

CliftonStrengths® Discovery Design Document

ONE-DAY COURSE



GALLUP®

ABOUT THIS COURSE

Our greatest talents — the ways in which we most naturally think, feel and behave — represent our innate power and potential. When we tap into this source of power, we become more efficient and act with more confidence, direction and hope to enhance our productivity.

This transformative course provides essential information to help participants learn more about their dominant talents and practice using them in their work and life.

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CliftonStrengths® Discovery

INSTRUCTOR-LED COURSE

This course helps participants further understand themselves and their unique talents. Participants learn how to productively apply their talents for greater personal and professional success.

Gallup research shows that individuals progress more rapidly in their areas of strength than in their areas of weakness. Despite this discovery, people often spend more time trying to fix their shortcomings than developing their areas of strength. All too often, individuals don't make the most of their natural talents.

This power-packed course incorporates findings from Gallup's extensive, ongoing research into how people can become highly effective by intentionally applying their talents and strengths. This full day of discovery provides participants with a personalized journey that begins with a deeper awareness of and appreciation for their unique talents and the valuable contributions they offer. Participants gain strengths-building strategies to learn how to turn their talents into strengths that they can consistently adopt in their life and work.

Program Description and Learning Objectives

Program Description

During this one-day course, participants gain practical techniques, tools and experiences to better understand, appreciate and use their natural talents. They learn the uniqueness of their talents and the language of strengths. Participants also discover how to share their talents and strengths with others and use their strengths to accomplish their most important goals and purpose.

Participants receive the CliftonStrengths Discovery packet during the course. By using the tools in the packet and the education they acquire during this course, participants will have the essential information they need to learn more about their most dominant talents and practice using them in their work and life.

Target Audience

This program is intended for individuals who want to discover and invest in the source of their natural talents.

Anticipated Impact

During this course, participants gain a clearer path to success. Participants discover their top talents as well as strategies and techniques to develop them.

Program Details

Course Schedule	One-day course 7 hours, 15 minutes of delivery time 8:30 a.m. to 5:00 p.m. (8 hours, 30 minutes)
Course Size	Minimum number of participants: 15 Maximum number of participants: 50
Facilitation	One course leader
Prerequisites	None
Prework	Participants must take the CliftonStrengths assessment
Postwork	None

Learning Objectives

At the end of this course, participants will be able to:

- analyze how talents from all 34 CliftonStrengths themes can influence their personal and professional success
- identify how each of their dominant CliftonStrengths themes plays a part in their past and future success
- create strategies and solutions to use their greatest talents in their work and life
- practice applying talents from their dominant CliftonStrengths themes to specific goals and objectives
- define the concept of “lesser talents” and identify strategies for managing them
- use their unique talents to achieve greater success

Professional Credit Hours

Participants who successfully complete this course can earn professional credit hours from ICF (7.25 hours), SHRM (7.25 hours) and HRCI (7.25 hours). For more information, contact CEU@gallup.com.

Tools Received

CliftonStrengths Discovery packet:

- CliftonStrengths Discovery Workbook
- CliftonStrengths Resource Guide
- CliftonStrengths Discovery Cards Deck
- CliftonStrengths Quick Reference Card
- CliftonStrengths Signature Themes Report
- Strengths Insight and Action Planning Guide (Personalized)

CliftonStrengths® Discovery Packet

The CliftonStrengths Discovery packet translates decades of Gallup research about talents, strengths, individual performance and personal development into an approachable and agile set of tools to help individuals learn more about their most dominant talents. The packet also provides individuals with numerous ways to practice using their talents in work and life.



CliftonStrengths Discovery Workbook

This workbook guides participants through the activities and experiences of the course. It provides participants with a place to explore, test and refine their notions about their natural talents and how to bring them to life every day. Through the CliftonStrengths Discovery course and this workbook, participants get simple conceptual strategies, new techniques and thought-provoking questions that enable them to turn their natural talents into strengths.



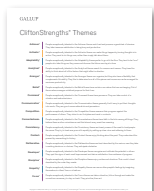
CliftonStrengths Resource Guide

This powerful resource provides participants with a deeper understanding of each of the 34 talent themes that the CliftonStrengths assessment identifies. The guide includes theme descriptions, action items and insights into the power of each theme. This resource guide helps participants better understand their talents so they can more deliberately practice using them.



