

The Clifton Strengthsfinder Technical Report Development

People will ask you throughout your life, “Where do you work?” and “What do you do?” They never ask you, “What are you building?” When conversations change to “What are you building?” the world will change. Written for anyone trying to figure out how to make the most of their lives, Born to Build seeks to inspire entrepreneurs and ambitious, self-motivated people to build something that will change the world. A builder’s venture could be a small business that grows into a mammoth enterprise, a thriving new division in an existing company, a nonprofit, a social enterprise, a church, a school — anything that creates economic growth and makes a lasting impact on society. Born to Build is written by Gallup Chairman and CEO Jim Clifton and Sangeeta Badal, Ph.D., Principal Scientist for Gallup’s Entrepreneurship and Job Creation initiative, and is grounded in years of research. This book goes beyond the conventional economics-based business training and instead offers a uniquely psychological approach to venture building. It gives readers the tools and techniques they need to understand who they are, what motivates them and what they can build — and how. By following the practical steps in Born to Build, readers will have the tools to build a sustainable and profitable venture of any size from scratch. Central to the book is a code that allows readers to take Gallup’s Builder Profile 10 (BP10) assessment, which identifies their innate talents and motivations and shows them how to make the most of their talents to build a successful enterprise.

StrengthsQuestGallup Press

Helps aspiring college students discover where their strengths truly lie and how to develop them to reach their full potential at school and later in the real world.

StrengthsQuest: Discover and Develop Your Strengths in Academics, Career, and Beyond is a primary component in The Gallup Organization's StrengthsQuest program. The book and the program help students understand their unique, natural talents and develop those talents into strengths that can be productively applied for success in academics and other areas. The book is shrink-wrapped and contains a unique ID code that allows the buyer to take one StrengthFinder assessment and have access to other program's online components, such as a Learning Center and an Online Strengths Community.

Positive organizational psychology, with its focus on the identification and development of strengths, is a natural ally to executive development and leadership coaching.

However, this approach is only just beginning to come to the attention of organizations and consequently, the research base for strength-based coaching is in its early stages of development. Strength-based Leadership Coaching in Organizations reviews strength-based approaches to positive leadership development and evaluates the evidence for their effectiveness, critically assesses their apparent distinctiveness and considers how strengths can be reliably assessed and developed in their organizational context. Strength-based Leadership Coaching in Organizations reviews key areas of leader and team development and describes a model of strengths development in organizations. It discusses the application of strength-based leadership coaching from the managerial and external perspective within the context of career stage, seniority, role challenges and organizational need in order to facilitate meaningful change. Finally, it covers the limitations of the strength-based approach to leadership development together with the challenges of integrating positive leadership development. It shows exactly what a strengths focus is and that there is increasing evidence that this approach does get results.

Where other books focus on one model of identifying strengths, this book offers a balanced and critical examination, showing how to apply a positive strength-based approach.

Revised edition of: Oxford handbook of positive psychology and work / edited by P. Alex Linley, Susan Harrington, Nicola Garcea. -- Oxford; New York: Oxford University Press, 2010.

Leadership, as a discipline, leadership education, as a field, and leadership educator, as a profession are still in their infancy and rapidly evolving. As professionals in higher education, we are constantly asked to provide opportunities for students to learn leadership, whether that is inside or outside of the classroom. However, very little, if any professional development occurs in how to create such learning opportunities. This book provides resources for leadership educators in three sections. The first section sets the stage for leadership education and the professional work of leadership educators, culminating with a variety of professional development resources for leadership educators. The second section introduces a leadership learning framework, provides characteristics and examples of strong leadership programs and assessment practices, and describes the transformative practice of leadership education. The third and final section offers specific instructional and assessment strategies ranging from discussion, case study, and reflection, to team-based- and service-learning to self-assessments, role-play, simulation, and games, to fulfill learning outcomes.

Positive psychology tackles the big questions: What does it mean to live a 'good life'? What helps people to flourish and access their optimal potential? And how can we increase our capacities for joy, meaning, and hope? This engaging textbook emphasizes the science of positive psychology - students don't simply learn about positive psychology in the abstract, but instead are exposed to the fascinating research that supports its conclusions. Bridging theory and practice, this textbook connects up-to-date research with real-world examples and guides students to apply evidence-based practices in their own lives. Its comprehensive coverage includes major new topics, such as spirituality, therapeutic interventions, mindfulness, and positive relationships. Featured pedagogy includes 'Are You Sure about That?' boxes presenting methodological and statistical principles in context, and 'Practice Positive Psychology' activities to extend student learning, while online resources include lecture slides, a test bank, and an instructor manual.

