



Welcome to
UpTurnships
Training!



Please Turn
on Your
Camera

We Will Start
Shortly

Agenda

- Check-In
- Icebreaker
- Why CliftonStrengths?
- Your Top 5 Strengths
- Balconies and Basements
- Using Your Strengths

[Stipend Confirmation Form](#)



Icebreaker Pictionary



Pictionary



CliftonStrengths



Why Use CliftonStrengths?

- Credible 3rd party assessment that has been validated and used by thousands of companies, and hundreds of thousands of individuals
- Understand your strengths and preferences to target a job that best leverages your skills
- Be able to confidently answer interview questions like:
 - What are your strengths and weaknesses?



How to Use Your Strengths

- Deciding Your Preferred Job or Career Path
- Developing Additional Skills
- Working with Colleagues or Creating a Team at Work
- Hiring Staff (once you're a manager)



Your Top 5



Definitions

- Strength
 - Ability to consistently provide near-perfect performance in a specific activity using talents and skills
- Talents
 - Naturally recurring patterns of thought, feeling, or behavior that can be productively applied
- Skills and Knowledge
 - Content & experiential learning to build strengths
 - Can be learned by anyone



Myths About Applying Strengths

Myth 1: You can be anything you want to be if you just try hard enough.

You can be a lot more of who you already are

Myth 2: You should develop & grow the most in your area of greatest weakness.

You will grow the most in your areas of greatest strength.

Myth 3: A good team member does whatever it takes to help the team.

A good team member deliberately volunteers their strengths to the team.



Defining the 4 Domains

Relationship Building	Influencing	Executing	Strategic Thinking
<i>I have the ability to build strong relationships that can hold a team together to achieve more.</i>	<i>I know how to speak up, take charge, and make sure the team is heard.</i>	<i>I know how to make things happen, get things done, and I work tirelessly to do that.</i>	<i>I help teams consider what could be. I absorb and analyze information that can inform better decisions.</i>
Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Analytical Context Futuristic Ideation Input Intellection Learner Strategic



Discuss!

- Do your Top 5 Strengths resonate with you?
- Where have you seen your top 5 strengths show up for you?
 - Work, school, or personal life?



Balconies & Basements



Overview of Balconies and Basements

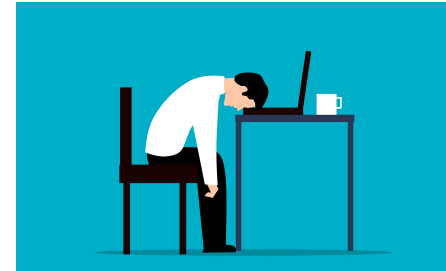
Balcony

Where we excel when we leverage our strength appropriately. When we are using this strength, this comes easily.



Basement

When a strength is over- or under- used, this is how a strength be harmful. Points out things to avoid with each strength.



“Our talents come so easily to us that we acquire a false sense of security:

Our talents feel so natural to us that they seem to be common sense... But in truth our sense isn't common at all.

Our 'sense'... is caused by our unique mental network. This network serves as a filter, sorting and sifting the world we encounter, causing us to zero in on some stimuli and miss others entirely.”

Founders: Buckingham and Clifton



Balconies

Input:

- Knowledgeable
- Mind for detail
- Excellement memory

Responsibility:

- Committed
- Accountable
- Conscientious

Strategic

- Anticipates alternatives
- Intuitive
- See different paths



Ellie Kim

My Strengths:

Input (S)
Responsibility (E)
Strategic (S)
Relator (R)
Learner (S)

Balconies:

- Great resource, mind for detail
- Accountable and trusted
- Intuitive, sees different paths
- Caring, great friend
- Catches on quickly

I feel best when:
(combine 2 or 3)

Basements:



Basements

Input

- Knows a lot of worthless information
- Cluttered house-cluttered mind

Responsibility:

- Takes on too much
- Micromanager

Strategic:

- Jumps to quick decisions
- Closed-minded



Ellie Kim

My Strengths:

Input (S)
Responsibility (E)
Strategic (S)
Relator (R)
Learner (S)

Balconies:

- Great resource, mind for detail
- Accountable and trusted
- Intuitive, sees different paths
- Caring, great friend
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I feel best when:
(combine 2 or 3)

Basements:

- Cluttered house-cluttered mind
- Takes on too much
- Jumps to quick decisions
- Has an inner circle
- Lacks focus on results



Ellie Kim

My Strengths:

Input (S)
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Learner (S)

Balconies:

- Great resource, mind for detail
- Accountable and trusted
- Intuitive, sees different paths
- Caring, great friend
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I feel best when: (combine 2 or 3)

I can use my curiosity and
people skills to help others
strategically problem-solve.

Basements:

- Cluttered house-cluttered mind
- Takes on too much
- Jumps to quick decisions
- Has an inner circle
- Lacks focus on results



Breakout Rooms - 15 minutes

First fill out your Top 5 & your balcony/basement statements.

Then in small groups discuss:

- You feel best when...
 - Use an example of a group project in college
 - How were you using your skills in the balcony?



Annotate or Speak Up

I feel best when....



Break - 10 minutes



Using Your Strengths

Talking About Yourself!

- Interview Questions - use your strengths to talk about yourself & how you have done well in past projects.

“What skills can you bring to this team?”

- Strategic - One of my skills is that I have the ability to be strategic. This means that I am always looking ahead to how to solve a potential issue with multiple options. For example...”



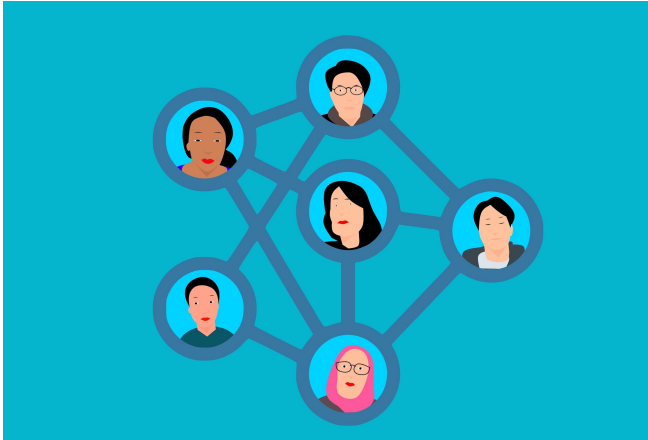
Using Your Strengths

“What is a weakness you have?”

- Strategic - One of my skills is that I have the ability to be strategic. This means that I am always looking ahead to how to solve a potential issue with multiple options. Sometimes, this can mean that I am not good at explaining these different options. This is something I have been working on and one method that has helped me is writing down the options so that I can make sure they are clear for others.



Using Your Strengths



Talking About Yourself!

- Networking
 - When you are networking and you have to describe yourself or your interests you can use your strengths.



Interview Questions

Breakout Rooms - 7 minutes

Talk through how you could use a strength to answer these two questions:

- “What skills can you bring to this team?”
- “What is a weakness you have?”



Next Steps

- Fill out stipend confirmation form
- Complete all 3 Rise modules trainings!

Exit Ticket: Have you set up your first meeting with your supervisor yet?

