

## Finding and Recognizing the Value of Your Strengths

Did you know that only 20% of an employee's strengths are utilized? Are you aware that your customers, your organization and the health of employees are diminished when human potential is not utilized? Are you looking to improve performance in this highly competitive fast-paced world?

This course was designed to answer many of the above questions and is based on the Gallup research of over two million people in the book titled *Now, Discover Your Strengths* by Marcus Buckingham and Donald O. Clifton. Participants in this course will explore the flawed assumptions that each person can learn to be competent in almost anything and that each person's greatest room for growth is in his or her area of greatest weakness. Participants will learn to switch their assumptions valuing each person's talents as enduring and unique and that an employee's greatest room for growth is in the areas of his or her greatest strength. Course activities include discovering five signature themes by completing an on-line StrengthsFinder Profile questionnaire allowing participants to walk away with practical ideas to manage work and home life based on strengths.

As a result of this learning experience, participants will be able to:

- Articulate the theory and research behind the power of discovering and operating from strengths.
- Share five dominant signature themes as a result of completing the StrengthsFinder Profile.
- Discuss and share how they can apply strength-based approaches to value differences and improve their work environment.
- Create an action plan to build upon strengths.