

# Do What YOU Do Best. . Every Day!

2018 Member Universities Professional Institute (MUPI)

New Orleans, LA

Do What YOU Do Best... Every Day!

### 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!

### 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...

- 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

### 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

**E**xecuting

### **TALENT MAP**

### **Connect with Me**

Bernée E. Long, JD Director, Distinguished Scholars Programs

Intellection ©Connectedness ©Futuristic ©Learner ©Achiever

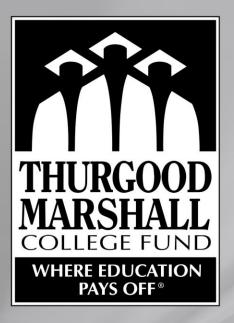
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### **QUESTIONS?**



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