A guide to succeeding in business teaches readers how to fix what is wrong without ignoring what works; the five steps to identifying personal and organizational strengths; the four methods to managing weaknesses; and more. National ad/promo.

For anyone who has ever felt their voice isn't heard at work. This is a guide on how to empower yourself and others to communicate with people who think, act, and experience things differently than you do, and do so with more confidence, candor, and authenticity. Too often, people avoid difficult conversations; but these discussions often need to happen to bring people together so we can all succeed. There's no denying that our workplaces are more diverse than ever. Age, race, gender - there are so many different perspectives and experiences being brought to the table. And the best employees and leaders know that harnessing the power of these differences will build stronger teams, ideas, and organizations. But how do we do this? If we all think, feel, and act so differently, how do we get anything done? The first step is recognizing that these differences exist. And that they're here to stay. We need to respect and embrace our varied viewpoints, and then we can start to communicate across (not against) them. How to Listen and How to Be Heard shows you how to bridge the conversation gap and use your unique voice to start powerful conversations. This book is about learning how to communicate with, through, and alongside what makes us different. It's about open dialogue and practical tools that get everyone on the same page - or at least in the same room. It's not about quick fixes or the absence of conflict; it's about working toward authentic communication in the workplace - for managers, employees, and colleagues from all fields. It's about remembering that we're all here to work together.

An interdisciplinary survey text on leadership theory grounded using critical perspectives Leadership Theory is designed specifically for use in undergraduate or graduate classrooms providing a comprehensive overview of essential theories informing the leadership studies knowledgebase. The text infuses critical perspectives in a developmental manner that guides readers through increasingly complex ways in which theory can be deconstructed and reconstructed to enhance practice and advance social justice. The book uses compelling examples, critically reflective questions, and multiple approaches to concept illustration to cultivate readers' abilities to engage as critical learners. At the heart of this are powerful counter-narratives offering a range of insights on the challenges and rewards of leadership. Narratives represent accomplished leaders from across a broad range of fields including Eboo Patel, Mary Morten, Felice Gorordo, and more. The facilitator's guide and instructor's website supplement this with case studies, sample syllabi, structured dialogues, and learning activities tied to each chapter. Leadership texts tend to limit application of theory to a singular disciplinary context, omit important ways in which research evolves the understanding of theory, and/or lack critical evaluation of theories which diminishes the ability to translate theory to practice. This book provides a much-needed solution to these issues. Learn the nature, origin, and evolution of specific theories Understand and apply leadership theories using critical perspectives Consider the influences of ethics and justice, social location, and globalization The rapid expansion of leadership programs has thrown the dearth of suitable primary texts into sharp relief. Instructors forced to cobble together course materials from multiple piecemeal sources will find their much-needed solution in Leadership Theory.

Shows teachers how to avoid the pitfalls that lead to mediocrity and includes real-life examples of how great teachers use their strengths to solve problems, battle bureaucracy, and reach all of their students.

"This book establishes a new standard. The focus on 'holism, diversity, and strengths' sets a fresh direction for the field that will inspire today's counselors. Distinct from other texts both in terms of style and ease of use, Career Counseling provides a practical model that connects theory, practice, and resources in hopeful and affirming ways, while offering readers new skills and insights." —Rich Feller, PhD University Distinguished Teaching Scholar, Colorado State University Past President, National Career Development Association "Gysbers, Heppner, and Johnston have continued their excellent contributions to the field with this 4th edition. Their approach is highly practical for counselors in helping diverse clients prepare for and manage the changing workplace and economy. I enthusiastically recommend this book as a must-have resource for counseling professionals and as a textbook for graduate counseling programs." —Kenneth F. Hughey, PhD Kansas State University "We invite all students, professionals, and researchers to read this volume to enrich their practice, research, and the values by which they should be inspired to persist in being active agents of change in the world." —Laura Nota, PhD, and the Larios Vocational Psychology Team University of Padova, Italy The latest edition of this bestseller will help both counselors-in-training and experienced clinicians update and expand their existing knowledge and skills in career counseling with clients of all ages and circumstances.

