



Strengths Recognition Ignites Performance

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GALLUP

CONNECTEDNESS

IDEATION

LEARNER

STRENGTH

The ability to consistently provide near-perfect performance in a specific task.

AGE 3

Each of your **100 billion** neurons have made up to **10,000** synaptic connections.

AGE 16

Half of these **100,000,000,000** * **10,000** synaptic connections are gone.

- Talent is natural recurring patterns of thought
- The path of least resistance
- **Highest ROI**

TO LEAD A MEANINGFUL LIFE ...

“You use your highest strengths to belong to and serve something you believe is larger than the self.”

MARTIN SELIGMAN

Director, Positive Psychology Center – University of Pennsylvania

*American Psychological Association (APA) Award for Lifetime Contributions to Psychology
Best-selling author of more than 300 scholarly publications and 25 books*

THE SURPRISING TRUTH ABOUT WHAT MOTIVATES US ...

“Autonomy, Mastery, Meaning.”

DAN PINK

Author

Best-selling author of “Drive” and “A Whole New Mind”

‘Thinkers 50’ top 15 business thinkers in the world, along side Michael Porter and Clayton Christensen

Enabling In Vogue Human Capital Strategies

STRATEGY



STRENGTHS

Agility

Ongoing Conversations

Boss to Coach

Diversity & Inclusion

Employee Experience

AI

Empowered to act

How to engage

What to coach

What to celebrate

Through what lens

Augmenting what behavior

PERFORMANCE

Getting the best of people.

FULLEST PERFORMANCE POTENTIAL...

“A person can perform only from strength. One cannot build performance on weakness, let alone on something one cannot do at all.”

PETER DRUCKER

Business Outcomes | *Business Unit-Level*

Workgroups that received strengths-based development were found to have:

14%-29%

**INCREASED
PROFIT**

3%-7%

**HIGHER
CUSTOMER
METRICS**

6%-72%

**LOWER
ATTRITION**

10%-19%

**INCREASED
SALES**

Why the Range?

Doing an event:

+7%

**EMPLOYEE
ENGAGEMENT**

Creating a culture:

+23%

**EMPLOYEE
ENGAGEMENT**

Empowering People With Language of Strengths

20,391,480

People worldwide have discovered their strengths, with this number growing everyday

700,000+

of the 3 million college Freshman in the U.S. know their top 5 talents



The 30-minute online CliftonStrengths assessment analyzes instinctive reactions to 177 sets of paired statements, measuring a person's natural talents within 34 themes



STAND UP IF YOU ALWAYS ...

*Talk to people in elevators, airplanes,
stores, and wherever you go.*



STAND UP IF YOU ALWAYS ...

*Write down a list of things
to do and stick to it.*



STAND UP IF YOU ALWAYS ...

*Need to pick someone
to race while driving.*



STAND UP IF YOU ALWAYS ...

*Have a color-coded or
otherwise organized closet.*

Name It

Claim It

Aim It

1

in 33 million

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