





## Signature Themes Export

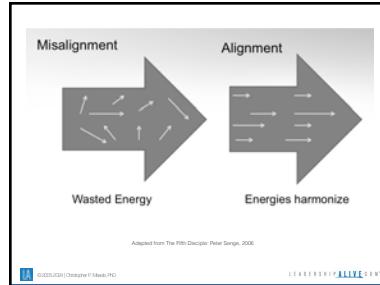
First Name	Last Name	Email Address	Date	Theme 1	Theme 2	Theme 3	Theme 4	Theme 5
Jenni	Allen	jallen@scc.wa.gov	12-01-2025	Positivity	Learner	Developer	Achiever	Context
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Christopher P. Meade, Ph.D.

**Start With Talent:  
Finish With Strength**  
Maximizing Human Potential



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**THE BIG IDEA**

**Successful People and Teams:**

- Know, appreciate, and build on their talents and strengths and the talents and strengths of their team
- Use their talents and strengths in their roles
- Capitalize on their uniqueness
- Invent ways to apply their greatest strengths



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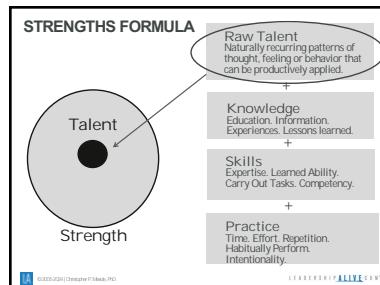
**TALENTS & STRENGTHS**

A **Talent** is a naturally recurring pattern of thought, feeling, or behavior that can be productively applied.

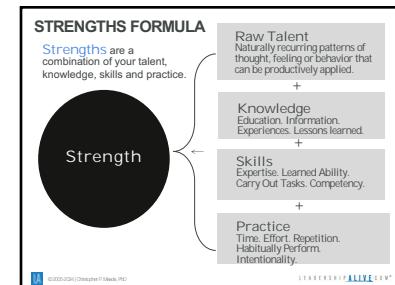
A **Strength** is the ability to consistently produce a positive outcome through near-perfect performance in a specific task.



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**TALENT FORMULA**

Strengths are the result of talents that have been refined and maximized.

**Talent x Investment = Strength**

(predisposition) (effort) (result)



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**WE CAN DO AND ACHIEVE MORE BY USING OUR TALENTS AND STRENGTHS.**

- Know your talents.
- Value your talents and assume responsibility for using them.
- Relive your successes to help you develop strengths.
- Share your strengths with others.
- Be intentional on turning talent into strength. Manage over-used strengths.
- Create a team culture that appreciates and leverages strengths in each other.



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EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
<p>People with dominant Executing themes know how to take things and make them happen. When the team needs someone to implement a solution, these are the people who will be the first to step forward to get it done. They can take charge and make it a reality.</p> <p>Achiever Ambitious Belief Competency Deliberative Discipline Focus Responsibility Restorative</p>	<p>People with dominant Influencing themes know how to take things and make them happen. They have the ability to make relationships that can hold a team together. They have a much broader perspective. Individuals can sell the team's ideas inside and outside the organization.</p> <p>Activator Connected Communication Maximizer Self-Assurance Significance Vice</p>	<p>People with dominant Relationship Building themes have the ability to make things happen. They have the ability to build relationships that can hold a team together. They have a much broader perspective. Individuals can sell the team's ideas inside and outside the organization.</p> <p>Adaptability Connectedness Developer Harmony Includer Individualization Positivity Relator</p>	<p>People with dominant Strategic Thinking themes help teams think more clearly and predictably. They absorb and analyze information to make better decisions. People with this theme continually stretch the team's thinking for the future.</p> <p>Analytical Control Futuristic Innovation Input Invention Learner Strategic</p>

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## 15 StrengthsFinder ChatGPT Coaching Prompts

These prompts are written EXACTLY as your participants should type them into ChatGPT to receive high-quality, individualized coaching.

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### 1. Personal Strengths Deep-Dive

“Act as a Gallup-certified Strengths Coach. Here are my Top 5 CliftonStrengths: \_\_\_\_\_. Give me a personalized explanation of how these influence my work style, communication style, and decision-making. Include both ‘balcony’ (best expression) and ‘basement’ (overuse) examples.”

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### 2. Improve a Working Relationship

“Here are my Top 5 strengths: \_\_\_\_\_. Here are my colleague’s Top 5 strengths: \_\_\_\_\_. Based on these two profiles, coach me on how to collaborate more effectively, reduce tension, and build trust in our working relationship.”

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### 3. Giving One-on-One Feedback Using Strengths

“Help me deliver feedback to a colleague whose strengths are \_\_\_\_\_. Provide: (1) what language will resonate most with them, (2) what to avoid saying, (3) a strengths-based feedback script, and (4) how to ensure they feel valued.”

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### 4. Conflict Resolution Through Strengths

“We are experiencing conflict in my team. My strengths are \_\_\_\_\_. Their strengths are \_\_\_\_\_. Based on our profiles, coach me on how to de-escalate the situation, what each of us may be protecting, and how to create a strengths-based path forward.”

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### 5. Pitching an Idea Based on Audience Strengths

“Help me pitch an idea to colleagues who have the following strengths: \_\_\_\_\_. Rewrite my idea so that it appeals to what these strengths care about, and suggest which parts of my strengths can make the pitch more compelling.”

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### 6. Running a Strengths-Based Meeting

“Create an agenda for a highly productive meeting using my strengths \_\_\_\_\_. Also show me how to leverage the strengths of attendees: \_\_\_\_ to increase engagement and clarity.”

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### 7. Coaching Yourself Through Overusing a Strength

“One of my strengths, \_\_\_\_, can become a barrier when overused. Coach me on how to recognize early warning signs, how others may experience me, and practical steps to rebalance this strength.”

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### 8. Strengths-Based Decision Making

“Here are my strengths: \_\_\_\_\_. Show me how to make decisions by using the natural power of these strengths. Then show me blind spots I should watch for.”

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### 9. Managing My Energy and Motivation

“Using my strengths \_\_\_\_, create a personalized daily rhythm for maximizing energy, focus, and motivation. Include what drains me and what restores me based on my talent themes.”

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### 10. Developing a Strength I Rarely Use

“One of my Top 5 strengths is underdeveloped: \_\_\_\_\_. Coach me on how to begin turning this talent into a true strength with practical habits, stretch assignments, and reflection activities.”

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**11. Leading Others Through Strengths**

“I manage a team with these strengths: \_\_\_\_\_. Create a strengths-based leadership strategy for me: how I should communicate, motivate, delegate, and support each person.”

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**12. Becoming More Adaptable with Strengths**

“Coach me on how to use my strengths \_\_\_\_ to become more resilient and adaptable during change. Provide behaviors to practice and scripts for communicating during uncertainty.”

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**13. StrengthsFinder Reading Practice**

“Give me a short scenario describing someone’s behavior. Then ask me to guess which themes I might be observing. After I guess, explain what themes fit and why, so I can improve my StrengthsFinder ‘reading’ skills.”

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**14. Cross-Functional Collaboration**

“Using my strengths \_\_\_\_, how can I work more effectively with stakeholders who think differently than I do? Provide strategies for communicating, negotiating, and influencing across departments.”

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**15. Preparing for a High-Stakes Conversation**

“I have an important conversation coming up about \_\_\_\_\_. My strengths are \_\_\_\_\_. Help me prepare a strengths-aligned communication plan, including what tone, pacing, examples, and framing will be most effective.”

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