

# CliftonStrengths Team Activities Guide

## CliftonStrengths® Team Activities Guide Volume 2

Practical activities and tools to help a team value each other's strengths and use them to realize individual and team excellence

CliftonStrengths gives teams a common language for understanding and trusting one another's capabilities. This guide includes team activities that will help teams learn the strengths philosophy, understand its language, and start to use CliftonStrengths to enhance collaboration and accomplish goals. These activities can work for teams of all sizes and functions.

When team members value each other's strengths, they:



### QUICK LINKS

- [Guiding Principles](#)
- [Debriefing Team Strengths Activities](#)
- [Power of Strengths](#)
- [What About Weaknesses?](#)
- [Theme Dynamics](#)

## CliftonStrengths Team Activities Guide: Unleash Your Team's Potential

Unlocking the power of your team requires understanding and leveraging individual strengths. Gallup's CliftonStrengths assessment provides a powerful framework for this, but simply knowing your team's strengths isn't enough. This comprehensive guide provides a range of practical CliftonStrengths team activities designed to foster collaboration, improve communication, and boost overall team performance. We'll delve into activities tailored to different team sizes and goals, ensuring you can find the perfect fit for your specific needs. Get ready to transform your team dynamics and achieve remarkable results!

### H2: Understanding the Foundation: Your Team's CliftonStrengths Profile

Before diving into activities, it's crucial to have a clear understanding of your team's CliftonStrengths profile. This means each team member should have completed the assessment and have access to their individual top five talent themes. Once this is established, you can start to identify recurring themes and areas where strengths complement or contrast each other. Consider creating a visual representation, such as a chart or mind map, showcasing each member's top strengths to get a holistic view. This visual aid will be invaluable in selecting appropriate activities.

### H2: CliftonStrengths Team Activities: A Curated Selection

This section outlines several activities categorized by their primary focus and suitability for different team dynamics.

### H3: Activities for Building Collaboration and Teamwork:

**Strength-Based Role Assignment:** Based on the team's collective CliftonStrengths, assign roles and

responsibilities that leverage individual talents. For example, a team with strong "Relator" themes might benefit from a team member taking on a mentorship role. This ensures everyone feels valued and empowered within their strengths.

"Strengths Swap": Pair team members with contrasting strengths. Each member spends time explaining their strengths and how they approach tasks, then attempts a task using their partner's dominant strength. This enhances understanding and appreciation of different working styles.

Team Project with Deliberate Strength Allocation: Assign a project with clear deliverables. Instead of assigning roles arbitrarily, intentionally assign tasks to individuals based on their CliftonStrengths, ensuring the best fit for each activity. This showcases the power of strategic strength allocation.

### H3: Activities for Enhancing Communication and Understanding:

Strength-Based Communication Exercise: Have team members reflect on how their dominant strengths impact their communication style. They then share these insights and discuss how they can adapt their communication to better collaborate with others, particularly those with contrasting strengths.

"Strengths Storytelling": Encourage each team member to share a story about a time they used their strengths effectively to overcome a challenge. This promotes a culture of open communication and mutual learning.

Blindfolded Task: A classic team-building activity adapted for CliftonStrengths. Assign a task that requires strong collaboration and communication, but blindfold one team member. This emphasizes the importance of clear, concise communication and utilizing different strengths to navigate a challenge.

### H3: Activities for Fostering Innovation and Problem-Solving:

"Strengths Brainstorm": When faced with a problem or challenge, dedicate time to a brainstorming session specifically focused on leveraging different strengths. Assign each theme a designated section of a whiteboard or digital document and encourage creative solutions based on those strengths.

"Idea Incubator": Create small, cross-functional teams comprised of individuals with complementary strengths. Assign them a specific challenge and allow them to develop innovative solutions. This harnesses diverse perspectives and skillsets.

### H2: Adapting Activities to Your Team Size:

The activities above can be adapted to suit teams of various sizes. Smaller teams might benefit from more intimate discussions and paired activities, while larger teams might work best in smaller subgroups or with a more structured approach. Remember to adjust the complexity and time allocation according to your team's size and capabilities.

### H2: Measuring the Impact of CliftonStrengths Team Activities:

To gauge the effectiveness of your chosen activities, consider implementing pre- and post-activity assessments focusing on team cohesion, communication effectiveness, and overall project success. Qualitative feedback through surveys or informal discussions can provide valuable insights into the impact on team dynamics.

## Conclusion:

Implementing CliftonStrengths team activities is a strategic investment in your team's growth and performance. By actively utilizing individual strengths, you create a more collaborative, productive, and engaged work environment. This guide provides a starting point; remember to adapt the activities to your team's specific needs and context. The key is to foster a culture of strength-based leadership and continuous improvement. Embrace the power of your team's collective strengths and watch your results soar!

