuest™

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Developmental Advising Definition

"A systematic process based on a close student-advisor relationship intended to aid students in achieving educational, career, and personal goals through the use of the full range of institutional and community resources"

(Winston, Miller, Ender & Grites, 1984)



UNIVERSITY OF
ARKANSAS

STUDENT AFFAIRS

Strengths Based Initiatives

Two Basic Types of Conversations Advisors Have with Students

1. Conversations about the individual student

- Core values
- Aptitudes/interests
- **Strengths**
- Areas for improvement
- Level of involvement in the life of the university



Two Basic Types of Conversations Advisors Have with Students

2. Conversations about the future

- Goal-setting and posing questions
- What do you want your future to be? (career and personal life)
- What steps do you need to take to make this future a reality?
- How can this institution help you reach your goals?
- How are you changing



What Is Challenge and Support?

- **Challenge** is the stimulus and motivation for students to produce results.
- **Support** provides guidance for students to accomplish their goals.



Formula

Challenge + Support = Growth



Challenge and Support: A Balancing Act

- Use a good balance of challenge and support
- **Too much support** = No motivation for students to take an active role
- **Too much challenge** = Students overwhelmed and unable to meet expectations

Strategies for Effective Challenge and Support

- Learn the individual **strengths** and **weaknesses** of your officers
- Encourage **delegation** to get all members involved
- Know the **academic workloads** of student leaders
- Make yourself **available** to offer support
- Let **officers** give challenge and support to members
- Be in tune with overall **goals** of members of the RSO

How Can Challenge and Support Help Students Grow?

- Empowers students
- Allows students to learn from success and failure
- Can minimize the need for advisor intervention

STRENGTHS PHILOSOPHY

“Individuals gain more when they build on their talents, than when they make comparable efforts to improve their areas of weakness.”

