Developing Your Strength
Developer

The genius of your Developer talent begins with what you can see in other people. You can see talents, strengths, and potential in others that they often cannot see in themselves. But this is just the beginning. You can also see what people can do to develop their talents, strengths and potential. It is as if you see "stepping stones" for moving people from where they are to higher levels of development. But it doesn't stop there. You become energized and determined to stimulate people to move, grow and develop to higher and higher levels of personal effectiveness. Next, you are particularly perceptive in noticing even the smallest amount of progress people make as they grow and develop. This leads to your mirroring back to people their progress. Accordingly, you are a great source of encouragement and a stimulator of personal progress as you can see ahead of time what people can become and as you note their progress. The great thing about all of this is how alive you become as you stimulate others with your Developer talent.

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

Applying Developer 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. You enjoy having this personal connection to what interests you.
- Talk to your career counselor about the career planning process. Use that relationship as a sounding board for making decisions.
- You likely have a talent for noting people's progress and for helping them become even better at what they do. Seek an environment in which your work involves getting "people done through work" rather than "work done through people."
- You will be most satisfied in a career that provides some type of service to people or in which organizational success is based on interpersonal relationships and your ability to help people be successful.
- Environments that are collaborative and people-oriented, where you can be part of a team but also have time to work one-on-one with others, is likely to allow your Developer talents to flourish.
- Talk to counselors, teachers, speech therapists, athletic coaches, acting coaches, life coaches, and those who work in your campus learning center to find out what they enjoy most about their work.

Adapted from StrengthsQuest website: www.strengthsquest.com

Career Plan of Action:

<u>Applying Developer Talents in Academics</u>

General Academic Life
- During lectures, take down facts that are new, enlightening, interesting, or humorous. Share your observations with others from the class.
- Reflect back to what you have learned from a certain professor and how that has impacted you in your life.
- Motivate yourself by tutoring or helping someone else in the class to understand concepts you have gained from the lecture, the reading, and the discussion.
- Keep an ongoing list of your key learning experiences. Track your own progress and growth.

Study Techniques
- Explain to a friend, fellow student, teaching assistant, or professor what you have learned from a book, lecture, or other source.
- Form study groups in which you can teach others as well as learn from them.
- Identify a few classmates on whom you can rely to be your study partners.
- Pretend that you are going to explain to others what you are trying to learn. This will help you retain more information and improve your comprehension.
- Try studying by yourself first, to understand the information, then help others if they need it. One of the best ways to reinforce your learning is to teach others.

Relationships
- Always have one or more mentors, and let them know what they add to your life. Consult them regularly.
- Help your friends choose developmental experiences.
- Coach friends who have a specific goal or focus in mind (such as running a marathon or losing weight). Encourage them in their progress.

Class Selection
- Enroll in classes with group projects, specifically those that include community service opportunities.
- Join tutoring and discussion groups in which you can learn from others by discussing and explaining concepts.
- Choose a major that highlights your ability to develop the talents of others, such as education or psychology.
- Choose classes with a field-studies component that involves working with people. This will provide an opportunity to see tangible growth experiences of others and observe how what you learn can be used.

Extracurricular Activities
- Become a tutor or a mentor. Find a role in which you can strengthen your own academic abilities while you help others improve.
- Start a club or community service project in which you can help others achieve.
- Use your ability and passion to help others by joining organizations that will allow you to exercise your talents in helping others succeed. This will allow you to feel good about what you do and learn from your experiences. For example, consider becoming a mentor or peer counselor, or join community service organizations.

Adapted from StrengthsQuest website: www.strengthsquest.com

Academic Plan of Action: