

Preparatory Guidance for Taking the StrengthsFinder Profile

I think the StrengthsFinder Profile is superb! The Profile provides a report describing the top five "talent themes" (out of 34) that describe how you typically think, feel, and behave about situations in your life.

These notes describe the profile's methodology. The *StrengthsFinder 2.0* book provides directions for accessing the assessment in the brown envelope at the back of the book. There is also an alphanumeric code for logging on. You need not have read beyond page 19 in the book to successfully take the profile.

Accepting the Pace of the StrengthsFinder Profile

Each selection is timed. As you make up your mind, the test moves on automatically to the next selection. Do not be concerned if you miss a choice on one of the options--the profile is designed to accept a few missed choices. Just refocus your attention on the choice in front of you and forget about past choices.

Understanding the Selection Options

Most people are familiar with a five-point scale that looks like either of the following:

strongly disagree	moderately disagree	neither agree nor disagree	moderately agree	strongly agree
very weak	somewhat weak	neither weak nor strong	moderately strong	very strong

The StrengthsFinder Profile uses a five-point scale, too, but it is quite different from either of these. The Profile asks you to make a preferential selection between two interests that are different but not opposites. For example, the statements might be "I like the color green." and "I like to sing."

The options presented are the following five:

I strongly support Statement 1 AND I strongly reject Statement 2	I prefer Statement 1 over Statement 2	I support (or reject) BOTH Statement 1 and Statement 2 equally	I prefer Statement 2 over Statement 1	I strongly support Statement 2 AND I strongly reject Statement 1
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Notice that your selection of the middle choice occurs whether you **AGREE** equally with both statements or you **DISAGREE** equally with both. Some people find this structure hard to understand at first.

It may take a few selections to get used to that middle selection. It applies if you don't like the color green AND you don't like to sing, and it also applies if you do like the color green AND you do like to sing!

That's the way they designed it--so that you can express your preferences relative to disparate interests.

I Welcome Your Feedback

My objective with all of the above is to clarify, not confuse. If you have thoughts on how I can improve the wording of this note so that my objective is enhanced, please let me know! Thank you.

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