



Objective & Big Idea:

To highlight the participant's natural talent through use of the Strengths Finder Assessment so they may see what they can lean into to build into strengths.

BIG IDEA: Strength = Natural Talent + Knowledge + Skills + Experience. Our natural talents can be unexercised muscles if not combined with the other three ingredients.

How it Works:

Have participants print out report ahead of time and review themselves, highlighting what resonates most and come prepared to share.

Emphasize the Strength equation in the Big Idea as a teaching point of how our strengths require “exercise”.

Talk through the 4 larger categories each strength falls under and have participants circle their strengths on this chart.

Encourage participants to celebrate the strengths that God has given to them giving a few minutes to write them out and highlight what they appreciate most about how their Top 5 show up in their life.

Coaching Tips:

Read definitions of strengths to know how they are defined as a talent for the purposes of this assessment. Don't assume the Webster's dictionary definition. Share your own Top 5 strengths and illustrate how they work together as a unique combination in your own life.



Reference:

Journey 1, pg. 67-69

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StrengthsFinder by Gallup

Overview and Instructions

Many years of research conducted by The Gallup Organization suggest that the most effective people are those who understand their strengths and behaviors. These people are best able to develop strategies to meet and exceed the demands of their daily lives, their careers, and their families.

A review of the knowledge and skills you have acquired can provide a basic sense of your abilities, as well as an awareness and understanding of your natural talents, this will provide true insight into the core reasons behind your consistent successes.

Your Signature Themes report presents your five most dominant themes of talent, in the rank order revealed by your responses to StrengthsFinder. Of the 34 themes measured, these are your "top five."

Your Signature Themes are very important in maximizing the talents that lead to your successes. By focusing on your Signature Themes, separately and in combination, you can identify your talents, build them into strengths, and enjoy personal and career success through consistent, near-perfect performance.

GALLUP
CliftonStrengths

Strengths Insight Report

"You were put on this earth to achieve your greatest self, to live out your purpose, and to do it courageously."

—Steve Maraboli

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StrengthsFinder by Gallup (continued)

Four Domains of Team Strength taken from the book "Strengths Based Leadership: Great Leaders, Teams, and Why People Follow" by Tom Rath and Barry Conchie

Executing	Influencing	Relationship Building	Strategic Thinking
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	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.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic

"There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents." —Don Clifton

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My Top Five Strengths

Strength #1

Strength #2

Strength #3

Strength #4

Strength #5

WHAT I APPRECIATE ABOUT MY TALENTS

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