



## Activity: Connecting with Your Greatest Hits

**Time: 20 – 30 minutes**

Now that you've taken the assessment and read through your reports, it's time to home in on the words and phrases that resonate most with you. Before you can develop your greatest hits into strengths, you must first be able to identify with them, to see yourself in the talents you were born with. Sometimes this is easy, and other times it takes a bit more effort and the help of those who know you best.

### Step 1

Reread your customized reports. This time highlight or record the words and phrases that resonate most with you for each talent theme.

Example taken from my CliftonStrengths® 34 Results report:

*Maximizer®*

*Driven by your talents, you are aware of what you do naturally and well. You prefer to leverage your talents rather than spend time trying to overcome your shortcomings.*

*You expect excellence from yourself and others. Being average at best and mediocre at worst is unacceptable to you.*

*You focus on quality, and you prefer working with and for the best. By seeing what each person naturally does best and empowering them to do it, you make individuals, teams, and groups better.*

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Note: as you reread your reports, you might find a section or one of your talent themes that doesn't feel like you. That's OK. Share the report with a person who knows you exceptionally well, a partner, spouse, brother, sister, coworker, etc. Chances are that person will read the report and say, "That's totally you."

What this illustrates is a talent that you demonstrate often to others, but you might be unaware of. Ask this person to share some examples of where they've seen this talent theme in you. Take notes on what they say. This will help you create greater awareness of this talent that might sit in your blind spot.

## Step 2

Find the list of activities I asked you to jot down where you observed the five clues to tapping into your strengths: Desire, Rapid Learning, Flow, Glimpses of Excellence, and Satisfaction. Complete the following for each activity you listed.

- Which of the five clues were present in that activity?
- Identify your top talent themes that showed up in that activity.
- Describe how each of your top talent themes supported you in that activity.

## Step 3

Identify a specific challenge you're facing, or a goal you're working toward. How can you tap into your top talents to support you with that challenge or goal? How are you currently using your talents, and what can you do to use them more effectively?

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