

Making the Implicit Explicit: Using Strengths Based Tools with Neurodivergent Students

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LANDMARK
COLLEGE



On a sticky note.....

➤ ***What is your preferred name?***

➤ ***What is your favorite role/task at work?***

➤ ***What is one positive word people use to describe you?***



Who are you?

Who am I?

What is a Strength?

Our students
come from a
deficit-based
model.



Advocacy - Agency

Strategies and Accommodations



Name of Accommodation/Strategy	Accommodation? Strategy?	Features of learning profile that explains need for modification or strategy. (Diagnosis if available)	How does the Accommodation/Strategy mitigate the challenge and allow you to access/leverage your strength? (Be specific! Talk it out.)

Strength Based Instruments

CliftonStrengths®



Where and How we use Strengths Based tools

- ▶ **EDU 1011: Perspectives in Learning** (First Year Seminar)
 - ▶ Clifton Strengths to improve self awareness and self advocacy
 - ▶ Leadership skills/team roles
- ▶ **EDU 2061: Education and Identity** (Academic Skills and Career Development)
 - ▶ Clifton Strengths and Meyers Briggs to improve perception and language descriptors of soft skills
 - ▶ Matched to job fields and descriptions
- ▶ **INT 2012: STEM Identity and Community** (grant funded scholarship program)
 - ▶ Birkman Method to improve perception and language descriptors of motivators and preferred environments
 - ▶ Matched to field, job descriptions, work environments, used to build LinkedIn summaries and elevator pitches



SHALL WE
PLAY A
GAME?

10

STAND UP IF YOU ALMOST ALWAYS...