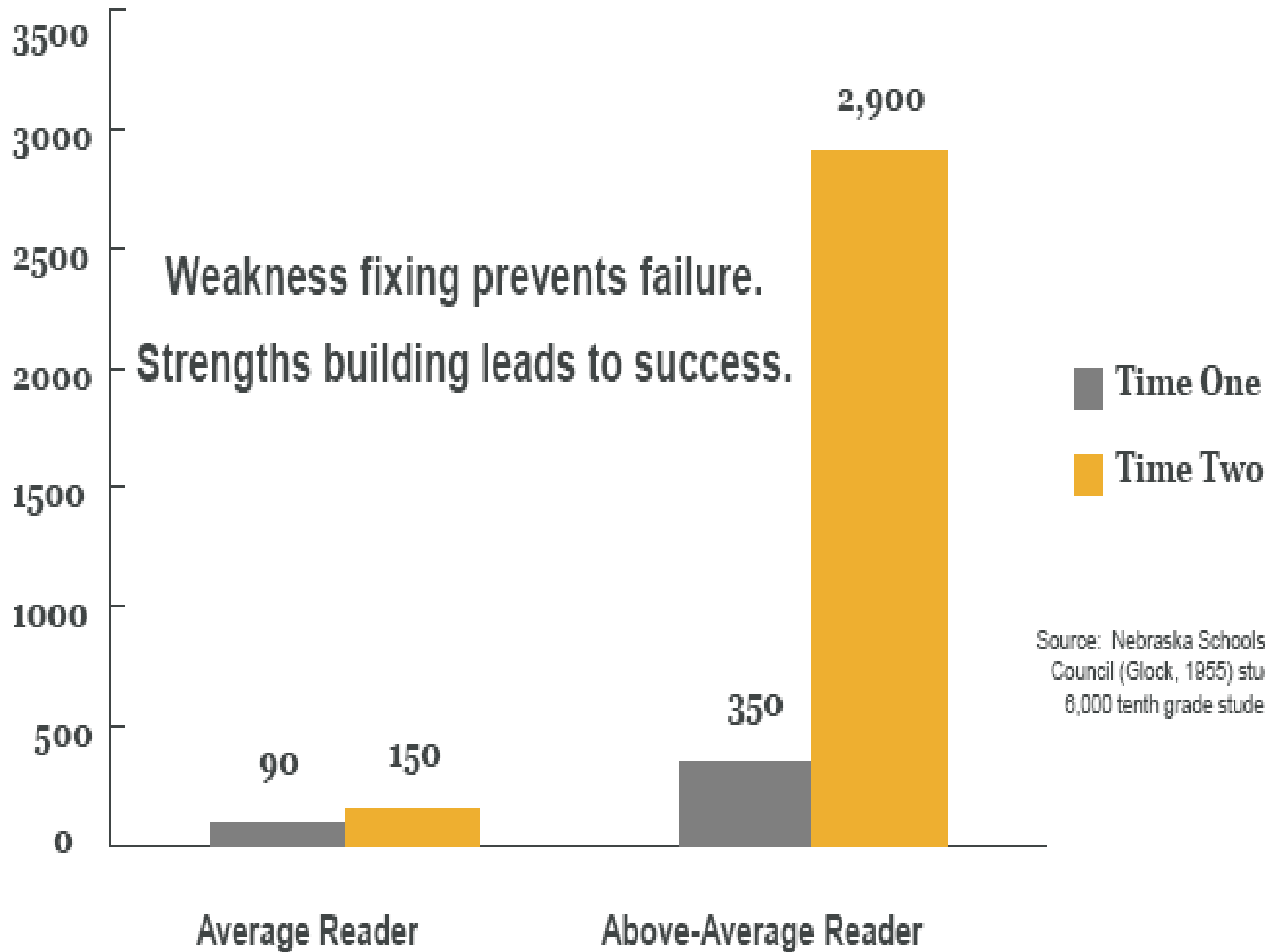
--Clifton & Harter, 2003



THE HIGHEST ACHIEVERS

- Spend most of their time in their areas of strength
- Have learned to delegate or partner with someone to tackle areas that are not strengths
- Use their strengths to overcome obstacles
- Invent ways of capitalizing on their strengths in new situations





BASIC PRINCIPLES OF STRENGTHS

- 1. You have a group of talents within you.**
- 2. Your greatest talents hold the key to high achievement.**
- 3. Becoming aware of your talents builds confidence and provides a basis of achievement.**
- 4. Learning how to develop and apply strengths will improve your levels of achievement.**
- 5. Each of your talents can be applied in many areas including relationships, learning, academics, leadership, service, and careers.**
- 6. As you develop and apply strengths, your achievements will increase and you will experience greater and more frequent successes.**

FIVE CLUES TO TALENT

- **Yearning**

- ✓ To what kind of activities are you naturally drawn?

- **Rapid Learning**

- ✓ To what kind of activities do you seem to pick up quickly?

- **Flow**

- ✓ To what kind of activities did the “steps” just come to you automatically?

- **Glimpses of Excellence**

- ✓ During what kind of activities have you had moments of subconscious excellence, when you thought, “How did I do that?”

- **Satisfaction**

- ✓ What kind of activities give you a kick, either while doing them or immediately after finishing them, and you think, “When can I do that again?”



Shocking, isn't it?

-Hayden Brunson

Top 5 Talent Themes
(a theme is a group of similar talents)

278,256
possible unique combinations.

33,390,720
different permutations with unique order.

WHO IS TALENTED?

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

A talent is a potential strength.



TALENT

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

X

INVESTMENT

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

= **STRENGTH**

(the ability to consistently provide near-perfect performance)



WHAT IS A STRENGTHS?

- Attitudes that sustain efforts toward achievement and excellence
- Behavior patterns that make a person effective
- Beliefs that empower a person to succeed
- Motivations that propel a person to take action
- Thought patterns that make a person efficient/effective



Balcony



Vs.

Basement



WHAT IS A WEAKNESS?

Any lack of knowledge, skill, or talent that negatively affects your performance or that of others is a weakness.

- Can be a non-talent
- Can be a shadow/barrier of a talent theme

Because a weakness will prevent you or another person from performing with strength, it can't be ignored. It must be managed.



MANAGING A WEAKNESS?

When you have a weakness, something is missing, there is a gap in either knowledge, skill or talent:

- If it's a gap in knowledge, you can fill it through education.
- If it's a gap in skill, it can be filled through training.
- If it's a gap in talent, here are a few strategies to try:
 - Leverage a dominant talent
 - Develop a support system
 - Find a complementary partner



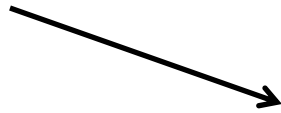
MOMENTS THAT MATTER

Moment

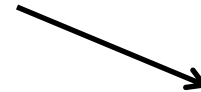
Why it Mattered



What did you learn about yourself?



How were your talents at play?



What insights does this offer you?