

— VIRTUAL —

# STRENGTHS

## Training Program

LEAD  
THROUGH  
STRENGTHS

# FOCUS ON STRENGTHS EVERY DAY FOR:



**3X**

**Quality of life**



**6X**

**Engagement at work**



**21%**

**Better productivity**

# LEAD THROUGH STRENGTHS

VIRTUAL (LIVE) TRAINING

- 1** StrengthsFinder Start: Pre-Work & Assessment
- 2** Live Virtual Training Event (2 hours)
- 3** Digital Strengths Activation Course (12 Weeks)

# 1

# STRENGTHSFINDER START

## How does it work?

Participants complete the 40-minute StrengthsFinder assessment (also called CliftonStrengths), which reveals each person's natural talents. Standard events come with the survey that reveals each person's top 5 talent themes. Participants also watch pre-work videos to get started with strengths-thinking before the event. We provide logistics resources and StrengthsFinder completion reports to keep the pre-event phase running smoothly.

## What do you learn?

Participants learn their Top 5 talents. They mark up their reports and look for descriptions that resonate strongly for them. With each StrengthsFinder purchase, you also receive access to personalized reports.

Participants learn the premise behind strengths based development in the pre-work video. This helps us keep the "live" time together active (AKA not a one-way lecture), and helps them internalize the concepts as they build on them over time.

# What's the Pre-Event Process Like?

## For participants?

Short pre-work videos break the learning into bite sized pieces so they can attend the event feeling further along.

YOUR CLIFTON STRENGTHSFINDER® OPENS YOUR AWARENESS OF YOUR UNIQUE TALENTS

The video player displays a woman with blonde hair, wearing a necklace, speaking. The video duration is 1:59. The Clifton StrengthsFinder logo is visible in the bottom right corner of the video frame.

## For sponsors?

We provide easy-to-follow logistics processes, emails for participants, and instructions to send to attendees so that you can save time.

DISCOVER YOUR STRENGTHS - PLAN 1 HOUR FOR PRE-EVENT TRAINING

Hi everyone,  
Looking forward to meeting you soon! There's some important training to get the learning flowing before your event. If you're moving fast, it will take 1 hour. If you get in deep reflection mode, it will take 90 minutes.

If you already have existing StrengthsFinder results, please email your Top 5 Talents to [Lisa@LeadThroughStrengths.com](#). This will allow us to activate your account for the event date so she knows which team you're with. If you're using "old" results, be sure you have access to the PDF report with your full StrengthsFinder Talent Theme definitions. Your pre-work will only take you 15 minutes. Move to Step 2.

For those who are new to StrengthsFinder (we assume that's most of you), Watch [1 minute](#) video to learn what to expect from the survey itself.

Then visit the [Gallup Strengths Center](#) to activate your StrengthsFinder code. Allow 45 minutes of uninterrupted time to take the survey. This is very important because it will auto-mark answers as neutral after 20 seconds.

• Copy and paste the access code **R2BZDGGB0C330D7B**  
• Log in with your email and password  
• Note: there's no pause button, and it will mess with your results if you leave the session because they'll assume it's neutral if you're not there.  
• After you've completed the survey, I will be able to view your results.

Once you get your results, print and review these two reports on the right side of your My Strengths --> My Dashboard screen:

• Signature Themes Report  
• Strengths in Action-Planning Guide

Watch this [2 minute](#) video to learn how to mark them up (bring them to your training event as well).

Watch this [3 minute](#) video that describes where strengths-based development came from and why it boosts your productivity to focus on your strengths rather than your weaknesses.

Bonus! Watch this [4 minute](#) video that busts some obsolete career advice. See if you've been putting in overtime on the Path Of Most Resistance.

If you have any issues with your StrengthsFinder code, give me a shout at [Lisa@LeadThroughStrengths.com](mailto:Lisa@LeadThroughStrengths.com).  
For all other technical issues, please view the [Gallup Strengths Center Help page](#).

See you soon!  
Lisa

**ABOUT STRENGTHSFINDER**  
Wondering about the validity of this tool? [Read this article](#) to learn more.  
If you're thinking, "hmm...this is a lot, not a 'lot'" then check out this info on [Strengths-Based Development](#).  
It even gives you a link to the research validation and methods.

**STAY IN TOUCH LISA CUMMINGS**  
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[@lisacummings](https://twitter.com/lisacummings)

### Logistics

**Events Without A Hitch**  
We're so ready to rock this event with you. To be sure it goes off without a hitch, here's the info we need. This 20 minutes of your time will have you singing "Hakuna Matata" the day of the event because all of the details are tidied up in advance.

Company/Organization Name\*

Event Name (if applicable)

Date Of Your Speech or Training Event

Event Time, As Announced To Participants   
Use format HH:MM am/pm - HH:MM am/pm (for example, 12:30pm CST - 4:30pm CST)

How many people will attend?

Be as accurate as possible. This helps us determine percussion instruments to carry or ship.

Event Address\*

Your Mailing Address\*

Your First & Last Name\*

Your Email Address\*

# 2

# LIVE VIRTUAL TRAINING EVENT

## How does it work?

Your virtual training is delivered via live video feed. The facilitator is on camera so that participants can meet the person delivering (and so that it doesn't feel like one of those boring webinars where people read slides).

## What do you learn?

### UNCOVER YOUR TALENTS

- How your strengths zone brings you ease, enjoyment, and excellence at work.
- Ways to own and amplify your strengths at work. Identify key "Yucks and Yays" that put you in and out of your zone of genius.

