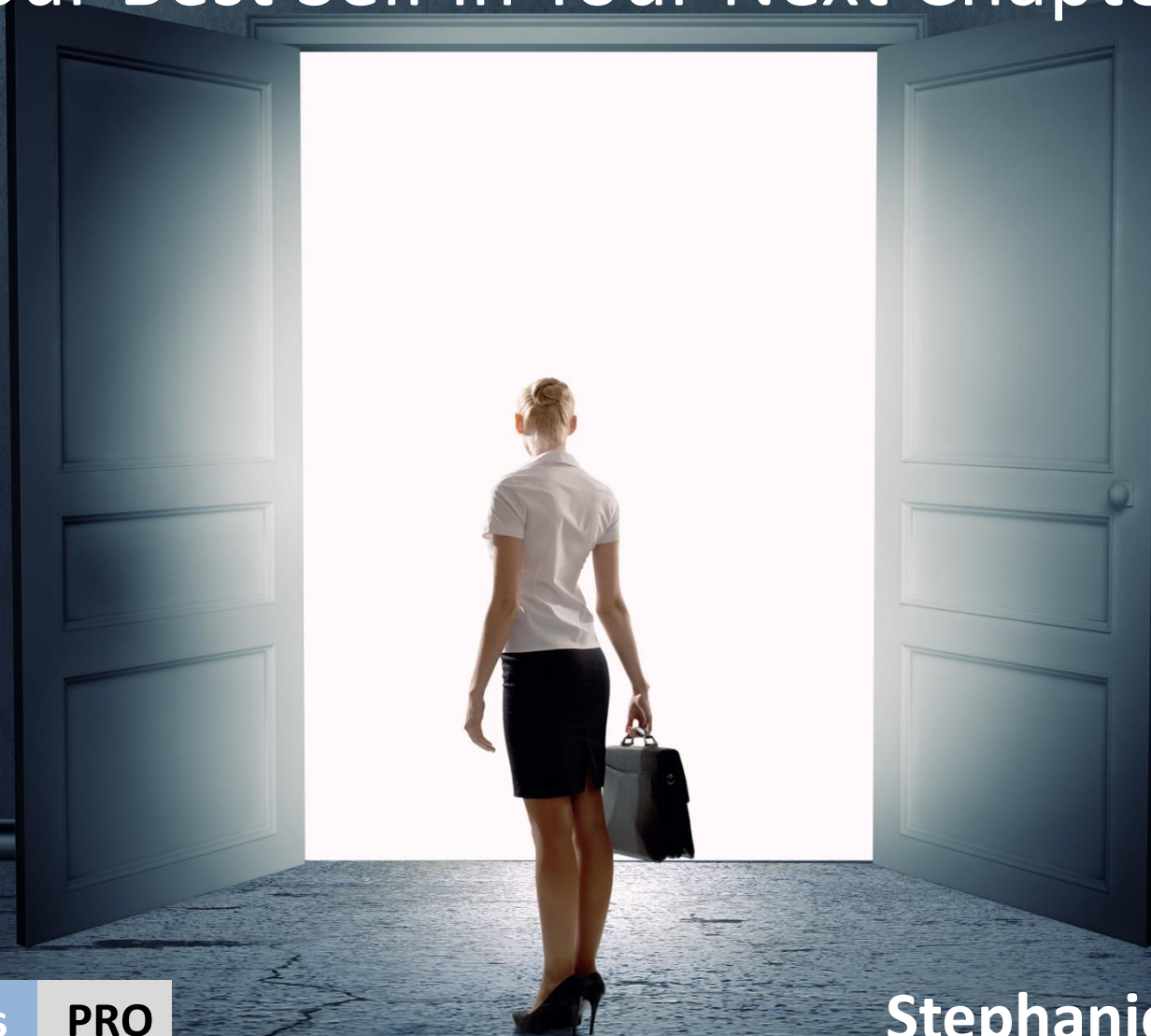


Start Strong, Finish Stronger: Your Best Self in Your Next Chapter



Strengths

PRO

Stephanie Clergé

My Experience



Hiring Manager

Strengths PRO

Career Coach



Executive Recruiter

My most valuable credential is...

I know how it feels to be in transition...



security

learning

Hello
my name is

identity

boss

Stephanie Clergé
~~Intel~~ StrengthsPRO
~~Manager~~ Coach

community

title

friends

Lessons for the Road Ahead

Know Yourself

Plan Your Work

Work Your Plan



CAREER



Know Yourself, Ensure a Strong Foundation for Career Success

Where should I start?

**Start Strong,
Finish Stronger!**

Start with your Strengths!

Why Strengths?

