WNY Advising Conference - February 12, 2020

ASSESSMENT-BASED ADVISING

USING FOCUS 2 AND CLIFTONSTRENGTHS

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Focus 2 vs.CliftonStrengths

- Focus 2
 - Undecided students or not sure what to do with their major
 - Gives a student a list of careers and majors based on Interests, Values, etc.
- CliftonStrengths
 - For students who need help discovering their strengths so they can be more successful in school and beyond
 - Helps them discover and why they may be having trouble choosing a major or career path
 - Focus 2 points them in a direction and CliftonStrengths shows them how to get there

Focus 2

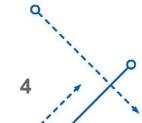
- 7 different assessments
- Career Planning Foundations
 My Career Planning Involvement Where are you in your career planning process?
 Am I Career Ready? Based on the 8 NACE Career Ready Competencies
- Self Assessments

Work Interest Assessments – Based on the Holland RIASEC Codes Values Assessments Personality Assessments Skills Assessment Leisure Assessment

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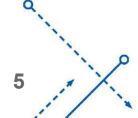
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Values Assessments
Personality Assessments
Skills Assessment
Leisure Assessment



Occupational Themes (RIASEC)





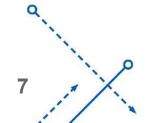
Occupational Themes (RIASEC)

- Realistic-generally interested in mechanical, construction, repair activities, nature and the outdoors, providing public safety, adventurous and physical activities (things)
- Investigative-generally interested in activities related to science and math, like gathering information, uncovering new facts theories, analyzing and interpreting data (ideas)
- Artistic-generally interested in visual art, performing arts, culinary arts, and writing, like observing the arts and participating in them (creativity)

Occupational Themes (RIASEC)

- **Social** generally interested in being with other people, enjoy working in groups, sharing responsibilities and communicating with others (people)
- *Enterprising*-generally interested in persuading and leading, seek positions of leadership, power and status (tasks)

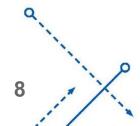
 Conventional-generally interested in activities that require attention to organization, data systems, detail and accuracy (order)



Alternative free tool that anyone can access

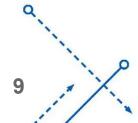
- New York State Career Zone

https://www.careerzone.ny.gov/views/careerzone/index.jsf



Focus 2 Access

- 1.Go to UB Career Services website, and click on the Majors and Careers Tab.
- 2.Scroll down until you find "Discover Your Strengths". This will take you to info about our career assessments.
- 3.Click on the blue box that says "Register a new account and start my free assessment now!"
- 4. Click on Register and use the Access code "ubbulls".
- 5. Fill in the required fields using a UB email address and create a password.



Focus 2 Access

Let's look at it live https://www.buffalo.edu/career.html

CliftonStrengths for Students

Formally Strengthsquest or StrengthsFinder

What do we know about Success?

"Individuals gain more when they build on their <u>talents</u>, than when they make comparable efforts to improve their areas of weakness"
 -Clifton & Harter

- People who have the opportunity to focus on their strengths everyday are:
 - 1. Six times as likely to be engaged in their jobs
 - 2. More than *three times* as likely to report having an excellent quality of life in general
 - 3. Teams that focus on Strengths are 12.5% more productive.

It's not just about being engaged in a job...

 Focusing on strengths is also the key to being engaged in your classes, research, relationships, activities and group projects. In any job interview, what question is almost always asked?

What are your strengths?

How can the CliftonStrengths assessment help?

- It expands our vocabulary about our talents
- Based on Gallup Inc.'s 40 year study of human strengths, scientists lead by Donald Clifton created a language of 34 most common themes of talent that are used when people are successful.

Some Research Findings....

- Strengths-based interventions have contributed to statistically significant increases in:
- Student retention and academic performance
- Students' academic engagement and self-efficacy
- Self-confidence, optimism, direction, hope, altruism, and sense of meaning and purpose
- See strengthsquest.com Resources Research and Reference: The Clifton StrengthsFinder® and Student Strengths Development

What is a Talent vs. Strength?

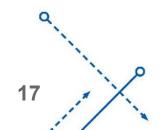
Talent (a natural way of thinking, feeling or behaving)

X

Investment (time spent practicing, developing your skills, and building your knowledge base)

= Strength

(The ability to consistently provide near-perfect performance or doing something that makes you feel strong – Marcus Buckingham)



Influencing

Activator, Command, Communication, Competition, Maximizer, Self-Assurance, Significance, WOO

How an individual moves others to action. Interpersonal strengths that enable a person to impact or influence others in powerful ways by taking charge, speaking up, and making sure ideas are heard, inside and outside a group.

Relationship Building

Adaptability,
Connectedness, Developer,
Empathy, Harmony,
Includer, Individualization,
Positivity, Relator

How a person builds connections with others, including interpersonal bonding, forming deeply meaningful and close personal relationships. In teams, these themes are the "essential"

glue that holds a team together," creating groups that are greater than the sum of their parts.



Executing

Achiever, Arranger, Belief, Consistency, Deliberative, Discipline, Focus, Responsibility, Restorative

What pushes an individual towards results. Motivational strengths that generate and focus energy to achieve and accomplish a lot, for themselves and their teams.

How a person analyzes the world.

Strengths of perception, organization, and information processing that produce lifelong learners learners and help teams make better decisions. They help us focus on what could be, stretching our thinking for the future.

STRATEGIC THINKING

Analytical, Context, Futuristic, Ideation, Input, Intellection, Learner, Strategic

Strengths-Based Advising

- 1. Debrief results with students based on the student's need.
- (See handout: Using CliftonStrengths for Exploring Majors, etc.)
- 2. Advising Strategies for Course Selection (See Handout by Laurie Schriener et all.)
- 3. How do your strengths influence your approach to advising? (See Strengths-Based Advising Activity Sheet)

Two Closing Thoughts

"Where your talents and the needs of the world cross,
 lies your calling." - Aristotle

"You cannot be anything you want to be, but you can be a lot more of who you already are." - Tom Rath