

Learn about your talents with
CLIFTON STRENGTHSFINDER® 2.0
and Beatrice Benne, your coach



StrengthsFinder® 2.0 Coaching Introduction

Topics Covered

1. Clifton StrengthsFinder® 2.0 Overview & Philosophy
2. StrengthsFinder® Assessment and Reports
3. Individual Coaching Session Process

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Overview & Philosophy

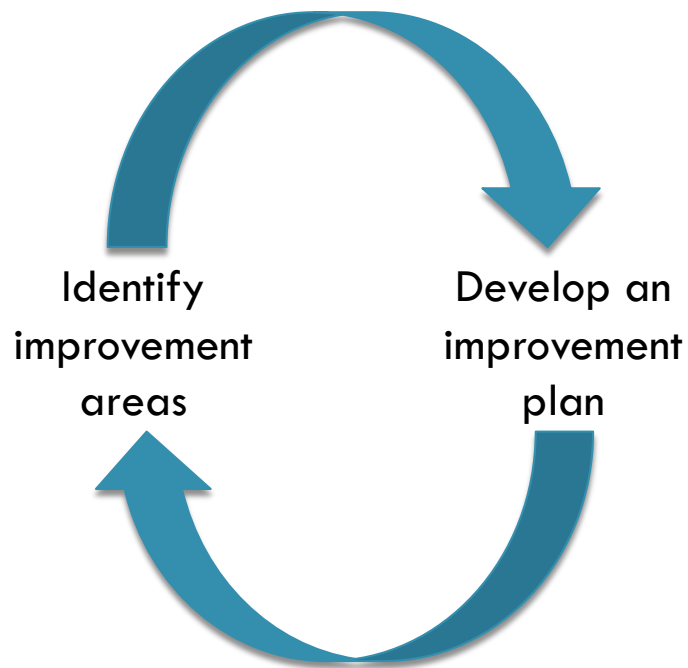
Do you ever wonder...
Why you make certain choice?
Why you do what you do?
Why you like certain things?
Why you are better at some things than others?

There's a reason. It's your talents.

Approaches to Personal Development

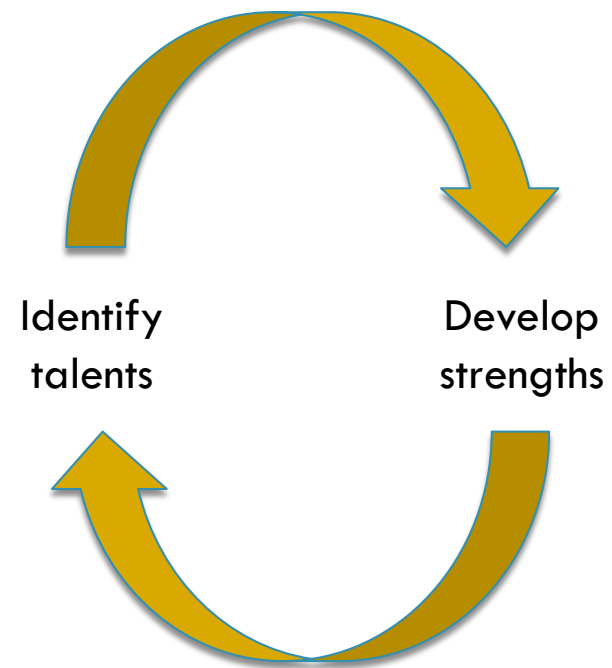
CONVENTIONAL

- Maintain strengths and work on fixing weaknesses



STRENGTHS-BASED

- Focus and reinforce strengths and manage around weaknesses



Donald O. Clifton, Ph.D. (1924-2003)

- People who know their talents and have the opportunity to use them at work are:
 - ▣ **six times** as likely to be engaged in their jobs
 - ▣ **three times** as likely to report having an excellent quality of life
- People who use their strengths every day have **7.8% greater productivity**




Father of Strengths-Based Psychology and Creator of the Clifton StrengthsFinder®

We all need a little help in discovering our greatest talents.

THE CLIFTON
STRENGTHSFINDER®
MEASURES THE
PRESENCE OF
TALENT IN 34 GENERAL
AREAS OR THEMES.





X

Talent (a natural way of thinking, feeling, or behaving)

Investment (time spent practicing, developing your skills, and building your knowledge base)

=

Strength (the ability to consistently provide near-perfect performance)

NAME IT!

Identify your 5 Signature Talents/Themes

CLAIM IT!

Appreciate the unique value of your dominant themes

AIM IT!

