



# STEPPING INTO YOUR STRENGTHS

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## WHO AM I?

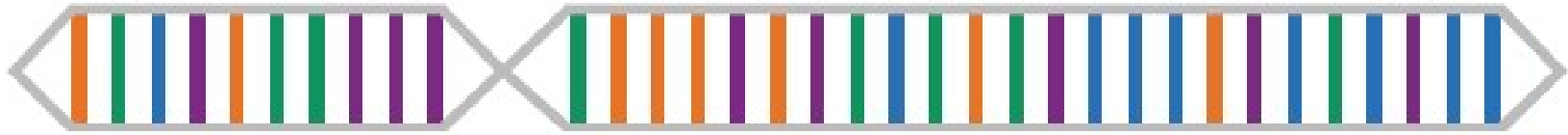
- CliftonStrengths: Strategic, Achiever, Relator, Competition & Communication
- Married to my High School Sweetheart, Zeb
- We have five daughters
- I get paid to help my daughter run a retail store that also includes a screen-printing business, coaching athletes in volleyball and help people discover their strengths.
- I am passionate about advocating for Down syndrome and sharing Bailey's story.
- I'm an habitual "over-sharer"



# Agenda

- Explaining the assessment & Gallup's framework
  - Validity/Reliability
- Pursuing a life “well lived”?
- Best practices
- Creating an action plan

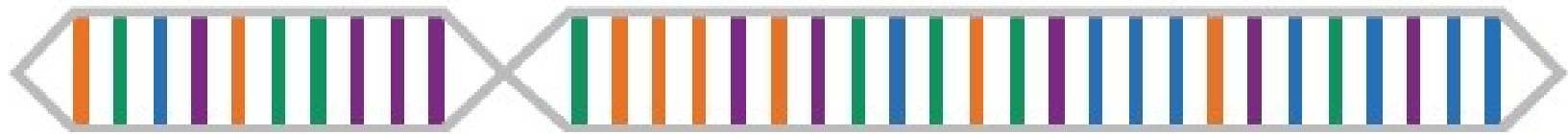
CLIFTONSTRENGTHS®



***When are you at your best?***

6 minutes and then share an “a ha” moment with the person sitting next to you.  
I’ll time you.

## CLIFTONSTRENGTHS®



■ *is the code that cracks open your  
awareness of your unique talents.*

## CLIFTONSTRENGTHS®



- 177 questions
- 34 total strengths identified
- Consistent
- Not the dictionary definition
- Framework: Name It, Claim It, Aim It



## CLIFTONSTRENGTHS®



- It helps you understand how you best operate and respond to situations
- Strengths are not intended to pigeon hole you.
- What other strengths do you have instead?

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## FOCUSING ON YOUR STRENGTHS...

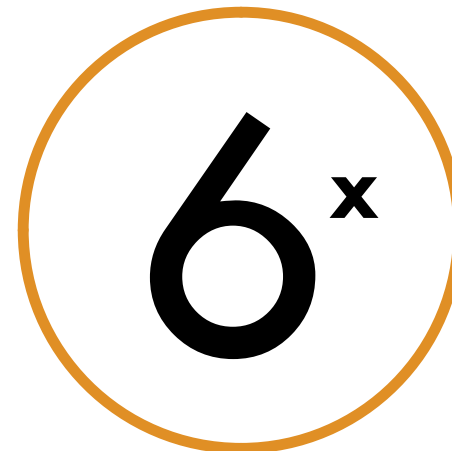
The key to success is to understand how to apply your greatest TALENTS and STRENGTHS into your everyday life.

