



THE WASHINGTON STATE BOARD OF EDUCATION

A high-quality education system that prepares all students for college, career, and life.

Title: Strengths Finder	
As Related To:	<input checked="" type="checkbox"/> Goal One: Develop and support policies to close the achievement and opportunity gaps. <input checked="" type="checkbox"/> Goal Two: Develop comprehensive accountability, recognition, and supports for students, schools, and districts. <input checked="" type="checkbox"/> Goal Three: Ensure that every student has the opportunity to meet career and college ready standards. <input checked="" type="checkbox"/> Goal Four: Provide effective oversight of the K-12 system. <input checked="" type="checkbox"/> Other
Relevant To Board Roles:	<input checked="" type="checkbox"/> Policy Leadership <input checked="" type="checkbox"/> System Oversight <input checked="" type="checkbox"/> Advocacy <input checked="" type="checkbox"/> Communication <input checked="" type="checkbox"/> Convening and Facilitating
Policy Considerations / Key Questions:	N/A
Possible Board Action:	<input checked="" type="checkbox"/> Review <input type="checkbox"/> Approve <input type="checkbox"/> Adopt <input type="checkbox"/> Other
Materials Included in Packet:	<input type="checkbox"/> Memo <input checked="" type="checkbox"/> Graphs / Graphics <input checked="" type="checkbox"/> Third-Party Materials <input type="checkbox"/> PowerPoint
Synopsis:	This will be a time for the Board to build a better understanding of how to maximize each Board and staff members' strengths to fulfill the SBE mission and work.

There are the two desired outcomes of this segment:

1. Increase awareness of the strengths each Board and staff member brings to the SBE's mission/work.
2. Build understanding about how an individual's strengths inform his/her approach to a task, how we can work more effectively together, and how we can increase SBE's effectiveness by maximizing our individual and collective strengths.

Each member should spend time with their own results prior to the retreat to think about what resonates, what does not seem to fit, etc.

Reminder – Please read the descriptions of each of your top five strengths because the “one word” often does not mean what you think it does.

In your packet you will find:

- Segment outline
- Excel chart of the Board and Staff Strengths Finder Results
- Background documents on how to use the Strengths Finder Results
- A Strengths Finder activity

Please contact Alissa Muller with any questions at Alissa.muller@k12.wa.us or 360.725.6029.

Strengths Finder Segment Outline

12:10 Courtyard for plated lunch

Kick-off activity: Illustrates natural strengths

12:15 Small group or pairs – share top terms/concepts that truly resonate with you, capture you, etc.

12:30 Balcony vs. Basement Overview

12:50 Inside meeting room

Four Domains: Overview and Activity

1:00 Reflect on where SBE is heavy & where we're lacking

1:10 What can we do to leverage strengths across the team?

1:20 Think about how Strengths Finder could be used in some real life SBE situations/decisions.

1:45 Talk about how to sustain the focus on leveraging our strengths

Clifton StrengthsFinder® THEMES

ACHIEVER®	People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
ACTIVATOR®	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They are often impatient.
ADAPTABILITY®	People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be "now" people who take things as they come and discover the future one day at a time.
ANALYTICAL®	People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all the factors that might affect a situation.
ARRANGER™	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
BELIEF®	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
COMMAND®	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
COMMUNICATION®	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
COMPETITION®	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
CONNECTEDNESS®	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
CONSISTENCY™	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They try to treat everyone with equality by setting up clear rules and adhering to them.
CONTEXT®	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.
DELIBERATIVE™	People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
DEVELOPER®	People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.
DISCIPLINE™	People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
EMPATHY™	People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.
FOCUS™	People exceptionally talented in the Focus theme can take a direction, follow through, and make the corrections necessary to stay on track. They prioritize, then act.

FUTURISTIC®	People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.
HARMONY®	People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
IDEATION®	People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
INCLUDER®	People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.
INDIVIDUALIZATION®	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
INPUT®	People exceptionally talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.
INTELLECTION®	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
LEARNER®	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
MAXIMIZER®	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
POSITIVITY®	People especially talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
RELATOR®	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
RESPONSIBILITY®	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
RESTORATIVE™	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
SELF-ASSURANCE®	People exceptionally talented in the Self-Assurance theme feel confident in their ability to manage their own lives. They possess an inner compass that gives them confidence that their decisions are right.
SIGNIFICANCE™	People exceptionally talented in the Significance theme want to be very important in others' eyes. They are independent and want to be recognized.
STRATEGIC™	People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
WOO™	People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

