

Better Management Starts Here



- 6. Strategic
- 7. Learner
- 8. Achiever
- 9. Responsibility
- 10. Belief

The role most critical for success in any organization is that of a manager. Your role is essential — and challenging — and we know that the best way to *lead confidently* and *lead well* is to lead with your strengths.

Above is your talent DNA, shown in order based on your responses to the assessment.

of those gives you an advantage in your management practice. But to fully

that shine through in almost everything you do — are the *most powerful* of your dominant 10. Take the time to learn more about them.

Incorporate your strengths into your day-to-day routine: from the one-on-one conversations you're already having and team meetings you're already running to the way you're strategically planning and overseeing processes. *Each theme page includes:*

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The most important expectation of an excellent manager is to have **goals**. Keep reading this report to learn how to best apply your strengths in every one of those conversations to work with your team members to achieve those goals.

starts in 30 minutes or for long-term solutions or strategies, the theme of this report is clear:



You
will have on your organization or people around you.

work, you help team members be proud of the work they do every day.

Your desire to leave a legacy inspires your team. By encouraging your employees to think about the lasting

ACTION ITEMS

How to Apply as a Manager

This theme gives you an edge — here's how you can use it.

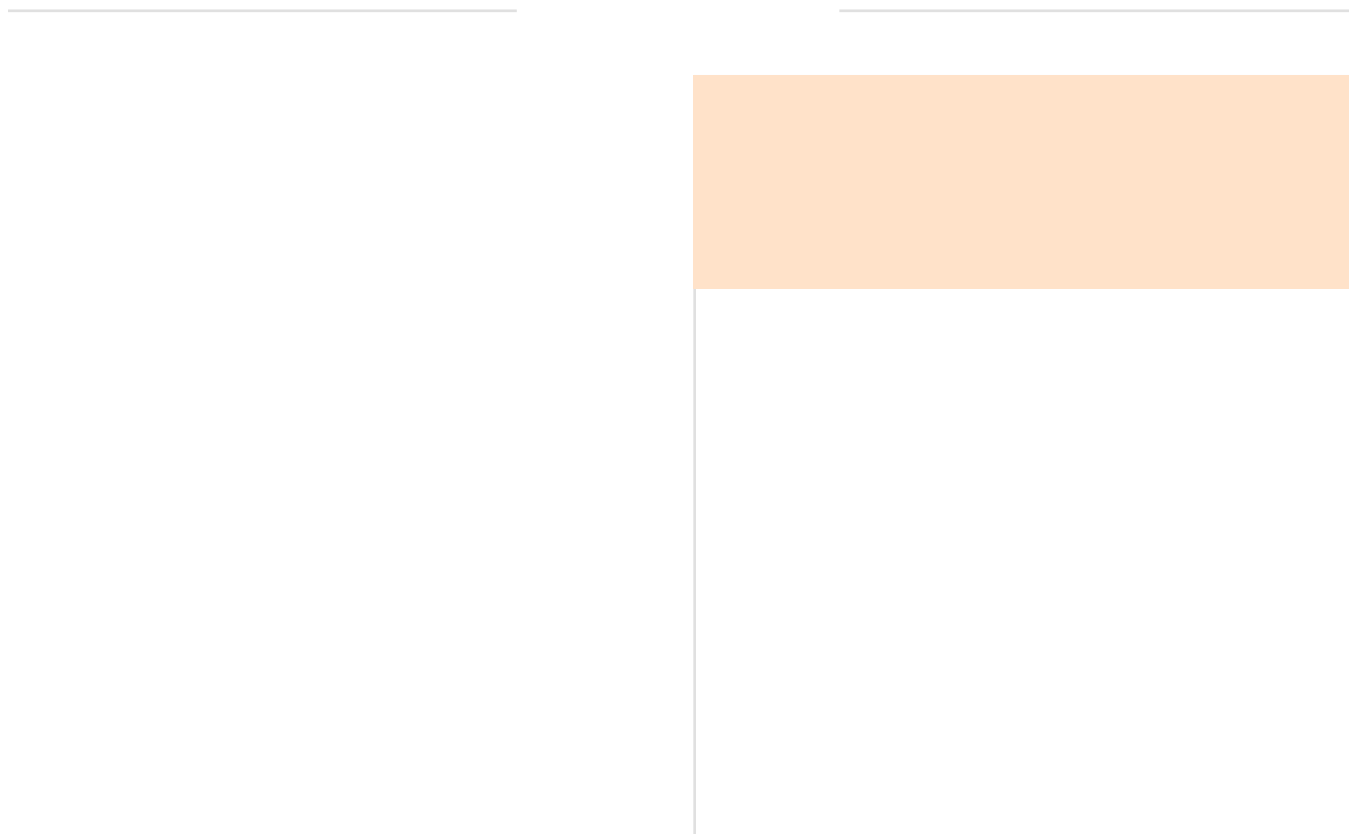
in your role? What are you known for? What would you like to be known for? Answers to these questions will reveal employees' expectations and give you insights into coaching them.