ARE



AS LIKELY  
to report having an  
excellent quality of life

ARE

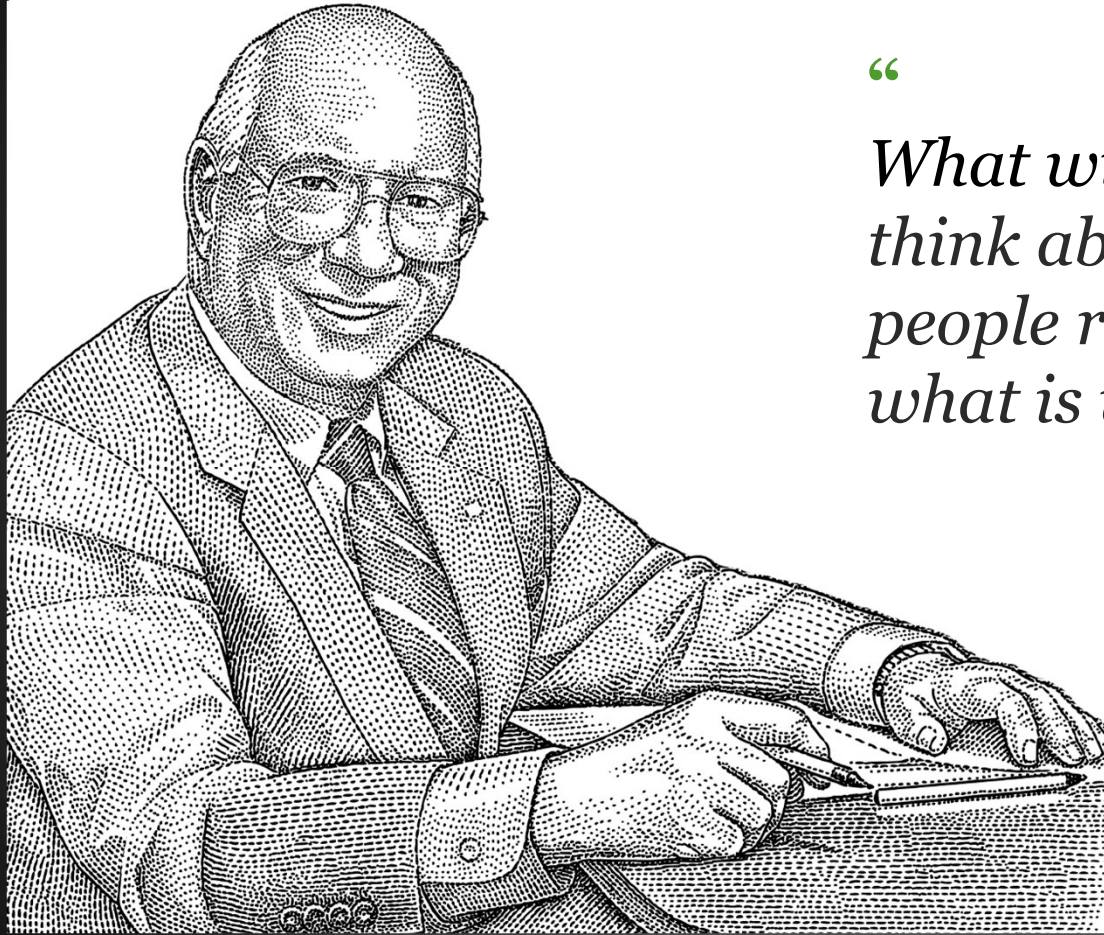


AS LIKELY  
to be engaged in their jobs



# Five Clues to Talent

- 1) **Yearning** – What kinds of activities are you naturally drawn to? Open calendar time?
- 2) **Rapid Learning** – What kinds of activities do you seem to pick up quickly that sometimes are challenging to explain to others?
- 3) **Flow** – What are you doing when time disappears?
- 4) **Glimpses of excellence** – During what activities have you had moments of subconscious excellence, when you thought, “How did I do that?” When have other people told you “You are really great at that!”
- 5) **Satisfaction** – It’s rare to find pleasure in places where we don’t also find strength. What activities give you a kick, either while doing them or immediately after finishing them, and you think, “When can I do that again”?



“

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

**DON CLIFTON** | (1924-2003)

# RIGHT BUS, WRONG SEAT?



## BUT WHAT ABOUT MY WEAKNESSES?

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*Gallup defines a “weakness” as something that gets in the way of success.*



