

UAC Conference - March 2, 2011

StrengthsQuest Stories:

Understanding Self and Others



Ed Brodka

UB Career Services

Positivity – Woo - Adaptability – Maximizer – Strategic

Jennifer Morrison, Ph.D.

UB Student Support Services

Achiever – Competition – Learner – Input – Intellection

Susan J. Ott, Ph.D.

UB McNair Scholars Program

Achiever – Learner – Discipline – Focus - Input

Our Goals for Today...

1. Overview of StrengthsQuest and why it's important.
2. Opportunity to get a “taste” of SQ.
3. Hear how our 3 departments at UB are using StrengthsQuest.
4. Share how you may be using SQ at your schools.
5. Other resources and training.

Raise your hand if you..

1. Are currently using StrengthsQuest at your school or department.
2. Are somewhat familiar with StrengthsQuest but are not really using it.
3. Know little or nothing about StrengthsQuest.

Is this about your success or the
success of your students?

Both!

What do we know about Success?

“Individuals gain more when they build on their talents, than when they make comparable efforts to improve their areas of weakness”

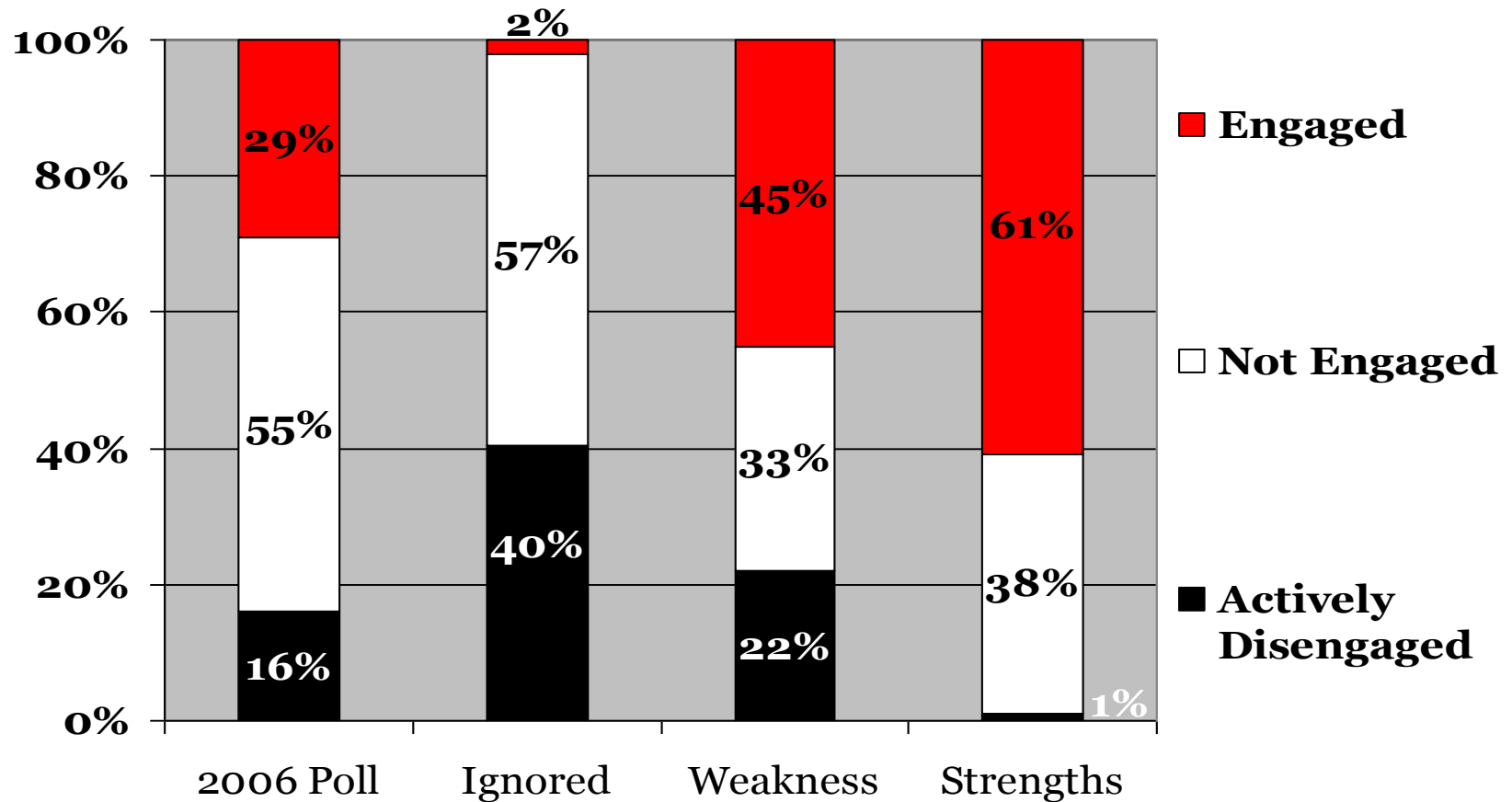
-Clifton & Harter

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

- Tom Rath (2007)

Strengths in Organizations – Employee Engagement



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 – Educator Resources – Research, also...

A Comprehensive Strengths-Based Approach to the First-Year Experience, Laurie A. Schreiner, Ph.D. Eileen Hulme, Ph.D. Azusa Pacific University, 2006 Annual Conference on the First-Year Experience

Employers and Graduate/Professional Schools
will ask our students:

What are your strengths?

Here are 5 common answers to the question:
What are your strengths?

1. *“I work well with others.”*
2. *“I have good communication skills.”*
3. *“I am organized”*
4. *“I am creative.”*
5. *“I am a hard worker”.*

How can StrengthsQuest help?

It expands our vocabulary about our talents.

How?

Based on Gallup polling company'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.

What is 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, doing something that makes you feel strong)

