

# CliftonStrengths® for Managers Leading With Your Strengths

## INSTRUCTOR-LED COURSE

The role of the manager is demanding, and the workplace is changing faster than it ever has. It's becoming more challenging for managers to bring teams together. The future of the workplace is developing employees to do more of what they do best to improve performance and engagement.

Managers need to become strengths-based performance coaches for their teams. This means they must first understand their own strengths and how to use them. Next, they need to recognize their team members' strengths so that they can individualize their management approach to align with each employee's talents and strengths.

### Who Should Attend

This course is for managers who want to explore how their strengths work in their role.

### What You Can Expect

Participants will develop strengths-based performance strategies to help them apply their talents in their role as a manager.

During this course, participants will:

- learn how to use and build their strengths as a manager
- assume responsibility for their blind spots, which will help them focus on their strengths to fulfill their leadership responsibilities
- get new methods for individualizing their management approach to support each team member's talents and strengths

### Professional Credit Hours

Participants who successfully complete this course can earn professional credit hours from SHRM (3.25 hours) and HRCI (3.25 hours). For more information, contact [CEU@gallup.com](mailto:CEU@gallup.com).

### Program Format

Half-day course

### Prerequisites

CliftonStrengths Discovery: Your Unique Strengths Course OR Leading High-Performance Teams Course

### Course Overview

Using Your CliftonStrengths as a Manager

Assume Responsibility for Your Blind Spots and Limitations

Individualize Your Approach With Each Team Member

Becoming a Strengths-Based Manager

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## CliftonStrengths® for Managers: Leading With Your Strengths Packet

The CliftonStrengths for Managers: Leading With Your Strengths packet has tools and resources to help managers use their strongest talents and strengths to lead others more effectively and achieve their goals.



### CliftonStrengths for Managers: Leading With Your Strengths Participant Workbook

This workbook guides participants through course activities and experiences. Through the course and using this workbook, participants learn how to lead others by applying their strengths to increase their performance and effectiveness as a manager.



### CliftonStrengths Resource Guide for Managers

This resource provides managers with a deeper understanding of each of the 34 talent themes. The guide includes theme descriptions, insights into each theme, tips for managing others dominant in the theme and specific actions managers can take to apply their strongest CliftonStrengths themes. This resource guide helps participants better understand their talents and the talents of those they lead.



### CliftonStrengths Quick Reference Tools for Managers

The CliftonStrengths Quick Reference for Managers tool lists a short definition for each of the 34 CliftonStrengths themes, as well as theme-specific "bring" and "need" statements. Managers can use this resource for quick insights about the uniqueness of an individual's talent themes. The Recognizing Others' Talents and Strengths card gives managers five questions to ask their employees to help them identify their talents in action.



### Motivation Cards

People are motivated based on their own unique talent themes. What is meaningful to one person may not be valuable to the next. These cards help people identify the factors that motivate them as individuals. Managers can use the Motivation Cards to discover team members' motivational needs by identifying the actions and behaviors that are most important to them.



### CliftonStrengths 34 Report

The CliftonStrengths 34 results report gives an individual a ranked listing of their most dominant natural talents — the ways in which they most naturally think, feel and behave.