

Integrate Strengths Into Performance Management

Your managers will become strengths-based coaches for their teams, having effective, ongoing conversations that develop competencies and improve performance.

- Strengths is a business strategy for enabling exceptional performance.
- Keep it simple — embed strengths into ongoing conversations and align them to performance goals.
- Think about how people can do what they do best to improve performance and achieve desired business results.
- Strengths needs to be a well-integrated part of your ongoing business operations — not an infrequently mentioned program — to create long-term, improved business outcomes.

Roles of Strengths-Based Managers

- Believe that employees' talents create their best opportunity for success.
- Be mindful of their own talents and assume responsibility for developing them.
- Understand and appreciate their employees' talents and strengths and use that information to set up each person for success.

Focusing on strengths **changes conversations**. Integrate knowledge from the CliftonStrengths assessment into daily performance **development routines** and **rethink programs** that work against a culture focused on what is right with people.

14%

of employees strongly agree that their performance reviews inspire them to improve.

2 in 10

employees strongly agree that their performance is managed in a way that motivates them to do outstanding work.

95%

of managers are dissatisfied with the way their companies conduct performance reviews.
(Source: CEB)

TAKE ACTION

1

Review current performance management systems and processes and identify areas of opportunity for integrating strengths.

2

Infuse strengths when setting goals, clarifying expectations, planning individual development and coaching performance with leaders and managers.

3

Establish recognition programs to identify CliftonStrengths talents in action.

4

Create strengths and performance integration tools to help leaders and managers embed strengths into the five performance conversations.

5

Remember to keep it simple, helping leaders and managers change conversations and focus on using strengths to drive performance.

Remember Your Why: Greater Performance

STRENGTHS AND ENGAGEMENT IMPACT PERFORMANCE



HOW GALLUP CAN HELP

CliftonStrengths® On-Site Consulting

Provides assistance with structuring, integrating and determining tactics specific to the organization regarding infusing strengths into performance management

Gallup Access

Offers specific content and features, tailored to managers and people leaders, to help integrate strengths into individual and team performance and development conversations

CliftonStrengths Discovery Course — Manager Edition

Jump-starts the exploration of strengths by helping managers learn their talents and begin incorporating strategies and techniques to develop them

Leading High-Performance Teams Course

Unlocks the power and transformational impact of being strengths-based, engagement-focused and performance-oriented managers

CliftonStrengths for Managers: Leading With Your Strengths Course

Deepens the knowledge of CliftonStrengths and its application on management style; helps managers individualize their approach to the specific talents of their team members

CliftonStrengths for Managers: Building a Strengths-Based Team Course

Helps managers practice leading strengths-based individual conversations and strengths-based team activities to unleash the collective power of individual and team talents

CliftonStrengths Feedback Session for Managers

Provides one-on-one coaching to managers, helping them use strengths to individualize their management approach and tap into the collective talents of the team

Team Strengths Session

Helps managers understand team members' individual talents and unleash the power of the team; can be facilitated by Gallup or by an internal strengths coach or champion

Moving From Boss to Coach Course

Equips managers to lead ongoing conversations with team members, focuses on strengths and aims to accelerate performance development

Visit [Gallup.com](https://www.gallup.com) for more information about how to build a strengths-based culture at your organization.