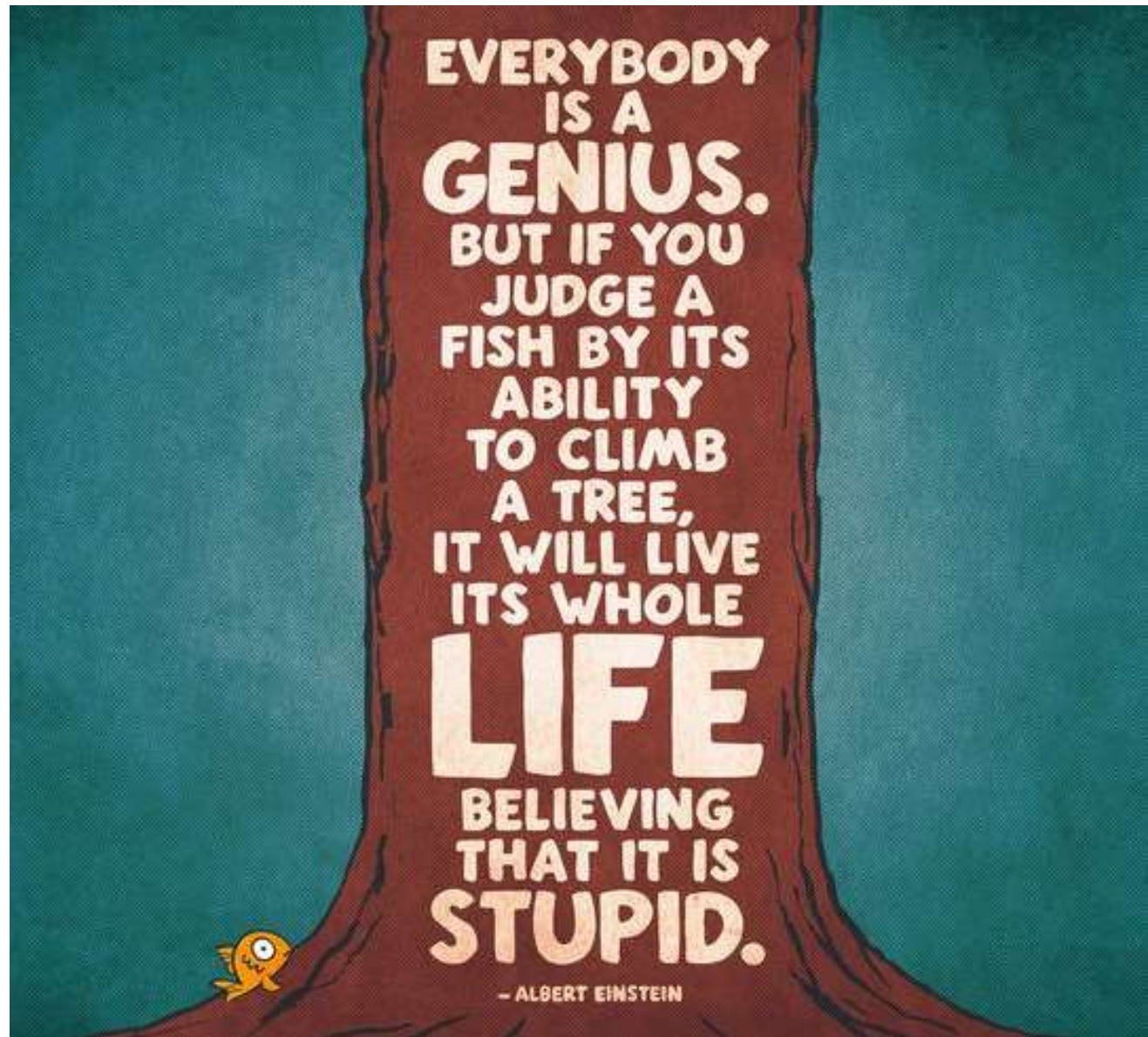
## STRATEGIES FOR MANAGING YOUR NON-STRENGTHS

- **Apply one of your strengths**
  - *Strategic vs Input*
- **Collaborate**
  - *Ask partners for support*
- **Minimize the Effect**
  - *Owning your strengths at the onset*
- **Just do it**
  - *We are all familiar with doing things we don't like to do.*



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*Your true strength  
does not exist in  
trying to fix your  
weaknesses.*



# Themes Are the Basic Language of Talent

GALLUP

Executing	Influencing	Relationship Building	Strategic Thinking
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic





*“Protect your circle of competence. Risk comes from not knowing what you’re doing.”*

*Be ruthlessly honest about what you know (your circle of competence) and what you don’t.”*

WARREN BUFFET

So...how can we pursue  
a life well lived?

*Take a few minutes to rank yourself*

# **PURSING A LIFE WELL LIVED**

**Gallup research has identified 5 elements that encompass our lives and that can be considered the “currency of a life that matters”**

**-Story: Shonda Rhimes**

# PURSING A LIFE WELL LIVED

**Career:** Liking what you do each day and being motivated to achieve your goals

**Social:** Having supportive relationships and love within 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 get things done daily

# PURSING A LIFE WELL LIVED

**How would YOU rank it?**

**Thriving:** Strong, consistent and progressing

**Struggling:** Moderate or inconsistent

**Suffering:** Low and at somewhat “high risk”

# PURSING A LIFE WELL LIVED

*Take a few minutes to rank yourself*

# Framework

**Determine your current state:** It's important to know where you are today. Is anything lacking? If so, what? Be specific.

**Determine your future state:** Where do you want to go? You **must** define what success looks like. Be specific.

**Identify the gaps:** Barriers? Help needed? Be specific.

**Make a plan:** What strengths can I use to get there? Be specific. Write it down. Revisit it often.



# Best Practices

## Career

- Every day, use your strengths
- Identify someone with a shared mission who encourages your growth.
- Opt into more social time with people you enjoy being around (or don't 😊)

# Best Practices

## Social

- Spend time socializing every day with friends, family or colleagues
- Strengthen the mutual connections in your network
- Mix social time with physical activity

# Best Practices

## Financial

- Buy experiences
- Spend money on others and/or make donations with your time, money or talents
- Establish default systems that reduce daily worry about money

# Best Practices

## Community

- Identify how you can contribute to your community based on your personal mission.
- Tell people about your passions so they can connect you with relevant groups/people.
- Opt in to a community group or event. Whether you start small or big, start now.

# Best Practices

## Physical

- Get at least 20 minutes of physical activity each day.
- Sleep enough to feel well rested.
- Like financial defaults, set defaults when you shop for groceries.



**LAST ACTIVITY:**

**CREATING AN ACTION PLAN**

**Thank You!**

**GP7 Consulting**  
**Shauna Graham**  
**Central City, Nebraska**