

BE SUPER

INTERPRETING YOUR CLIFTONSTRENGTHS



Career Center
University of Missouri



WHAT DO YOU THINK OF YOUR RESULTS?

Achiever

Activator

Adaptability

Analytical

Arranger

Belief

Command

Communication

Competition

Connectedness

Consistency

Context

Deliberative

Developer

Discipline

Empathy

Focus

Futuristic

Harmony

Ideation

Includer

Individualization

Input

Intellection

Learner

Maximizer

Positivity

Relator

Responsibility

Restorative

Self-Assurance

Significance

Strategic

Woo



OVERVIEW

YOUR RESULTS: NOT A SURPRISE?

These are things you know to be true about you

Hone in on language and puts ideas together in one place

POSITIVE PSYCHOLOGY

Rooted in the study of excellence: what makes people be at their best

IDENTIFYING TALENT IN EVERYDAY LIFE

How you think, act and feel are your superpowers

GREATEST POTENTIAL FOR GROWTH

YOUR REPORT IS JUST THE BEGINNING



NAME IT

Identify what the themes mean to you.



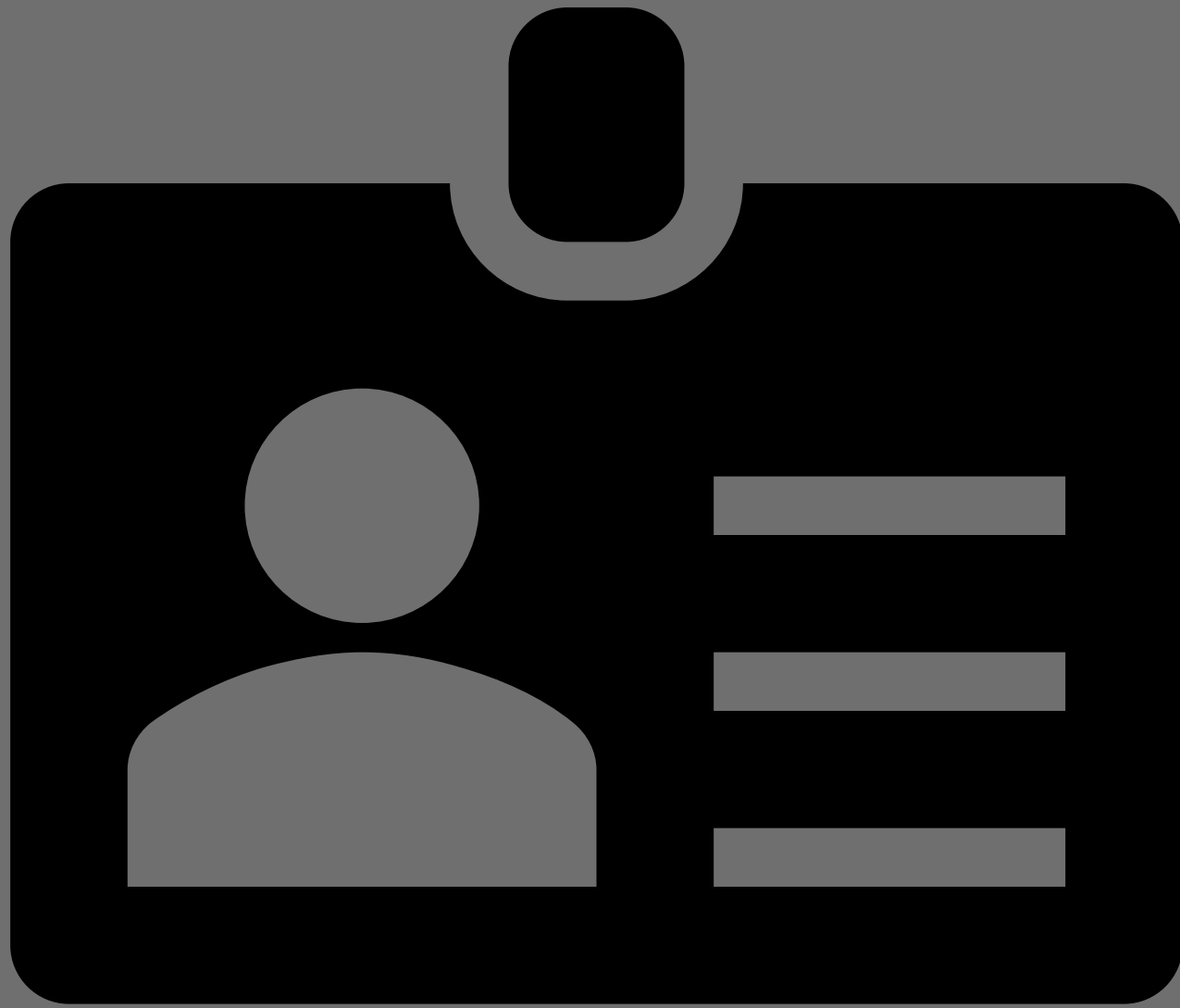
CLAIM IT

Appreciate the unique power and value you have and bring to others.



AIM IT

Intentionally practice using and developing your talents.



NAME IT

Make your talents your own.
Identify what the themes mean to you.



BREAKOUT: PAIR UP

WHAT ARE YOUR TOP 5?

**WHAT THEME DESCRIBES
YOU BEST?**

**WHAT IS AN EXAMPLE OF
A THEME PLAYING OUT IN
YOUR LIFE?**





TALENT IS...

HOW YOU
NATURALLY THINK,
ACT, AND FEEL

SUCCESSFUL INDIVIDUALS...



BUILD
on areas of their talent



CAPITALIZE
on their uniqueness



APPLY
talents to roles that fit them



INVENT
ways to use them effectively

QUICK CHALLENGE

HAVE A DEVICE READY

