

If you haven't done so already, log into the Gallup StrengthsFinder 2.0 Website and complete the online assessment. Use the link and the appropriate code from your welcome email. With a copy of your Theme Sequence Report (all 34), complete the next steps in the assignment as follows:

PART 1. IDENTIFY YOUR DOMINANT STRENGTHS:

These are the strengths that show up in almost everything you do. They fuel your success and give you energy.

1. Starting with number 1 on the Theme Sequence report, carefully read each talents description or definition.
2. Ask yourself the following question: "Is this **always** me?"
3. Working down from the top of the list, repeat this for each strengths theme.
4. At the point you reach a description and your first response changes from "always me" to "this is **sometimes** like me" take a marker and draw a line immediately above that strength.

The strengths above the line are your dominant strengths; those below the line represent your supporting strengths. The cut off number between your dominant and supporting strengths can vary greatly, so don't be concerned if you are still relatively high on the list. In fact, on average the dominant strengths typically fall between 9 and 11 on the list. The most important point, is to be very honest with yourself about "always me" versus "sometimes like me" when reading the definitions.

PART 2. IDENTIFY YOUR LESSER STRENGTHS:

These are also more commonly referred to as our weaknesses. Rather than give you energy, these strength themes often zap your energy.

1. Starting with number 34 on the report, carefully read each talent's description or definition.
2. Answer the question: "How often does this **describe me**? How often does this show up in my **daily** life?"
3. Working up from the bottom of the list, repeat this for each strengths theme.
4. At the point that you reach a description and your first response changes from "this **rarely** describes me" to "this **sometimes** describes me" take a marker and draw a line immediately below it.

PART 3. CHART YOUR STRENGTHS

1. Using the chart on the following page, write your name at the top of the first column.
2. For each of your Dominant and Lesser Strengths put the number of that strength in the box to the right of the StrengthsFinder Theme.
3. Choose a marker color to represent your Dominant Strengths and highlight the boxes.
4. Choose a marker color to represent your Lesser Strengths and highlight those boxes.
5. Review the chart. What patterns do you see? Are there any surprises?

You are unique! There are over 33 million possible combinations of the top 5 strengths.

Gallup, Inc

UNDERSTANDING THE 4 CATEGORIES*

While each of the 34 themes has its own power and edge, four broader categories have emerged from the research on strengths:

1. **Executing**
 - Individuals with dominant strength in the Executing domain know how to make things happen.
 - When you need someone to implement a solution, these are the people who will work tirelessly to get it done.
 - Those with executing strengths have the ability to “catch” an idea and make it a reality.
2. **Influencing**
 - Those who are strong in Influencing help their team reach a much broader audience.
 - People with strength in this category are always selling the team’s ideas inside and outside the organization.
 - When you need someone to take charge, speak up, and make sure your group is heard, look to someone with the strength to influence.
3. **Relationship Building**
 - Those who excel in Relationship Building are the essential glue that holds a team together.
 - Without these strengths on a team, in many cases, the group is simply a composite of individuals.
 - Individuals with dominant strengths in this category have the unique ability to create groups and organizations that are much greater than the sum of their parts.
4. **Strategic Thinking**
 - Individuals with Strategic Thinking strengths are the ones who keep us all focused on what could be.
 - They are constantly absorbing and analyzing information and helping the team make better decisions.
 - People with dominant strengths in this category continually stretch our thinking for the future.

**Source: Gallup, Inc.*

		Your Name	Name 2	Name 3	Name 4	Name 5	Name 6	Name 7
Executing	Achiever							
	Arranger							
	Belief							
	Consistency							
	Deliberative							
	Discipline							
	Focus							
	Responsibility							
	Restorative							
Influencing	Activator							
	Command							
	Communication							
	Competition							
	Maximizer							
	Self-Assurance							
	Significance							
	WOO							
Relationship Building	Adaptability							
	Connectedness							
	Developer							
	Empathy							
	Harmony							
	Includer							
	Individualization							
	Positivity							
	Relator							
Strategic Thinking	Analytical							
	Context							
	Futuristic							
	Ideation							
	Input							
	Intellection							
	Learner							
	Strategic							