## FAQs:

1. Are these activities suitable for remote teams? Yes, many of these activities can be adapted for virtual environments using video conferencing and collaborative online tools.
2. How often should we conduct CliftonStrengths team activities? The frequency depends on your team's needs and goals. Regular activities, even short ones, can be highly beneficial, but avoid overwhelming your team.
3. What if my team members haven't taken the CliftonStrengths assessment? Encourage your team members to take the assessment. The insights gained will significantly enhance the effectiveness of these activities.
4. Can I use these activities for individual development as well? Absolutely! Many of these activities can be adapted for individual reflection and self-improvement.
5. Where can I find more information about CliftonStrengths? You can find comprehensive resources and additional tools on the official Gallup CliftonStrengths website.

**cliftonstrengths team activities guide:** [CliftonStrengths Team Activity Guide](#) , 2018-05  
**cliftonstrengths team activities guide:** [Strengths Based Leadership](#) Tom Rath, Barry Conchie, 2008 From the authors of the bestselling StrengthsFinder 2.0 comes a landmark study of great leaders, teams, and the reasons why people follow them.

**cliftonstrengths team activities guide:** *StrengthsFinder 2.0* Tom Rath, 2007-02 A new & upgraded edition of the online test from Gallup's Now, discover your strengths--Jacket.

**cliftonstrengths team activities guide:** **Wellbeing at Work** Jim Clifton, Jim Harter, 2021-06-01 What if the next global crisis is a mental health pandemic? It is here now. One-third of Americans have shown signs of clinical anxiety or depression, and the current state of suffering globally has risen significantly. The mental health pandemic manifests everywhere, not least in your workplace. As organizations around the world face health and social crises, as well as economic uncertainty, acknowledging and improving wellbeing in your workplace is more critical than ever. Increasingly, leaders and managers must support mental health and cultivate resilience in employees — not just increase engagement and performance. Based on more than 100 million Gallup global interviews, Wellbeing at Work shows you how to do just that. Coauthored by Gallup's CEO

and its Chief Workplace Scientist, Wellbeing at Work explores the five key elements of wellbeing — career, social, financial, physical and community — and how organizations can help employees and teams thrive in those elements. The book also gives leaders ideas and action items to help employees use their innate talents and strengths to thrive in each of the wellbeing elements. And Wellbeing at Work introduces a metric to report a person's best possible life: Gallup Net Thriving, which will become the "other stock price" for organizations. In a world where work and life are more blended than ever, maximizing employee wellbeing takes on greater urgency. Wellbeing at Work shows leaders how to create a thriving and resilient culture. If you and your leaders don't change the world, who will? Wellbeing at Work includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths.

**cliftonstrengths team activities guide: StrengthsQuest** Donald O. Clifton, Edward "Chip" Anderson, 2016-01-01 Students who use their natural talents achieve the most --- but they need to know what those talents are. StrengthsQuest includes the Clifton StrengthsFinder, an online assessment that reveals students' top five themes of talent. And StrengthsQuest also helps students make the most of those talents. Students and learners of all ages continually face the challenges of gaining direction, making decisions, and building self-confidence. Fortunately, the keys to successfully meeting these challenges — your own natural talents — already exist within you. Through these talents, you will produce your greatest achievements. Over the course of 30 years, Gallup conducted millions of psychological interviews and identified 34 themes of talent that are indicative of success. In the StrengthsQuest program, Gallup offers you the opportunity to discover talents from your top five themes and build on them to achieve academic, career, and personal excellence. More than 100,000 students have benefited from the program. Your quest starts with the Clifton StrengthsFinder, a 30-minute assessment that reveals your top five themes of talent. This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths. You'll gain access to action items specific to your top themes, covering general academic life, study habits, relationships, and career. You'll also be challenged to think about applying your talents for success in other settings, such as on projects and teams and in leadership. StrengthsQuest was written by the late Donald O. Clifton, who was the former chairman of Gallup; coauthor of the bestseller *Now, Discover Your Strengths*; and recognized as the Father of Strengths-Based Psychology and the late Edward "Chip" Anderson, who taught education, psychology, and leadership at UCLA and Azusa Pacific University. Revised portions of the text were written by Laurie A. Schreiner, who has taught psychology and higher education at Azusa Pacific University and Eastern University. Your quest starts with the Clifton StrengthsFinder, a 30-minute assessment that reveals your top five themes of talent. This online assessment is your entryway to a variety of experiences that will help you discover your greatest talents and develop strengths. You'll gain access to action items specific to your top themes, covering general academic life, study habits, relationships, and career. You'll also be challenged to think about applying your talents for success in other settings, such as on projects and teams, and in leadership. StrengthsQuest was written by the late Donald O. Clifton, former chairman of Gallup, coauthor of the bestseller *Now, Discover Your Strengths*, and recognized as the Father of Strengths-Based Psychology and the late Edward "Chip" Anderson, who taught education, psychology, and leadership at UCLA and Azusa Pacific University. Revised portions of the text were written by Laurie A. Schreiner, who has taught psychology and higher education at Azusa Pacific University and Eastern University.