Theme Balcony and Basement Labels

Discipline	Balcony: high productivity and accuracy because of ability to structure, breaks down complex into steps, great planners, promotes efficiency.
	Basement: overbearing, rigid, mechanized, can't handle change
Empathy	Balcony: creates trust, brings healing, knows just what to say/do, customizes approach to others
	Basement: "soft," moody, over-involved
Focus	Balcony: point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter
	Basement: absorbed, tough to relax, intense, stressed
Futuristic	Balcony: imaginative, creative, visionary, even prophetic, inspiring
	Basement: dreamer, "Fantasy Island," out in left field, lacks pragmatism
Harmony	Balcony: negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator
	Basement: weak, indecisive, non-confrontational, avoids conflict
Ideation	Balcony: improves on the existing, learns quickly, agile mind
	Basement: serendipitous, lacks follow-through, creates more work
Includer	Balcony: invites others in, caring, engages others, sensitive, takes up for others
	Basement: indiscriminate, unable to decide, generous to a fault
Individualization	Balcony: sees the uniqueness in all individuals, intuitively knows that "one size doesn't fit all," appreciates the differences in others
	Basement: unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions
Input	Balcony: great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist
	Basement: knows a lot of worthless information, packrat, cluttered house-cluttered mind, boring conversationalist
Intellection	Balcony: excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone
	Basement: a loner, slow to act or wastes time thinking too much, isolated, doesn't work well with others
Learner	Balcony: always learning, catches on quickly, interested in many things, finds life intriguing
	Basement: a know it all, lacks focus on results, learns a lot-produces little, bookish
Maximizer	Balcony: mastery, success, excellence, working with the best
	Basement: perfectionist, picky, never good enough, always reworking
Positivity	Balcony: enthusiastic, lighthearted, energetic, generous with praise, optimistic
	Basement: insincere, naïve, superficial, Pollyanna
Relator	Balcony: caring, trusting, a great friend, forgiving, generous
	Basement: lives in a clique, crony, has an inner circle, plays favorites
Responsibility	Balcony: committed, accountable, independent, trusted, conscientious
	Basement: micromanager, obsessive, can't say "no," takes on too much
Restorative	Balcony: problem solver, troubleshooter, finds improvements and solutions
	Basement: focuses on weaknesses, punitive, negative, critical

Theme Balcony and Basement Labels

Achiever	Balcony: tireless, strong work ethic, leads by example, go-getter, hungry
	Basement: unbalanced, brown-noser, overcommitted, can't say no, burns the candle at both ends, too concentrated on work
Activator	Balcony: self-starter, fire-starter, energy source, fearless
	Basement: ready-fire-aim, loose cannon, speaks before thinking, in left field (because others haven't caught up)
Adaptability	Balcony: flexible, comfortable in times of change, easy to get along with, goes with the flow
	Basement: directionless, indecisive, sheep, inconclusive, whimsical
Analytical	Balcony: thinks things through, smart, logical, deep, thorough, comfortable with numbers, figures, and charts
	Basement: rude, short, tough, never satisfied with the answer, asks too many questions
Arranger	Balcony: flexible, organizer, juggler, aligns and realigns tasks to find the most productive configuration possible, efficient, conductor
	Basement: lacks structure, too flexible, doesn't follow the existing rules or procedures, constantly changes priorities, lacks vision
Belief	Balcony: passionate, steadfast, knows where they stand, altruistic, family-oriented, ethical, responsible
	Basement: stubborn, set in his/her ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes
Command	Balcony: charisma, direct, driven, inspirational, easy to follow, clear, concise
	Basement: bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn
Communication	Balcony: storyteller, great presence, easy to talk to, energizer, entertaining, charismatic
	Basement: blabbermouth, poor listener, self-absorbed, show-off, always needs attention
Competition	Balcony: driven, motivated, number one, measurement-oriented, winner
	Basement: sore loser, not a team player, puts down others, self-centered, confrontational
Connectedness	Balcony: spiritual, "doesn't sweat the small stuff," strong faith, always looking at the big picture, helps others see purpose
	Basement: passive, naïve, too idealistic, wishy-washy
Consistency	Balcony: just, problem-solver, policy maker
	Basement: "by the book," inflexible, unwilling to customize/individualize
Context	Balcony: has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past
	Basement: slow to move and react to change, closed-minded, lives in the past
Deliberative	Balcony: good judgment, identifies risk, makes solid decisions, can plan for the unexpected
	Basement: standoffish, aloof, cautious, slow, introverted, afraid to act
Developer	Balcony: grows talent in others, teacher, coach, enjoys helping others succeed, invests in others
	Basement: not an individual contributor, wastes time on low-potential people, spectator

Theme Balcony and Basement Labels

Self-Assurance	Balcony: self-confident, strong inner compass, risk-tasker
	Basement: arrogant, self-righteous, over confident, stubborn
Significance	Balcony: seeks outstanding performance, does things of importance, independent
	Basement: recognition hungry, self-focused, needy
Strategic	Balcony: anticipates alternatives, intuitive, sees different paths
	Basement: jumps to quick decisions, difficult to understand his/her thinking, closed-minded
Woo	Balcony: outgoing, people-oriented, networker, rapport-builder
	Basement: fake, shallow, does not care about deep relationships

The Four Domains of Strengths

Take a look at the chart below in comparison to your Top Five Strengths list. Find your strengths and write the ranking numbers next to it. This will provide you an idea of what area most clearly defines your strengths.

Executing <ul style="list-style-type: none"> • Knows how to make things happen • Works tirelessly to accomplish a goal • Turns an idea into reality 	Influencing <ul style="list-style-type: none"> • Can sell an idea • Will take charge, speak up and make sure they are heard • Knows how to reach a broad audience 	Relationship Building <ul style="list-style-type: none"> • Understands people and relationships • Acts as the glue to hold teams together • Can develop strong groups 	Strategic Thinking <ul style="list-style-type: none"> • Focuses on what could be • Helps teams make great decisions • Absorbs and analyzes information
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

ACTIVITY

Your StrengthsFinder Report: *First Impressions*

1. What was your first reaction to your StrengthsFinder report?
2. What has your report helped you discover about your talents?
3. Did any part of your report surprise you?
4. Have you shared your StrengthsFinder report with anyone? What was that person's reaction?

Your StrengthsFinder Report: *A Closer Look*

List your Signature Themes	Describe a recent situation in which you applied talent from each theme
1.	
2.	
3.	
4.	
5.	