### ACTIVATE YOUR TALENTS

- Align strengths to your role and career brand. Explore situations that "Honor or Insult" your natural talents so you can respond at your best.
- Use self-awareness strategies for discussing your talents (what makes them feel "Starved or Fed") with your manager, direct-reports, & teammates.

# What's the Training Like?

## Rich Conversation & Application



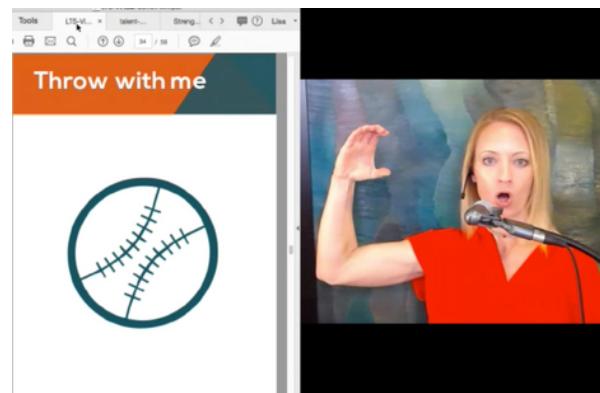
Lisa Cummings

Chat

lol

From S [REDACTED] to All Participants(01:24:57 PM)  
Just learned that one of my associates is motivated by having more responsibility so I'm looking for more opportunities for that. I used the Employee Planning Worksheet from a few weeks ago.

From L [REDACTED] to All Participants(01:25:05 PM)  
I will recognize folks publicly in my team meeting. It's a small intimate setting so it doesn't put someone on the spot, but it's important for others to know what you are doing.



## Active Engagement That Most Expect Only From In-Person Events

 Learn more about our virtual training approach

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## WHAT DID OTHERS SAY ABOUT STRENGTHS IN A VIRTUAL INSTRUCTOR LED ENVIRONMENT?

**Brad:** Ha ha. Not many classes make me laugh out loud.

**Nikki:** LOL! Best class ever.

**Mike:** I'd take an online class every day if they were this good.

## Strengths: Power & Shadow Side



Lisa Cummings

### Chat (Everyone)

[REDACTED]: Restorative: always known as the fixer so I am called in to fix messes :) It becomes exhausting to unravel someone else's thought process/actions

[REDACTED]: Achiever - sometimes push too hard

[REDACTED]: achiever - i feel guilty relaxing or taking time to just "be" which drives my husband crazy

[REDACTED]: Adaptability - when working with people who are planners or tend to be anxious.

[REDACTED]: responsibility - sometimes it's difficult to say no to help in something

[REDACTED]: achiever - makes people think I'm very ambitious

# 3

# STRENGTHS ACTIVATION COURSE

## How does it work?

Through the 12-week online activation course, you'll deepen application and form a strengths habit. Each week, you'll receive an email with a tool, video, or worksheet to help you apply strengths to a new situation at work.

## What do you learn?

Use strengths spotting techniques to unleash your natural talents so you can contribute at your peak. You'll identify situations that "honor and insult" your talents. You'll explore what makes your talents feel "starved and fed" so you can focus on keeping them nourished at work.

Look at the past, present, and future to identify your typical fuels and drains at work. Align your fuels to corporate contributions, and use job-shaping techniques to reframe responsibilities that formerly put you in your weakness zone.

Learn to make agreements that honor your strengths, maximize outputs, and improve influence. Build awareness of "yucks and yays" in your average week so you can get more time in your strengths zone.

# What's the Activation Course Like?

Videos build on course content



Strengths-specific resources help you invest in each talent

Explore Your StrengthsFinder Talent Theme – Achiever

What Is The Clifton StrengthsFinder Talent Theme of Achiever?

Often people will ask us, "What does it mean to have the Achiever Strength?" First, know that StrengthsFinder will help you figure out your potential. We call them natural talents or natural patterns. We know you're here because you want to turn them into superpowers in your career. So, for the person who has the Achiever theme through the Achiever talent theme have a great deal of stamina and work hard, deep satisfaction in being busy and productive.

Gallop, Clifton StrengthsFinder, StrengthsFinder, and each of the 34 Clifton StrengthsFinder theme names are trademarks of Gallup, Inc.

Achiever - Learn From Others

**Achiever STRENGTHS OVERVIEW**

**Achiever HOW THEY SEE TALENT**

**Achiever STRENGTHS STORIES**

Your Strengths Will Strengthen Your Performance At Work

In the next session, you'll explore what fuels you up and what drains you. Just as you get tired in your car, you need to keep your personal tank full to be at your best. Each StrengthsFinder talent theme is energized and drained by different things. When you see the stick figure who looks strong, you can consider how these things fuel you up at work. They're your energy makers. When you see the stick figure who looks weak, consider if these things are draining you at work. They're your energy takers.

**Achiever Yucks**  
What's a Yuck?  
It's a situation, condition, or behavior you might see at work that zaps your energy. Yucks are also things you see on your calendar or to do list that make you think, "yuck, if I never had to do that again I'd be thrilled."

**Achiever Yays**  
What's a Yay?  
It's a situation at work that boosts up your energy or makes you feel productive. Yays are also things you see on your calendar or to do list that make you think, "yay, fill my days with this."

Worksheets offer practical exercises aimed at performance

