• Welcome and introductions
• Explain the title and the meaning behind the picture. The little cat looks at the magic mirror and sees the potential for growth using his/her talents, skills and knowledge.
Setting the Stage

• Welcome and Introductions
• Icebreaker
• Strengths Journey
• The Best of Us Activity
• Why focus on Strengths?
• What is this StrengthsFinder Thing?
• Student: Academic, Professional and Personal
• Questions?

• A quick overview to let the participants know what they will see and hear during the presentation
Two Take always:
• Discover how to see people, and themselves, in terms of who they are (as opposed to who they are not)
• Have 2 ideas about how to incorporate Strengths into student development
EAOP on Campus, in the Community

- EAOP in the community: Woodland, Esparto, Dixon, Natomas; North, South, and West Sacramento; Elk Grove, Galt

- EAOP – what we do in the community, and how we work on campus with SOAs
- Why EAOP is important to the community. We mostly work with students who are the first in their family to go to college.
Icebreaker

Name and something you can do really well.
Find a partner and fist bump and explode

Caveat: structure and timing of today’s activities

• Find a partner, say your name and one thing you can do really well. Make sure to fist bump and explode at the end.
• Hugo and Rogelio will model.
• You have one minute total for both of you to share.
• Have several participants share what they or their partner can do really well.
Your Strengths Journey

Your strengths “journey should start with a clear understanding of yourself. Not only will you learn more about yourself and how you can turn your talents into strengths, but it will help position you to guide others on their strengths journey. …”

—Gallup Strengths: Introduction to strengths-based development

- The beginning of your journey starts by understanding your own strengths
- There is no set destination, it is an ongoing journey
Success..

The success of the people you lead – and your entire organization – depends on the development of your strengths and the strengths of your team…”

—Non Profit Resource Center (Webpage)

- First understand very well your own strengths.
- Then you can start collaborating with your team to learn and understand each other's strengths to become a more successful and effective team.
Objective: Help participants share with others when they get the best out of them, when they get the worst out of them, what they can count on them for and what they need from them.

- Take 2 minutes to write in as many items for one of the 4 sections.
- You will have 1 minute (each) to share with a fist bump partner.
“What lies behind us and what lies before us are tiny matters compared with what lies within us.”

- UNATTRIBUTED

Discover and develop the unique talents within you.
PEOPLE WHO FOCUS ON USING THEIR STRENGTHS ...

are three TIMES as likely to report having an excellent quality of life

are six TIMES as likely to be engaged in their jobs
“Individuals **gain more** when they build on their talents, than when they make comparable efforts to improve their areas of weakness.” --Clifton & Harter

If you are open to it and willing to invest the time you can benefit tremendously: It will help you start to **see people for who they are** instead of for who they are not. You can benefit professionally and personally.
The StrengthsFinder Assessment is not a test. You cannot pass or fail it. It gives you language to identify who you are and why you do what you do so well.

- It is an assessment that identifies talents that come naturally to you.
- It is intended to facilitate personal development and growth that will contribute to the achievement of your increased well-being and success.
- It is focused on encouraging you to spend time & energy developing your talents.

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### What is StrengthsFinder?

<table>
<thead>
<tr>
<th>It is...</th>
<th>It is not...</th>
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</thead>
<tbody>
<tr>
<td>An assessment that identifies talents that come naturally to you</td>
<td>A career instrument meant to tell you what you should do; it should not be used to determine a major or a career</td>
</tr>
<tr>
<td>An assessment that has been analyzed for technical psychometric characteristics, including validity and reliability</td>
<td>A quiz or test</td>
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</tbody>
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[https://umconnect.umn.edu/strengths/](https://umconnect.umn.edu/strengths/)

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EARLY ACADEMIC OUTREACH PROGRAM
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https://umconnect.umn.edu/strengths/
• Hugo will share how intentional strengths-development and close collaboration (beginning with the StrengthsFinder assessment) with EAOP staff has impacted his engagement and success in academic, professional, and personal aspects.

• EAOP Student Outreach Assistants (SOAs) work side-by-side to implement academic preparation activities in the community.
It takes practice to Awesome. Let’s be intentional about how we move forward in developing ourselves.
Questions?

Thank you!
Closing Activity
What I found beneficial from today’s session is...

Thank you!

If there is extra time we will do this closing activity.
• Have a several participants share what they found beneficial from today’s session.