**cliftonstrengths team activities guide: CliftonStrengths for Students** Gallup, 2017-07-25 Helps aspiring college students discover where their strengths truly lie and how to develop them to reach their full potential at school and later in the real world.

**cliftonstrengths team activities guide: *Expanding Your Strengths*** Curt Liesveld, 2015-08-01 Find success and well-being by identifying dominant talent themes in yourself and your associates—from one of the top StrengthsFinder coaches. Wouldn't it be great if everyone knew and understood their strengths so we could all work together more effectively? Now you can take the next step to advance the strengths mission. *Expanding Your Strengths* introduces you to theme

dynamics and includes access to an interactive Web app you can use with the people you manage and coach. The portability of the Web app allows you to pull it up on your desktop, phone or tablet or on third-party devices. Access the Web app anywhere—from your own office to a client's conference room to a college classroom—for coaching sessions, one-on-one discussions or high-level meetings. This powerful resource allows you to dynamically select theme pairings, see how different talent themes combine and complement each other, and explore the StrengthsFinder talent themes one by one. Take your relationships to the next level. Use this book and Web app to create stronger teams, coach friends and associates, and develop your employees.

**cliftonstrengths team activities guide:** *It's the Manager* Jim Clifton, Jim Harter, 2019-05-07 Who will lead your workforce during rapid change? Gallup research reveals: It's the manager. While the world's workplace has been going through historic change, the practice of management has been stuck in time for decades. The new workforce — especially younger generations — wants their work to have deep mission and purpose. They don't want old-style command-and-control bosses. They want coaches who inspire them, communicate with them frequently and develop their strengths. Who is the most important person in your organization to lead your teams through these changes? Decades of global Gallup research reveal: It's your managers. They are the ones who make or break your organization's success. Packed with 52 discoveries from Gallup's largest study of the future of work, *It's the Manager* shows leaders and managers how to adapt their organizations to rapid change — from new workplace demands to the challenges of managing remote employees, the rise of artificial intelligence, gig workers, and attracting and keeping today's best employees. Great managers maximize the potential of every team member and drive your organization's growth. And they give every one of your employees what they want most: a great job and a great life. This is the future of work. *It's the Manager* includes a unique code to take the CliftonStrengths assessment, which reveals your top five strengths, as well as supplemental content available on Gallup's online workplace platform.

**cliftonstrengths team activities guide:** *The Ideal Team Player* Patrick M. Lencioni, 2016-04-25 In his classic book, *The Five Dysfunctions of a Team*, Patrick Lencioni laid out a groundbreaking approach for tackling the perilous group behaviors that destroy teamwork. Here he turns his focus to the individual, revealing the three indispensable virtues of an ideal team player. In *The Ideal Team Player*, Lencioni tells the story of Jeff Shanley, a leader desperate to save his uncle's company by restoring its cultural commitment to teamwork. Jeff must crack the code on the virtues that real team players possess, and then build a culture of hiring and development around those virtues. Beyond the fable, Lencioni presents a practical framework and actionable tools for identifying, hiring, and developing ideal team players. Whether you're a leader trying to create a culture around teamwork, a staffing professional looking to hire real team players, or a team player wanting to improve yourself, this book will prove to be as useful as it is compelling.

**cliftonstrengths team activities guide: 12: The Elements of Great Managing** Gallup, James Harter, 2014-12-02 Based on the largest worldwide study of employee engagement and more than a decade of research, Gallup explains the 12 elements essential to motivating employees and features the inspiring stories of 12 managers who succeeded in these dimensions. More than a decade ago, Gallup combed through its database of more than 1 million employee and manager interviews to identify the elements most important in sustaining workplace excellence. These elements were revealed in the international bestseller *First, Break All the Rules*. *12: The Elements of Great Managing* is that book's long-awaited sequel. It follows great managers as they harness employee engagement to turn around a failing call center, save a struggling hotel, improve patient care in a hospital, maintain production through power outages, and successfully face a host of other challenges in settings around the world. Gallup's study now includes 10 million employee and manager interviews spanning 114 countries and conducted in 41 languages. In *12*, Gallup weaves its latest insights with recent discoveries in the fields of neuroscience, game theory, psychology, sociology and economics. Written for managers and employees of companies large and small, *12* explains what every company needs to know about creating and sustaining employee engagement.

**cliftonstrengths team activities guide: Character Strengths and Virtues** Christopher Peterson, Martin E. P. Seligman, 2004-04-08 Character has become a front-and-center topic in contemporary discourse, but this term does not have a fixed meaning. Character may be simply defined by what someone does not do, but a more active and thorough definition is necessary, one that addresses certain vital questions. Is character a singular characteristic of an individual, or is it composed of different aspects? Does character--however we define it--exist in degrees, or is it simply something one happens to have? How can character be developed? Can it be learned? Relatedly, can it be taught, and who might be the most effective teacher? What roles are played by family, schools, the media, religion, and the larger culture? This groundbreaking handbook of character strengths and virtues is the first progress report from a prestigious group of researchers who have undertaken the systematic classification and measurement of widely valued positive traits. They approach good character in terms of separate strengths-authenticity, persistence, kindness, gratitude, hope, humor, and so on--each of which exists in degrees. Character Strengths and Virtues classifies twenty-four specific strengths under six broad virtues that consistently emerge across history and culture: wisdom, courage, humanity, justice, temperance, and transcendence. Each strength is thoroughly examined in its own chapter, with special attention to its meaning, explanation, measurement, causes, correlates, consequences, and development across the life span, as well as to strategies for its deliberate cultivation. This book demands the attention of anyone interested in psychology and what it can teach about the good life.

