

## Developing Your Strength

# Includer

The genius of your Includer talent involves your ability to see outsiders and those who have been marginalized. You can see people who are physically on the outside, but most remarkably, you can discern who feels left out even though they may be physically in the middle of a group. But your genius talent of Includer does not stop with just seeing those who are physically outside and emotionally marginalized. You take action to bring people into the group. In fact this talent seems to give you an enormous amount of courage to reach out and actively bring the outsider in. The beauty of your Includer talent is that you can build relationships with literally anyone. But your specialty in relationship building is with the “invisible people” and people who others ignore. You instinctively know what to say and how to include those who others ignore and leave out.

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

## Applying Includer 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. This personal interaction with people in careers you are considering can help you sort to the best option.
- Make the most of your willingness to include outside sources by talking to a career counselor about your interests and what you are passionate about. Talking things through with a knowledgeable counselor can give you confidence in exploring the possibilities.
- Environments where you can play a welcoming role, such as in orienting new employees or recruiting minority staff, can allow your Includer talents to flourish.
- Working with a group that is not always included by others, such as physically or mentally challenged children, will allow you to use your talents to help others feel better about themselves.
- Environments that encourage teamwork and foster social interaction and integration will bring out your best.
- Talk to youth workers, occupational therapists, social workers, special education teachers, and missionaries to learn what they find most rewarding about their work.

Adapted from StrengthsQuest website: [www.strengthsquest.com](http://www.strengthsquest.com)

## Career Plan of Action:

# **Applying Includer Talents in Academics**

## **General Academic Life**

- In small groups in class, try to get each student to participate. Ask him or her for opinions.
- Ask shy people to walk to class with you.
- Research people of different cultures in your community. Invite some of these people to attend a community or college event with you.
- Attend lectures or speeches by guest speakers of different nationalities. Introduce yourself to others attending the session, drawing them into a conversation with you.

## **Study Techniques**

- Study with other people. If someone in the group is not talking, try to bring him or her into the conversation.
- Invite someone who is shy but intelligent to study with you.
- Start a small study group of people who seem more hesitant to talk, and include a couple of more verbal people as well.
- Search out books on the culture of a prominent ethnic group in your community. Use your new information to help include some people of this culture in activities in which you participate.

## **Relationships**

- Expand your relationships to have a diverse group of friends with whom you participate in activities.
- You can adjust to many types of people and help them feel welcome. Invite others to your social activities.

## **Class Selection**

- Sign up for classes in which you will learn more about the uniqueness of particular groups of people. Use this information to help them feel included.
- Select classes in which the professor tries to involve each student.
- Select classes that promote diversity.

## **Extracurricular Activities**

- Your ability to help others feel like part of the group will make you a valuable member of student organizations and service groups.
- Help tutor those who do not have the social or economic privileges you have. Develop or participate in programs that promote diversity.
- Volunteer to help with a cause such as Special Olympics.

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## **Academic Plan of Action:**
