

**StrengthsFinder 2.0 Employee  
Training Packet**  
*BYU-Idaho Human Resources*

*BYU-Idaho Human Resources  
226 Kimball Building  
Rexburg, ID 83460-1670  
(208) 496-1700*

*© 2018 BYU-Idaho*

This book belongs to

---

---

# Introduction

Strength is defined as the ability to consistently provide near-perfect performance. Strengths can be developed by investing time in your talents that are defined as a natural way of thinking, feeling or behaving. Study the following equation. When you do this, you will observe that raw talent actually serves as a multiplier to developing strengths.



**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)

Image: © 2007 Gallup Inc.

Talents often have something in common that connects them, called themes. Different talents are subsets of different themes. Taking the StrengthsFinder 2.0 test will help you identify your top 5 themes that will give you a starting place for discovering your talents and learning even more about your potential for strength.

Another purpose of StrengthsFinder 2.0 is to know your areas of lesser talent. “In many cases, simply being aware of your areas of lesser talent can help you avoid major roadblocks” (Rath, Tom. *StrengthsFinder 2.0*. Gallup Press, 2007.) Once you have identified your strengths and have gained some knowledge about your areas of lesser talent, you can work with people who have more talent in the areas in which you are lacking to create higher performing teams and work at an optimal level.

# Blind Spot

A Blind spot is an area where a person’s view is obstructed. The areas where you lack strength are in your “blind spot”.

Because each individual is different and has their own set of strengths that they use in individual ways, there are many perspectives that they are unaware of. These views may be highly crucial in making effective decisions but lie in our blind spot. “The key is for you to be aware of your potential *and* your limitations”. (Rath, Tom. *StrengthsFinder 2.0*. Gallup Press, 2007.)

Imagine that you are standing in a circle surrounded by the 34 themes. Observe that you will only be able to look at what’s in front of you through the lens of your primary strengths that you have strongly developed. There are some strengths in your

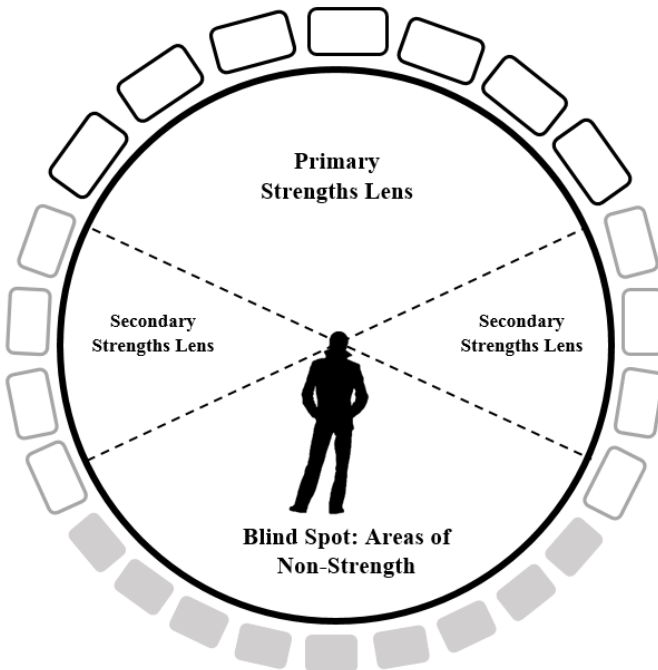


Image: © 2012 Strengths Strategy Inc.

periphery and some in your blind spot. You can call upon the strengths in your periphery (secondary strengths) with a little help from others. It is harder to identify the ones in your blind spot; but it is possible if you listen deeply to others and assimilate their view into your solution.

**Step 1:** Take the StrengthsFinder 2.0 Test

## **My Top 5 Themes**

---

---

---

---

---

**Step 2:** Read Your Insight Report

Q. As you read your personalized strengths insights, what words, phrases, or lines stand out to you?

---

---

---

---

---

Q. Out of all the talents in this insight, what would you like for others to see most in you?

---

---

---

---

## Domains of Strength

Each theme of the 34 themes falls into one of the four domains: Executing, Influencing, Relationship Building, and Strategic Thinking. Gallup has found that the most successful teams have a diverse array of strengths. Teams are stronger when they have people representing all domains. Find out which is your most dominant domain by finding your top five themes in the chart below.