**cliftonstrengths team activities guide: Go Put Your Strengths to Work** Marcus Buckingham, 2010-12-28 Strengths movement founder Marcus Buckingham answers the ultimate question: How can you actually apply your strengths for maximum success at work?

**cliftonstrengths team activities guide: Open to Outcome** Micah Jacobson, Mari Ruddy, 2004 Combining more than 30 years of facilitating, training and teaching experience, the authors use field-tested approaches to create a group reflection experience that maximizes engagement, participation and, most importantly, learning. The 5 Question Model takes the essential elements of classic learning cycles debriefing and presents them in such a way that they can be quickly understood, used and taught to a wide variety of skill levels.

**cliftonstrengths team activities guide: StrengthsQuest** Donald O. Clifton, Edward Anderson (Ph. D.), 2001 StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond is a primary component in The Gallup Organization's StrengthsQuest program. The book and the program help students understand their unique, natural talents and develop those talents into strengths that can be productively applied for success in academics and other areas. The book is shrink-wrapped and contains a unique ID code that allows the buyer to take one StrengthFinder assessment and have access to other program's online components, such as a Learning Center and an Online Strengths Community.

**cliftonstrengths team activities guide: How to Be a Positive Leader** Jane E. Dutton, Gretchen M. Spreitzer, 2014-06-02 Positive leaders are able to dramatically expand their people's—and their own—capacity for excellence. And they accomplish this without enormous expenditures or huge heroic gestures. Here leading scholars—including Adam Grant, author of the bestselling Give and Take; positive organizational scholarship movement cofounders Kim Cameron and Robert Quinn; and thirteen more—describe how this is being done at companies such as Wells Fargo, Ford, Kelly Services, Burt's Bees, Connecticut's Griffin Hospital, the Michigan-based Zingerman's Community of Businesses, and many others. They show that, like the butterfly in Brazil whose flapping wings create a typhoon in Texas, you can create profound positive change in your organization through simple actions and attitude shifts.

**cliftonstrengths team activities guide: Unladylike** Cristen Conger, Caroline Ervin, 2018-10-02 A funny, fact-driven, and illustrated field guide to how to live a feminist life in today's world, from the hosts of the hit Unladylike podcast. Get ready to get unladylike with this field guide to the what's, why's, and how's of intersectional feminism and practical hell-raising. Through essential, inclusive, and illustrated explorations of what patriarchy looks like in the real world,

authors and podcast hosts Cristen Conger and Caroline Ervin blend wild histories, astounding stats, social justice principles, and self-help advice to connect where the personal meets political in our bodies, brains, booty calls, bank accounts, and other confounding facets of modern woman-ing and nonbinary-ing. By laying out the uneven terrain of double-standards, head games, and handouts patriarchy has manspread across society for ages, *Unladylike* is here to unpack our gender baggage and map out the space that's ours to claim.

**cliftonstrengths team activities guide: *Living Your Strengths*** Don Clifton, Albert L. Winseman, Curt Liesveld, 2004-10-10 *Living Your Strengths* shows readers how to use their innate gifts to enrich their faith communities, how to identify and affirm their talents, and how to use them for growth and service.

**cliftonstrengths team activities guide: *Now, Discover Your Strengths*** Marcus Buckingham, Donald O. Clifton, 2001-01-29 The 20th anniversary edition of *Now, Discover Your Strengths* comes with an access code to the Clifton StrengthsFinder 2.0 assessment. This updated assessment includes reports and resources that go far beyond the standardized reports of the older assessment by providing you with personalized insight statements unique to your specific combination of strengths. The original publication of *Now, Discover Your Strengths* in 2001 launched a worldwide strengths revolution. To date, more than 20 million people have discovered their strengths, and tens of thousands more are discovering theirs every week. Gallup Press has published numerous strengths-based books, and Gallup Strengths Center has become a worldwide destination for strengths-based development. Since the book's release, Gallup has continued to dedicate countless hours to developing our strengths science, the brainchild of the late Dr. Donald O. Clifton, who was named Father of Strengths-Based Psychology by the American Psychological Association. Part of that investment resulted in Clifton StrengthsFinder 2.0 -- a refined upgrade of the original assessment for discovering your strengths. To ensure that you have the best possible experience in discovering and developing your strengths, we have made Clifton StrengthsFinder 2.0 available to those who purchase the 20th anniversary edition of *Now, Discover Your Strengths*. The updated assessment includes new reports and resources, including the Strengths Insight and Action-Planning Guide. This guide goes far beyond the standardized reports of the older assessment by providing you with personalized insight statements unique to your specific combination of strengths. These highly customized Strengths Insights are an in-depth analysis of your top five strengths. They describe who you are in astonishing detail and provide you with a comprehensive understanding of yourself, your strengths and what makes you stand out. These updated resources, in combination with the 20th anniversary edition of *Now, Discover Your Strengths*, give you the best opportunity to soar with your strengths -- at work and in your life.

