

# Building Your Strengths

Careers.ucr.edu  
(951) 827-3631

CONNECT. INSPIRE. EMPOWER.





# Activity 1

## Writing Exercise

# History



Dr. Donald Clifton was one of the founders of Positive Psychology and focused this assessment on what is right with people rather than taking the traditional approach to psychology identifying what is wrong with people.

*“Positive Psychology is a framework, or a paradigm, that encompasses an approach to psychology from the perspective of healthy, successful life functioning.” – Dr. Clifton*

The key to being successful is to focus on strengths and manage weaknesses.

## History



Tom Rath along with a team of Scientists at Gallup created the StrengthsFinder 2.0 assessment which stemmed from 40 years of research.

*“If you spend your life trying to be good at everything you will never be great at anything.”*

– Tom Rath

Strengths will increase self awareness and recognize the strengths of others.



# Talents & Strengths

## Talents help...

- ...describe who we are
- ...influences our choices and directs our actions
- ...explain why we are better in certain things than others
- ...help us filter our world and learn how to work best with others

## Strengths help...

- ...people are 3 times more likely to indicate having a high quality of life
- ...people are 6 times as likely to be engaged in their jobs

# What Are Strengths?



A **natural** way of thinking, feeling or behaving

Time spent practicing, developing your skills, and building your knowledge base

*The ability to consistently provide near-perfect performance*

**Strengths allow you to provide near-perfect performance in any given activity. It grows from our natural talents and is developed into strengths.**

# Overview of the 34 Themes and 4 Domains

Executing	Influencing	Relationship Building	Strategic Thinking
Accomplish things, get it done	Influencing others to reach goals	Concerned & interested in the ways people are affected	Making sense of things, creating visions
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

*None of the Four Domains or 34 Strengths are more or less important*



# Activity 2

- **See Activity Sheet Page 2, Part A**
- **Share a strength you have used often.**
- **Has there ever been a time where you relied on other's strengths?**





# Shadow of Strengths

- See Worksheet Part B
- Think about a time when you've had a conflict with a team member (i.e. work, school, student org etc.).
- Can you put the conflict in the context of strengths? (have the strengths been in opposition with each other? Or overlap is extreme?)

# UC RIVERSIDE | Career Network



Join the UCR Career Network, an online community for networking, mentoring, and job opportunities for alumni and students.

## MENTORING

Matching process that connects current students with alumni or alumni with one another.

## JOB SEARCH

Job board for those currently seeking employment or for alumni looking to hire other Highlanders.

## NETWORKING

Discussion boards to meet and network with others who have similar career questions.

**REGISTER AT [CAREERNETWORK.UCR.EDU](https://careernetwork.ucr.edu)**

# Closing: Debrief

- Awareness of strengths in self and others

**Location:** We are located in the Career Center Plaza. Our entrance is the University Lecture Hall and the Surge Building, behind the UCR Campus Store.

**Hours:**

Mon. - Fri. 8 am to 5 pm

*Individual counseling appointments available*

*Schedule on Handshake*

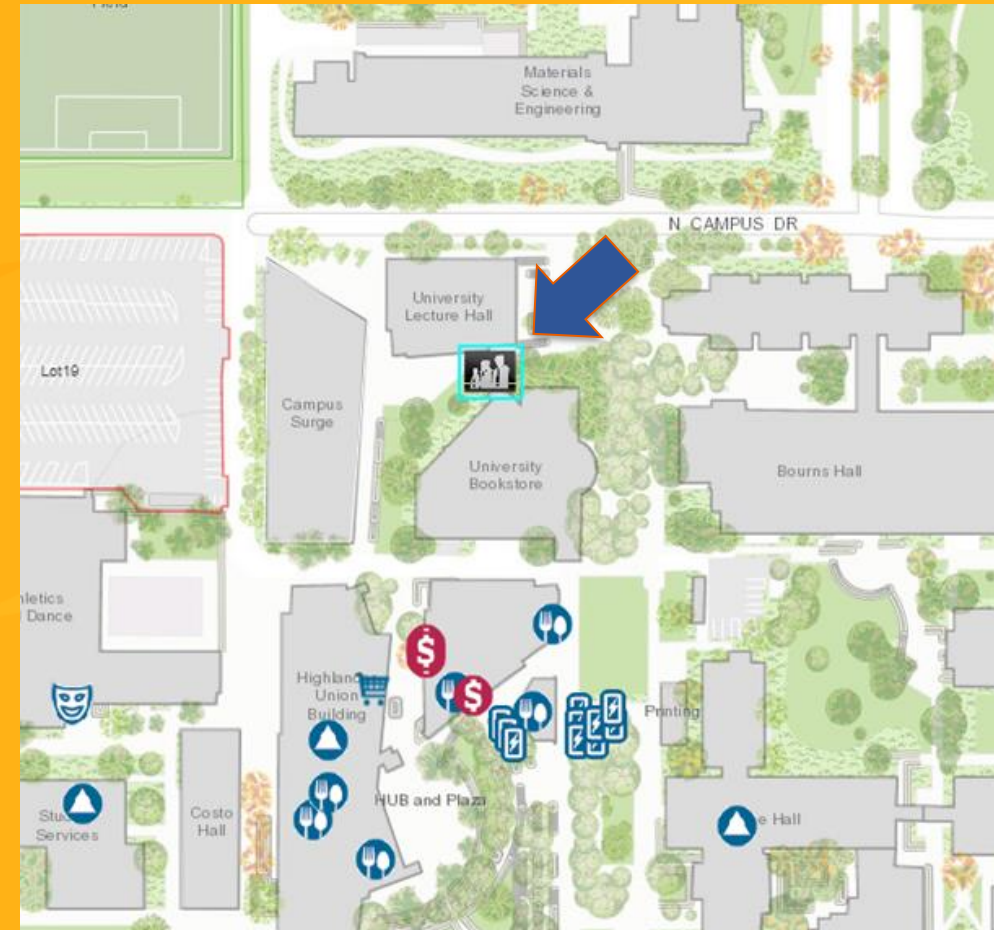
**Drop-in Hours:**

Mon. - Fri. (days & times vary)

*View drop-in schedule on our website <https://careers.ucr.edu/>*



## Career Center



careers.ucr.edu • (951) 827-3631



#HireHighlanders • #UCRCareerReady

*Connect with us!*



**UC RIVERSIDE** | Career Center

**#UCRCareerReady**

**#UCRCareerCenter**

**#HireHighlanders**

**Connect. Inspire. Empower**