

STRENGTHS EXPLORER®

STUDENT PLAYBOOK



GALLUP®

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Think for a moment about your favorite brand. Ask yourself why it is your favorite. What do you think of first when you think of this brand? What words would you use to describe this brand to someone else? People often make an emotional attachment and commitment to the brands they love.

Now think of yourself as a brand. Would you know what it is about yourself that you would use to “sell” your brand? Each of us has natural talents and strengths that help us build a strong personal brand. Would you know what specific words to use to describe why your brand is important and powerful? Would you know how your brand influences those around you? Would you want to make your brand the best one on the market?

Knowing your strengths and natural talents is the first step in creating a strong, powerful brand. The StrengthsExplorer is all about you — specifically it is all about what’s right with you and how to make the most of who you are. Your personal brand is like no other. Your challenge is to use your personal brand — your strengths — to find your unique path to success and happiness.

We call natural ways of **thinking, feeling, and behaving** our talents. We each have talents, and the more we know about them, the more we can understand what makes us unique and how we can use these talents to be at our best.

The StrengthsExplorer assessment results help you think and learn about your talents by describing your top three talent themes. You certainly have more than three, but let's start by identifying and working on those at the top.

Think of this workbook as a map app designed specifically to help you get from where you are today to your brightest possible future. If you think of a map app helping you to get from point A to point B, you know that you will have many options and various routes that will take you to your destination. None of them are right or wrong, but all provide varying degrees of impact based on the time they take or the frustration level they provoke to get to your destination.



Your chosen destinations may vary, but whether you are looking for a way to study for a test or to improve your tennis game, the activities and suggestions in this Student Playbook can help.

At Gallup, we've studied some of the most successful, talented, and interesting people in the world. We have researched a diverse range of people from professional football players to salespeople at your favorite department stores to nurses who make getting a shot less painful. Although they work in different jobs, they all have one thing in common — they figured out what their talents are and found career paths that made the most out of their strengths. They didn't spend most of their time working on fixing their weaknesses; instead they worked hard on making their talents shine.

We learned some important tips from the most successful and interesting people along the way.

The most successful people have these things in common:

- They know their strengths inside and out.
- They can verbalize and explain their strengths to others.
- They use their strengths every day.

This StrengthsExplorer Student Playbook will help you apply these tips to create the best self that you can be by using your talents and strengths to achieve your life goals.

Tip One: Know Your Strengths Inside and Out

The more you understand yourself — especially your strengths — the more opportunities you will recognize to put your strengths into action. The more you can put your strengths into action, the happier and more energized you will be. Your best resource for learning about your strengths comes from your past successes. Thinking about how your strengths contribute to your success is a great way to learn how you can apply your strengths in the future.

Get Started:

Read your StrengthsExplorer report carefully. Pause for a moment and reflect on your top three themes. Highlight the words or phrases that you think are really accurate in describing you and that you would use to explain what energizes you. Ask yourself:

- Was there anything in the descriptions that surprised you?
- If you look only at the words or phrases that you felt accurately described you, do those words do a good job of painting a picture of who you are when you are at your best?
- Were there any phrases that you didn't understand or agree with?

Complete the activities on the following pages to help you begin to think about your strengths and natural talents in relation to what you do best.

Strengths Themes in My Own Words

Write your top three themes in the chart below. Read the theme description for each of these three themes, and then write the words and phrases that sound the most like you in the box below the appropriate theme.

<i>(Theme Name)</i>	<i>(Theme Name)</i>	<i>(Theme Name)</i>

People Who Know You

Share your StrengthsExplorer report with three people whom you care about most. Have them talk about what they agreed with on your report, what they liked, and what words they think describe you best. After you are finished having the discussion, write your answers to the questions below:

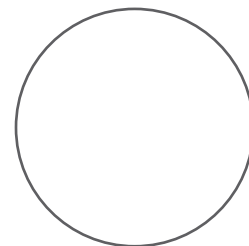
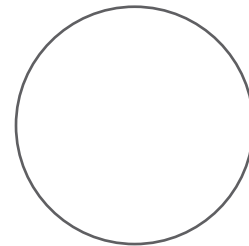
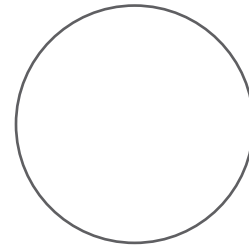
WHAT POSITIVE WORDS DO PEOPLE USE TO DESCRIBE ME?	WHO USES THESE WORDS TO DESCRIBE ME?	WHAT WORDS FROM MY REPORT WOULD THESE PEOPLE USE TO DESCRIBE ME?