**cliftonstrengths team activities guide: *Dare to Lead*** Brené Brown, 2018-10-11 In her #1 NYT bestsellers, Brené Brown taught us what it means to dare greatly, rise strong and brave the wilderness. Now, based on new research conducted with leaders, change makers and culture shifters, she's showing us how to put those ideas into practice so we can step up and lead. Leadership is not about titles, status and power over people. Leaders are people who hold themselves accountable for recognising the potential in people and ideas, and developing that potential. This is a book for everyone who is ready to choose courage over comfort, make a difference and lead. When we dare to lead, we don't pretend to have the right answers; we stay curious and ask the right questions. We don't see power as finite and hoard it; we know that power becomes infinite when we share it and work to align authority and accountability. We don't avoid difficult conversations and situations; we lean into the vulnerability that's necessary to do good work. But daring leadership in a culture that's defined by scarcity, fear and uncertainty requires building courage skills, which are uniquely human. The irony is that we're choosing not to invest in developing the hearts and minds of leaders at the same time we're scrambling to figure out what we have to offer that machines can't do better and faster. What can we do better? Empathy, connection and courage to start. Brené Brown spent the past two decades researching the emotions that give meaning to our lives. Over the past seven years, she found that leaders in organisations ranging

from small entrepreneurial start-ups and family-owned businesses to non-profits, civic organisations and Fortune 50 companies, are asking the same questions: How do you cultivate braver, more daring leaders? And, how do you embed the value of courage in your culture? Dare to Lead answers these questions and gives us actionable strategies and real examples from her new research-based, courage-building programme. Brené writes, 'One of the most important findings of my career is that courage can be taught, developed and measured. Courage is a collection of four skill sets supported by twenty-eight behaviours. All it requires is a commitment to doing bold work, having tough conversations and showing up with our whole hearts. Easy? No. Choosing courage over comfort is not easy. Worth it? Always. We want to be brave with our lives and work. It's why we're here.'

**cliftonstrengths team activities guide:** *The Adventures of Johnny Bunko* Daniel H. Pink, 2008-04-01 Look out for Daniel Pink's new book, *When: The Scientific Secrets of Perfect Timing* From Daniel H. Pink, the #1 bestselling author of *Drive* and *To Sell Is Human*, comes an illustrated guide to landing your first job in *The Adventures of Johnny Bunko: The Last Career Guide You'll Ever Need*. There's never been a career guide like *The Adventures of Johnny Bunko* by Daniel H. Pink (author of *To Sell Is Human: The Surprising Truth About Motivating Others*). Told in manga—the Japanese comic book format that's an international sensation—it's the fully illustrated story of a young Everyman just out of college who lands his first job. Johnny Bunko is new to the Boggs Corp., and he stumbles through his early months as a working stiff until a crisis prompts him to rethink his approach. Step by step he builds a career, illustrating as he does the six core lessons of finding, keeping, and flourishing in satisfying work. A groundbreaking guide to surviving and flourishing in any career, *The Adventures of Johnny Bunko* is smart, engaging and insightful, and offers practical advice for anyone looking for a life of rewarding work.

**cliftonstrengths team activities guide:** *Soar with Your Strengths* Donald O. Clifton, Paula Nelson, 1995-12-09 A groundbreaking, inspiring book for businesses, managers, and individuals on how to achieve the absolute best by focusing on strengths and steering away from weaknesses, this revolutionary, humanistic approach to business will transform companies, build careers, and change lives.

**cliftonstrengths team activities guide:** *8 Paradoxes of Leadership Agility* Chuen Chuen Yeo, 2020-05-31 The world is ever-changing in unpredictable ways. Leaders, therefore, need to constantly re-examine their assumptions of what it means to be a great leader as old models of leadership quickly fade into irrelevance. In short, leaders need an agile mindset. But how can leaders become agile? We need to update and disrupt past definitions of leadership. To challenge ourselves and test our relevance often. We need to recognize challenges swiftly and respond decisively, especially when our environment is volatile, uncertain, complex and ambiguous. *8 Paradoxes of Leadership Agility* shows the way by describing how leaders met challenging conundrums with agility and emerged stronger, using the Re4 Coaching Model developed by Chuen Chuen. This book addresses the gap between theory and practice through stories of leaders distilled into eight representational paradoxes that can occur in any culture, contexts, levels of seniority or industries. The Re4 Coaching Model, clearly illustrated in this book, helps leaders see their world with objective clarity, understand what has to be done and why. Through this coaching model, leaders gain the resolve and confidence to overcome challenges with authenticity. Through it, they integrate theoretical learning with practical steps and learn to thrive. Now you too can benefit from the Re4 Coaching Model as this book contains exercises with guiding questions you can use to navigate your paradoxes. It's time to grow and thrive.

