



# Strengths In the Workplace

## Spotlight On: Learner

Learners are fascinated with the process of learning: reading, research, preparation, and exploration. For those with this theme, learning is like a journey of discovery and it energizes the work they do. Learners are motivated by new ideas and the prospect of picking up new skills and techniques. While becoming a master is not a necessary result, being familiar with new things is exciting. The outcome is not as important as the journey.

Learners have strong concentration skills and are able to develop and ask pertinent and pointed questions. Learners value competence in their subject matter and enjoy working harder to achieve in areas

of interest.

When working with learners, remember they value new ideas and input. Learners can pick up new information quickly. Learners work well with others and can motivate and challenge coworkers. In the workplace, learners can stimulate group activities as well as perform vital functions like research, background checking, and data collection.

Gallup suggests that learners can improve their own talents by placing themselves in environments where they constantly learn, like taking a course at the community college or learning a new skill (ie. Ballroom dancing.) Learners can also improve by keeping a journal to reflect

on new learning and creating a bibliography of materials related to areas of interest to read and examine.

Words that describe Learners are: explorers, researchers, life-long students, and bookworms.



## Can you explain more about the StrengthsFinder assessment?

The assessment is based on the theory of Positive Psychology—that humans become stronger people when they focus on what they do well rather than what they do poorly.

The assessment provides 180 paired items that de-

scribe human behavior. The pairs are shown on a continuum and the participant must choose between them. The participant must choose within 20 seconds.

The test is given on an 8th to 10th grade reading level and has a test-retest reli-

ability interval between .60 and .80.

The assessment was developed after studying talent and success for over three decades. Gallup originally identified over 400 themes of talent and then narrowed that to the top 34.

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### Books about Strengths:

- *Teach with your Strengths* by Liesveld & Miller
- *StrengthsQuest* by Clifton & Anderson
- *How Full is Your Bucket* by Rath & Clifton



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***Do you RECOGNIZE us.....***

*Thanks to the support of BISD, Strengths is becoming part of the culture of our district. The more we know about ourselves and our talents, the stronger we will be as educators.*

*Any employee is eligible to take part in the assessment and training. New teachers receive training at the beginning of their service in the district. Veteran teachers and staff are taking part in the assessment and receiving coaching during staff development. The district has several Strength Coaches available to assist individuals and groups understand the assessment and how to apply it in the workplace. If you need further information, contact Jennifer Gotuaco via email.*

**Strengths on the Web:**

[www.gallup.com](http://www.gallup.com)

## **I want my friends and family to take StrengthsFinder....**

Many people who take StrengthsFinder at work immediately want to have friends and family members take the assessment as well. The question is often asked: How can I get another code?

The StrengthsFinder is designed for anyone over the age of 14. Gallup provides codes in several of their publications, including *Teaching with Your Strengths*, *StrengthsQuest*, and *How Full is Your Bucket?* These publications (and others) are available at [Gallup.com](http://Gallup.com). Gallup does not supply codes for purchase through [StrengthsFinder.com](http://StrengthsFinder.com).

For high school and college age students, *StrengthsQuest* is the best choice as it provides specific hints and tips for success in academic and career planning. Many people will enjoy *How Full is Your Bucket*, as it describes practical ways to include positive reinforcement in your

life or workplace. For children younger than age 14, Gallup has designed the Strengths Explorer. Instead of thirty-four themes, Gallup has identified ten themes designed to help children age 10-13 understand strengths and how to apply them in life. Strengths Explorer comes with parent explanation to help parents interpret the assessment and work to build strengths at home and in school.

For more information, check the Gallup website and [StrengthsQuest.com](http://StrengthsQuest.com). These books and tools can provide families and friendships an opportunity to deepen relationships and understandings of each other.