CliftonStrengths Discovery Cards Deck

This set of cards is a learning tool participants can use to start developing their talents. This resource will help participants examine the subtle differences and distinct power among their dominant CliftonStrengths themes.



CliftonStrengths Quick Reference Card

This resource contains a short definition for each of the 34 CliftonStrengths themes.



CliftonStrengths Signature Themes Report

This customized report includes the participant's dominant CliftonStrengths themes and descriptions of talents often found within those themes.



Strengths Insight and Action Planning Guide (Personalized)

The Strengths Insight and Action Planning Guide (Personalized) is a customized report based on the participant's individual responses to the CliftonStrengths assessment. It includes personalized strengths insights and action items that can help an individual start to intentionally apply the talents within their dominant themes.

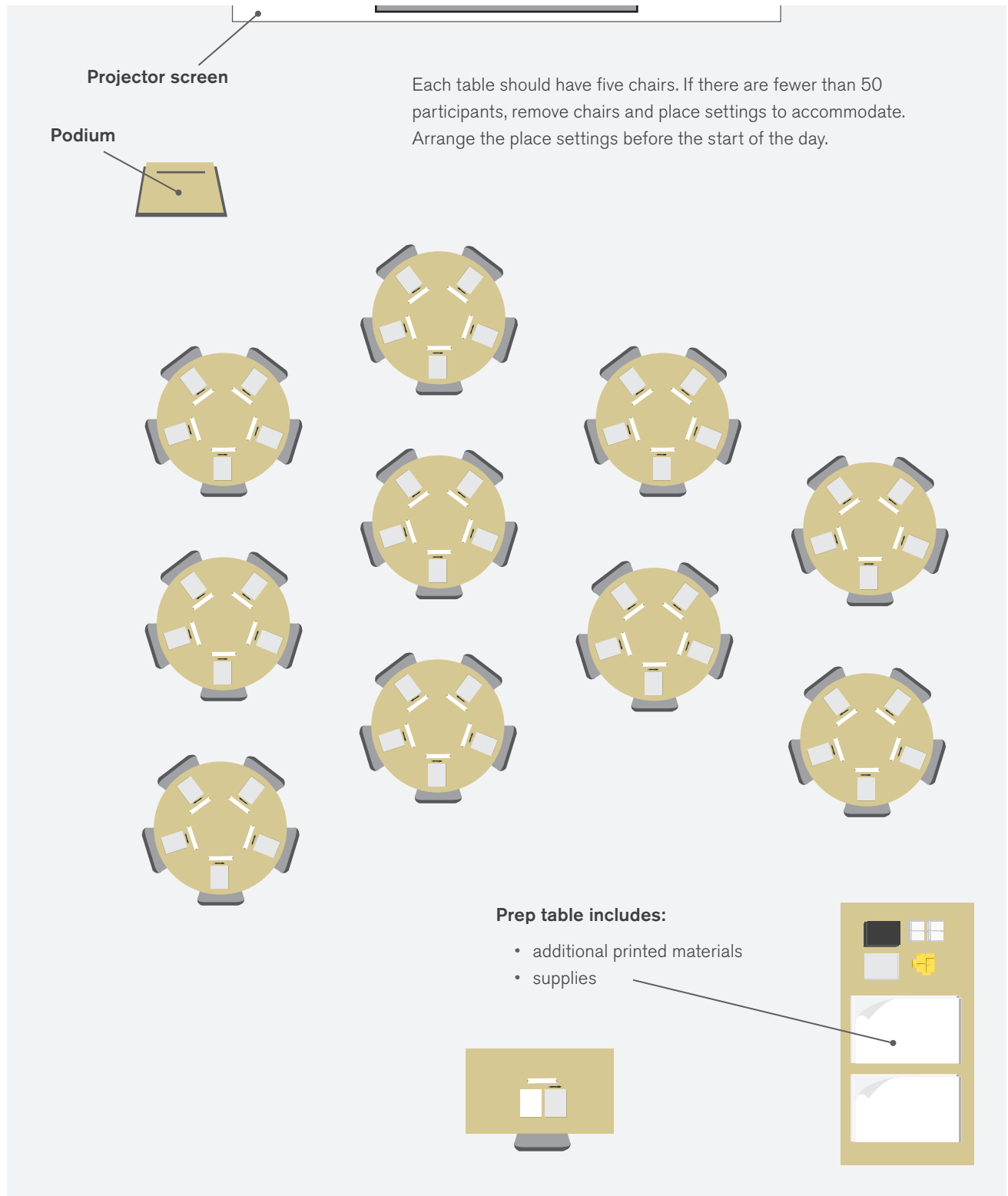
Detailed Program Design

CliftonStrengths Discovery Course			
Timing	Content Focus	Description	Modality
35 minutes	Welcome and Introduction	Welcome and Introduction The course leader provides an introduction to the course, preparing participants for a highly interactive program. The leader explains that participants will learn practical approaches to discover, develop and apply their talents and strengths for greater personal and professional success.	Brief Introduction and Lecture
	A Recent Success	Participants introduce themselves by sharing a recent success. Success offers more lessons worth learning than does failure. Yet sometimes we examine failure more closely than we do success. It was this realization that led Don Clifton and Gallup to launch a five-decade study into excellence and how people achieve it.	Activity and Personal Introductions
