

What career path will you take? What every graduate student needs to know and do

Centre for Student
Involvement and Careers

Overview of today

- Articulating your strengths - *morning*
 - Reflect on your results
 - Practice describing your strengths and identifying them to yourself and others
 - Connecting your strengths to relevant action planning
- What's next - *afternoon*
 - Explore alternatives
 - Identify methods to evaluate options
 - Generate actionable career ideas

Uncovering your strengths

- What were your reactions to the assessment?

STRENGTHS ARE LENSES FOR SEEING THE WORLD

STRENGTHS ARE INHERENTLY NEUTRAL



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YOU HAVE MORE THAN 5 STRENGTHS



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STRENGTHS ARE PART OF WHO YOU ARE



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Development and Application

- Developed out of over 2 million interviews
- Quantitative and qualitative data
- 34 strengths emerged

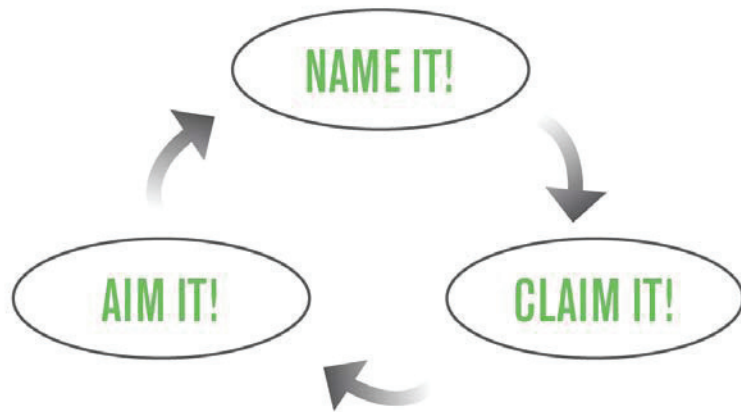
- Translated into over 50 languages
- Applied in over 20 countries
- Administered to over 10 million people worldwide.



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Strengths in action

- Using the handout, identify one specific example of each strength for yourself



Strengths in action

In groups of 4, answer the following:

1. What is the Strength you are most proud of?
2. What is the Strength that surprises you the most?
3. What Strength are you unsure about?

ARE YOU READY TO GO A BIT DEEPER?

Talent map

Take this time now to pause and reflect more critically

If you prefer to think out loud with a partner, let us know and we will find you another participant with the same preference

Talent Map

So what? In groups of 4, discuss:

1. What is the link between your top five Strengths and your research?
2. How will your Strengths influence your approach to job searching?
3. How have your Strengths influenced your past career or academic decisions?
4. What professional development opportunities would match your Strengths well? Be creative.

Love, Crazy, Envy

Engage random walk algorithm!

As you bounce off each other, and learn about others' Strengths...

- Share one of your top 5 strengths that you LOVE
- Share one of your top 5 strengths that drives you CRAZY?
- As you talk with others, listen for a strength that you ENVY.

Domains of Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	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.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
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

Activity

- Using the handout, make note of how your strengths are distributed
- Select one of your top 5 strengths
- Analyze it through each of the four domains

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Example: Activator

Influencing – first to take an action in a group

Relationship building – role model to others, could be intimidating

Strategic thinking – initiate planning steps (meetings, proposals, etc)

Executing – responsive to priorities and deadlines

Missing strengths

Example: you really want to be persuasive and convince someone of something

You'd like to have WOO.

Instead, you have LEARNER.

How can that strength be useful to get to the same end goal?

Final Assignment

What is one action you'll take as a result of what you've learned this morning?

Write it on a sticky note!