**cliftonstrengths team activities guide:** *Positive Organizational Scholarship* Kim Cameron, Jane Dutton, 2003-08-09 Scholarship establishes a new field of study in the organizational sciences. Just as positive psychology focuses on exploring optimal individual psychological states rather than pathological ones, *Positive Organizational Scholarship* focuses attention on optimal organizational states --- the dynamics in organizations that lead to the development of human strength, foster resiliency in employees, make healing, restoration, and reconciliation possible, and cultivate extraordinary individual and organizational performance. While the concept of positive



organizational scholarship encompasses the examination of typical and even dysfunctional patterns of behavior, it emphasizes positive deviance from expected patterns. Positive Organizational Scholarship examines the enablers, motivations, and effects associated with remarkably positive phenomena --- how they are facilitated, why they work, how they can be identified, and how researchers and managers can capitalize on them. The contributors do not adopt one particular theory or framework but draw from the full spectrum of organizational theories to understand, explain, and predict the occurrence, causes, and consequences of positivity. Positive Organizational Scholarship rigorously seeks to understand what represents the best of the human condition based on scholarly research and theory. This book invites organizational scholars to build upon and extend the positive organizational phenomena being examined. It provides the definitional, theoretical, and empirical foundations for what will become a cumulative body of enduring work.

**cliftonstrengths team activities guide: Strengths Based Parenting** Mary Reckmeyer, Jennifer Robison, 2016-02-02 Strengths Based Parenting doesn't prescribe one right way to parent. Instead, author Mary Reckmeyer empowers parents to embrace their individual parenting style by discovering and developing their own -- and their children's -- talents and strengths. With real-life stories, practical advice backed by Gallup data, and access to the Clifton StrengthsFinder and Clifton Youth StrengthsExplorer assessments, Strengths Based Parenting builds the foundation for positive parenting. Strengths Based Parenting is grounded in decades of Gallup research on strengths psychology -- including assessments of nearly 1 million young people -- and highlighted in Gallup's national bestseller StrengthsFinder 2.0. More than 14 million people have taken the Clifton StrengthsFinder assessment to discover their unique combination of talents and strengths. Gallup knows that focusing on talents and strengths can improve the quality of people's lives. Now, in Strengths Based Parenting, Gallup extends strengths psychology to the most important operating system in the world -- the family. How can you discover your children's unique talents? And how can you use your own talents and strengths to be the most effective and supportive parent possible? Strengths Based Parenting addresses these and other questions on parents' minds. But unlike many parenting books, Strengths Based Parenting focuses on identifying and understanding what your children are naturally good at and where they thrive -- not on their weaknesses. The book also helps you uncover your own innate talents and effectively apply them to your individual parenting style. Raising a child truly takes a village. Strengths Based Parenting can help parents learn how to partner with teachers, coaches and other adults in their kids' lives to create a positive, supportive environment to develop their talents into strengths and instill confidence.

**cliftonstrengths team activities guide: Leading the High Energy Culture: What the Best CEOs Do to Create an Atmosphere Where Employees Flourish** David Casullo, 2012-02-27 A clear path to creating an organizational culture where leaders are the constant source of energy that feeds a competitive advantage.---Matt Holt, Vice President Human Resources, Dot Foods, Inc. --

**cliftonstrengths team activities guide: Leading with Grit and Grace** Ashleigh Walters, 2020-12 Lessons to Lead By: The journey to organizational culture change starts with you, the leader. Have the courage to take the road less traveled when you identify that change is necessary. Inspire personnel to solve problems while continuously improving processes. Learn from your failures and become more innovative and creative with each iteration. Know that life is full of adversity, but prepare to forge ahead and celebrate success along the way. Remember, if you lead with determination, resilience and persistence (GRIT), as well as empathy and compassion (GRACE), you can accomplish goals you once thought were unattainable. In all that you do, remember to make things better.

**cliftonstrengths team activities guide: Driving Employee Engagement Workbook** Gallup, 2015-09-10

**cliftonstrengths team activities guide: The Nuts and Bolts of Nursing Leadership: Your Toolkit for Success** Rose O. Sherman, 2021-03-15 Transitioning into a nursing leadership role has never been more challenging. The health care environment is characterized by volatility, uncertainty, complexity, and ambiguity. The recent crisis with COVID-19 has heightened awareness

of the vital need for nurse leaders who can balance the organization's needs with advocacy for staff. Yet, nurses are often promoted into leadership without the tools they need to be successful. Moving from a clinical role into leadership requires a different mindset and new knowledge, skills, and abilities. Both nursing staff and leaders in healthcare organizations have high-performance expectations of nurses who step up to become leaders. Knowing what to do and what not to do in leadership today can be challenging, especially for novices. The author, a nationally known leadership expert, breaks down the nuts and bolts of nursing leadership today. The essential knowledge, skills, and leadership behaviors are discussed using leadership examples. The book includes actionable strategies that can immediately be applied and help you move from feeling overwhelmed to feeling confident. The Nuts and Bolts of Nursing Leadership gives you tools and ideas to become an effective nurse leader, whether you are just beginning the journey or have years of experience. Let it be your toolkit and practical guide to a successful leadership career regardless of your clinical setting.