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

Copyright © 2000, 2013 Gallup, Inc. All rights reserved. Gallup®, StrengthsFinder®, Clifton StrengthsFinder®, and each of the 34 Clifton StrengthsFinder theme names are trademarks of Gallup, Inc.

Q. Which domain is most dominant for you?

---

---

---

---

Q. How can you maximize the use of your dominant domain?

---

---

---

---

## Developing Strengths

After you have identified your strongest themes, it is essential that you invest in those talents to develop them into strengths. Some of the reasons to develop your strengths are as follows –

- Embracing one's own strengths and weaknesses increases the ability to create complimentary relationships with others who are different.
- Understanding how to apply strengths and manage weaknesses helps us confidently contribute, as well as humbly receive from others whose strengths are different. This reverses the negative, self-focused spiral we are often trapped in.
- Personal and professional results exponentially increase as individuals leverage their strengths and mitigate their weaknesses through their own, and others', strengths.

(DeAnna Murphy, Unlocking Strengths, Strengths Strategy®, Inc.)



### **Step 3: Develop Your Strengths**

For each of your top five themes, decide to work on a goal that will help you use or develop the strength. Create a detailed plan to achieve your goal. After achieving your goal, write your thoughts about what you learned from the experience. Some ideas for goals can be found in the book *StrengthsFinder 2.0* under “Ideas for Action” for each theme.

#### **Example:**

Theme: Relator

Q. What will I do to use/develop this strength?

I will let my caring show by finding someone to mentor and form a meaningful relationship with and extend that relationship beyond school or work.

My Plan:

1. Sign up to be a Heber J. Grant mentor for new students with a similar background as mine.
2. Initiate an introductory conversation and let the students know that I'd be willing to help with anything.
3. Listen deliberately to learn more about them.
4. Follow up to find out more about their needs and different ways I can be of help to the students.
5. Invite them to spend fun time with my family and friends.

Q. What did I learn from this experience?

---

---

---

---

1. Theme: \_\_\_\_\_

Q. What will I do to use/develop this strength?

---

---

---

---

My Plan:

---

---

---

---

---

---

Q. What did I learn from this experience?

---

---

---

---

---

---

---

---

---

---

2. Theme: \_\_\_\_\_

Q. What will I do to use/develop this strength?

---

---

---

---

My Plan:

---

---

---

---

---

---

Q. What did I learn from this experience?

---

---

---

---

---

---

---

---

---

---

3. Theme: \_\_\_\_\_

Q. What will I do to use/develop this strength?

---

---

---

---

My Plan:

---

---

---

---

---

---

Q. What did I learn from this experience?

---

---

---

---

---

---

---

---

---

---

---

4. Theme: \_\_\_\_\_

Q. What will I do to use/develop this strength?

---

---

---

---

My Plan:

---

---

---

---

---

---

Q. What did I learn from this experience?

---

---

---

---

---

---

---

---

---

---

5. Theme: \_\_\_\_\_

Q. What will I do to use/develop this strength?

---

---

---

---

My Plan:

---

---

---

---

---

---

Q. What did I learn from this experience?

---

---

---

---

---

---

---

---

---

---

---

## Understanding Others

Understanding your own themes and knowing the different ways they can be developed into strengths is important to your personal development. It is also important to understand the talents of those on your team in order to create high-performing teams. Ideas of different ways you can work with an individual with a certain theme are also given in “StrengthsFinder 2.0” in “Working With Others Who Have [Theme]” section for each theme.

Developing good listening skills can help you understand others and how they work. This will lead to better communication and ultimately, stronger teams.

Perform the following activity to learn to understand people with other themes –

### ACTIVITY

1. Talk with another individual on your team
2. Ask them about a time when \_\_\_\_\_  
\_\_\_\_\_
3. Give them 30 seconds to answer
4. Listen closely and try to identify one of their strengths
5. Share with them what you learned about them from what they told you

Q. What did you learn from the activity?

---

---

---

---

---

## Continue Learning

Learning more about yourself and others in your team is crucial to building better and interdependent relationships and teams. Continue to work on developing your strengths, and identifying and appreciating those of others. It is important that we learn about different strengths and let them work together to achieve a higher level of understanding.

## Ponder

- Q. How can you use your understanding of your strengths to add value to your role?
- Q. How can you use this knowledge to add value to your team, workgroup, department, division or organization?
- Q. What will you do differently as a result of this report?

*For additional resources, go to: <http://www.byui.edu/human-resources/training-and-development/strengthsfinder-20>*