20 minutes	The Pursuit of Excellence	Discover Your Path to Excellence The course leader introduces some of the revolutionary findings from Gallup's research on excellence, strengths and performance.	Brief Lecture and Discussion
10 minutes	Talent as a Filter	It All Starts With Putting a Name to Your Talents Participants define the term "talent" and learn how people's talents explain their choices and actions, forge prevailing attitudes and shape their views of the world.	Activity, Brief Lecture and Inquiry
10 minutes		Break	
30 minutes	CliftonStrengths Theme Exploration	It All Starts With Putting a Name to Your Talents (Continued) Participants review and analyze their CliftonStrengths Signature Themes Report. They gain insights into how applying what they learn from their strengths profile can affect their approach to work, life and interacting with others.	Individual Analysis and Reflection
1 hour, 5 minutes	Power and Edge	Claim Your Power and Edge Participants explore the essence of the CliftonStrengths themes and consider the power of their potential application at work and in life.	Brief Lecture, Inquiry and Activity
	Meaningful Impact	Participants dig deeper into their CliftonStrengths Signature Themes Report. They gain insights into how their themes manifest themselves in their daily lives. They articulate the ways their themes can help them achieve meaningful outcomes.	Individual Analysis, Reflection and Visualization
40 minutes	Turning Talents Into Strengths	Aim Your Talents at Excellence Participants examine guiding principles and developmental strategies for using talents as a foundation for developing strengths.	Brief Lecture and Discussion
	Aim It!	Participants identify how they will purposefully invest in their talents to accomplish their goals and desired outcomes.	Activity and Commitments
45 minutes		Lunch	