The Things I Do Well

Identify three things that you do well. Write those three things in the first column below. For each thing that you do well, come up with three ways that you have gotten good at this and write those in the next column. Then write your three themes in the circles below. For each answer you wrote for how you got good at doing the activity, draw a line to which theme or themes help you to accomplish this.

THINGS I DO WELL	HOW DID I GET GOOD AT THIS?

MY TOP THREE THEMES



Explain Your Strength to Others

Your friends, family, and teachers will understand you better if they know what your strengths are. Your strengths are your most effective motivators to be the best you can be. When the people in your life know your strengths, they are more apt to understand why you might prefer to read a book, go to the mall with friends, spend spare time volunteering as a tutor, or being the lead singer in a garage band. You need to be your own best advocate, and the most effective place to start is by offering others a clear and concise explanation of your strengths. It does not hurt to have a great story to tell as an example of how you have used your strengths in the past. Everyone loves to hear a great success story!

Get Started:

In the worksheet on the following page, write your top three themes in the left column. From the words and phrases you highlighted in your theme report, create a brief definition of each theme in your own words. Remember that when you have the opportunity to talk about your strengths with someone, you must do it in your own voice and help bring your strengths to life for this person, not just repeat the words on the report. Write your newly formed definition of each theme in the second column on the next page. Memorize these definitions and share them with others to describe yourself and your talents.

Next, think of how each theme energizes you. Our strengths should move us to action and help us accomplish our goals. Describe in the third column how each of your top themes gives you energy and helps you to achieve your goals.

Finally, use the last column to tell a brief story of how you recently used each theme. The excitement and energy you generated by putting your strengths in action will come through in your stories and help others understand better how you are motivated.

TOP THREE THEMES	MY DESCRIPTION/ DEFINITION OF EACH THEME	WHY IT'S A STRENGTH AND WHAT IT ENABLES/ EMPOWERS ME TO DO	WHEN/WHERE I RECENTLY USED THIS THEME
1.			
2.			
3.			

Use Your Strengths Every Day

The best of the best we studied never let a good talent go to waste. They apply their strengths to things they love to do and asked for opportunities to do those things more often. They also creatively apply their strengths to things they don't enjoy, just to speed up the task and make fewer mistakes in the process. Gallup's research tells us that people are much more likely to be engaged in their work if they get to use their strengths every day. Unfortunately we can't count on our teachers, parents, and future employers to make sure we are using our strengths. So the more you learn about your strengths and how to apply them now, the better prepared you'll be to recognize opportunities to use your strengths in the future.

Get Started:

Your next challenge is to apply your top three themes toward what you want to accomplish. Research has shown that one important distinction separates top performers from everyone else. Top performers use their strengths whenever and wherever they find an opportunity. They know that the more they use their strengths to accomplish everyday tasks, the more engaged they will be in those activities. People who use their strengths regularly are more engaged in their work, make fewer mistakes, can concentrate longer, and are faster at completing tasks than those who are not engaged.

Take this opportunity to start applying your strengths to what matters most to you. Read the instructions below and use the worksheet on the next page to record your answers.

1. Write your top three themes in the three boxes in the first column of the My Future Strengths Success worksheet.

2. Think of some goals that you would like to accomplish. Maybe it is moving up a chair in the school orchestra, learning the name of 25 new kids, or getting an “A” in English. Write three goals you have in the second column of the worksheet.

3. Next consider what actions you plan to take to help you reach those goals. Write at least three actions for each goal in the third column of the worksheet.

4. In the fourth column, list which talent themes will help you to complete those actions and achieve your goals. Describe how they will help.

5. Identify who in your life can help you accomplish your goals. Although you must take the initiative to achieve your goals, it will be important for you to have partners and a support system to help you along the way. Write down the partners who can specifically help you achieve each goal in the fifth column.

6. The sixth column of the worksheet is available for you to record when you achieve your goal and to reflect on how you were able to use your strengths to achieve your goal.

My Future Strengths Success

Using your natural talents and strengths can help you more easily and effectively achieve your goals. Use this worksheet to create a plan of action that identifies how you will use your top three themes to achieve your goals.

TOP THREE THEMES	WHAT ARE MY GOALS?	HOW WILL I ACHIEVE MY GOALS?	WHICH THEMES WILL I USE? HOW WILL I USE THEM?	WHO ARE MY PARTNERS IN ACHIEVING THIS GOAL?	GOAL ACHIEVED

Customizable Strengths Nameplate

It is important to think about your top three themes on a regular basis. Using the Customizable Strengths Nameplate below, type your name in the blue box and then select your top three themes from the drop-down menus. When you are finished, print and display your nameplate.

StrengthsExplorer®

GALLUP®

World Headquarters

The Gallup Building
901 F Street, NW
Washington, D.C. 20004

t +1.877.242.5587

f +1.202.715.3045

www.gallup.com