

Gallup Model

- Gallup's model is based on over 4 decades of research: a study of personal and organizational success across 30 cultures.
- Over 3.8 million people have completed the assessment.
- Strengthsfinder[®] is currently available in more than 20 languages.

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StrengthsFinder® 34 Themes

Motivation	Relationship	Influence	Thought Process
(Striving)	(Relating)	(Impacting)	(Thinking)
Achiever	Communication	Command	Analytical
Activator	Empathy	Competition	Arranger
Adaptability	Harmony	Developer	Connectedness
Belief	Includer	Maximizer	Consistency
Discipline	Individualization	Positivity	Context
Focus	Relator	Woo	Deliberative
Restorative	Responsibility		Futuristic
Self-Assurance			Ideation
Significance			Input
			Intellection
			Learner
			Strategic

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StrengthsFinder®: The Back Story

"It's not really a StrengthsFinder, it's a <u>TalentFinder</u>."

"Sometimes talents are present, but they haven't 'shown up.' In these cases, talents must be encouraged, called out, and celebrated."

Don Clifton Father of Strengths Psychology

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Gallup's Definition

Talent x Knowledge x Skill x Practice = Strength

- Talent is a natural gift.
- A <u>strength</u> is the productive application of a natural gift.

Gallup University



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Gallup's Guiding Principles

"Build on your strengths and manage your weaknesses."

"Don't worry about being well rounded.

Be sharp in a few things."

Don Clifton

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Gallup's Steps to Leveraging Strengths

- 1. Awareness
- 2. Application
- 3. Performance
- 4. Measurement
- 5. Sustainability

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Gallup's Assertions

"Having the opportunity to use your strengths at work has more positive impact on your success than title, role or pay."

"Unless people are deliberately playing to their strengths, there will be no sustainability of results."

Gallup University

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Reuven BarOn's Assertions

"EQ-i is a way to efficiently and accurately assess strengths and blind spots."

"EQ directly influences our potential for sustained performance. Approximately 1% of variance in occupational success can be attributed to differences in IQ. <u>Up to 27% variance</u> in occupational success can be attributed to differences in EQ."

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Strengths & Engagement

"If your manager focuses on your strengths, there's a 1% chance you'll be disengaged.

If your manager focuses on your weaknesses, there's a 22% chance you'll be disengaged.

If your manager <u>ignores</u> your strengths, there's a 40% chance you'll be disengaged."

Gallup University

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Client Profile: Susan High Potential Senior Mgr

Brand—
Subject Matter Expert, Smart,
Assertive, Self Confident,
Results-Oriented, Aloof, Critical

EQ-i 2.0 (Total EI 106)

High Self-Regard 111 Independence 110 Reality Testing 116 Low

Int Relationship 88 Soc Responsibility 91 Empathy 93

SF Top 5

Achiever Restorative Analytical Ideation Learner

Development feedback from Susan's manager..."focus on relationships and 'lightening' your presence by learning how to navigate with different personality types with a focus on interaction that is still results driven. My hope/plan is to see you in a position of greater responsibility in the near future. The tone you set will be as important as your deliverables."

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Client Profile: Matt High Performing Executive Brand—

Authentic, Engaging, Visionary, Intuitive, Culture-Builder, Execution-Oriented, Loyal, Folksy, Mercurial

EQ-i Leader (Total El 110) High Individualiz

Soc Responsibility 115
Int Relationship 113
Optimism 108
Low
Independence 97
Emotional S-A 96

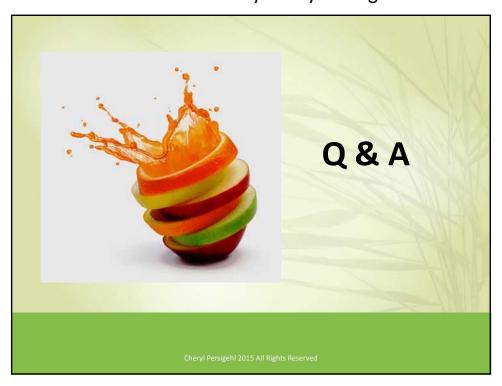
Achiever
Futuristic
Responsi

Self-Regard 91

Individualization Achiever Arranger Futuristic Responsibility

Development feedback from Matt's manager--"...invest in building stronger relationships with your peer [executive] team. Demonstrate your value and professionalism. I'm not sure they take you seriously. I also need you to hold your own team more accountable. They're 'green', but they could be delivering even more."

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What's Next?

- EQ-i^{2.0}/EQ360 Certification Virtual
 - > April 7, 14, 21, & 28
- Crescendo Connect Conversation
 - March 7
- Living an EQ Life Minneapolis (May 24)
 - ➤ El and Leadership Self Deception
 - ➤ EI and Wellness
- EQ-i^{2.0}/EQ360 Certification Minneapolis
 - > June 14 & 15

Contact Information

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