



Do What YOU Do Best...
Every Day!

2018 Member Universities Professional Institute (MUPI)
New Orleans, LA

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IN THE BEGINNING



Donald O. Clifton, PhD (1924-2003)

Inventor, Clifton StrengthsFinder
Father of Strengths-Based Psychology



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

“We believe in the uniqueness of every individual.” ~~Todd Johnson, Gallup

THE ASSESSMENT

- 30+ Years of Research
- Measures Natural Talents w/in 34 Themes
- **Top 5** = Signature Themes
- Used by 457 of the Fortune 500

UNIQUELY YOU

- Over 13 Million
- Same Top 5 = **1 in 275,000**
- Same Top 5 in **exact** same order = **1 in 33 million!**

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WHY?



PEOPLE WHO...

FOCUS ON USING THEIR STRENGTHS ...



are **3 TIMES** as likely to report having an excellent quality of life.



are **6 TIMES** as likely to be engaged in their jobs.

CONSIDER THIS. . .

- Only **20%** of adults employed full-time in the U.S. like what they do each day.
- Only **13%** of employees say they find their work meaningful.
- Only **20%** think they are in jobs that use their talents.
- Only **30%** of U.S. employees are engaged.

THE PROBLEM IS. . .

If we can't accurately identify our strengths,
we can't intentionally use them.

EVERYONE HAS TALENT.

Talent is

a naturally recurring pattern
of thought, feeling, or behavior
that can be productively applied.

*“We are so much more than we
think we are.” ~~Kate Maloy*

OUR TALENTS

- Are our filter to the world
- Help us understand who we are
- Are our best opportunity for success
- Give us our unique power and edge

THEMES ARE THE BASIC LANGUAGE OF TALENT



**THE MOST MATURE TALENTS
ARE
STRENGTHS.
STRENGTHS ARE DEVELOPED.**

STRENGTH is

the ability to consistently produce a positive outcome through near perfect performance in a specific task.

To finish with strength, start with talent.

THE POINT OF IT ALL. . .

- When you do more of what **YOU** do best, you build your life around your areas of greatness!
- CliftonStrengths creates a **shared language** that breaks down barriers and brings people together.
- You learn to **collaborate** with people who complement YOU.

TEAM SUCCESS DEPENDS UPON. . .

1. Understanding the work of the team and/or having a clear and compelling performance goal
2. Each person knowing how he or she specifically contributes to accomplishing the performance goal
3. Each person knowing how other team members can best contribute, *i.e.*, how the team can best work together

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THE POWER OF COLLABORATION

PERFORMANCE CHALLENGE OF THE 21st CENTURY:

Building

a

Culture

of

Collaboration and Partnership

THE BEST PARTNERSHIPS

- Happen when you and someone whose strengths complement yours join forces on a single goal
- Together you accomplish what you cannot do apart
- **T-E-A-M!**

DOMAINS OF TALENT

Relationship Building

Influencing

Strategic Thinking

Executing

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TALENT MAP

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Connect with Me

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QUESTIONS?



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