*talk to people in elevators,
airplanes, grocery stores and
wherever you go*



GALLUP

11

**STAND UP IF YOU
ALMOST ALWAYS...**

*have a color-coded or
otherwise organized closet*



12

**STAND UP IF YOU
ALMOST ALWAYS...**

*write down a list of things to do
and stick to it, even on the
weekend*



13

**STAND UP IF YOU
ALMOST ALWAYS...**

*need to pick someone to race
while driving*



14

**STAND UP IF YOU
ALMOST ALWAYS...**

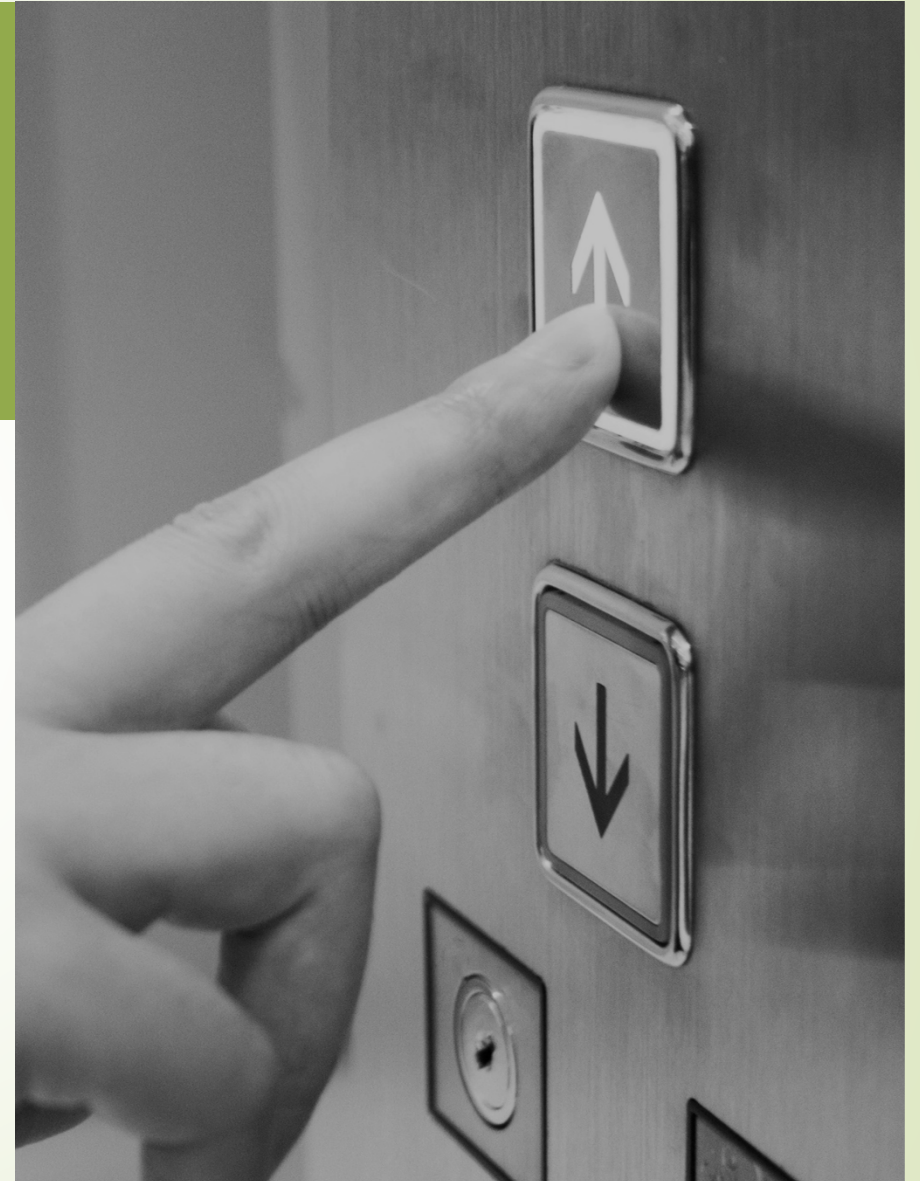
tend to ask too many questions



15

**STAND UP IF YOU
ALMOST ALWAYS...**

*push the elevator button to
“remind” the elevator that you
are there*



Everyone Has Talent

TALENT

a naturally recurring pattern of thought, feeling or behavior that can be productively applied



Examples of talent include:

- ▶ effortlessly and instinctively starting conversations
- ▶ thinking in an orderly or timely manner
- ▶ easily and naturally influencing others
- ▶ seeing patterns in data
- ▶ consistently having a positive outlook on life

Everyone Has Talent

17

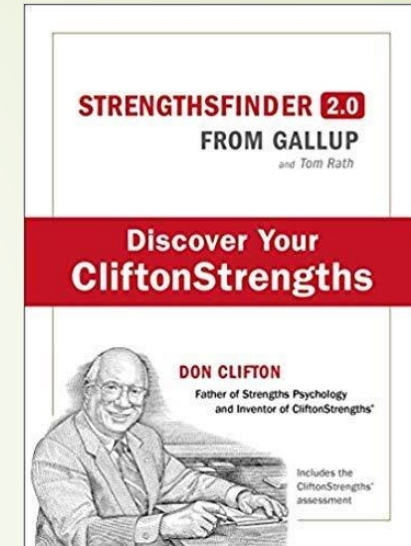
There is nothing wrong with being aware of our weaknesses and managing them, but our greatest opportunity for success lies in building on our natural talents.



Let's start now to
IDENTIFY AND MAXIMIZE
each person's talents and strengths.

Gallup Clifton Strengths


- On-line instrument
- Redeemed from code in book or purchased online
- 177 questions after registration
- Accessibility options available
- Measure of emotional, cognitive and social skill talents/strengths
- Administrative options available



CliftonStrengths About Who's It For? Reports Resources Coaching REDEEM CODE SHOP SIGN IN

Redeem or Purchase an Access Code to Take the Assessment


"I need an access code to take the assessment."



Purchase a CliftonStrengths 34 access code to:

- take the CliftonStrengths assessment
- unlock the CliftonStrengths 34 Report
- access other personalized reports and strengths-based development resources

"I already have a StrengthsFinder access code from a book."




You can redeem your access code from the following books:

- *StrengthsFinder 2.0*
- *How Full Is Your Bucket?*

Activity Time!

Name your strengths

ader

 Clifton Strengths Worksheet

Name: _____
Date: _____

Strength	Definition/Explanation	Personal Example	Ideas for Action to Maximize Potential (see themes in book or Top 5 Report)	Domain of Leadership
1.				
2.				
3.				

1. On your Insight Report or the Quick Reference card (handout), highlight your Top 5 Themes and the words or phrases that best describe you
2. Chose 1 strength that resonates most and consider how it plays out in your life (*Claim it*)
3. Identify your dominant Domain using the Strengths Domain grid (handout)
4. How does the Strength or dominant Domain help you to be successful?
5. How could you use it more intentionally? (*Aim it*)

The 34 Strength Themes Quick Reference (handout)

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CliftonStrengths® Themes

Achiever	People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
Activator	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.
Adaptability	People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be "now" people who take things as they come and discover the future one day at a time.
Analytical	People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.
Arranger	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
Belief	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
Command	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
Communication	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
Competition	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
Connectedness	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
Consistency	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.
Context	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.
Deliberative	People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
Developer	People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.
Discipline	People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
Empathy	People exceptionally talented in the Empathy theme can sense other people's feelings by imagining themselves in others' lives or situations.

