

Developing Your Strength

Consistency

Your genius strength of Consistency involves both the way you think and process information and the way you see what is fair and equitable. Whereas others often take a long time to determine what is fair and equitable, to you it is obvious. You can quickly determine what should be done so that problems are solved in ways that treat everyone in a just and equal manner. This process of determining what is equitable often involves processing a great deal of information. But the genius of Consistency talent sorts through information and comes to equitable decisions so quickly that you may not see anything special about what you do because you do it with such ease. In your relationships, you strive to treat everyone equally and consistently. This helps you win the confidence of others. You are a great, fair and just thinker because of your Consistency talent.

Adapted from “The Genius and Beauty found within The Clifton StrengthsFinder Themes of Talent,” by Edward C. Anderson

Applying Consistency Talents in Careers

Interview people who are currently in jobs that interest you. Shadow them to see what they really do day in and day out.

- Go to the career center and talk with a counselor about career inventories or lists of jobs that seem consistent with your greatest talents.
- Environments that have regulations, policies, procedures, and guidelines firmly established are likely to feel more comfortable to you and enable you to be more effective and efficient. Less controlled environments probably will not be comfortable for you.
- Environments that are structured, predictable, and detail-oriented are likely to appeal to you. Search for environments where loyalty is valued and equally applied policies are the norm, as this emphasis on consistency will enable you to get more done.
- Research roles in quality assurance, risk management, safety compliance, law enforcement, and human resource analysis.

Adapted from StrengthsQuest website: www.strengthsquest.com

Career Plan of Action:

Applying Consistency Talents in Academics

General Academic Life

- Seek professors who set the same clear expectations for everyone in the class. Make sure that you know exactly what is required to earn the grades you desire.
- Learn precisely how class participation, research, laboratory work, presentations, and examinations will be factored into your final grade for the course.
- Inform others that routines are important to your success. Explain how they lend an air of familiarity to all the coursework in your major area of study.
- Finalize your entire degree or certification plan as early in your collegiate career as possible. Each term, double-check your plan to ensure you are in compliance with graduation requirements.

Study Techniques

- Anticipate what you need to do to earn the grade you want in each class. Set up and adhere to a study routine. Realize that you excel when your life has a rhythm to it.
- Make a habit of studying at the same time each day. Designate a specific study area and equip it appropriately. Replenish supplies on a specific day of the week.
- Establish predictable and uniform patterns for doing different kinds of assignments, such as writing, researching, calculating, and rehearsing speeches.
- Balance all the facts when conducting research, making a presentation, or writing a report. Seek to remove biases by being objective.
- Create study rituals that suit your thinking and learning style. Read ahead. Write down questions to which you want answers. Highlight key ideas, steps, and concepts.

Relationships

- Understand that your predictability makes you a valuable study buddy. Partner with classmates whose need for routines and processes mirror your own.
- Inform people about your need for uniformity. Help them understand how they can benefit from consistency.

Class Selection

- Identify similarities and differences in your professors' teaching styles. Choose classes taught by instructors whose approach matches your learning style.
- Avoid taking courses from professors who play favorites, change assignment requirements unexpectedly, and fail to abide by the rules they set at the start of the term.
- Make a list of courses of study that naturally incorporate routines, processes, and procedures. Consider specific science, mathematics, accounting, music, engineering, and law programs.

Extracurricular Activities

- Join clubs and teams known for their adherence to practice and rehearsal schedules.
- Help with special events that have a long history of doing things the same way from one year to the next.
- Assume accountability for monitoring compliance to rules for membership drives, fundraising, and contests.
- Volunteer to maintain the records of an organization. Ensure that accepted procedures are followed in meetings, and reports are properly submitted.

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Academic Plan of Action:
