

# Your Top 5 Strengths

- 1.
- 2.
- 3.
- 4.
- 5.

- Executing
- Influencing
- Relationship Building
- Strategic Thinking

## Gallup's 5 Elements of Wellbeing

### Career

Loving what you do every day and having motivation to achieve your goals

### Social

Having supportive relationships and love in your life

### Financial

Managing your economic life to reduce stress and increase security

### Community

Liking where you live, feeling safe, and having pride in your community

### Physical

Having good health and enough energy to accomplish things every day

Thriving	Struggling	Suffering
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## **Career Wellbeing: Powerful Questions**

Of all the things you do well in your job, which ones do you do best?

If you could make one change for the better, what would it be?

Where do you find the most fulfillment in your role?

# **Community Wellbeing: Powerful Questions**

What community interests do you have?

How can you support your community?

In what ways does your work connect to your community?

# **Financial Wellbeing: Powerful Questions**

What are your financial goals?

What support (including financial education opportunities) do you need in pursuit of your financial goals?

What financial habits might you need to modify to enhance your individual financial wellbeing?

# **Physical Wellbeing: Powerful Question**

What are your personal health goals?

How can you incorporate physical wellbeing elements into your day?

What physical wellbeing obstacles do you encounter?

# **Social Wellbeing: Powerful Questions**

How do you connect with others socially?

How do you show support for others?

Who supports your wellbeing, and how do they support you?

# Wellbeing Action Plan

My wellbeing goal or objective:

What do I need to be at my best?

What is getting in my way of thriving?

Intentional steps I will take to improve my wellbeing:

# FOUR DOMAINS OF TEAM STRENGTH

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>Those with dominant themes in the Executing domain know how to make things happen. When the team needs someone to implement a solution, these are the people who will work tirelessly to get it done. Those with a strength to execute have the ability to “catch” an idea and make it a reality.</p>	<p>Those with dominant themes in the Influencing domain help their team reach a much broader audience. These individuals can sell the team’s ideas inside and outside the organization. When the team needs someone to take charge, speak up, and make sure the group is heard, look to someone with the strength to influence.</p>	<p>Those with dominant themes in the Relationship Building domain can provide the essential glue to hold a team together. Without these strengths on a team, in many cases, the group is simply a composite of individuals. In contrast, team members with exceptional Relationship Building strength have the unique ability to help the group become much greater than the sum of its parts.</p>	<p>Those with dominant Strategic Thinking themes are the ones who keep the team focused on what could be. They are constantly absorbing and analyzing information and helping the team make better decisions. People with strength in this domain continually stretch the team’s thinking for the future.</p>
<p><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></p>	<p><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></p>	<p><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></p>	<p><b>Analytical</b> <b>Context</b> <b>Futuristic</b> <b>Ideation</b> <b>Input</b> <b>Intellection</b> <b>Learner</b> <b>Strategic</b></p>



# FOUR DOMAINS OF TEAM STRENGTH REFLECTION

While each CliftonStrengthsFinder theme has its own power and edge, it can be useful to think about how your talents and strengths help you and the team execute, influence others, build relationships, and absorb and think about information.

In the table below, circle your top five Signature Themes. Then answer the questions that follow.

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<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>

1. What do you believe are the strengths of your leadership domain area?
  
2. What do you believe are challenges of your leadership domain area?
  
3. What would be lacking if there was not representation from your leadership domain area?
  
4. How does your particular leadership domain area influence how you relate to people you interact with on a daily basis?

# Balconies & Basements

Select one of your Top 5 Talent Themes, write it in the word bubble below and complete the following questions.

**Balcony:**

Using our strengths in productive ways. This is where your power and edge lies.

**Basement:**

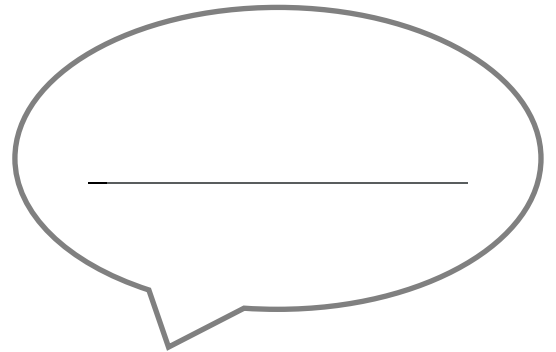
Using our strengths in nonproductive ways. This gets in the way of your success.

**Barrier Label:**

Labels others may give you when you are using your theme in a non-productive way.

Mistakenly dismisses or devalues a person's strengths as a weakness.

1. What does this theme look like when you are using it from the balcony?



3. What are 2-3 strategies you use or could use to stay out of the basement? *(including how you can use your other talent themes to do this)*