**cliftonstrengths team activities guide: State of The Global Workplace** Gallup, 2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons — but resistance to rapid change is a big one, Gallup's research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers' unique demands. Gallup's 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive – but to thrive.

**cliftonstrengths team activities guide: Self-Leadership** Christopher P. Neck, Charles C. Manz, Jeffery D. Houghton, 2016-06-17 Written by the scholars who first developed the theory of self-leadership (Christopher P. Neck, Charles C. Manz, & Jeffery D. Houghton), *Self-Leadership: The Definitive Guide to Personal Excellence* offers powerful yet practical advice for leading yourself to personal excellence. Grounded in research, this milestone book is based on a simple yet revolutionary principle: First learn to lead yourself, and then you will be in a solid position to effectively lead others. This inclusive approach to self-motivation and self-influence equips readers with the strategies and tips they need to build a strong foundation in the study of management, as well as enhancing their own personal effectiveness.

**cliftonstrengths team activities guide: Heartfelt Leadership** Deb Boelkes, 2020-04-21 Within *Heartfelt Leadership*, Deb Boelkes reveals how leaders can get through to anyone, even under what many would believe are not the best of circumstances. The result is a workplace that is admired; one that delivers outstanding results; one that employees seek to be part of. In your current role, do you honestly believe you can accomplish significant things that are important to you? If not, why not? Are you aware of the personal passions, priorities and goals of those on your team? If not, why not? Is it a priority for you to ensure that your team members are aligned with the mission, vision, and goals of your organization? If not, why not? Do your employees seek you out and respond to you with enthusiasm, or do they tend to ignore your presence? Within *Heartfelt Leadership*, you will hear from some truly exceptional award-winning bosses who have been consistently praised by their teams as the epitome of best-ever bosses. They reveal how they evolved into the extraordinary leaders they became ... the kind of leader that you, too, can become. *Heartfelt Leadership: How to Capture the Top Spot and Keep on Soaring* delivers the tools and knowledge to modify your leadership presence to become the inspiring person others want to follow. Heartfelt leaders are, for now, a rare breed. You can change that ... starting today!

**cliftonstrengths team activities guide: True North Groups** Bill George, William W. George,

Doug Baker, 2011-09-05 True North Group is a small, diverse collection of individuals who meet on a regular basis to explore their lives and develop their self-awareness, self-compassion, authenticity, and EQ. This book demonstrates why these small groups are the vital link to both leadership and personal development.

**cliftonstrengths team activities guide:** *StandOut* Marcus Buckingham, 2011-09-13 StandOut, the revolutionary new book and online assessment tool from Marcus Buckingham, is the result of extensive research, statistical testing, and analysis of the world's top performers. From the coauthor of *Now, Discover Your Strengths* and the recognized leader of the strengths movement, StandOut unveils your top two Strength Roles and offers sharp, practical ideas that professionals and managers in any organization can use to find their edge and win at work.

**cliftonstrengths team activities guide:** *The User's Journey* Donna Lichaw, 2016-03-22 Like a good story, successful design is a series of engaging moments structured over time. The User's Journey will show you how, when, and why to use narrative structure, technique, and principles to ideate, craft, and test a cohesive vision for an engaging outcome. See how a "story first" approach can transform your product, feature, landing page, flow, campaign, content, or product strategy.

**cliftonstrengths team activities guide:** *Strengths-Based Nursing Care* Laurie N. Gottlieb, PhD, RN, 2012-08-22 This is the first practical guide for nurses on how to incorporate the knowledge, skills, and tools of Strength-Based Nursing Care (SBC) into everyday practice. The text, based on a model developed by the McGill University Nursing Program, signifies a paradigm shift from a deficit-based model to one that focuses on individual, family, and community strengths as a cornerstone of effective nursing care. The book develops the theoretical foundations underlying SBC, promotes the acquisition of fundamental skills needed for SBC practice, and offers specific strategies, techniques, and tools for identifying strengths and harnessing them to facilitate healing and health. The testimony of 46 nurses demonstrates how SBC can be effectively used in multiple settings across the lifespan.