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CliftonStrengths® Themes

Focus	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
Futuristic	People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.
Harmony	People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
Ideation	People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
Includer	People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.
Individualization	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
Input	People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.
Intellection	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
Learner	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
Maximizer	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
Positivity	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
Relator	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
Responsibility	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
Restorative	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
Self-Assurance	People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.
Significance	People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.
Strategic	People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
Woo	People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

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Strengths Domains (handout)

Executing	Influencing	Relationship Building	Strategic Thinking
<p>People with dominant Executing themes know how to make things happen.</p>	<p>People with dominant Influencing themes know how to take charge, speak up and make sure the team is heard.</p>	<p>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</p>	<p>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</p>
<p>Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative</p>	<p>Activator Command Communication Competition Maximizer Self-Assurance Significance Woo</p>	<p>Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator</p>	<p>Analytical Context Futuristic Ideation Input Intellection Learner Strategic</p>

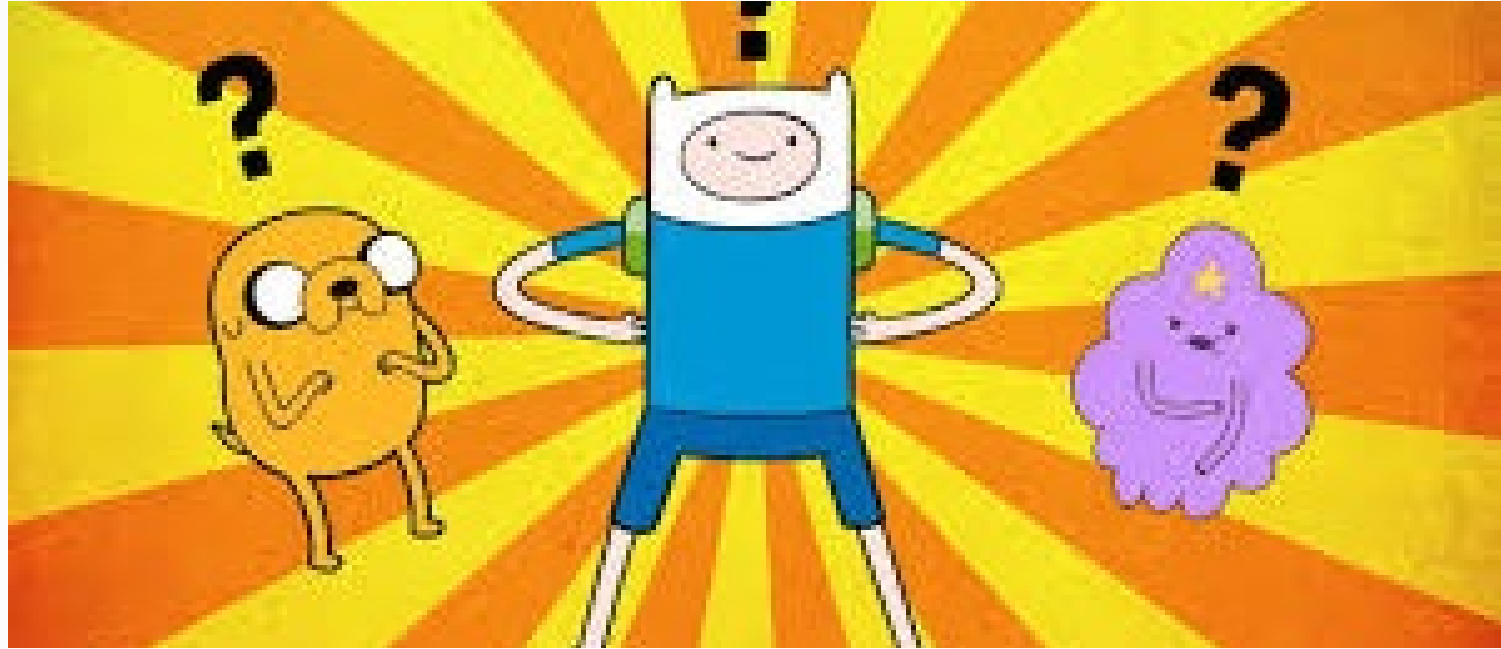
Pair and Share (Ex)Claim it!

Turn to a partner and ask them to share some of their insights.



Sum Up

- ▶ We use strengths-based tools to:
 - ▶ Increase a student's explicit awareness of their strengths
 - ▶ To identify ways strengths already show up in their lives
 - ▶ To develop language to describe their strengths
 - ▶ To discover new ways to leverage strengths to address challenges and self advocate
 - ▶ To find ways to intentionally develop them
 - ▶ To identify occupational direction and environments



Time for Questions!