

DEVELOPING STRENGTHS-BASED PROJECT TEAMS
by Martha Buel and Connie Plowman

MY TALENTS AND STRENGTHS - EXAMPLE

| <i>Talent Theme</i> | Talent | + | Investment: | = | Strength | <i>Ways I Use/Could Use this Specific Strength</i> |
|---------------------|---|---|---|---|--|--|
| | | | <i>Knowledge Experiences Skills Practice</i> | | | |
| | My Specific Talent | | My Specific Talent Investments | | My Specific Strength | |
| Input® | I enjoy gathering and sharing information. I am a collector of resources. | | <p>Skills: I want to invest in a step-by-step process to quickly organize all the data that I have collected.</p> <p>Conceptual Knowledge: Become proficient in questioning techniques, critical thinking, and researching methods.</p> <p>Practice: Ensure that the “things” (data, information, articles, books, etc.) I collect have purpose— to be useful to myself and others. Practice being aware that just because I crave more knowledge, doesn’t mean that others do. Be inquisitive. Use caution not to download too much data during high-level discussions.</p> <p><i>Further invest-in/develop strength:</i></p> <p>Experience: Acquire experience to effectively and efficiently “sift” through volumes of information to easily locate relevant data.</p> | | My strength is my ability to collect and share relevant data with my co-workers and my team. | I use this strength by being an inquirer: I ask questions, probe for evidence-based answers, and seek information from others working on the team. |

Developing Strengths-Based Project Teams written materials, including the three Grid Examples, are protected by copyright.

Gallup, Clifton Strengths® and the 34 theme names of Clifton Strengths® are trademarks of Gallup, Inc. All rights reserved. Opinions, views, and interpretations of strengths-based talent development philosophy in the *Developing Strengths-Based Project Teams* materials are solely the beliefs of the authors.

DEVELOPING STRENGTHS-BASED PROJECT TEAMS
by Martha Buel and Connie Plowman

MY TALENTS AND STRENGTHS - EXAMPLE

| <i>Talent Theme</i> | Talent | + | Investment: | = | Strength | <i>Ways I Use/Could Use this Specific Strength</i> |
|---------------------|--|---|---|---|--|--|
| | | | <i>Knowledge Experiences Skills Practice</i> | | | |
| | My Specific Talent | | My Specific Talent Investments | | My Specific Strength | |
| Maximizer® | I thrive on my dedication to quality and my commitment to excellence – in everything I do. | | <p>Skills: I want to invest in best practices, developing better methods and techniques to achieve greater results.</p> <p>Conceptual Knowledge: Become proficient in helping others succeed, being able to measure performance results, and “raising the bar” for success.</p> <p>Practice: Ensure that I am making things better, not just fixing problems. Practice being aware that I am a perfectionist and know when to accept that “good” is good enough. Use caution not to expect excellence from others, and to recognize and celebrate that they are doing their best.</p> <p><i>Further invest-in/develop strength:</i></p> <p>Experience: Acquire experience to help others succeed. Work with a mentor to help me grow each day to become a better version of myself.</p> | | My strength is my ability to take the ordinary and make it extraordinary. This is done by starting with good, then making it better, and finally reaching best. There is continuous refinement – to maximize -- everything I do. | I use this strength by being a driver: To push myself and others do their best work. I influence individuals and teams to ensure excellence and quality are of utmost important. |

Developing Strengths-Based Project Teams written materials, including the three Grid Examples, are protected by copyright.

Gallup, Clifton Strengths® and the 34 theme names of Clifton Strengths® are trademarks of Gallup, Inc. All rights reserved. Opinions, views, and interpretations of strengths-based talent development philosophy in the *Developing Strengths-Based Project Teams* materials are solely the beliefs of the authors.

DEVELOPING STRENGTHS-BASED PROJECT TEAMS
by Martha Buel and Connie Plowman

MY TALENTS AND STRENGTHS - EXAMPLE

| <i>Talent Theme</i> | Talent | + Investment: | = Strength | <i>Ways I Use/Could Use this Specific Strength</i> |
|---------------------|---|--|--|---|
| | <i>My Specific Talent</i> | <i>My Specific Talent Investments</i> | <i>My Specific Strength</i> | |
| Communication® | I enjoy writing and telling stories to express my thoughts, feelings, or ideas. | <p>Skills: I want to invest in various ways to continuously improve and refine my words that captivates the attention of others.</p> <p>Conceptual Knowledge: Become skillful in being the best storyteller that I can be in communicating my message that inspires others to listen, learn, act, or decide.</p> <p>Practice: Ensure that my words matter. Practice choosing my words carefully. Know that words have an impact – positive (supportive) or negative (resisting). Be intentional that each message is meaningful. Take time to let others tell their story so that I can learn from them.</p> <p><i>Further invest-in/develop strength:</i></p> <p>Experience: Grow my experience to be more attentive to my audience’s reaction and feedback -- to improve my communication for greater understanding.</p> | My strength is my ability to present and inspire. I do this by giving interactive presentations that are engaging and inspiring. | I use this strength by being a conversationalist: I reach out to others, to know my audience, and engage in conversation – turning thoughts and ideas into words. I work with students in the classroom or help my colleagues in the workplace. |

Developing Strengths-Based Project Teams written materials, including the three Grid Examples, are protected by copyright.

Gallup, Clifton Strengths® and the 34 theme names of Clifton Strengths® are trademarks of Gallup, Inc. All rights reserved. Opinions, views, and interpretations of strengths-based talent development philosophy in the *Developing Strengths-Based Project Teams* materials are solely the beliefs of the authors.