

A FAQ GUIDE TO STRENGTHS AT ROLLINS

What is StrengthsFinder and what's the difference between that and StrengthsQuest?

StrengthsFinder is an assessment tool developed by the Gallup Corporation to help explore an individual's personality. The StrengthsQuest experience starts with the Clifton StrengthsFinder, a web-based assessment that provides you with your Top 5 Talent Themes as a starting point for self-discovery and a strategy for success at Rollins. StrengthsQuest is used by over 600 colleges across the U.S. and in companies across the world. StrengthsQuest is the education and exploration of one's Strengths through workshops, discussion, lectures, courses, and other pedagogies.

Will I be "labeled," or "put in a box" based on my talent themes/strengths?

No. The StrengthsFinder assessment is a tool that can help individuals in their own self-discovery. The Top 5 Talents Themes that are provided after completing the assessment are intended to help raise an individual's awareness about where they naturally excel or have the potential to excel. The intent behind the strengths-based approach is to help individuals learn and understand how to apply their own specific talents to the choices they make in their academic, career and personal lives.

What is a talent?

According to Gallup, "A talent is a naturally recurring pattern of thought, feeling or behavior that can be productively applied."

What is a strength?

According to Gallup, "A strength is the ability to consistently provide near-perfect performance in a specific activity. The key to building a strength is to identify your dominant talents, then complement them by acquiring knowledge and skills pertinent to the activity."

How likely is it to have the same Top 5 Talent Themes as somebody else?

Gallup shares that the chances of having the exact same Top 5 Talent Themes in the exact order as someone else is 1 in 33.39 million. The chances of having the same Top 5 Talent Themes as someone else (but in a different order) is approximately 1 in 340,000.

Who has access to my StrengthsFinder results? What will those results be used for?

It depends on how you received a code to take the assessment. If you used the code from the back of a book published by Gallup, you are the only one who has access to your results. If you received a code through an account held by Rollins, only those individuals who have administrative access to the account where the code originated have access to your results; your individual results will not be shared without your permission.

Is it possible to get the talent themes and/or reports for students I advise, supervise or have in class?

Students will need to release permission to share their talent themes with you as their instructor, unless included in the syllabus as part of the course experience. Please contact the Center for Leadership and Community Engagement for more information on accessing group talent maps.

How can I learn more about my theme/strength and how it relates to my major or what jobs I should consider in the future?

If you haven't thus far, check out this book:

- *StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond* by Donald O Clifton, Ph.D., Edward "Chip" Anderson, Ph.D., with Laura A. Schreiner, Ph.D. -- (the full book is available on the StrengthsQuest website once you have created an account and taken the assessment)

Or Visit the Center for Career and Life Planning for more information about your future career!

- Although *StrengthsQuest* is not designed specifically for career preparation, it allows you to reflect upon your talents and skills so that you can explore your major/career goals.

What careers and/or majors should students pursue based on their talents themes/strengths?

Top 5 Talent Themes won't dictate specific majors or careers that an individual should pursue. For example, having the talent theme of "Analytical" does not mean that a person should pursue a major in math or computer science. Instead, consider how the person can apply his/her talents to the majors and/or careers that are of the greatest interest to her/him or how the skills and knowledge gained through a specific major and/or career will provide opportunities to transform a person's talents into strengths.

What about my weaknesses? Should I just ignore them now that I know my strengths?

The strengths-based approach is not about ignoring weaknesses. It is important to be aware of areas that are not strengths; however, instead of spending a lot of time and energy trying to turn those weaknesses into strengths, figure out ways to manage those weaknesses so that they don't prevent you from being successful.

- Where can I get more information about StrengthsQuest?
<http://www.strengthsquest.com/content/143780/Students.aspx>
- What is the reliability and validity of the StrengthsFinder assessment? See the Clifton StrengthsFinder Technical Report
<http://www.strengthsquest.com/content/141365/Resources.aspx>

Taking StrengthsFinder...

How can I get a code for myself or take the test?

Please visit the **Center for Leadership and Community Engagement** to learn more about obtaining codes to take the StrengthsFinder assessment or to schedule a 1:1 coaching session with the staff!

I have already taken StrengthsFinder before. Can I use the results I have?

Yes, you will need to be able to access your existing results through the original account you set with Gallup when you first took the assessment. Talent themes and helpful resources will appear on the first page. Note: If you took the assessment using a code from the back of a Gallup book, you will need to go to the website associated with that book. If you have taken the assessment through the Center for Leadership and Community Engagement, please email CLCE@Rollins.edu to obtain your results.

Which report should I use from the StrengthsQuest website?

Start with your Signature Theme Report. This report will provide you with general overall descriptions of each of your talent themes. For example, if you have Communication as one of your talent themes and your roommate or colleague also has Communication as a talent theme, the definition of that theme would appear the same in each of your Signature Theme Reports. After you are more familiar with these general descriptions and how your themes apply in your life, move on to the Strengths Insight and Action Planning Guide. This report provides descriptions of your themes in a way that also takes the unique combination of your Top 5 Talent Themes into account. So, using the same example above, the definition of Communication that appears in the Strengths Insight and Action Planning Guide for you and your roommate or colleague would be different because this definition is now taking into account the remaining four talents themes for each of you. This report also provides some specific ideas for how you can take action steps that are based on your talents.

Are there accommodations for people with disabilities?

Yes. There is a 20-second timer for each statement on the assessment. However, it can be turned off if you have a disability that requires you to take the Clifton StrengthsFinder assessment without a time limit. If this is the case, please use your access code to set up a username and password for an account, then contact StrengthsQuestHelp@gallup.com.

Is the assessment available in other languages?

The StrengthsFinder assessment is offered in 20+ languages. When you create your account, there will be an option to choose a language for the assessment.

If the assessment is taken in a language other than English, can the report still be printed in English?

It is possible to print the Signature Themes Report in 20+ different languages. Currently the Strengths Insight and Action-Planning Guide and the Strengths Insight Report are available in English only.

I stopped in the middle of taking the online assessment. Can I start again?

You can pick up where you left off simply by logging in again. Since you have already entered your access code to get started, it won't work again.

How can I get my full list of 34 talent themes?

You are able to receive your full list of 34 themes in order after participating in Gallup trainings. You can also, for a fee, obtain your full 34 through the [Gallup Strengthscenter website](#).

I can't remember my StrengthsQuest username and password...what should I do?

- Please visit the following page for more information:
<http://www.strengthsquest.com/help/technical/142565/forgotten-username-password.aspx>

Obtaining Codes to Take StrengthsFinder at Rollins:

- **How can I get a code for myself?**
 - CLCE has funding to support students interested in engaging in the StrengthsFinder assessment
- **How can students order codes for groups (i.e. student organizations, fraternities, sororities, etc.)?**
 - CLCE can work with student groups interested in engaging in the StrengthsFinder assessment
- **How do I find someone to facilitate a strengths workshop for my area, class, group, etc?**
 - Contact CLCE to discuss facilitation options

For information about the answers to these questions above, please visit the Center for Leadership and Community Engagement on the 3rd floor of the Mills building or email CLCE@Rollins.edu for more information.

Resources:

Gallup StrengthsQuest <http://www.strengthsquest.com/home.aspx>

University of Minnesota <http://www.strengths.umn.edu/>