ANNA THOMAS, ED.D.

GALLUP CERTIFIED STRENGTHS COACH

RELATOR – EMPATHY – RESPONSIBILITY – ARRANGER – DISCIPLINE
Learning Objectives

• Allow time for self-reflection
• Put names to your talents
• Increase personal awareness
• Increase appreciation
• Increase application
I. POSITIVE PSYCHOLOGY OVERVIEW
II. STRENGTHS TENETS/DEVELOPMENT
III. THEME DYNAMICS
IV. DEEP DIVE INTO NEXT 5 THEMES
Don Clifton: Positive Psychology

Don Clifton
psychologist and business executive
(1924-2003)

“What will happen when we think about what is right with people rather than fixating on what is wrong with them?”
I use my CliftonStrengths results to help me understand myself. **My signature themes do not define me or limit me.**

All of the strengths, or themes, are **neutral**; no one strength is better than another.

I possess all 34 of the CliftonStrengths to varying degrees and dominantly use more than my Top 5. My Top 5 strengths, or signature themes, provide some language for talents that may come more naturally to me and that I may seek to cultivate.

My strengths are a platform from which I may engage in **self-reflection and discovery.**
I choose to **develop** my strengths and to use them to help me both thrive and overcome challenges. I choose a **growth mindset** where I seek to grow and develop throughout my life.

I am mindful that strengths can also present challenges or become obstacles, depending on context and circumstance.

My insights into strengths can help me recognize how I might best manage a variety of interests and circumstances.

I **affirm** the strengths of others and value the strengths each of us brings to a community.
Strengths Development

Strengths Development Framework

**Discover/Awareness**
- Understands and can define and verbalize their themes.
- Has a basic understanding of their themes.

**Develop/Integrate**
- Can see a clear connection between their themes and past and present behavior.
- Can link strengths to successes.

**Apply/Application**
- Can utilize the knowledge of their five themes to plan, strategize, analyze, and direct their behavior.

**Relationship**
- Has a clear understanding of their uniqueness and sees others strengths.
- Has a relationship(s) that is encouraging their strengths development.
Difficulties Affirming our Strengths

- Many people are blind to their own greatest talents, and often to the greatest talents of others.
- Our talents sometimes threaten others.
- In some cases, we end up in positions or situations that simply don’t fit our dominant talents.
- Fear of being proud and arrogant may interfere with seeing and affirming our strengths.
- Some people have difficulty affirming their talents because they don’t see how they will help them achieve their goals.
# Strengths of OLLI Students

<table>
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<tr>
<th>Most Present</th>
<th>Least Present</th>
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<tbody>
<tr>
<td>Input (20)</td>
<td>Focus (0)</td>
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<tr>
<td>Learner (20)</td>
<td>Command (1)</td>
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<tr>
<td>Empathy (19)</td>
<td>Significance (1)</td>
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<tr>
<td>Connectedness (16)</td>
<td>Competition (1)</td>
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<tr>
<td>Responsibility (14)</td>
<td></td>
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<tr>
<td>Developer (14)</td>
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No theme stands alone. Human beings are complex and are more than just one personality trait.
Dynamically select theme pairings, see how different talent themes combine and complement each other.

Themes can dampen or sharpen each other.

Most strengths are rooted in not just one talent, but two, three, or even more.

Considering the dynamics that exist between and among your themes is key to maximizing your talents and gaining insights into the contribution you can make.
THEME DYNAMICS

TOP 5

- Arranger
- Responsibility
- Relator
- Discipline
- Empathy
Empathy + Harmony: Expressing emotions is natural and good. If strong emotions get in the way of group progress, I can manage them and reduce tension.

Connectedness + Relator: I am a global and local citizen. I have compassion for those who are far away and intimacy with those who are near.

Positivity + Woo: Socially and emotionally influential, I find it easy and enjoyable to meet a new person or to give hope to someone in despair.

Intellection + Input: Just because my thinking can be deep and philosophical does not mean that it cannot be practical and useful.
## Likely and Unlikely Pairs

<table>
<thead>
<tr>
<th>Likely</th>
<th>Unlikely</th>
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<tbody>
<tr>
<td>• Belief and Responsibility</td>
<td>• Developer and Command</td>
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<td>• Competition and Achiever</td>
<td>• Empathy and Significance</td>
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<tr>
<td>• Consistency and Harmony</td>
<td>• Deliberative and Woo</td>
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<tr>
<td>• Woo and Communication</td>
<td>• Maximizer and Restorative</td>
</tr>
<tr>
<td>• Intellection and Input</td>
<td>• Strategic and Harmony</td>
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Deep Dive: Power and Edge of Strengths

I. BELIEF
II. COMMAND
III. COMMUNICATION
IV. COMPETITION
V. CONNECTEDNESS
Belief

- Activation of values—alignment of passion and purpose
- Can get others to rally around their cause
- Bridges and practical and emotional
- Persistent on things they value—maybe more than practicality would suggest
- Expect strong opinions from people with belief when values are involved
- Ebenezer moment—important to commemorate when they stood strong in their values
- Mature belief is knowing what you believe and agreeing to disagree with others, raw is trying to get others to share your values
Command

- Decisive, courageous, brave, influencer, activist
- Command likes to be challenged, likes conflict—but the focus on conflict is clarity
- Their words carry weight; they know when to take charge and do it effortlessly
- Knows when leadership is needed and can take a stance
- Ex. Captain Sully—giving directions while instilling confidence “you’ve got this”
Communication

• Can energize people, often sales careers, comedians
• Love to tell stories, use their words to get people’s attention
• Know what lands well with people
• Captivating, charismatic, have a presence
• Emphasis on clarity; checks for understanding
• Help translate what others say to aid understanding—can say something everyone else was thinking but couldn’t find the words
• Verbal, but also artistic communications
Not just giving you’re best, but being the best
Comparison drives performance, public performance matters
Needs to feel playing field was fair
This external focus on comparison makes them more willing to change and adjust their strategy (external understanding of progress)
Once they have “won,” they move on to something else.
Need a prize, recognition—it’s not about playing for sake for playing
 Might need time to be upset about a loss
Recognize them for the influence they have on others
• Big picture, sense of timelessness
• Certain in the uncertain, ok with mystery, calmness when things don’t make sense
• Can embrace parts of an answer you don’t understand
• Trust the unsaid, intuitive (gut feelings)—mature connectedness is being able to translate that gut feeling into words
• Can see relationship between things – take clues from the universe “makes your stomach smile” rather than your brain
• Tuned in to people around them and the environment
Thank you!
Questions?

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