On your laptop or phone, pull up a blank document/note.

You have 1 minute to type the phrase,

"I use my talents every day."

**Start a new section:
now just use your ring finger**



TALENT IS...

**AUTOMATIC
ENDURING
PRODUCTIVE
STRENGTHS-FOCUSED**

(BUT NOT IGNORING WEAKNESSES)





CLAIM IT

Appreciate the unique power and value
you have to bring others.





RECOGNIZING YOUR TALENTS



Write down your 5 talents

Choose 2-3 of your talents

Write example of a recent experience where you used this talent.

For those same talents

Write example of a how you will use that talent in a possible career.

REFLECT ON YOUR EXPERIENCE



IDENTIFICATION

When you see talents in the past, it is easier to understand them recognize them in the future.



STORIES

Use specific examples in your resume, cover letter, interviews, and networking.



FUTURE

Envisioning how to integrate talents into your next opportunities help to sharpen those visions.

4 DOMAINS: WHERE ARE YOUR TALENTS?

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
MAKE THINGS HAPPEN AND BE PRODUCTIVE	SPEAK UP AND REACH A BROADER AUDIENCE	CHECK ON PEOPLE AND HOLD TEAM TOGETHER	ANALYZE INFO AND HELP MAKE 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

CONTRIBUTIONS

WHERE DO YOUR TALENTS FALL?

DO YOU HAVE A NATURAL INCLINATION TO A DOMAIN?

ALL TALENTS CAN HELP YOU DO TASKS IN EACH DOMAIN: FILL GAPS

WHAT IS A TALENT YOU USE OUTSIDE OF ITS DOMAIN?

EXECUTING	INFLUENCING
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RELATIONSHIP BUILDING	STRATEGIC THINKING
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TALENT IS...

