



**Strategy:** Strength Enhancement

**Facilitators:** SuperAdvisor

**Target Audience:** DSA Members, one-on-one conversations ideal

**Location:** Face to face or video chat

**Date/time:** Determined by participants, e.g., regularly scheduled meeting

**Needed Materials:** Student's Top Five CliftonStrengths and Name It! Aim It! & Claim It! (See appendix)

### LEARNING OUTCOME

Students will better understand, call upon, and build from their top strengths identified by Gallup's Clifton Strengths Inventory.

## Implementation Outline

1. Ensure your student knows your intention to help them succeed personally and professionally.
2. Consider cultural differences and various perspectives that could affect the outcome as well as how participants approach the cultivation.
3. Prior to the first meeting, review your team member's top five CliftonStrengths. Become generally familiar with each—ask your student to do the same.
4. Ask your team member to share their understanding of each strength. Provide clarification as needed.
5. Talk with your team member about the themes you see as their SuperAdvisor.
  - a. Give them your first impression of their top-five.
  - b. Describe situations where you've seen these strengths emerge productively.
  - c. Share with them what you see as their greatest strength.
  - d. Relay anything that was surprising to you (e.g., their competitive, but you've not see that characteristic in them during your relationship with them to this point).
6. Facilitate the NAME IT portion of the activity, *Name It! Claim It! Aim It!* with your team member as directed on the worksheet (see appendix). Encourage team members to use their work, student organizations, and classroom experiences as spaces to practice their strengths.
7. In the same or in a follow-up conversation, complete the remaining portion of the activity.
8. Facilitate a discussion around how each student understanding and claiming their Top Five CliftonStrengths can assist them in their future endeavors.
9. At the conclusion of the oral reflection, create a cultivation record using the [Cultivation Tracker \(link\)](#), which initiates the assessment process. Tell your student to expect a follow-up email from the Division Office that will include a link to access and submit a final cultivation reflection. Tell them the final step is designed to achieve the desired learning outcomes while also formally recording the experience in official records.