Significant attention is placed on expanding the career options and empowering the life choices of women; men; racial and ethnic minorities; gay, lesbian, bisexual, and transgender clients; clients from diverse socioeconomic backgrounds; and individuals with disabilities. Additional topics discussed include traditional and postmodern career theories and approaches, forming a productive alliance with the client, effective use of assessment inventories and instruments, helping clients respond to changes in the workplace and family life, working with resistant clients, developing client action plans, and bringing closure to the counseling process. A new chapter titled "Using Social Media in Career Counseling" rounds out this exceptional book. *Requests for digital versions from the ACA can be found on wiley.com. *To request print copies, please visit the ACA website here. *Reproduction requests for material from books published by ACA should be directed to permissions@counseling.org.

Helping Sophomores Succeed offers an in-depth, comprehensive understanding of the common challenges that arise in a student's second year of college. Sponsored by the University of South Carolina's National Resource Center for The First-Year Experience® and Students in Transition, this groundbreaking book offers an examination of second-year student success and satisfaction using both quantitative and qualitative measures from national research findings. Helping Sophomores Succeed serves as a foundation for designing programs and services for the second-year student population that will help to promote retention, academic and career development, and personal transition and growth. Praise for Helping Sophomores Succeed "Lost, lonely, stressed, pressured, unsupported, frequently indecisive, and invisible, many sophomores fall off the radar of campus educators at a time when they may most be seeking purpose, meaning, direction, intellectual challenge, and intellectual capacity building. The fine scholars who focused educators on the first-year and senior transitions have done it again? a magnificent book to focus on the sophomore year!" ?Susan R. Komives, College Student Personnel Program, University of Maryland "For years, student-centered institutions have front-loaded resources to promote student success in the first college year. This volume is rich with instructive ideas for how to sustain this important work in the second year of college." ?George D. Kuh, Chancellor's Professor and director, Indiana University Center for Postsecondary Research "A pioneering work, this brilliant text explores in practical and meaningful ways the all but neglected sophomore-year experience, when students face critical choices about their major, their profession, their life purpose." ?Betty L. Siegel, president emeritus, Kennesaw State University? "All

members of the campus community?faculty, student affairs educators, staff, and students?will benefit from learning about the unique challenges of the second college year. The book provides research and best practices to help educators and students craft an integrated, comprehensive approach to helping second-year students succeed." ?Marcia Baxter Magolda, distinguished professor, Educational Leadership, Miami University The National Resource Center for The First-Year Experience® and Students in Transition supports and advances efforts to improve student learning and transitions into and through higher education by providing opportunities for the exchange of practical, theory-based information and ideas.

Leading to Occupational Health and Safety brings together prominent researchers to explore the pervasive roles that leaders play in determining the health, safety and mental well-being of employees in organizations. The first text to directly link organizational leadership behaviours with health and safety outcomes, covering theory, research and evidence-based best practice Argues that a leader's impact can be far more far-reaching than is commonly realized, and examines the effects of leadership on safety, physical wellness and wellbeing, and psychological wellbeing Explores the theoretical underpinnings of effective leadership styles and behaviors, and advances both research and practice in order to encourage better leadership and healthier, safer organizations Features contributions from internationally known and respected researchers including Sharon Clarke, Kara Arnold, Fred Luthans, Ståle Einarsen, Julian Barling, and Emma Donaldson-Feilder

The groundbreaking methodology Six Sigma changed the face of manufacturing quality. Now, HumanSigma is poised to do the same for sales and service. In the face of widespread perceptions of abysmal customer service and disengaged employees -- and all-too-real declining profit margins -- the need for change is obvious.Human Sigma addresses this need with an exciting new method for managing customer-employee relations that increases both productivity and profitability. It incorporates cutting-edge research in the neurosciences and behavioral economics -- including brain imaging research into customer's emotional connections to the companies they love -- with proven techniques for improving workforce performance and revenues generated from existing customers. This practical handbook appeals to senior leaders and line managers alike who are looking for a way to dramatically increase productivity, retain high value customers, and enhance organizational performance.

"Positive Psychology on the College Campus provides innovative strategies that can be employed with students to enhance their personal development and educational experience. A wide range of areas is covered, making it a must-have book for all those who work with college students"--

A Counseling Primer, second edition, introduces students to the profession of counseling, reviews its training curriculum, discusses current professional standards, and presents basic counseling skills. The text is designed to answer students' most commonly asked questions around the who, what, where, when, why, and how of counseling. Updated and aligned with the eight 2016 CACREP core areas, the second edition includes new chapters by experts from seven entry-level specialty areas, including school counseling, career counseling, and mental health counseling. The book also contains useful features to enhance the learning experience, including case examples, class handouts and activities, a sample syllabus, discussion questions, and more. A variety of online resources including instructor's manual, PowerPoint slides, tests, class activities, and student supplements are also available for download. In a comprehensive and accessible format, A Counseling Primer, second edition, provides students with a succinct, up-to-date picture of the counseling profession and the tools they need to make their contribution to the field.