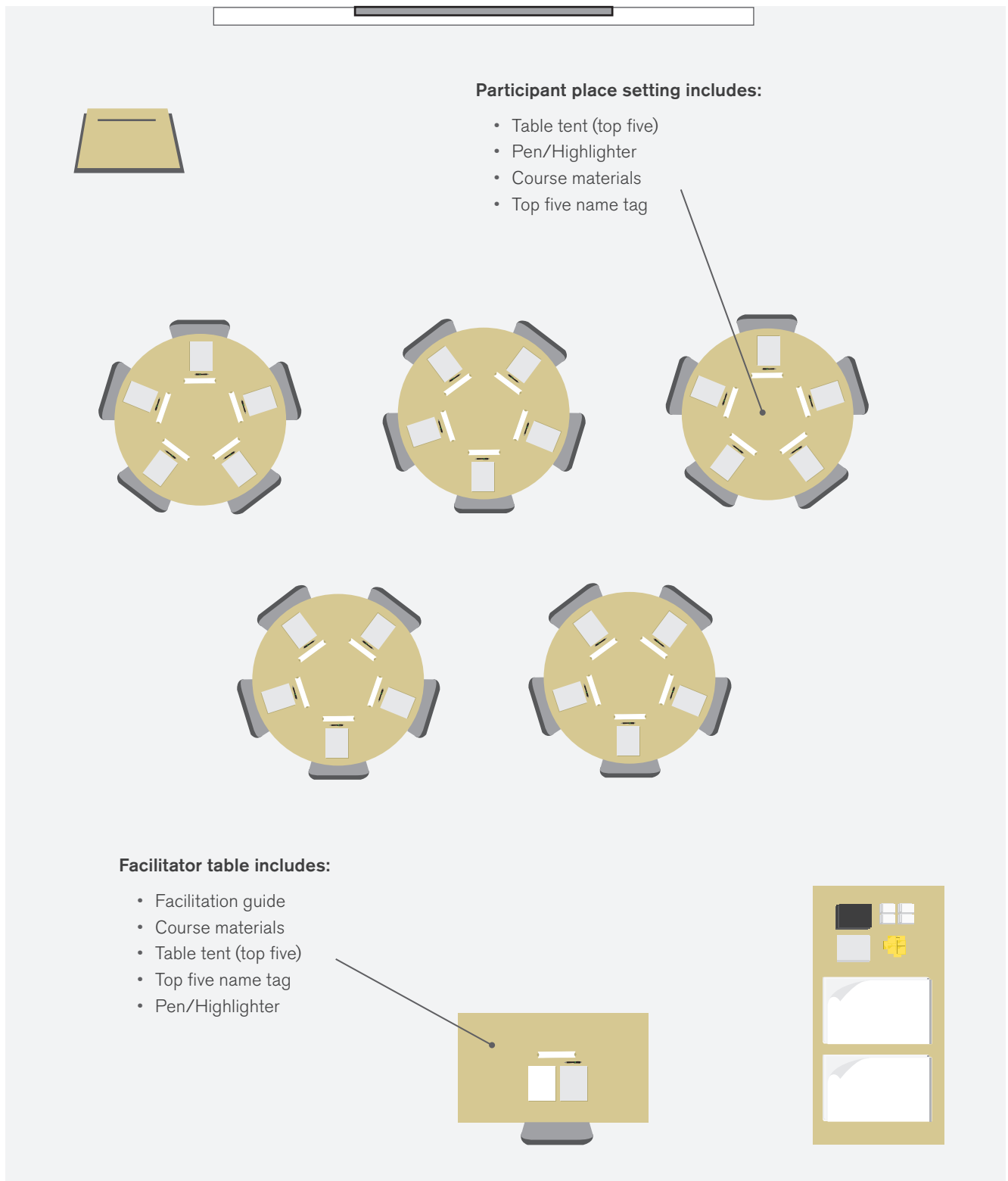
CliftonStrengths Discovery Course			
Timing	Content Focus	Description	Modality
1 hour, 10 minutes	Five Clues to Talent	Your Pursuit of Excellence Participants gain a framework for spotting talents in action.	Brief Lecture and Activity
	The Best Hand You Have Ever Been Dealt	Participants explore the multidimensional aspects of the CliftonStrengths themes, including implications for who people are, what they are inclined to do, and their contributions, needs and values. During an interactive game, participants practice using one of their dominant themes to accomplish specific tasks or respond to situations.	Lecture, Activity and Learning Game
10 minutes		Break	
35 minutes	Strengths Domains	Your Pursuit of Excellence (Continued) Participants gain a framework to delve into the dynamic nature of their talents.	Brief Lecture and Activity
	Theme Dynamics	Participants use their Strengths Insight and Action Planning Guide (Personalized) report to explore the interplay of their dominant talents.	Individual Analysis and Reflection
45 minutes	Guiding Principles	Strengths Accelerate in Response to Others Participants examine guiding principles for strengths-based development and discussing strengths with others.	Brief Lecture and Discussion
	Others Help Us Deepen Our Understanding Of Ourselves	Participants share and discuss their strengths profile with others. Participants gain a process they can use time and time again to share their strengths with others and support the strengths of others.	Interactive Activity
10 minutes		Break	
35 minutes	Areas of Lesser Talent and Weaknesses	Develop Your Strengths. Manage Your Weaknesses Participants define "weakness" and identify when areas of lesser talent become weaknesses that they need to manage.	Brief Lecture and Inquiry
	Tips for Managing Areas of Lesser Talents	Participants explore the potential mis-application of talents and explore ways that they can be more intentional about the positive application of their dominant talents.	Brief Lecture and Discussion
50 minutes	My Goals and My Strengths	Claim Your Path Toward Excellence Participants identify insights and discoveries they made during the day. Then, participants build a list of actionable next steps they can take to more intentionally use their strengths every day and help them accomplish their personal mission and most important goals.	Individual Activity and Commitment
5:00 p.m.		Adjourn	

Logistical Requirements

10-Table Room Setup (Maximum number of participants: 50)



Five-Table Room Setup (Minimum number of participants: 25)



NOTES

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