Developing knowledgeable, ethical, caring, inclusive leaders for a diverse and changing world.
What are your go to strengths when advising your students?
Change

• What change have you experienced in your job in the last two years?

• How have K-State students changed in the last two years?
Personal & Career Well-being

**Purpose**
How you occupy your time; liking what you do each day as a professional

**Social**
Relationships and love in your life

**Financial**
Managing your economic life to reduce stress and increase security

**Physical**
Good health and enough energy to get things done daily

**Community**
Engagement and involvement in the area where you live.
Our Best Moments = Engaged Moments

• Engaged (thriving)
  – These professionals are loyal and productive. They love to go “above and beyond” and are less likely to have major set-backs during their professional career.

• Not Engaged (struggling)
  – These professionals may be productive, but are not psychologically connected to their work. They are more likely to miss work, call in sick, change jobs, or quit.

• Actively Disengaged (suffering)
  – These professionals are physically present but psychologically absent. They are unhappy with their work situation and insist on sharing this unhappiness with others.
## Personal & Career Well-being

<table>
<thead>
<tr>
<th>Level</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thriving</td>
<td>Well-being is strong, consistent, and progressing</td>
</tr>
<tr>
<td>Struggling</td>
<td>Well-being is moderate or inconsistent</td>
</tr>
<tr>
<td>Suffering</td>
<td>Well-being is at high risk</td>
</tr>
</tbody>
</table>
Strengths in Context

A quick snap shot of strengths at K-State

1. How do students get strengths codes?
2. How do I know if my student is actively participating in strengths?
3. Where do students learn or find out about strengths once they completed the assessment?
4. What resources exist on campus for me to further explore how I might integrate strengths in my advising sessions?

Creative Illustration by Faith Rasmussen
Welcome to K-State CliftonStrengths for Students!

“What will happen when we think about what is right with people rather than fixating on what is wrong with them?”

Donald O. Clifton
Inventor of CliftonStrengths

In order to increase the engagement and overall well-being of students at
Strengths is about being interested,
Not about being interesting.
“One should waste as little effort as possible on improving areas of low competence. It takes far more energy to improve from incompetence to mediocrity than it takes to improve from first-rate performance to excellence.”

-Peter Drucker
Positive Psychology

• Psychologists know a lot about what is wrong with people

• But much less is known about what is right with people
How we define a Strength

**Talent**  
(a natural way of thinking, feeling, or behaving)

**Investment**  
(time spent practicing, developing your skills, and building your knowledge base)

**Strength**  
(the ability to consistently provide near-perfect performance)
Questions to Consider

1. How do you see a strengths-based advising approach benefiting your students?

2. What questions still remain about your results, the assessment, the strengths philosophy, or the application of strengths in your work?

3. What concerns you about the assessment or the philosophy?
The Organizational Focus

Engaged Employee 33% of US Working Population*

Not Engaged Employee 49% of US Working Population*

Actively Disengaged Employee 18% of US Working Population*

*Source: Gallup Poll of Working Population, July 2009 (n=21,205).
What “Active Disengagement” Looks Like...
### A Strengths Story

#### StrengthsQuest

|          | Achiever | Arranger | Belief | Consistency | Deliberative | Discipline | Focus | Responsibility | Restorative | Resilience | Stayer | Teaching | Nativist | Amelioration | Orderly | Analytical | Critical | Collaborator | Relator | Spectator |ay 0 | Flow 0 | Adaptable | Developer | Connectedness | Empathy | Harmony | Influence | Individualization | Positivity | Relator | Analytical | Context | Futurist | Ideation | Input | Interaction | Learner | Strategic |
|----------|----------|----------|--------|-------------|--------------|------------|-------|-----------------|-------------|------------|--------|---------|---------|---------|-------------|---------|------------|---------|-------------|--------|----------|---------|--------|-----------|---------|----------|---------|--------|----------|--------|----------|---------|----------|
| Lor K.   | 3        | 5        | 2      | 4           |              |            |       |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Andy W.  |          |          |        |             |              |            |       |                 |             | 3          | 1      |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Irma O.  |          |          |        |             |              |            | 3     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| John C.  |          |          | 4      |             |              |            |       |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Kerry P. |          |          |        |             |              |            |       |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Leigh F. |          |          |        |             |              |            | 4     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Mary Kay S.|         |          |        |             |              |            | 5     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Mary T.  |          |          |        |             |              |            | 4     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Monica G.|          |          |        |             |              |            | 2     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Mike F.  |          |          |        |             |              |            | 1     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Tamara B.|          |          |        |             |              |            | 4     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Marcia H.|          |          |        |             |              |            | 4     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Brandon K.|         |          |        |             |              |            | 3     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Eric H  | 2        |          |        |             |              |            | 4     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Lor L.   |          |          |        |             |              |            | 3     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Jackie H.|          |          |        |             |              |            | 5     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Theo S.  |          |          |        |             |              |            | 6     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Trien C. |          |          |        |             |              |            | 2     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
| Chance L.|          |          |        |             |              |            | 1     |                 |             |            |        |         |         |         |             |        |            |         |             |        |         |         |        |           |        |          |         |        |           |        |          |         |        |
Thank You, Thank You, Thank You
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