

Gallup CliftonStrengths® Coach Certification Exam Preparation Study Guide

Thank you for taking the next step to becoming a Gallup-Certified Strengths Coach. To prepare for the exam and be a successful strengths coach, you will need to be very familiar with and able to articulate the following terms and applications. The certification exam ensures that all Gallup-Certified Strengths Coaches have a mastery of the materials covered in class.

Certification Exam Details

- The exam is not timed but must be completed in one sitting. (Allow 90 minutes to two hours to complete the exam.)
- You can reference any materials (e.g., coaching kits) during the exam.
- You cannot work with others to complete the exam.
- Read each question carefully — once you select your answer, you will not be able to change it. You cannot go back to previous questions to modify answers.
- You must correctly answer 85% of the questions to pass.
- Exam results are communicated upon completion as pass or fail; specific scores are not provided.
- If you do not pass on your first attempt, you are allowed to retake the exam. An optional tutoring session with a Gallup strengths instructor is available. The instructor will go over the questions you missed on the exam to help you understand the concepts.
- The exam will test your understanding of the CliftonStrengths-based development approach, your knowledge of the multidimensional aspects of all 34 talent themes and your ability to synthesize the two when working with clients.
- All of the exam content was covered in class and discussed in your digital kits and learning journal or course companion guide. We recommend reviewing these tools and materials as you prepare.
- We suggest that you test your knowledge of the CliftonStrengths themes with the CliftonStrengths Theme resources from the course and the Strengths Coaching Starter Kit.

Terms to Study

The following are terms from the course(s). Ensure you can define them both formally and informally for your client audience. Hint: Many of these terms are in the Glossary of Terms section in the course learning journal or companion guide.

- Talent
- Talent filters
- Skill
- Talent themes or themes of talent
- Strength
- Blind spots
- Weaknesses and strategies for managing them
- Strengths-based approach to personal development
- Gallup's definition of coaching
- "Name It, Claim It, Aim It" framework for coaching individuals
- Five clues to talent
- FAQs about CliftonStrengths (located in the Strengths Coaching Starter Kit on the Gallup Learning Center)
- The four CliftonStrengths theme domains
- Dominant, supporting and lesser themes
- Five guiding principles
- Theme dynamics
- Likely vs. unlikely, logical vs. paradoxical pairs (theoretical definitions are more important than statistical likelihood)
- Where to find all of the tools available to help you coach individuals
- Three types of coaching conversations when working with managers (located in the Strengths-Based Coaching With Managers and Teams Kit)
- Characteristics of strengths-based managers
- Four types of coaching conversations when working with teams (located in the Strengths-Based Coaching With Managers and Teams Kit)
- Where to find all of the tools available to help you coach teams
- The characteristics of strengths-based teams
- 34 themes — understand themes to spot them beyond a static definition:
 - What might the theme look like in a coaching situation?
 - What vulnerabilities are present for each?
 - How might a manager with this theme effectively lead a team?
 - How is one theme similar to or different from another?

Ready for the Exam?

Refer to the certification email you received with the details about how to access the exam.

Next Steps

After passing the exam and completing the evaluation requirements, you will receive notification indicating you have earned the Gallup-Certified Strengths Coach certification. You will receive your credential certificate and the Gallup-Certified Strengths Coach logo via email.

Last-Minute Questions?

If you have any questions as you prepare for the certification exam, refer to the certification brochure in your course materials or email the Gallup team at certification@gallup.com.

Good luck!