Ask

each team member the following questions: Whose approval do you value most? Whose feedback do you appreciate most? Whose endorsement do you care about most? Use this information to ensure employees get the recognition that is most meaningful to them.

When your team members hear your objectives for the organization and their team, it inspires them to align their work to meet those goals and

You are your team's biggest cheerleader and advocate. When the team reaches a goal, ensure that all involved know about it. Getting credit for the work they do motivates team members to higher levels of productivity and excellence.



Inside Your Report

Your top 10 themes

Instructions for using the report

A resource to help you accomplish your goals

CliftonStrengths for Managers

Welcome to CliftonStrengths for Managers, this report will guide you through your unique talents and how you can use those talents to succeed in your role.

We designed this report to make your days as a manager easier and strengthen your management practices.

Use this report to learn about your results and better understand your strengths. You can also use this report to help you implement the activities in this report to help you succeed in your role.

YOUR TOP 10 THEMES

- Significance**
Look for opportunities to do important work when you can help others reach the top.
- Future**
Share your vision of a better future.
- Individualization**
Acknowledge the uniqueness in each person's mix.
- Focus**
Set realistic goals with timelines to motivate yourself.
- Maximizer**
Strive for excellence, encourage others to do the same.
- Strategic**
Develop your ideas.
- Learner**
Use your passion for learning to add value to your work and life.
- Achiever**
Bring integrity and effort to the most important areas of your life.
- Responsibility**
Take ownership for the things that matter most to you.
- Belief**
Pick your values, they help you course through tough times.

Each Theme Provides a Leadership Domain

- EXECUTIVE** themes help you make things happen.
- RELATIONSHIP** themes help you build strong relationships with others.
- INFLUENCING** themes help you leverage others up and make your vision a reality.
- STRATEGIC THINKING** themes help you understand and design for the future.

CliftonStrengths for Managers

Better Management Starts Here

1. Individualization

Your other CliftonStrengths profile tells you about how you lead. Your other CliftonStrengths profile tells you about how you lead. Your other CliftonStrengths profile tells you about how you lead.

Learn About Your Most Powerful Strengths

Each CliftonStrengths theme has a unique definition. This report defines how each of the 36 CliftonStrengths themes work in a management context. So you fully understand your own CliftonStrengths and know that your CliftonStrengths are the most powerful of your strengths. It's the ones that show through in almost everything you do. Take the time to learn more about each.

Discover Practical Ways to Apply Them

It's important to understand how to apply the CliftonStrengths themes in a management context. You're already doing it, and we're helping you already, getting to the only place where you can improve and strengthen yourself. Check these pages.

- How that they can be used in your work.
- How that they can be used in the workplace.
- Activities that you can implement immediately.

Use Them

The most important expectation of an excellent manager is to have one meaningful conversation every week with each team member about their growth. Use this report to learn how to best apply your strengths in every one of those conversations. Connect with your team members to achieve these goals.

Whether you're looking for a better way to use your CliftonStrengths, or you want to start to improve as a manager, this report is the best resource to help you. It's a guide to your CliftonStrengths to become a better manager.

CliftonStrengths for Managers

Accomplish Your Goals

As the manager, you are responsible for 20% of the value and employee engagement on your team. This means you have the power to change the trajectory of your team's performance.

How will you use your strengths to reach this goal?

How will you know you have been successful?

Responsibility **Future** **Individualization** **Focus** **Maximizer** **Strategic** **Achiever** **Learner**

This grid displays 36 individual pages, each dedicated to a specific CliftonStrengths theme. Each page includes a title, a brief definition, and practical advice for applying that strength in a management context. The themes are arranged in a 6x6 grid, with each page featuring a unique color scheme and layout to distinguish it from the others.