**cliftonstrengths team activities guide:** *Born to Build* Jim Clifton, Sangeeta Badal, 2018-05-08 People will ask you throughout your life, "Where do you work?" and "What do you do?" They never ask you, "What are you building?" When conversations change to "What are you building?" the world will change. Written for anyone trying to figure out how to make the most of their lives, *Born to Build* seeks to inspire entrepreneurs and ambitious, self-motivated people to build something that will change the world. A builder's venture could be a small business that grows into a mammoth enterprise, a thriving new division in an existing company, a nonprofit, a social enterprise, a church, a school — anything that creates economic growth and makes a lasting impact on society. *Born to Build* is written by Gallup Chairman and CEO Jim Clifton and Sangeeta Badal, Ph.D., Principal Scientist for Gallup's Entrepreneurship and Job Creation initiative, and is grounded in years of research. This book goes beyond the conventional economics-based business training and instead offers a uniquely psychological approach to venture building. It gives readers the tools and techniques they need to understand who they are, what motivates them and what they can build — and how. By following the practical steps in *Born to Build*, readers will have the tools to build a sustainable and profitable venture of any size from scratch. Central to the book is a code that allows readers to take Gallup's Builder Profile 10 (BP10) assessment, which identifies their innate talents and motivations and shows them how to make the most of their talents to build a successful enterprise.

**cliftonstrengths team activities guide:** *College Success* Amy Baldwin, 2020-03

**cliftonstrengths team activities guide:** *The Pharmacy Leadership Field Guide: Cases and Advice for Everyday Situations* Michael DeCoske, Jennifer Tryon, Sara J. White, 2011-03-09 You're not alone. Pharmacists face leadership challenges every day, whether they realize it or not. As you embark on your journey from student to new pharmacist to emerging pharmacy leader, hear from new practitioners and seasoned veterans alike who have been there and can provide invaluable advice along the way. Now, *The Pharmacy Leadership Field Guide: Cases and Advice for Everyday Situations*, can be your personal "in-print mentor" to introduce you to leadership concepts and

situations and broaden your understanding. This Field Guide focuses on leadership in everyday pharmacy practice by employing a case-based approach. While pharmacists receive exceptional didactic clinical training, leadership skills are another crucial skill set necessary for success. Each chapter is written from the perspective of a veteran mentor and a new practitioner, both selected from various practice settings. Led by the editorial team of Drs. Michael DeCoske, Jennifer Tryon, and Sara White, you will hear from 19 contributors offering pearls of leadership wisdom for you to reference when needed and pass along to others. Inside You'll Find: Cases ranging from such topics as "Being a 'little L' everyday leader", "The importance of listening", "Life as a resident", and "The art of persuasion" Profiles of veteran mentors and new leaders, offering pharmacy and leadership career advice Leadership Pearls for quick tips and Exercises to reinforce each case An insightful foreword from Milap C. Nahata, MS, PharmD, Professor and Division Chair, College of Pharmacy, Professor of Pediatrics and Internal Medicine, College of Medicine, Ohio State University (OSU)

**cliftonstrengths team activities guide: Applied Positive Psychology** Tim Lomas, Kate Hefferon, Itai Ivztan, 2014-09-08 If you think you know what positive psychology is, think again! This book offers a new integrative vision for making life better that takes in the body and the brain, culture and society, childhood and development... A must read for students. - Stephen Joseph, University of Nottingham Captures the best of the positive psychology initiative, and most importantly, translates it to practice. The authors bring remarkable depth and breadth to the subject matter and do so in a way that is fresh, engaging, relevant, and unusually thoughtful. - Carol Ryff, University of Wisconsin-Madison If you want to understand what positive psychology really is, learn how it works in practice and discover its huge potential to transform our lives and our world then look no further than this superb book. I really can't recommend it highly enough. - Mark Williamson, Director of Action for Happiness This exciting new textbook, written by leading academics in the UK, offers the very first authored title on applied positive psychology for university courses. Consisting of the latest cutting-edge theory and research in the subject and structured around a pioneering multidimensional model of wellbeing, this book will provide you with the knowledge and tools to apply positive psychology in many areas of life. These include interventions aimed at developing mental and physical functioning, to recommendations for enhancing relationships and reshaping organisational structures. The book shows how these practices can be successfully deployed in diverse real-world settings, from the classroom to the workplace. Key features include: Learning objectives set out at the start of each chapter Practice essay questions throughout and quizzes to test your knowledge at the end of each chapter Useful measurement tools and recommendations for research Summary boxes and suggested further reading and resources Case studies and 'Reflection' boxes that invite you to explore topics in greater depth and relate findings to your everyday life. This book will be essential reading for all students with an interest in or studying a course in applied positive psychology, and is strongly recommended to students taking a wider course in positive psychology and the psychology of happiness and wellbeing.

**cliftonstrengths team activities guide: How Full is Your Bucket?** Tom Rath, Donald O. Clifton, 2005-01-01 'How Full is Your Bucket?' reveals how even the briefest interactions affect your relationships, productivity, health, and longevity. Organized around a simple metaphor of a dipper and a bucket, and grounded in 50 years of research, this book will show you how to greatly increase the positive moments in your work and your life - while reducing the negative.

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CliftonStrengths (also known as StrengthsFinder) is an assessment developed by Don Clifton while he was chairman of Gallup, Inc. The company launched the test in 2001. [1]

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