How can you discover your children's unique talents? And how can you use your own talents and strengths to be the most effective and supportive parent possible? Strengths Based Parenting addresses these and other questions on parents' minds. But unlike many parenting books, Strengths Based Parenting focuses on identifying and understanding what your children are naturally good at and where they thrive -- not on their weaknesses. The book also helps you uncover your own innate talents and effectively apply them to your individual parenting style. You'll find stories, examples and practical advice as well as a strengths assessment access code for parents and one for kids, so you can take the first step to discovering your innate talents and those of your children. Grounded in decades of Gallup research on strengths psychology -- as highlighted in Gallup's StrengthsFinder 2.0, which has sold nearly 5 million copies to date -- Strengths Based Parenting shows you how to uncover your kids' top talents and your own.

Developing Strengths-Based Project Teams integrates common project management and strengths-based talent development language to help you and your project team learn about and become a strengths-based project team. Everyone has talents and strengths. Everyone does projects. This book is designed for project managers, team members, and stakeholders who have an interest in talent development—not only their own talents and strengths, but also the combined talents and strengths of their project teams. Learn about the characteristics of a strengths-based project team. Apply a series of building blocks for individual and team strengths-based development. Through exercises, templates, action plans, and reflective questions, learn how to cultivate the collective strengths of project team members to become a strengths-based project team. Explore the various project management roles for sustaining a strengths-based project team culture. Create an environment in which team members can use their talent development tools long-term to develop and apply what they naturally do best—resulting in higher project team performance.

What is different about managers who consistently inspire their staff to become highly motivated, loyal team members with outstanding achievements? What does it take for employees to develop their potential instead of just performing assigned tasks? This book, Positive Leadership, introduces the wide-ranging research that shapes this revolutionary leadership and, most important, it describes many field-tested tools to implement this approach. Numerous examples show how leaders, coaches, and consultants have successfully used Positive Leadership in their work. PERMA-Lead presents a new, evidence- based, and practical Positive Leadership concept supported by more than 500 recent studies from around the world (including those done by the author and his academic colleagues).The scientific evidence shows that this leadership approach is not a socially romantic sentiment, but based on successful experiences. Companies such as IKEA, Lidl, Bosch, T-Mobile and many others have already integrated these ideas into their leadership culture. This English edition includes a foreword from the world-renowned organizational psychologist, Kim Cameron. He founded the first relevant positive leadership approach and highly recommends this book as: “a must-read for leaders, consultants, and change agents who are interested in helping employees flourish, reach their highest potential, and achieve extraordinary success.”

Doing Good, Departing from Evil: Research Findings in the Twenty-First Century emphasizes that goodness must be actively enacted, not abstractly discussed, that evil is present and must be fought, and that in-depth research into problems provides wisdom to proceed with that battle in the new century. Eleven scholars investigate problematic topics and offer potential guidance about racism, propaganda, marital tensions, educational inequities, college dropouts, elders' depression, neglect of the disabled, and even peacemaking between faith-based and secular social work agencies as well as Israelis and Palestinians. This collection offers no easy answers to complex problems, but points the way to potentially positive modes of mending the world, and invites readers to share in this challenging task.

This completely revised and updated Fourth Edition of the Handbook of Counseling Psychology presents a cross-disciplinary survey of the entire field—combining a scholarly review of important areas of counseling psychology with current and insightful analyses of topics. The new edition equips you with a leading resource containing the latest information on the prevention and treatment of vocational, educational, and personal adjustment problems.

Collating for the first time a range of techniques in positive psychology, this handbook introduces topics such as courage, empathy and humor, and spans areas as diverse as gratitude, forgiveness and strengths. It also explores special considerations such as ethics and motivation, and offers informed conjecture on future directions in research and practice. Comprehensive content summarizes theory and research on many areas of positive psychology intervention for the first time and provides essential updates on established interventions. Features contributions from an array of leading researchers, including Bob Emmons, Sonja Lyubomirsky and Shane Lopez. Covers established interventions – for instance, coaching and family therapy – as well as newly developed interventions – such as schizophrenia or stopping smoking.