2. What does this theme look like when you are using it in the basement?

# CliftonStrengths **Balconies & Basements**

Achiever	<b>Balcony:</b> tireless, strong work ethic, leads by example, go-getter, hungry
	<b>Basement:</b> unbalanced, brown-noser, overcommitted, can't say no, burns the candle at both ends, too concentrated on work
Activator	<b>Balcony:</b> self-starter, fire-starter, energy source, fearless
	<b>Basement:</b> ready-fire-aim, loose cannon, speaks before thinking, in left field (because others haven't caught up)
Adaptability	<b>Balcony:</b> flexible, comfortable in times of change, easy to get along with, goes with the flow
	<b>Basement:</b> directionless, indecisive, sheep, inconclusive, whimsical
Analytical	<b>Balcony:</b> thinks things through, smart, logical, deep, thorough, comfortable with numbers, figures, and charts
	<b>Basement:</b> rude, short, tough, never satisfied with the answer, asks too many questions
Arranger	<b>Balcony:</b> flexible, organizer, juggler, aligns and realigns tasks to find the most productive configuration possible, efficient, conductor
	<b>Basement:</b> lacks structure, too flexible, doesn't follow the existing rules or procedures, constantly changes priorities, lacks vision
Belief	<b>Balcony:</b> passionate, steadfast, knows where they stand, altruistic, family-oriented, ethical, responsible
	<b>Basement:</b> stubborn, set in his or her ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes
Command	<b>Balcony:</b> charisma, direct, driven, inspirational, easy to follow, clear, concise
	<b>Basement:</b> bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn
Communication	<b>Balcony:</b> storyteller, great presence, easy to talk to, energizer, entertaining, charismatic
	<b>Basement:</b> blabbermouth, poor listener, self-absorbed, show-off, always needs attention
Competition	<b>Balcony:</b> driven, motivated, number one, measurement-oriented, winner
	<b>Basement:</b> sore loser, not a team player, puts down others, self-centered, confrontational
Connectedness	<b>Balcony:</b> spiritual, "doesn't sweat the small stuff," strong faith, always looking at the big picture, helps others see purpose
	<b>Basement:</b> passive, naïve, too idealistic, wishy-washy

# CliftonStrengths **Balconies & Basements**

Consistency	<b>Balcony:</b> just, problem-solver, policymaker
	<b>Basement:</b> “by the book,” inflexible, unwilling to customize/individualize
Context	<b>Balcony:</b> has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past
	<b>Basement:</b> slow to move and react to change, closed-minded, lives in the past
Deliberative	<b>Balcony:</b> good judgment, identifies risk, makes solid decisions, can plan for the unexpected
	<b>Basement:</b> standoffish, aloof, cautious, slow, introverted, afraid to act
Developer	<b>Balcony:</b> grows talent in others, teacher, coach, enjoys helping others succeed, invests in others
	<b>Basement:</b> not an individual contributor, wastes time on low-potential people, spectator
Discipline	<b>Balcony:</b> high productivity and accuracy because of ability to structure, breaks down complex into steps, great planners, promotes efficiency
	<b>Basement:</b> overbearing, rigid, mechanized, can’t handle change
Empathy	<b>Balcony:</b> creates trust, brings healing, knows just what to say/do, customizes approach to others
	<b>Basement:</b> “soft,” moody, over-involved
Focus	<b>Balcony:</b> point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter
	<b>Basement:</b> absorbed, tough to relax, intense, stressed
Futuristic	<b>Balcony:</b> imaginative, creative, visionary, even prophetic, inspiring
	<b>Basement:</b> dreamer, “Fantasy Island,” out in left field, lacks pragmatism
Harmony	<b>Balcony:</b> negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator
	<b>Basement:</b> weak, indecisive, nonconfrontational, avoids conflict
Ideation	<b>Balcony:</b> improves on the existing, learns quickly, agile mind
	<b>Basement:</b> serendipitous, lacks follow-through, creates more work
Includer	<b>Balcony:</b> invites others in, caring, engages others, sensitive, takes up for others
	<b>Basement:</b> indiscriminate, unable to decide, generous to a fault
Individualization	<b>Balcony:</b> sees the uniqueness in all individuals, intuitively knows that “one size doesn’t fit all,” appreciates the differences in others
	<b>Basement:</b> unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions

# CliftonStrengths **Balconies & Basements**

Input	<b>Balcony:</b> great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist
	<b>Basement:</b> knows a lot of worthless information, packrat, cluttered house-cluttered mind, boring conversationalist
Intellection	<b>Balcony:</b> excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone
	<b>Basement:</b> a loner, slow to act or wastes time thinking too much, isolated, doesn't work well with others
Learner	<b>Balcony:</b> always learning, catches on quickly, interested in many things, finds life intriguing
	<b>Basement:</b> a know it all, lacks focus on results, learns a lot – produces little, bookish
Maximizer	<b>Balcony:</b> mastery, success, excellence, working with the best
	<b>Basement:</b> perfectionist, picky, never good enough, always reworking
Positivity	<b>Balcony:</b> enthusiastic, lighthearted, energetic, generous with praise, optimistic
	<b>Basement:</b> insincere, naïve, superficial, Pollyanna
Relator	<b>Balcony:</b> caring, trusting, a great friend, forgiving, generous
	<b>Basement:</b> lives in a clique, crony, has an inner circle, plays favorites
Responsibility	<b>Balcony:</b> committed, accountable, independent, trusted, conscientious
	<b>Basement:</b> micromanager, obsessive, can't say "no," takes on too much
Restorative	<b>Balcony:</b> problem solver, troubleshooter, finds improvements and solutions
	<b>Basement:</b> focuses on weaknesses, punitive, negative, critical
Self-Assurance	<b>Balcony:</b> self-confident, strong inner compass, risk-taker
	<b>Basement:</b> arrogant, self-righteous, over-confident, stubborn
Significance	<b>Balcony:</b> seeks outstanding performance, does things of importance, independent
	<b>Basement:</b> recognition hungry, self-focused, needy
Strategic	<b>Balcony:</b> anticipates alternatives, intuitive, sees different paths
	<b>Basement:</b> jumps to quick decisions, difficult to understand his or her thinking, closed-minded
Woo	<b>Balcony:</b> outgoing, people-oriented, networker, rapport-builder
	<b>Basement:</b> fake, shallow, does not care about deep relationships