Outcomes of Strengths-Based Development

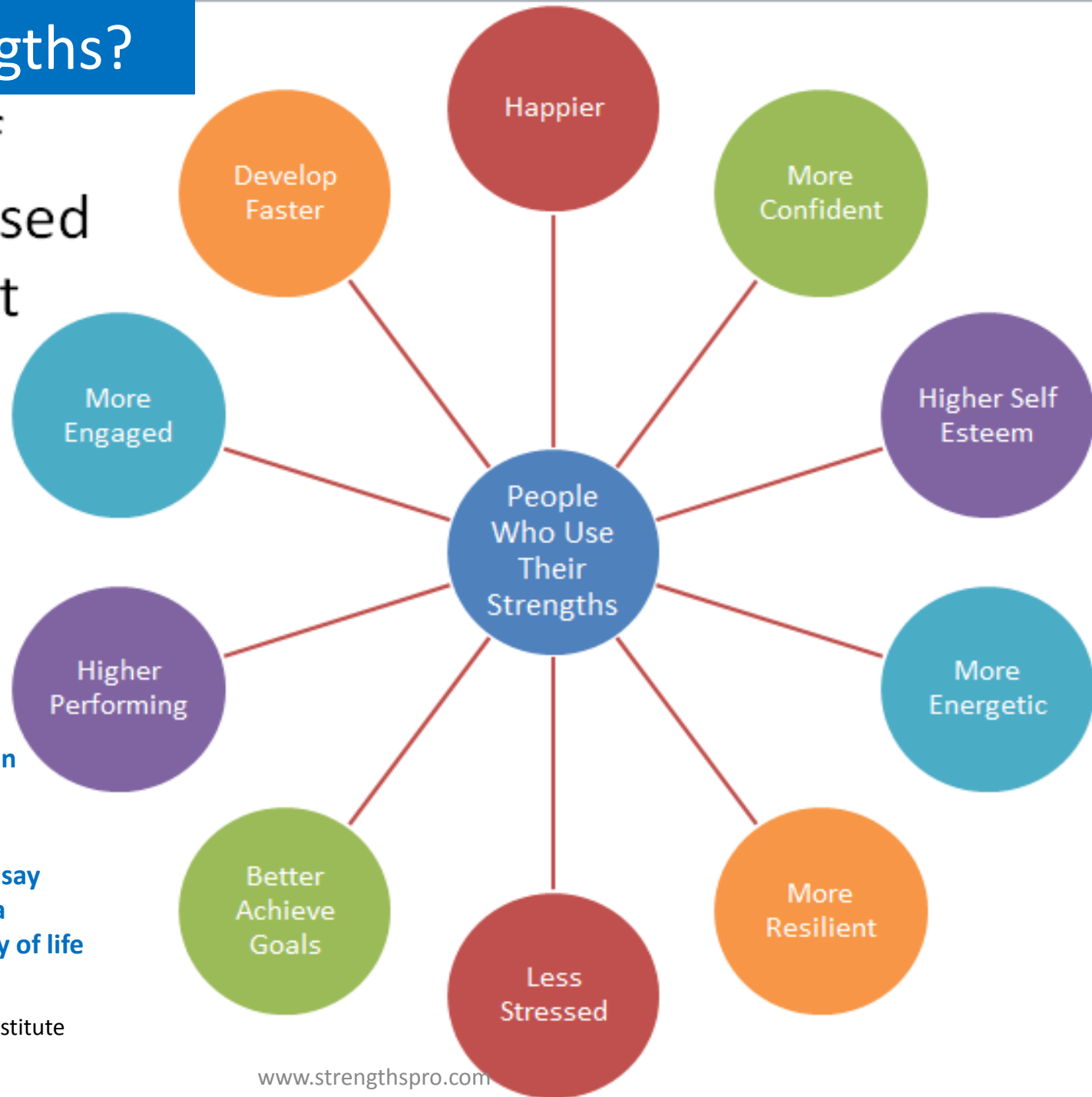
Employees who focus on their Strengths are...

6×

as likely to be successful in their roles

3×

as likely to say they have a high quality of life



Sources: Gallup, VIA Character Institute

www.strengthspro.com

What is a Strength?



- **Makes you feel strong**
- **Gives you energy**
- **Comes naturally**

- **What you do well**
- **The part of you that is unique and special**
- **Helps you succeed**

Strengths – the ability to provide consistent, near-perfect performance in a specific task



Talents – naturally recurring patterns of thought, feeling or behavior that can be productively applied



Turning Talent to Strength

Strength

Strength: Consistent, nearly-perfect, positive outcome

$$S = T * (K+S)$$

Intrinsic satisfaction:
Inherent sense of gratification and positive anticipation.

Knowledge: Factual and experiential lessons learned.

Final Touch

Passion

Investment

Skills, Knowledge

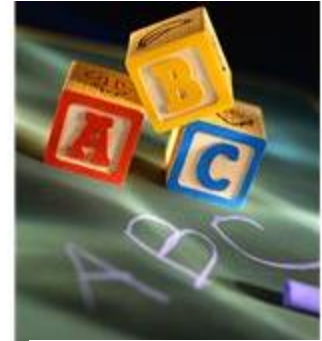
Foundation

Talent

Talent: Naturally recurrent patterns of thought, feeling, or behavior that can be productively applied. The basis for full potential. (Multiplier)

How do I find my strengths?

