



Indian Trails Public Library
CliftonStrengths®

Welcome



Ryann Uden, Deputy Director

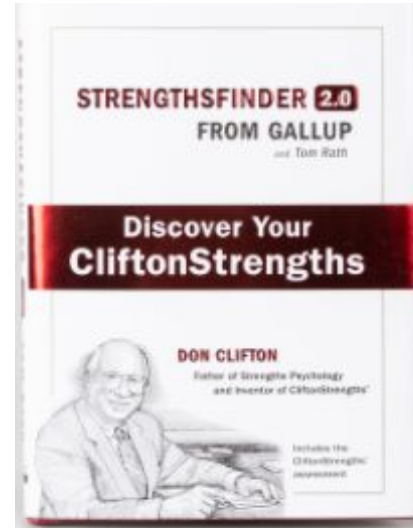
Ideation • Strategic • Responsibility • Learner • Restorative



What are CliftonStrengths?



- Developed at Gallup by Don Clifton
- Invest time in what you do well to develop your **talents** into **strengths** instead of focusing on weaknesses
- 34 Strengths across 4 domains/themes
- 23 million assessments and counting



Why CliftonStrengths?



According to Gallup, people who have learned how to develop and use their strengths at work:

- Have higher levels of engagement at work
- Have more confidence
- Are more likely to report an excellent quality of life

<https://www.gallup.com/workplace/236561/employees-strengths-outperform-don.aspx>
<https://www.gallup.com/workplace/237038/finding-leadership-strengths.aspx>
<https://news.gallup.com/businessjournal/146972/strengths-boost-engagement.aspx>



Five Guiding Principles of Strengths



1. Themes are neutral.
2. Themes are not labels.
3. Lead with positive intent.
4. Differences are advantages.
5. People need one another.



CliftonStrengths are **NOT** used for...



Hiring

Promotion

Project Selection

Team Creation



How can I learn my strengths?



- Purchase the assessment
 - Online at <https://www.gallup.com/cliftonstrengths> (\$19.99 for Top 5 strengths)
 - Code with purchase of StrengthsFinder 2.0 by Gallup
- Take the assessment
 - Timed responses to 177 paired questions
 - Don't overthink it - go with your instincts!
 - Available in several languages
- Use the assessment!
 - Continue the practice through reports, conversations, books, webcasts and more



Why CliftonStrengths at ITPLD?



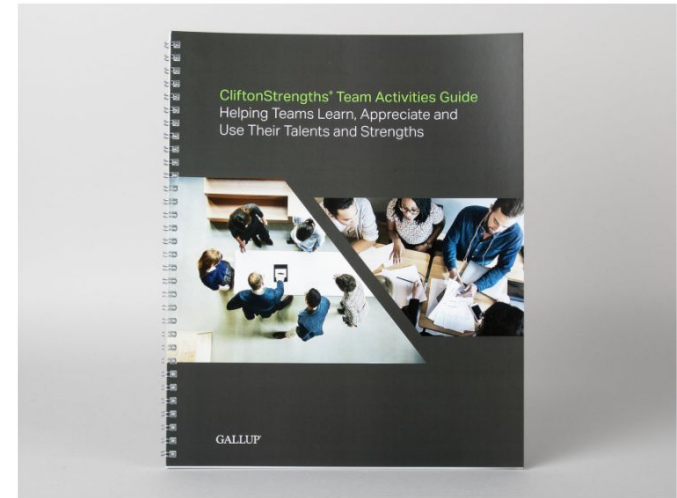
- Framework for discussing how to work together
- Shared language to enhance communication
- Strategic Plan
 - *We work to embed our Culture Code at all levels of the library.*
 - *We maximize staff collaboration.*
 - *We are a learning organization.*



History of CliftonStrengths at ITPLD



- Spring, 2018
 - Executive Director & Deputy Director learned Top 5 as part of ILA's Elevate Illinois leadership program
- Summer, 2018
 - Management Team learned Top 5
- Fall, 2018 - Spring, 2019
 - Management Team discussed strengths each month
- Summer, 2019-Present
 - All staff invited to take assessment

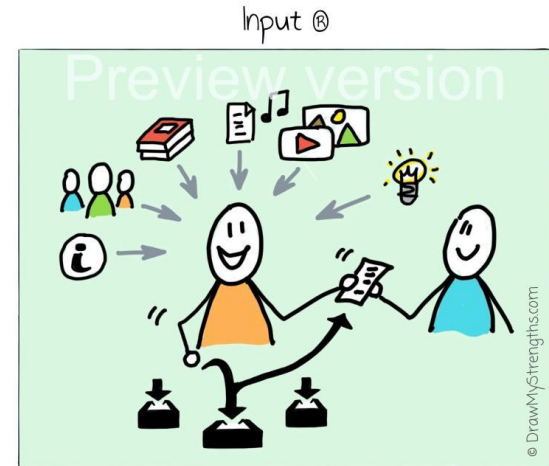


Front cover of CliftonStrengths Team Activities Guide

All Staff Clifton Strengths



- 60 Staff Members Completed Assessment (60% of staff)
- 1-1 Discussions with manager
- Departmental Activities
- Staff Wide Spotlight on Strengths
- Cubicle signs
- Email signatures



"I have a need to collect and archive. I may accumulate information, ideas, artifacts or even relationships."

ITPLD Strengths: Input



Leading with Input

- Offer to help dig into topics.
- Intentionally share information with those who would benefit.
- Ask how much to share: “I have a lot to share on this topic...what problem are most trying to solve?”

Working with others with Input

- Ask them to research a topic and report on findings.
- Cite your sources so they can do more search if interested.
- Find out what makes them curious.



Impact of the CliftonStrengths



Staff were surveyed before taking the CliftonStrengths survey and then again in September, 2020.

- 61% of staff reported that their manager or supervisor was very or extremely knowledgeable about their individual strengths up from 40% before CliftonStrengths.
- 79% of staff reported that their department works very well or extremely well as a team, up from 67% before CliftonStrengths.



Lessons Learned



- Encourage & invite, don't require
- Develop staff advocates
- Review colleagues strengths prior to 1-1 meetings and small group discussions.
- Research strength blindspots
- The power is in the practice



Four Domains of Team Strength



EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>

Resources



- Website:
 - CliftonStrengths: <https://www.gallup.com/cliftonstrengths>
 - [Science Behind the CliftonStrengths](#)
 - [How CliftonStrengths Compares to Other Assessments](#) (from Gallup)
- Books
 - [StrengthsFinder 2.0](#)
 - [Strengths Based Leadership](#)
 - [It's the Manger](#)
 - [CliftonStrengths for Students](#) (College)
 - [Clifton Strengths Resource Guide for Managers](#)
- Podcast/Webcasts
 - [Theme Thursday](#)
- [Gallup Certified Coaches for Individuals and Organizations](#)





Questions Comments

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