If you want to succeed, you need to:

- 1. **Realize** and affirm your natural talents and see where you can use them.*
- 2. **Develop** your talents for given activities.*
- 3. **Apply** your strengths in life –academics, careers and relationships.*

Activity: Choose & Share Strength Story

1. From the StrengthsQuest Quick Reference Guide, put a “X” next to 5 that you feel best describe you.

<http://www.strengthsquest.com/content/141365/Resources.aspx>

2. In small groups, share a story of how you have recently used one of your chosen talents in your job or at home.

How have we used StrengthsQuest in career services, academic advising and graduate school advising?

For more info from Gallup..

1. Go to strengthsquest.com to see ***Educator Resources*** including free webinars, trainings, articles, activities and research.
2. For more info contact: StrengthsInfo@gallup.com or call: (800) 713-2595
3. To bring a training to your campus, please reach out to: KYLE J. ROBINSON, kyle_robinson@gallup.com, Director of Programming and Career Development Education Practice, (952)838-0239

For more info at NACADA...

Articles...

<http://www.nacada.ksu.edu/Clearinghouse/AdvisingIssues/Theory.htm>

Strengths Based Advising

- ◆ Strengths Based Advising *via the NACADA Journal*
- ◆ Using Strengths-Based Advising to Promote Persistence and Restructure “One Size Fits All” Advising Models

NACADA Webinar at:

<http://www.nacada.ksu.edu/Webinars/W39.htm>

DW39 Academic Advising for Student Retention and Persistence: *A Strengths Development Approach*

Online Webinar Presentation

Thursday, March 31, 2011

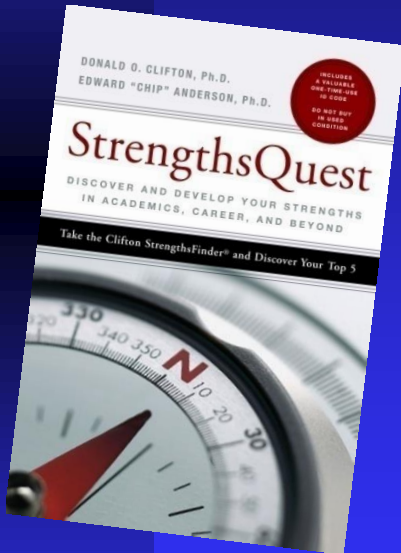
1:00 - 2:30 Central Time

Read this book:

StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond, by Clifton et. al. (2006)

or

access it on-line with a SQ Code



Affirming/Developing sections

- Actionable Items for all 34 Themes

Apply Your Strengths in Academics

- General academic life
- Study Techniques
- Relationships
- Class Selection
- Extra Curricular Activities

Applying Your Strengths in Careers

- Actionable Items for all 34 Themes

Questions??

*Thank you for sharing your Strengths
with us!*

-Ed , Jennifer and Susan