UNIQUE
MOTIVATING
VALUED
SHARED

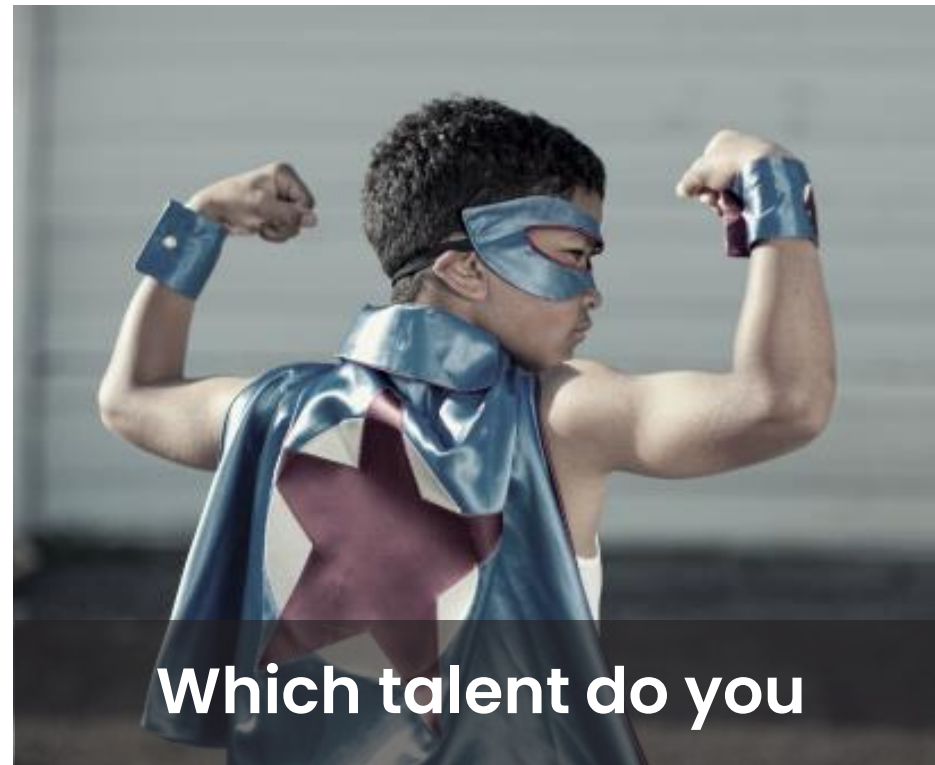


AIM IT

Intentionally practice using and
developing this set of talents.



LOVE FRUSTRATE APPRECIATE



Which talent do you

LOVE?

Bright side:
You are great at
it and others
think so, too.



Which talent sometimes

FRUSTRATES?

Shadow side:
Work to identify and
use in more positive
ways.



Which talent in others do you

APPRECIATE?

Translate:
Discover what
balances you and
provide help to make
you most productive.

●

TALENT (predisposition)

X

INVESTMENT (practice)

=

STRENGTH (success)

●

USE THEM AS A:

STUDENT

study, time management, prioritize

GROUP MEMBER

contribute talent, appreciate others

EMPLOYEE

Interact with colleagues, work style

LEADER

leadership style, motivating others





NEXT STEPS



POST

Put your talents in a visible place for a reminder.



RECOGNIZE

Pay attention to when you use your talents and give feedback to others about their talents.



SHARE

Share language with others.



ADD

Language should be infused in your resume, cover letter, interviews, and more.



RETURN

Go back to <https://missouri.my.gallup.com> and check out **CliftonStrengths for Students Report**



INVEST

Practicing your talents turn them into near-perfect behavior.

BUILD YOUR TALENTS INTO STRENGTHS



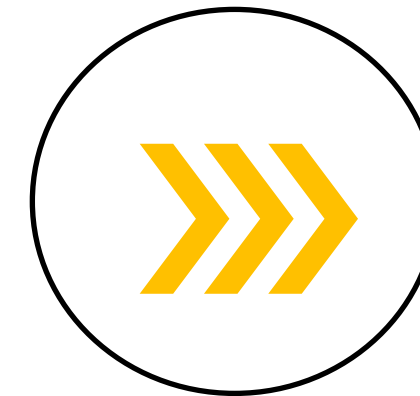
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CAREER EXPLORATION

Assessments
Major/Career Resources
Career Specialist Consultation

CAREER READINESS

Resume & Cover Letters
Interviews
LinkedIn Profiles
Job Search Strategies



Please **check in** to let us know you were here, and tell us how we did!