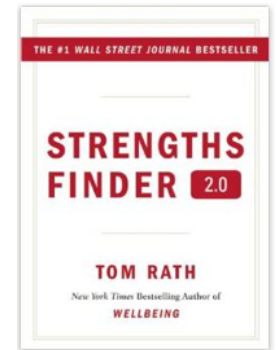
Identify specific actions to hone your talents

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Coaching Process

StrengthsFinder® Assessment

- Have your unique access code (available with the purchase of the book: StrengthsFinder 2.0 by Tom Rath.)
- Visit: www.strengthsfinder.com
- Make sure to reserve 45 min of uninterrupted time.
- You will only have 20 seconds to respond to each pair of statements.
- If interrupted, your responses will be saved and assessment paused. When you return, assessment will pick up where you left it.
- Important: answer questions in a way that reflects your natural way of thinking, feeling, or behaving.



StrengthsFinder® Reports

The screenshot shows the Gallup Strengths Center interface. At the top, the user is logged in as Beatrice Benne, with options to sign out, go home, or view their account. The main navigation includes About, Purchase, Coaching Kit, Courses, and Blog. The user's profile tabs show 'My Results and Reports' is selected. The main content area is titled 'Start Exploring Your Strengths' and includes a share button. Below this, there are three report options, each with a PDF icon, a title, a description, and buttons to 'View as PDF' or 'Email Report':

- Beatrice's Strengths Insight and Action-Planning Guide**: This guide, based on your Clifton StrengthsFinder results, features an in-depth dive into what makes you unique. For each of your top five themes, you will find: a brief shared theme description, your personalized Strengths Insights, examples of what the theme "sounds like," and 10 Ideas for Action. Your guide also contains a Strengths Insight Activity and a Strengths-Based Action Plan to help you think about how to start building and applying your strengths.
- Beatrice's Strengths Insight Guide**: This shorter version of your Strengths Insight and Action-Planning Guide contains your top five themes along with the brief shared theme descriptions and your personalized Strengths Insights for each theme.
- Beatrice's Signature Themes Report**: This report lists your top five themes and their full descriptions.

On the right side, 'BEATRICE'S TOP 5 STRENGTHS' are listed: 1. Relator, 2. Connectedness, 3. Strategic, 4. Learner, 5. Responsibility. Below this list are social media sharing options (Email, Facebook, Tweet) and two buttons: 'BUY YOUR 34' and 'ACCESS YOUR 34'. At the bottom right, there is a promotional box asking if the user is interested in helping others develop their strengths, with a link to 'Learn more' about coaching options.

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SF 2.0 Assessment and Reports

Pre-Coaching Session Activities

- Read your report(s) and highlight words/phrases that resonate with you.
- Reflect on the following questions:
 - ▣ What is your first impression after reading about your talents? What new insights do you have about yourself?
 - ▣ Do you resonate with your Signature Themes and in what way? Which one(s) do you resonate with the most?
 - ▣ Does any part of your report surprise you?
 - ▣ What specific questions arise that you want to address during the coaching session?
- Complete the “Getting to Know You” form

Scheduling Your Coaching Session

At least 24h prior to your coaching session:

- Send an email to Beatrice and include:
 - ▣ A couple of time slot suggestions (each session is 1h long)
 - ▣ Your Skype ID (if face-to-face not possible)
 - ▣ Your report(s) + 'Getting to Know You' Form
 - ▣ Specific questions you want to address during the session

During Your Coaching Session

- Have available:
 - ▣ Your 5 Signature Themes and report(s)
 - ▣ Your reflections / notes
 - ▣ List of questions you may have
 - ▣ Paper to take some notes
- Come with an open mind and a desire to learn
- Outcomes:
 - ▣ Greater appreciation of your talents and how they serve you
 - ▣ Action plan to strengthen your talents to support your desired goals

What People Have Said...

“Honestly, I was nervous and a bit skeptical of the personal coaching session and strengthsfinder. However, talking through the results with Beatrice, I can say with absolute certainty that this exercise has opened my eyes to how I approach things and how I communicate. Beatrice is so open and easy to talk to, that I soon found myself analyzing different scenarios with her, and coming up with ways that I can identify alternative perspectives and use my strengths to improve the outcome of each.”

Jennifer Chapman, Country Coordinator (Belize)
Blue Ventures, London, England

“My personal coaching with Beatrice Benne was eye opening. She was able to identify patterns in my life that were affecting my personal and professional life. She presented innovative solutions and a work plan that I am implementing in my day to day activities. She was very professional and sensitive. I highly recommend her as a coach.”

Cecilia Simon, Independent Consultant
Mexico

For more information, contact:

Beatrice Benne, Ph.D.
beatrice@soma-integral.com
503.866.0928