Ease



Energy



Excellence



You can also take a strengths assessment. [Learn More](#)

Plan Your Work

Preparing for the Job Search

- Define your strong career
- Develop your tools
- Determine your plan



Define:

How do I choose a strong career?

Consider the 4th E:
Experience

When did I love the . . .

- Job/Task?
- Team?
- Manager?
- Culture?
- Industry?
- Learning?
- Other (commute, travel, benefits)?



Think Out of the Box

Non-Work / Work Adjacent Activities

- Internships**
- Volunteer Activities**
- Side Projects/Businesses**
- Clubs / Organizations**
- Hobbies**
- Others**

Strengths in Action

**Maximizer –
Quality Orientation
(Influencing)**

**Harmony –
Sees Multiple Sides
(Relationship
Building)**

**Communication –
Verbally Expressive
(Influencing)**

**Maximizer
Communication
Harmony
Input
Empathy**

**Input –
Collects Knowledge
& Info
(Strategic Thinking)**

**Empathy –
Emotional Intelligence
(Relationship Building)**

A collection of tools including a hammer, pliers, and wrenches on a wooden surface. The hammer has a silver head and a black handle. The pliers have a silver head and a blue handle. The wrenches are silver. The tools are arranged on a rustic wooden background.

Develop Your Tools

- **Resume(s)**
- **Linked In Profile**
- **Questions**
- **Stories**

Building a Strong Resume

Is it easy to read?

What does your resume tell me in a quick scan?

Does it reflect what you've done? How you can best contribute?

Is it clear where you should be working next?



Linked In: A Look from a Recruiter's Lens

- Profile at 100%
- Clear, concise (not cheesy or needy) headline
- In the summary, show a bit of your personality
- Have well written recommendations by the right people
- List a contact email and answer InMail promptly
- Be a part of relevant groups & follow relevant individuals & companies

Keep it Updated!

Do the Research, Have Questions to Ask



Get Your Story Straight!

- **Be able to clearly tell your work history story**
 - Where you worked, how you contribute, how long you worked and why you left
 - Your greatest accomplishments in each role
 - Your strengths and how they help you at work
 - Have an answer for gaps in employment or other interesting circumstances (e.g., bad credit)
- **Be prepared for behavioral interviews**
 - Tell me about a time when...
 - Have 3 stories you can flex for different situations



Strengths Statements

- Describes a **TASK** (i.e., a distinct kind of work)
 - An observable, auditable activity.
 - **YOU** perform the task.
 - You do this task **consistently well** and with **intrinsic satisfaction**.
- **Specific** enough to be clear
 - Does it matter why I do this activity?
 - Does it matter who I do this activity with/to/for?
 - Does it matter when I am doing this activity?
 - Does it matter what this activity is about?
- **Broad** enough to apply in many circumstances

Example: My strength is reviewing documentation (data, processes, presentations) written to influence others and providing guidance to make it more compelling.

Communicating Your Contributions

Homework . . . Create 1 Strengths Statement

- If you're stuck
 - Pick one strength that really describes you
 - Think of a task that really energizes you
 - Create a sentence with key elements of your talent contribution that you use to complete that task

Example: My best contribution to a team is a quality mindset, I can spot areas to improve quality and provide ideas to make processes or products move from good to excellent.

From Strengths Statements to Strengths Story

My contribution is reviewing documentation (data, processes, presentations) written to influence others and providing guidance to make it more compelling.

I use my Quality Mindset, Communication and Empathy strengths as I show others how to make a good message even better by putting myself in the place of the audience.

I have been recognized by those I work with as a influential presenter and helpful advisor.

It is difficult for me to start with a blank page, but reviewing the work of others has always come easily to me. I naturally see areas to tweak to make things excellent.

I have taken many writing, presentation and influencing classes and practice whenever I can. I also watch others and learn from them.

I think it is fun to find different ways to make my point and to help others get their message across.

How might you use a strengths statement or strengths story?

Specific Activity

Talent Theme(s)

Do it Well

Naturally Drawn/
Comes Easily

Skill/Knowledge/
Investment

Energy/Satisfaction

Determine:

WHAT'S YOUR
PLAN?

What are my daily steps?

Example:

Review Industry Website for Job Postings

Follow up with former boss for recommendation

Attend 1 event a week

Apply to X jobs a week

Call my accountability partner



Impact
Information
Inspiration
Strengths
Strategies
Support

The Solution **IS** simple

What IS Your Plan?

Impact

Information

Inspiration

Strengths

Strategies

Support

Is your plan SMART?

Specific

Measurable

Aligned

Realistic

Timely

Lessons for the Road Ahead

No Road is Easy

Your Strengths Help You do it with Ease

Learn as you Grow



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