Scholarship establishes a new field of study in the organizational sciences. Just as positive psychology focuses on exploring optimal individual psychological states rather than pathological ones, Positive Organizational Scholarship focuses attention on optimal organizational states --- the dynamics in organizations that lead to the development of human strength, foster resiliency in employees, make healing, restoration, and reconciliation possible, and cultivate extraordinary individual and organizational performance. While the concept of positive organizational scholarship encompasses the examination of typical and even dysfunctional patterns of behavior, it emphasizes positive deviance from expected patterns. Positive Organizational Scholarship examines the enablers, motivations, and effects associated with remarkably positive phenomena --- how they are facilitated, why they work, how they can be identified, and how researchers and managers can capitalize on them. The contributors do not adopt one particular theory or framework but draw from the full spectrum of organizational theories to understand, explain, and predict the occurrence, causes, and consequences of positivity. Positive Organizational Scholarship rigorously seeks to understand what represents the best of the human condition based on scholarly research and theory. This book invites organizational scholars to build upon and extend the positive organizational phenomena being examined. It provides the definitional, theoretical, and empirical foundations for what will become a cumulative body of enduring work.

A tool to help mentors, coaches, investors, and entrepreneurs find, engage, and develop the unsung heroes of the global economy. Who has the most innate talent for building and sustaining a business? How can we find these people who are so crucial to the future of the American and global economy? What are the personality characteristics and behaviors that lead to venture formation and success? Entrepreneurial StrengthsFinder delves into the psychology of the entrepreneur. Gallup research shows that decisions and actions influenced by the personality of the entrepreneur impact the survival and growth of any venture. Gallup Chairman Jim Clifton, author of *The Coming Jobs War*, trumpets the essential role entrepreneurs play in reviving the American and global economy, and Sangeeta Bharadwaj Badal, primary researcher for Gallup's Entrepreneurship and Job Creation initiative, spells out the ten demands of great entrepreneurs, including Know Your Personal Brand and Take on Challenges. With strategies and action items for building successful ventures, the book also features an online test that measures readers' entrepreneurial potential.

The topic of "dispositions" is central to teacher education and to teacher educators. Because of perhaps precipitous action on the part of accrediting agencies in teacher education, teacher educators need to define, teach, and assess dispositions in their programs. This book examines the sources of the concept dispositions, how it evolved in teacher education, what forms it has taken in selected programs, and what challenges remain in this arena for teacher educators.

This volume examines what positive psychology offers to our understanding of key issues in working life today. The chapters focus on such topics as strengths, leadership, human resource management, employee engagement, communications, well-being, and work-life balance.

An updated version of the StrengthsFinder program developed by Gallup experts to help readers discover their distinct talents and strengths and how they can be translated into personal and career successes.

Shows the interconnections among the elements of well-being, how they cannot be considered independently, and provides readers with a research-based approach to improving all aspects of their lives.

A "strengths"-based guide to inspiring congregations presents a unique plan for building community by encouraging individuals to share their talents with the group.

A state-of-the-art psychological perspective on positivity and strengths-based approaches at work. This handbook makes a unique contribution to organizational psychology and HRM by providing comprehensive international coverage of the contemporary field of positivity and strengths-based approaches at work. It provides critical reviews of key topics such as resilience, wellbeing, hope, motivation, flow, authenticity, positive leadership and engagement, drawing on the work of leading thinkers including Kim Cameron, Shane Lopez, Peter Clough and Robert Biswas-Diener.

The fully updated Third Edition of *Positive Psychology: The Scientific and Practical Explorations of Human Strengths* covers the science and application of positive psychology and presents new frameworks for understanding positive emotions and strengths through a culturally competent lens. Authors Shane J. Lopez, Jennifer Teramoto Pedrotti, and C.R. Snyder bring positive psychology to life by addressing important issues such as how positive psychology can improve schooling and the workplace, as well as how it can promote flourishing in day-to-day life. Throughout the book, well-crafted exercises allow readers to apply major principles to their own lives. The book also explores various positive conditions within multiple cultural contexts, such as happiness and well-being, and processes related to mindfulness, wisdom, courage, and spirituality. "The emphasis is not exclusively clinical; it includes applications and implications across a number of environments and draws from a number of perspectives, including neurobiology. This range makes it an excellent choice for anchoring major concepts so students can explore the application of positive psychology to their specific areas of interest." —Dr. Pamela Rutledge, Massachusetts School of Professional Psychology

This book is about talent, strengths and positive psychology. Everyone is naturally talented in certain areas and if we get the opportunity to use our talents at work and develop them into strengths then we can work better, faster and far more productively. Bees search for pollen and they find it in the beautiful, successful, growing things around us: flowers. Flies search for

